

responsible investigators. Research is a highly individualistic matter and I very much doubt that general prescriptions can be written which will do justice to the good intentions of this committee, to the welfare of individuals serving as research subjects, or to the production of new and useful knowledge.

In research, as in personnel procedures, I am sure that our common aim is to achieve a proper balance among a variety of important considerations. To this end, the American Psychological Association offers you its cooperation and its resources.

Thank you for the opportunity to appear here today.

Mr. GALLAGHER. Thank you very much, Doctor.

We were very happy to grant your request to give a statement on behalf of the association that you represent.

Dr. BRAYFIELD. Pardon. For the record, I think that it was not a direct request from us. We have discussed this, but I should not wish to be in a position of requesting an appearance. We are very pleased to be here.

Mr. GALLAGHER. I am not sure whether you requested it or not, but I recall your asking me for the opportunity of making a statement. I was very happy on behalf of the special inquiry to afford you the opportunity.

Dr. BRAYFIELD. We are pleased to be here.

Mr. GALLAGHER. We are on some slippery area if we misunderstood each other. Perhaps that is the greatest misunderstanding of psychological testing.

I would like to say, Doctor, that I don't know what you consider a widespread abuse or would consider a widespread abuse of personality testing.

Dr. BRAYFIELD. Sir, I would consider that in the instance that a single employee of the Federal Government is in some substantial way damaged personally through the use of personality tests, that is a very serious matter and warrants our immediate concern.

Mr. GALLAGHER. That was the concern of this subcommittee. How widespread or what numbers would indicate widespread use would all differ. The fact of the matter was that there was and is a growing use of this type of testing. We have not been opposed whatsoever to the advancement of scientific knowledge on the part by psychological testing. What we have directed our efforts toward was the widespread abuse in our opinion of the personality type of test that has become and that has been growing as a condition precedent to Government employment in recent years, and has been growing unchecked without any proper guidance enunciated by the agencies in the Government.

As a result of this committee's work, we now have a directive by the Civil Service Commission on the use of personality testing. We have never been opposed to the type of testing that one would be required to determine dexterity, or ability to perform a task.

Under psychological testing, where there is a question of mental balance, we ourselves have urged a psychological evaluation would be helpful as long as it remained in the clinical confidentiality of the psychologist and patient, or client, or whatever he may be referred to as, employee. But these tests have become part of the file, they have been part of the following file, the questions may vary.