

that Dr. Bennett as a psychologist and a man of integrity, does not appear to believe, as stated on many occasions, that the personality tests are very accurate. He is also president of a corporation which is, as I understand it, cooperatively owned by a group of practicing psychologists, who earn income from these tests. The ostensible purpose of these tests, in I think, the view of the corporation, is that they are basically research instruments. Should a professor of psychology at a university want the test, they would sell it to him. They would also sell it to any qualified psychologist who ostensibly has ethical procedures and supposedly follows these ethical procedures.

In my book I raise the question of the ethical procedures in use of tests. There is a technique within the field of psychology, in which clinical psychologists will use projective instruments without ever seeing the individual being tested. I saw this happen on the spot in a testing firm in New York. A clerk gives the projective instruments, such as the draw-a-man test, and the clinical psychologist, licensed by the State of New York, will make a psychological judgment of the mental health of the individual from this piece of paper, never having seen the applicant. This is called blind analysis, and is very common. Blind analysis is a technical term they use, and I would think that in terms of commonsense, that it is very unwise.

Mr. GALLAGHER. Before you go on, Mr. Gross, perhaps you would like to state how they earn income on this non-profit-making—

Mr. GROSS. Psychological Corp. is a profitmaking group. Educational Testing Service is nonprofit. Psychological Corp. in New York is a profitmaking group and they test for many firms.

Mr. GALLAGHER. How do they earn the income?

Mr. GROSS. From many things. For a while McGraw-Hill, a publishing company in New York, for example, had a testing program for beginning editorial executives, and I understand they tested them. They test for a great many people in New York. In addition to tests of this type they have other more valid tests such as mechanical efficiency tests. Dr. Bennett himself is author of a test on mechanical aptitude which is used by industry. Although they are not exceptional measures of accuracy, there is some validity to testing a person's mechanical aptitude.

In addition to these more objective tests, they do publish, distribute, and use for profit, personality tests, a type of test which Dr. Bennett personally has stated he thinks are not very good, as I have quoted.

Mr. GALLAGHER. He doesn't preface the adequacy of the test by his own remarks?

Mr. GROSS. Definitely not. As a matter of fact he doesn't sell the tests. Being president of the corporation, he doesn't have to go on the firing line. A salesman has to go out and sell them—if they have salesmen. I don't know. I suppose some clients come to the corporation. The whole field of psychology is in a quandry in regard to personality tests, because every profession likes to have an additional tool. A doctor likes the electrocardiogram, and these tests, if they were valid, would give the psychologist a great additional tool for his status, and prestige and profit. The difficulty is that the more astute psychologists know that the personality tests are no good. The less astute don't know or don't care. A man like Dr. Bennett, of course, is in a most unfortunate position because he is smart enough and has enough integrity to say they are not accurate, but yet is