

he was seen as well prepared in his subject but as lacking in force and not projecting himself well. Among his peers he was initially isolated but showed increased acceptance by the end of the program.

The selection board was much concerned about his ability to develop adequate teaching skills and to relate effectively to host country nationals. The board was reassured, however, both by the psychiatrist's testimony concerning his recent growth and potential for further development and by the indications of highly appropriate motivation reported by the FAO. On the latter score, his profile of scores on the strong vocational interest blank (high on math-science teaching and on social service areas in general) supported his own statements in indicating that he would find many rewards to sustain him in the job assignment planned for him. He was selected for enrollment as a volunteer.

Case No. 15

When this young man came to the training program he did not look like a very good prospect. He was quiet and somewhat withdrawn. He was ill at ease and hardly participated in social activity. In an interview, he indicated that he never felt comfortable with people—he always felt left out. He admitted that this had been a life-long pattern with the exception of his last term at college. In that recent experience he felt he had good social relationships. There was real question about how effective he might be with the nationals of the host country since he could not communicate effectively with the other trainees or the staff.

Testing (MMPI, Edwards) confirmed the observations that he lacked aggressiveness in social situations, that he tended to play a passive role and that he had deep feelings of worthlessness. The tests also pointed up his high achievement goals, his willingness to endure difficulties and a stick-to-it-iveness that was likely to be helpful in rough situations. There were also indications of more social sensitivity than he manifested.

At the midselection board it was decided that he be given an opportunity to continue training since these positive aspects of his personality could perhaps be brought out with proper guidance.

In the next several weeks this man "blossomed" and began to show the qualities that were noted only on the tests. His quiet strength showed in innumerable ways. He was willing to put forth extra effort, he was helpful and cheerful under adverse conditions. He began to be more assertive and to take positive leadership roles. It was clear in this instance that the test instruments indicated potential behavior patterns which were not available through direct observation. This man ended training with a board rating of 5. His final selection was made on the basis of his behavior rather than test scores; however, his test scores were extremely useful in helping to decide what his potential was and also to give the staff clues in helping him overcome his sense of inadequacy.

Mr. BERLEW. Mr. Chairman, I wonder if I could elaborate a little bit to Congressman Reuss, to give some idea of those factors which lead those of us who are laymen to agree with Dr. Carp's general conclusions that the MMPI is important.

Sometimes we make management judgments, naturally, that are not based on exhaustive research, but based on the best judgment that we have, based on experience.

I suppose we have had well over a thousand selection boards in the history of the Peace Corps. I have sat on about four of them—as a layman, as a representative of the country program.

I can recall during the course of those four selection boards several cases where the MMPI was a factor in arriving at a decision—either negative or positive—about a particular individual. It was not for me to decide what that MMPI score meant. We relied on the professional judgment in that respect. But this did come into play in making an overall evaluation.

Mr. REUSS. Those cases, of course, as far as you know could have been cases where the evidence of possible psychotic behavior emerged from some part of the training process other than the MMPI.

Mr. BERLEW. Certainly entirely possible, Congressman. That leads me to the second point I wanted to make.