

Mr. GALLAGHER. The committee has no objection whatsoever to the aptitude test and the dexterity tests.

Mr. LUCE. I understand that, Mr. Chairman. But these are all called "psychological testing."

Mr. GALLAGHER. It is. But we are concerned with the personality, the temperament-type of thing that gets into these questions of privacy.

Mr. Romney?

Mr. ROMNEY. You do concede that the information could be elicited through interviews in depth, rather than through the testing procedure?

Mr. LUCE. If we had the money to handle this by interviews alone, and could employ the counselors to do this, there is no reason why any written question can't be asked verbally. You are right.

Mr. ROMNEY. Are you familiar, Mr. Luce, with a document which is part of the Civil Service Commission, appendix A to part 2 of the Commission's Organization and Policy Manual? On page 32 of this appendix is a statement which relates specifically to "Guide to Evaluation of Employees for Promotion." This came out in October of 1961, and I will read it:

Certainly personal characteristics are significant to job success. However, the use of personality tests to evaluate these should be approached with great care. Many people know what behaviors or attitudes are approved or expected, and on a test can readily indicate the correct answer, even when in fact their attitudes and behavior are much different.

A more dependable report of their personal characteristics can be obtained through other means, since most people develop characteristic ways of behavior. The manner in which they have adjusted to and handled their jobs and other activities in the past provides an indication of the way in which they probably will behave in the future.

The supervisory appraisal and information obtained from others who have worked with the employee, and properly conducted interviews can be used to obtain information about the personal characteristics of employees as related to job requirements.

Were you aware of this statement by the Commission?

Mr. LUCE. I am, and I feel our program is consistent with it. It says the use of personality tests to evaluate personal characteristics should be approached with great care. And I think the evidence we put before the committee indicates we have approached it with the greatest of care.

Mr. GALLAGHER. Except it is now a violation of the civil service regulations.

Mr. LUCE. Mr. Chairman, it is a violation without the approval of the Civil Service Commission, of the particular test, that is right. Mr. Romney is reading from some previous regulations, is that not correct?

Mr. ROMNEY. This is not a policy document. It is merely a guide, issued by the Commission, to evaluate employees for promotion.

Mr. LUCE. I think it was issued a couple of years ago, wasn't it?

Mr. ROMNEY. In 1961, yes. I read it to stress the importance they place on the past performance of the employee and the importance of personal interviews and information obtained from fellow employees.

Mr. LUCE. We agree with it.

Mr. ROMNEY. You have mentioned earlier that you would regard the relationship of the employees taking this test to the test makers or the givers, as one of a doctor-patient type.