

so-called experts. Permitting the false discipline of personality testing to be our measure of a man can only endanger our most prized traditions of privacy and unlimited opportunity.

Mr. GALLAGHER. Thank you very much, Mr. Gross. I think your next to the last paragraph strikes a note close to home.

We would like to ask you some questions.

Mr. GROSS. If you have the time, because this is a very technical subject—after you ask the questions—I would like to give you a short impromptu technical insight into why the tests are not accurate in determining personality and why they are not accurate in determining mental health.

Mr. GALLAGHER. Perhaps you would like to do this right now.

Mr. GROSS. Do you think that would be best?

Mr. GALLAGHER. Yes.

Mr. GROSS. The first point to make is that the question and answer tests are group tests; that is, the original research intent of these tests was to measure, for psychological research, the different attitudes of large groups, so that if you tested 5,000 children in the Western States, and 5,000 children in the Eastern States, you might possibly determine some regional or group differences in attitudes toward whatever you want to measure—interest in sex, books, companionship, or sociability.

After these tests were developed, it became almost impossible to stop psychologists and personnel people and corporations from using them, because of what psychologists call face validity. That is, if someone asks a question that seems to indicate nervousness, and you say yes, it is easy to make an assumption of nervousness. The face validity of some tests seems high. That is, a tester asks a question, "Do you wake up in the middle of the night?" and the person answers "Yes." The psychologist then says, "Well, that is an obvious indication of nervousness."

The reasons why the tests are failures in determining true emotional behavior is indicated by a great deal of research. First, some people are very candid on tests and will give you correct answers. Some people are not candid at all and will give you the answers that they think you want. Other people don't understand what the questions mean, and every person has a different interpretation of it. This is all mixed together in what they call the "norm." Then you take the test as an individual and you are graded in your variation from the "norm." You are graded in a variation from something that made no sense originally because it was apparently a mixed response.

For example, Dr. P. Eisenberg, a psychologist, took the question "Do you want to be alone," which is a question that appears on many personality questionnaires, and he asked people to write an essay about what they meant about "wanting to be alone." Of 219 students, 55 said they wanted to be alone when they had work to do. You would assume that they would all answer the question in the same way—yes, no, or question mark. They all meant the same thing—but one-third said "Yes," one-third said "No," and one-third said "Question mark." The actual physical response to a question of this type has almost no psychological or semantic meaning.

Applying the tests to individuals is completely outside the statistical possibilities of a group questionnaire, and all question and answer tests are group questionnaires. Any attempts whatsoever to use a group