

Mr. LUCE. No. We could get a certificate, if you want.

Mr. GALLAGHER. Don't you think that would be important, since psychologists have a way of keeping tests so they can see whether their tests were correct?

Mr. LUCE. Well, I have confidence in the men we retained, just as if I employed a doctor or lawyer, I wouldn't employ one unless I thought he was honest and competent, and would do what he said he would do.

Mr. GALLAGHER. Did you ever ask to see these questions? Or do you take it strictly on the competency of the psychologist?

Mr. LUCE. Well, I would say I take it mainly on the competency of the psychologist. I don't attempt to ask or to tell a medical doctor what questions he will ask in a medical examination, and much less would I attempt to rewrite the psychologist's examination. That would be a mistake.

However, I did look through the personality tests, to look at those questions, and frankly there are some questions in there that seem to me a little silly, but I am not a psychologist.

I know that they are questions that are of the same type as psychiatrists do ask in personal interviews with people. So I relied and do rely upon the competence of the professional people we have selected that they know what they are doing.

Mr. GALLAGHER. You as an administrator have seen these questions that are silly. Don't you think there is a duty owed by you to your employees to protect them from indignity?

Mr. LUCE. Well, the employees don't have to answer these questions, if they don't want to.

Mr. GALLAGHER. That is an old song.

Mr. LUCE. But merely because I think a question is silly doesn't mean it is silly, Mr. Chairman.

Mr. GALLAGHER. But you are hiring this test.

Mr. LUCE. Well, many times when I was employed as an attorney, sitting at the counsel table in a trial, I might want to ask a question of a witness and my client might think it a silly question and that I shouldn't ask it. But he has employed me because I am a lawyer, and I presumably have the professional competence to know what questions to ask and what questions not to ask. I have the same respect for the profession of psychologists.

Mr. GALLAGHER. You are looking at one side of the coin. The other side is that you do have a professional responsibility toward your employees.

Mr. LUCE. I do, and we have done the best we know how to assure that our employees get their privacy respected, and at the same time get the advantage of these tests, so they get into the right jobs. That is most important.

Mr. GALLAGHER. Do you feel in asking these questions, compelling a person to answer these questions, that you are carrying out this responsibility?

Mr. LUCE. We don't compel them to answer them. But to answer your question, yes, I think we are carrying out our responsibility. We are trying hard.

Mr. GALLAGHER. If he did not answer them, would he not be eliminated from the group under consideration?

Mr. LUCE. No, he would not.