

praise. The psychologist said I was still a little biased, but that it was of great value to the profession to have the subject aired. He also stated that they too were concerned about unjustifiable claims, ethics, and other points that I raised.

Mr. GALLAGHER. If it will help, Mr. Gross, I don't believe you have to be a chicken to know an egg is bad.

Mr. GROSS. Right.

I have one other point. I was asked to address the convention of the Pennsylvania Psychological Association on psychological testing in 1963, which I did, which was an admission of my competence.

I have been asked by many universities to speak on psychological testing, and have appeared before the American Statistical Association.

Mr. HORTON. One further question in this regard.

Mr. GROSS. That should be the New York Statistical Association in Albany.

Mr. HORTON. One further question in this regard. You did spend time in compiling the information which, of course, is in your book. How much time or how many years have you spent in studying these matters in detail?

Mr. GROSS. Three years.

Mr. HORTON. Are you still doing it?

Mr. GROSS. Yes; only to the extent that I'm called upon to speak in various places and I do some refreshing by going through some journals. But during the period that I wrote the book I gave myself an extensive education and with all due modesty, when I address psychological groups, I appear to have much better command of the subject than the psychologists, which is also often their opinion.

I was invited by the U.S. Government, Civil Service Commission, to address their senior management seminar on psychological testing. I appeared once. I was invited back a second time to address another seminar of senior management, including men in the top ranks of Defense Department and State Department, et cetera. I did not appear the second time because I had to go elsewhere, but I did appear once in Washington.

Mr. HORTON. I gather from your testimony that you don't feel that there are any instances in which psychological testing should be used or could be used by the Federal Government?

Mr. GROSS. The word "psychological testing" is a difficult phrase because it encompasses many tests that are not included in personality testing. Psychological testing is a generic phrase which is used by the profession to include tests such as mechanical aptitude, IQ tests. I would say that the more correct phrase would be personality testing.

Mr. HORTON. Let's confine it to that.

Mr. GROSS. Excuse me, I would broaden it to personality and interest testing. No; they should not be used in any way whatsoever by the U.S. Government. They are very dangerous in the selection of personnel.

Mr. HORTON. Is this because you feel there is an invasion of a right or privacy or because you feel it is immoral testing or because you feel that the results are not going to be effective?

Mr. GROSS. I would say all of those reasons and more. No. 1, it is a tremendous invasion of privacy and, in addition to that, it makes the invasion of privacy respectable in the Nation; it makes the invasion of privacy normal, so that a person not only has his privacy