

Personal Preference Schedule. There is a test called the Rosenzweig Picture Frustration Test, which has a scale called "conformity," the opposite of "autonomy." Scores on the Rosenzweig, for conformity, and scores on the Edwards for autonomy, correlate positively. That is, the same. So that on two opposite scales, the same person can be a conformist on one, and autonomous on the other.

Further, Mr. Edwards' definition of "autonomous" is different than the Oxford Dictionary. Mr. Edwards, in defining autonomous, uses the phrase "to avoid responsibilities and obligations." But the "autonomous" person assumes his personal obligations well according to our definition.

The words that testers use to name trait scales are simplistic. They use words such as "honesty." They may have a meaning in their own mind for honesty, but psychologists are in no agreement about what the word "honesty" means because it is a multidimensional trait and not a simplistic trait.

You can be honest with yourself; with your God; with your conscience; with your Government; with your wife; with your taxes; with your expense account. It is impossible to use this word "honesty" simplistically unless you mean "theft." But tests using the word "honesty" seldom measure the question of theft or concern themselves with it.

Further, every psychologist invents a series of traits that he says comprise the human "pie," yet no psychologist agrees on the number of traits. For example, Mr. Catell has 16, Mr. Bernreuter has 4, Mr. Thurstone has 7. Actually it is quite possible that there are 50,000 to 100,000 human traits if we use English and other languages. Remember, other languages have words that describe emotions that the English language does not describe. Since the human being is multinational, we can theoretically develop a test with 50,000 or 100,000 or 200,000 traits.

To say that 16 personality traits can define a man is a childish, immature, and simplistic argument that should not be taken seriously by a grown person.

Trying to measure a trait like "persistence" by gaging if a person gets a high score on a scale called persistence is another unscientific concept. Dr. Lee J. Cronbach of the University of Illinois points this out. He says this if a person scores well on a scale labeled "persistence" it merely means the person has a tendency to claim to be persistent on personality tests.

Now, if this is of any value to anybody in trying to define "persistence," I don't know. It is like asking a person one question: "How smart are you?" to measure his intelligence. He says: "I am very smart," and the tester believes he is very smart. The fact that it is taken seriously by people shows that we Americans tend to give too much credence to claims of expertise in certain fields, in this case psychology.

MMPI has a scale called Psychopathic Deviate. The Humm-Wadsworth Test has a scale called Hysteroid, which means approximately the same thing. Yet, there is no general agreement on the scores of the two tests.

If a Federal agency, instead of using MMPI, used the Humm-Wadsworth—which is popular in Los Angeles where it is used by newspapers, et cetera—people that came out psychotic or psychotically