

inclined on the MMPI, could come up normal on the Humm-Wadsworth. Changing the tests changes your balance of normal and abnormal people. In such a situation, normality depends not upon your psyche, but upon the psyche of the testmaker. This is a very difficult thing to separate.

There is a very famous projective test used in this country called the draw-a-man test. It has many forms including the buck-house-tree-person test. If you draw a picture of a person, man or woman, they ostensibly can tell something about your psyche or mental health.

The Veterans' Administration, which would have use for such a test, decided to check it out. A Dr. Whitmyre conducted an experiment with 50 men, all veterans, who were mentally ill. He asked them to draw a picture of a person, then took 50 ostensibly normal visitors to the Veterans' Administration hospital and also asked them to draw pictures. He mixed them all up and called in so-called experts on the Draw-A-Man Test and gave them a very simple experiment.

In this field you usually have to come back to commonsense in order to make a rational decision. Some testers state that they can find psychotic behavior in a drawing. Then all you need do to test that claim is to shuffle them up like a deck of cards and give them to a group of psychologists to pick out the normal ones and abnormal ones. This is just what Dr. Whitmyre at the Veterans' Administration did.

The psychologists failed miserably. They could not separate the normals from the abnormals. Dr. Whitmyre then gave the same drawings to an artist and asked him to grade them on art skill. The only positive correlation they could find was that the psychologists agreed with the artist. The psychologists had separated the pictures by art skill rather than emotional illness. The drawing test was also given at the United Nations, as I mentioned in my statement, where it failed miserably in predicting behavior of the Secretariat. The U.N. had a very objective test. They had a timeclock. Over the last 8 years, people had been pressing that timeclock when they came in each morning. The number was indelibly marked in purple ink.

Dr. Shen said to the psychological testers, "Tell us who among the Secretariat tend to be late and who are not late." The results had what testers call a negative correlation, which is generally only possible in a crooked gambling casino.

Mr. GALLAGHER. I might say, Mr. Gross, the example you pointed out of 50 tests, normal and abnormal, was also given on one of these multiquestion tests in one of the local hospitals, and half was given to a group mentally committed and the other half given to the middle class civil servants and Army officers with similar family and cultural backgrounds. The so-called normal group came out with far greater problems of abnormality than did the abnormal people.

Mr. GROSS. Very good. If I had known that, it would have been very good for my book.

Mr. GALLAGHER. Use it.

Mr. GROSS. The next question to consider in the use of psychological tests is criteria. Should the time arrive when science can develop psychological tests which tell you something about the individual—which is still not in the foreseeable future—you would then have to match this up with what you anticipate in the performance of a job.