

So you have a problem. The three names I gave you wouldn't, I believe, be advocates of personality testing, but they would be less annoyed than I am, because they are in the profession. In the same way someone coming along who would be angry at writers, because they think some journalists are bad, would be a good witness against me in terms of writing in general.

Mr. ROSENTHAL. Thank you, Mr. Chairman.

Mr. GALLAGHER. Mr. Gross, while this has been extremely interesting, our purpose was not to solve this controversy but to show this controversy exists. I think you have done this very well, namely, that psychological testing is greatly controversial. But, in my view, even if it were perfect, an invasion of privacy would still remain.

Mr. REUSS?

Mr. REUSS. Thank you, Mr. Chairman.

Mr. Gross, I am not sure you had a chance to fully respond to the question by Mr. Horton of your objections to personality testing, particularly by the Federal Government.

Item 1 was quite clear, an invasion of privacy, with all of the variants on that theme.

Item 2 in your bill of particulars was that it was very largely valueless and produced frivolous results which have no real relationship to the kind of employee that an agency or employer should want to employ or should retain.

Is that a fair statement of your two objections?

Mr. GROSS. Yes.

Mr. REUSS. Is there not a third, which certainly occurs to me? That third is that this test, particularly the MMPI test, can be quite discriminatory as to minority groups in our society.

Were you here this morning?

Mr. GROSS. No.

Mr. REUSS. This morning I discussed briefly a test conducted by the Department of Labor last year in order to pick 2,000 youth advisers for the war against poverty from some 21,000 applicants, and they used, as part of their method of screening, a 158-question list, which seemed to derive very directly from the MMPI.

You have the "rosetta stone," I guess, to the MMPI, which although I have been trying for 8 months, I can't spring from the Department of Labor.

Mr. GROSS. I no longer have it. I have given it to someone.

Mr. REUSS. Let me see whether your recollection is able, as I think it probably is, to give me the answers to two or three of these questions which I have picked up from the Department of Labor test.

For example, question 19—all of these, incidentally, are derived directly without any verbal exchange from the MMPI—question 19: "I think Lincoln was greater than Washington." Now what was a good answer and what was a bad answer?

Mr. GROSS. Lincoln and Washington on the MMPI are related to a scale called masculinity-femininity. The psychological theory that is behind most masculine and feminine tests is developed from Terman-Miles test. It is an old one which was invented out of pure cloth, out of the concept that masculinity was related to physical activities, sports, and each of cultural interests.

If you are going to be a journalist, for example, the masculine person would want to be a sportswriter. A feminine person would