

and I quote, "There may be exceptions unknown to me, but generally speaking, projective tests, trait scales, inventories, or depth interviews, are not proved to be useful in selecting executives or salesmen or potential delinquent or superior college students."

And I quote Dr. Bennett again, president of the Psychological Corp., a well-known authority, "Over the past 40 years a great number of self-descriptive inventories have been constructed and tried out. This reviewer is unable to recall a well-established instance of useful validity for a class of questionnaire against a criterion of occupational success."

If we could start at that point, and if you could dispute that or lend validity or disturb the credibility, you would serve a great purpose here.

Dr. CARP. I don't know if it is ethical, but perhaps the best way I could refute at least part of it is by reading another statement by Dr. Bennett, if this is permissible.

This is a somewhat more recent statement.

Mr. REUSS. To refresh my recollection, who is Dr. Bennett again?

Mr. GALLAGHER. Dr. Bennett is the president of the Psychological Corp. He is a Ph. D., president of the corporation that puts out these tests.

Mr. REUSS. Is that a profit or nonprofit group?

Mr. GALLAGHER. It is a profit corporation, many psychologists own shares in it, and so he would be a witness, you would think that would be in favor of the tests, and yet this is his statement.

I might say, Dr. Carp, do you own shares in this corporation?

Dr. CARP. I am happy to say, sir, that I do not.

Mr. GALLAGHER. Fine.

Mr. ROSENTHAL. You are happy because it permits you objectivity, or are you happy because their financial success has not lived up to promise?

Dr. CARP. I am happy because it permits objectivity. I have no knowledge of its financial success. But I think they are doing very well.

Mr. GALLAGHER. Yes, it is a tremendous financial success.

Mr. ROSENTHAL. We are beginning to suspect that.

Mr. GALLAGHER. Proceed, please.

Dr. CARP. This is a statement from Dr. Bennett. He says, reading in part—

Mr. JOSEPHSON. Excuse me. I think this statement should be identified. It is a statement which Dr. Bennett has prepared for the other body's subcommittee. I do not know whether or not he has been invited to testify before this inquiry.

Mr. GALLAGHER. We would welcome his statement or his testimony. In fact, we were trying to determine who could best state the position of the industry, or profession.

Mr. REUSS. Apparently you can get a witness on both sides for the price of one.

Dr. CARP. I think essentially Dr. Bennett's statement is:

I do state that I do not believe any accepted test or inventory properly administered by responsible persons invades traditional personal rights. For these reasons, in the context of such testing, the question whether public employment is or is not a right or a privilege is irrelevant.

I take now the Minnesota Multiphasic Personality Inventory to illustrate my thesis: This technique is really, as its name implies, an inventory, not a test,