

president of a firm that uses them. I have nothing but sympathy for his position.

What the gentleman was saying, in simpler language, is that the results of a typical question-and-answer personality test cannot predict the behavior of an individual, nor can the traits be matched up to those propounded as ideal for any job in question.

The results of many careful experiments that have attempted to validate personality testing have all proven the tests to be worthless. The United Nations, under its former Director of Examinations, Dr. Eugene W. C. Shen, conducted a vigorous trial of the Rorschach ink blot test, and another famous projective personality instrument, the draw-a-man test, and found that they failed miserably in predicting the work performance or behavior of the United Nations Secretariat. During World War II, Army psychologists gave a full series of personality tests to aviation cadets, tests which then failed to predict the service success or failure of the cadets. This was conducted by Dr. Flanagan, the head of AIR, a testing company working out of Pittsburgh. At the time he was, I believe, chief psychologist for the U.S. Army Air Force.

Colleges, including the University of Minnesota, have attempted to correlate student scores on personality tests with their emotional behavior on campus. The result was that students labeled by the test as having pressing psychological problems proved to be well-adjusted collegians, and vice versa. Numerous attempts to correlate academic achievement against personality tests have been failures, including the Government's own personality project—Project Talent, which has invaded the psychological privacy of students throughout the country with the taxpayer's own money.

A copy of the personality test, Project Talent, was sent to me by HEW at the time it was being given to approximately half a million high-school students around the country. It was a conventional personality test, similar to the ones used in industry and given to students at that time.

Mr. GALLAGHER. To your knowledge is this test still being used by HEW?

Mr. GROSS. I think Project Talent was a one-time project. But scores have since been correlated on various personality trait scales, typical emotional stability scales, and so forth.

The reasons for the tests' failures are numerous, and perhaps I can cover some of them later in my testimony. The most important general fact to consider is that we have almost no information on how mental health relates to personality test scores, and attempts by management or the Government to use them for this purpose are unscientific and dangerous.

In regard to my second point, that of immorality, I would like to raise the question of discrimination. Personality tests, in my opinion, are the newest pseudoscientific form of prejudice. With the enactment of legislation and the increasing awareness of the community, many of our older racial and religious prejudices are dying. However, the false discipline of personality testing is attempting to bring it back by stating—through unreliable test scores rather than proven behavior—that someone is "neurotic," or "potentially schizophrenic," or "maladjusted," or "introverted." Is it any less immoral to discriminate on such false invented criteria than it is to punish some-