

Mr. ROSENTHAL. Going back again—the thing that disturbs me is that some of these things could be done in a more direct fashion—for instance, among the questions that remain are questions obviously intended to inquire into the applicant's health. No. 14 says "I have diarrhea once a month or more." No. 18, "I am very seldom troubled by constipation." No. 29, "I am bothered by acid stomach several times a week." No. 24, "I have a cough most of the time." No. 44, "Much of the time my head seems to hurt all over."

Wouldn't these kind of answers come out in a less offensive way if they were part of a medical interview? Or is it geared toward some kind of esoteric psychological inquisition?

Dr. CARP. I don't think it would make any difference to the applicant whether he answers this question as a part of an extensive physical examination form, as opposed to being in the format of the psychological test.

Mr. ROSENTHAL. It makes a difference to me in this respect. The applicant is really not the judge of what he should answer, because he is in an atmosphere where he is soliciting a job. Now, there has been much testimony as to whether that job is a right or privilege. This is for another essay. But when he fills out a medical form and answers questions to a doctor, he is putting it on a line wherein he accepts all inquiries concerning his physical health. He does not know that these questions are directed toward that end. He is not sure of that, when he answers this test.

Dr. CARP. I would like to answer this in two ways.

First of all, I would like the committee to differentiate between the Peace Corps' selection process, that phase of the process wherein we use these tests, and the typical competitive situation where an applicant is applying for a job.

Selection of volunteers in the Peace Corps during training is not the same kind of environment as a competitive job seeking situation. One of the purposes of the training program with respect to individual evaluation is to make it a cooperative enterprise between the volunteer and the Peace Corps staff, to really evaluate him in terms of the requirements of the job overseas, not only the technical requirements but the personality, emotional requirements of 2 years of service in a foreign country. It is as much the trainee's responsibility to evaluate both his own commitment to this kind of an activity and his own fitness for this kind of an activity, without anybody feeling that, if either the Peace Corps or the individual decides that this is really not the kind of thing that he should do for the next 2 years, this is any reflection whatsoever on his fitness or suitability for any one of hundreds of thousands of any other kinds of jobs and situations including—

Mr. ROSENTHAL. How does he know that by taking this test?

Dr. CARP. He knows this first of all before he takes this test. The purpose of psychological testing in the Peace Corps is explained to him, explained with him. He knows when he goes in if there are a hundred trainees in a program, that our job is not to pick the 75 best trainees to send overseas and leave the 25 poorest ones home. Our job is to send overseas all the qualified trainees, and if all 100 of them are qualified, nobody is more delighted than the Peace Corps.

So it is not a question of whether I have to prove myself better than somebody else in order to qualify. The problem is to convince both myself and the staff that I am qualified.