

is provided to each employee who participates in the testing. This interview is intended to assist the employee better to know his strengths and weaknesses. BPA is provided with a written appraisal that is directly related to the job requirements. Only a select few officials of Bonneville ever see the appraisal, and it is kept under lock and key.

The importance of psychological testing, BPA believes, should not be over-emphasized. This appraisal is not the primary factor in management decisions as to promotion or transfer. It is only one of several factors considered by management. Others included are confidential appraisals from supervisors and fellow employees, educational background, experience, seniority, past performance, and interviews.

Thus far, BPA has spent a total of about \$15,000 with these two firms for testing. Aptitude Testing for Industry has tested 58 employees at a cost of \$150 each. Psychological Service of Pittsburgh has tested 47 employees on a basis of \$25 per hour for professional time, \$10 for technical service, and \$6 for clerical service, if any is required. The contract with Aptitude Testing for Industry expired February 25, 1965. For the sake of better coordination and direction and greater efficiency in the conduct of the program, BPA has now limited its independent consulting service to Psychological Service of Pittsburgh.

The authority for BPA to use tests is contained in the "Federal Personnel Manual," chapter 335, subchapter 3, sections 3-5B and 3-6; and chapter 337, subchapter 1-4 and subchapter 3-3A and 3-3B. Excerpts from these references are enclosed. In addition, BPA's various promotion plans provide for written or performance tests.

If you desire further information on this matter, please let us know.

CHARLES F. LUCE, *Administrator.*

CRITERIA FOR USE OF PSYCHOLOGICAL EVALUATION IN BPA

I. All psychological evaluation to be performed by well-qualified outside contractors:

A. With experience and good reputation in the field.

B. With responsible psychologist holding membership in the American Psychological Association.

II. Use in evaluation and selection:

A. Voluntary participation. (If persons elect not to participate they will still be considered on the basis of other information available.)

B. To be used for constructive purposes only. (Not to be basis for an adverse action.)

C. To be used when appropriate for advancement, placement, and special assignments.

D. Does not determine technical competence.

E. Is only one part of total evaluation.

III. Interviews:

A. A background interview will be conducted by the test psychologist with the employee prior to preparation of a final report.

B. Each employee tested will receive a feedback interview from the psychologist who evaluated the test results.

C. The feedback interview will include a review of strengths and weaknesses as outlined in the report.

IV. Proper safeguards for handling of test material and evaluations:

A. Test answer sheets will not be reviewed by BPA at any time.

B. Evaluation reports will be maintained by the Deputy Administrator in a locked file.

C. Evaluation reports will only be used for constructive purposes.

V. Continuing evaluation of test validity:

A. BPA and the contractor will review performance of employees tested and compare with the evaluation.

(An article from *Electrical World*, entitled "Management Newsletter," March 22, 1965, appears on p. 182.)

Mr. CORNISH. One of the tests, Mr. Chairman, is the Allport-Vernon-Lindsey Study of Values, which is listed here as the third