

Second, the misconception that there is a wholesale use and abuse of personality testing in Government has been shown to be false. It is simply not true that these personality tests have been widely used throughout the Government as a regular condition for employment. They have been used in the Peace Corps where the Congress expressly asked the Peace Corps to be sure that the persons sent abroad were emotionally suitable. Mr. Shriver and others have testified that the selection procedures used by the Peace Corps, which were mainly devised by psychologists, have been unusually successful.

These tests are very rightly used by the Department of Defense at places like atomic bomb installations where you need to know that the men near the master controls are of sound personality and character, and will not panic under stress.

A few sensational statements have been made which have implied that the U.S. Government has been embarked on an enormous program of asking people applying for all kinds of jobs, all kinds of questions and then letting the answers to these questions be passed around loosely in Government offices. In the course of these investigations our top officials have talked to the top officials in the offices mentioned and it is crystal clear that there has not been any such widespread use of personality tests, and of course there consequently has not been any widespread misuse of these tests. I repeat, there has been no widespread use and there has been no widespread misuse of personality tests in Government employment situations.

Further, our association and its ethics committees have received no well-documented account of any injustice or gross invasion of privacy; our staff members, including the secretary of our national ethics committee, have gone through the transcript of both the House and Senate committees investigating these matters and we do not find there has been any widespread abuse of psychological tests in the Federal Government. Our ethical code binds every member of the APA and we will not tolerate any person in psychology misusing private information or permitting it to leak to the damage of some person's reputation or career. I urge this committee and its staff to report to our association, in complete confidence if they wish, any case in which they have found a psychologist has been an accessory to mishandling of confidential information. Meanwhile, our investigative machinery is alert to watch for misuse of any psychological tests.

Third, as evidenced by the statement presented on behalf of the U.S. Office of Education, this committee has extended its interest to the use of personality tests in research grants and contracts with investigators outside the Government whose quest for new and useful knowledge is supported in the public and national interest by Federal funds. As I noted earlier, psychological tests originated as instruments for scientific research. Thus we have a very real interest in their present-day use in research.

This is a new development and one which, in my view, gives added significance and urgency to our recommendation for a task force composed of top level professionals and public figures with a comprehensive charge which would include research.

With all due respect to this committee, I must state my personal view that it does not appear to me to be a workable procedure for it, in effect, to negotiate with individual Government agencies, agency by agency, on the technical considerations which underlie the research of