

an interagency council of psychologists and that that council should have an outside advisory group.

Mr. HORTON. You would be even concerned within a governmental department having in-house groups, so to speak, pass on these personality tests who didn't have any training or background, wouldn't you?

Dr. BRAYFIELD. Yes. I mentioned, for example, there are four classifications that would apply to how complex a personality assessment procedure you can use. I personally would be guilty of unethical conduct if I attempted to operate at level 4. I am not a clinician and that is the level that is really called for. I can operate at level 3 as an industrial personnel psychologist. So that you have very clearly understood that you restrict your practice in terms of what you are competent to do.

I won't say that the procedure operates perfectly, because that would be a stupid statement. Go to law or medicine or any profession, it is clear that you have problems.

Mr. HORTON. Is it your experience in your association that these tests are submitted to the association for some type of review or examination?

Dr. BRAYFIELD. No; the closest thing to it may be that we publish 13 scientific journals, and many critical articles on tests. You will find research reports that give you important information about a specific test, but we have no central bureau of standards for tests—I think the notion you are essentially presenting is a clearinghouse, a central place for review and evaluation, and we simply don't have it.

Mr. HORTON. You are concerned primarily about the commercialization in this field. As I understand it, there are a number of corporations that are selling these tests and that sort of thing. Is your association concerned about this?

Dr. BRAYFIELD. Very much. The leverage you have is your ethical control. If you find a publishing house, and there may be one or two instances perhaps, where they don't have Ph. D. psychologists on the staff, I would strongly suspect that it is a fast-buck concern.

Mr. HORTON. Do you have any recommendations with regard to whether or not the Congress should become interested in this aspect of it? Do you anticipate or do you expect, or do you feel that this has gotten to such a point that there is danger to the welfare of the people in this country, with regard to this type of testing?

Dr. BRAYFIELD. I won't make that strong a statement.

Mr. HORTON. How would you characterize it?

Dr. BRAYFIELD. I would not be indisposed to seeing a task force, as I have suggested, of highly competent professionals and distinguished public figures, to look at the field of testing and look at that particular question as to whether or not there should be—I can see a possible role for the National Bureau of Standards in the area just as there is a drug unit that reviews materials.

Mr. HORTON. At the present time there is no bureau of standards in this field?

Dr. BRAYFIELD. That is correct.

Mr. HORTON. And it is kind of grown up like Topsy, and it is your feeling, or your association's feeling, that there should be some type of standard or presumed line for these testings?

Dr. BRAYFIELD. Speaking not in my official capacity, but I can tell you a personal rule of thumb I use with respect to a test publishing