

house. If the test publishing house employs outside salesmen, I am cautious about it.

Mr. HORTON. Some of them do this?

Dr. BRAYFIELD. Yes, sir.

Mr. HORTON. Is this widespread or unique?

Dr. BRAYFIELD. One house covers the entire country, and another house has probably a dozen people out on the road.

Mr. HORTON. Why does that concern you?

Dr. BRAYFIELD. It concerns me because these people are not necessarily technically competent to advise and consult with respect to the professional use of personality tests. We may find ex-school superintendents, ex-guidance counselors, what have you, in those capacities?

As I say, I am not speaking in an official capacity.

Mr. GALLAGHER. We share a coincidence of concern in this particular area. This is one of the things that has come to the attention of this subcommittee.

Thank you very much, Doctor.

Mr. ROMNEY. I have two questions. I am hopeful perhaps we can cover them in a very brief time.

Would you tell me please, Dr. Brayfield, what activities you include in the term "psychological assessment?" I refer to the term as you have used it on the page containing your recommendations.

Dr. BRAYFIELD. Yes; psychological assessment I would include as a level that operates under the following conditions: Where your objective is to identify individuals suitable to perform in a given situation where an analysis of the job in its setting specifies the nature of the performance and behavior required by the job—but where you don't really know all the details of the operating situation and where you have no research evidence of the use of a personality inventory, or any other kind of assessment materials that it is related to job success. My best illustration would be the selection of the astronauts before they ever took off.

This was a real "iffy" thing and it required a massing of all kinds of information in which personality inventories were just one small part. All kinds of performance tests, stress situations, physical examinations.

By assessment I mean a global, overall approach to human beings.

Mr. ROMNEY. Do you include clinical situations within this sphere?

Dr. BRAYFIELD. Yes.

Mr. ROMNEY. Doctor, you have made reference to the Fifth Mental Measurements Yearbook, and you described it as hard hitting and objective.

I think it would be useful to put into the record some excerpts from this with respect to certain tests. I have picked these out as tests which happen to have come to our attention as being well-known tests, and I think the fact that these opinions of the reviewers are so widely divergent poses a very difficult problem for all persons concerned with the use of tests.

The first that I would like to refer to is the California Psychological Inventory. One reviewer, a well-known educator, describes in conclusion this test in the following language:

It is conceivable that there may be a role for a personality inventory developed by the procedures and following the rationale of the CPI. However, this re-