

**TESTIMONY OF DR. ARTHUR H. BRAYFIELD, EXECUTIVE OFFICER,
AMERICAN PSYCHOLOGICAL ASSOCIATION**

Dr. BRAYFIELD. My name is Arthur H. Brayfield, Mr. Chairman. I am the executive officer of the American Psychological Association. I appreciate the invitation to appear before this committee and present this statement on behalf of the association.

Congressman Gallagher, I should like to express my appreciation to you personally for your kind cooperation with the invitation I extended you some time back to prepare a statement of your position, ideas, et cetera, with respect to this question for publication in our association journal, the *American Psychologist*, which will, in its November issue in some 186 pages, devote itself to the question of personality testing and public policy and I certainly appreciate your help and cooperation.¹

The association, founded in 1892 and incorporated in the District of Columbia in 1925, is the major psychological organization in the United States. With a membership of more than 25,000 members, it includes most of the qualified psychologists in the country. The objectives of the association are to advance psychology as a science and as a means of promoting human welfare.

The American Psychological Association is hopeful that this hearing and others will assist in the further development and use of effective and responsible personnel procedures by Government agencies. Our members share your concern that such procedures shall give full recognition to the constitutional and human rights of present and prospective Government employees. We are grateful for the opportunity to appear here today, and we would like to offer the services of our organization in any way in which they would be helpful to you.

Most of our individual members are familiar with tests, and psychologists are quite concerned that the right tests be used for the right purposes in the right way.

Indeed, the preamble to our ethical standards, which binds all of our members, clearly commits us to this interest and concern. I quote:

The psychologist believes in the dignity and worth of the individual human being. He is committed to increasing man's understanding of himself and others. While pursuing this endeavor, he protects the welfare of any person who may seek his service or of any subject, human or animal, that may be the object of his study. He does not use his professional position or relationships, nor does he knowingly permit his own services to be used by others, for purposes inconsistent with these values.

There can be no question that any injustice which vitally affects the career of even one government employee is a serious matter. Most of psychology is directly related to the essential uniqueness of each human individual and our ethical code is built around the inviolable rights of a human being to be treated with full recognition of his dignity and worth in psychological research and psychological services. In many respects these are old issues to us. We have long endeavored to set forth the strictest standards preserving human rights, and no psychologist needs to be told that these standards apply to every human being with whom he comes in contact professionally, and must be observed with particular care in the case of those who are emotionally disturbed, those who are in trouble, those who, in a career situa-

¹ See article entitled "Why House Hearings on Invasion of Privacy," on p. 397 of appendix.