

mention the New York City school system, who had told me the tests were not used in the city. I had investigated many suburban areas where they admitted they were used, including Port Jefferson and other areas in Long Island. However, the principal told these parents not to be concerned and that everything was fine and they would not think of using such instruments.

My daughter who is a student in the school, within several months after this, received a personality test at Public School 6 and under my instructions, she refused to take the test. She was yelled at by the guidance person who said, "Get out of the room and go to the library." So that very often, in the field of psychological testing, I found a great many untruths stated, often because of ignorance and often because of pure subterfuge. The principal in this case was ignorant of the activities of guidance counselors.

The tests are used routinely in various phases of our society in making the decision of whom to upgrade, demote, or fire. Men with great longevity of industrial service are often discharged because of these tests.

After full study, I have two basic objections to the use of personality tests: their inaccuracy and their immorality.

Before I proceed into detail on why personality tests do not successfully predict the behavior, psychological attitudes, or performance of an individual, I would like to quote three other experts whose names are familiar to the professionals in the field, and to many of the public at large. Dr. John Dollard, professor of psychology at Yale University, in reviewing my book in the New York Sunday Times Book Review, states as follows:

There may be exceptions unknown to me, but generally speaking, projective tests, trait scales, interest inventories or depth interviews are not proved to be useful in selecting executives, or salesmen, or potential delinquents, or superior college students.

Dr. Henry S. Dyer, vice president of the nonprofit Educational Testing Service of Princeton, N.J., has also stated his view that personality testing is without valid scientific theory or method. Says Dr. Dyer:

I take a dim view of personality tests and I think the general public is being much too frequently taken in by the mumbo-jumbo that goes with them. The inventories, the projective tests—all of them—are scarcely beyond the tea-leaf-reading stage.

One of the most surprising criticisms of the accuracy of personality tests comes from Dr. George K. Bennett, president of the Psychological Corp., the publisher or distributor of some of these tests. They are the distributors of the Minnesota Multiphasic Personality Inventory test. Writing in the Fifth Mental Measurement Yearbook, which contains reviews of test efficiency, Dr. Bennett states:

Over the past 40 years a great number of self-descriptive inventories have been constructed and tried out. This reviewer is unable to recall a well-established instance of useful validity for a class of questionnaire against a criterion of occupational success. (p. 30).

This is the president of the corporation that publishes and distributes some personality tests.

Mr. GALLAGHER. How does he justify the statement?

Mr. GROSS. Dr. Bennett, whom I interviewed on two separate occasions in his office, is caught in a tight vise. The difficulty is