

impugn or damage his own name as well as the reputation of his profession.

Mr. HORTON. You don't get involved in the——

Dr. BRAYFIELD. We don't evaluate the test materials themselves as to whether they are "good tests" or "bad tests."

Mr. HORTON. Do you say anything in your standards about questions regarding sex or religion?

Dr. BRAYFIELD. No, sir.

Mr. HORTON. You just have a general statement?

Dr. BRAYFIELD. That's correct.

Mr. HORTON. Do you say anything in your standards, or do you take any position, with regard to these tests being given by others than those qualified in the field of psychiatry or psychology?

Dr. BRAYFIELD. Yes. We take a strong position on that as to who is technically competent and what qualifications they must have.

Mr. HORTON. What is that position?

Dr. BRAYFIELD. There are four classifications and the completely unstructured personality test used for clinical assessment would require a Ph. D. and so many years of supervised training experience.

The next category would take a structured personality test such as the MMPI and require the Ph. D. and so many years of supervised experience.

Then you go down to the fourth category which would take account of an achievement test, for example, where a classroom teacher with a course in educational measurement would be felt to be qualified to administer a classroom achievement test.

Mr. HORTON. That doesn't have anything to do with personality testing.

Dr. BRAYFIELD. No.

Mr. HORTON. In this personality testing, do you take any position with regard to who should administer that?

Dr. BRAYFIELD. It is not that concrete. Let me give you what it would operationally work out as. A person with a master's degree in psychology and with a year of supervised experience would be thought competent to administer a personality test in an industrial situation where it had been demonstrated by research to have some relationship to subsequent performance on the job. What you really run into——

Mr. HORTON. It would still have to have some psychological training, though.

Dr. BRAYFIELD. Yes, correct. It is when the tests get out and get in the hands of someone else that we have a problem.

Mr. GALLAGHER. This is our problem. The Government, in the use of these tests, has not met the high standards that you yourself have set down by your association. We have felt that these tests, the answers to these tests in the hands of incompetent people are about as safe as a loaded gun in the hands of a child. This has been our feeling.

Dr. BRAYFIELD. I think your problem is a little more specific. The Civil Service Commission has a highly competent staff of psychologists who know this field backward and forward, but not all agencies—there is an excepted service and classification, and not all agencies need to clear through the Civil Service Commission. This is why I felt that we should make the recommendation that there should be