

psychologist who cannot, in equal or less time, get more pertinent, incisive, and depth-centered personality material from a straightforward interview technique, is worth his salt.

On the whole, one must have considerable respect for the amount of time and effort that have gone into MMPI research since the first studies on it appeared in 1940. This time and effort has borne sufficient fruit to make it now appear that the instrument is quite useful for many kinds of group discrimination.

About its usefulness for individual clinical diagnosis, the present reviewer, for one, is still far from enthusiastic.

Another reviewer sums up this one in little more favorable terms, although I don't mean to imply that the first reviewer was completely unfavorable:

This instrument is probably the most carefully constructed and thoroughly researched inventory available for personality assessment. It is likely to be an increasingly useful clinical tool.

The point of all this is clear, that within the profession itself there is a wide divergence of opinion as to individual tests, their purpose, their utility, their theoretical foundation.

Now, to return to the recommendations that you have made that there be agency staff psychologists and interagency committees of psychologists and advisory panels of psychologists, does not the fact there is in the profession considerable disagreement about individual tests, and I am sure you will agree about the theory of testing, pose a real problem to getting a workable system, or a workable committee or panel that will be actually more than a debating society?

Dr. BRAYFIELD. Well, the fundamental split is that there are psychologists who know measurement and make use of tests, and there are psychologists who feel they themselves are such finely calibrated instruments that they would never make use of tests. I think it would be useful to have both types on the advisory committee.

Mr. GALLAGHER. Thank you very much, Doctor.

Mr. GALLAGHER. Professor Freedman, do you have a prepared statement?

Mr. FREEDMAN. I have, in part, but I am going to interject.

Mr. GALLAGHER. Would you proceed.

STATEMENT OF MONROE H. FREEDMAN, ASSOCIATE PROFESSOR OF LAW, GEORGE WASHINGTON UNIVERSITY

Mr. FREEDMAN. Mr. Chairman, this committee has done outstanding service in its thorough investigation of psychological testing, which has become increasingly and alarmingly prevalent not only in Government employment but also in private industry and education. The serious abuses inherent in such testing are of deep concern to conservatives and liberals alike, since the political philosophy of both groups is founded on the major premise of the dignity of the individual.

Significantly, strong objections to such testing have already been expressed in magazines ranging from the National Review to the New Republic.

The Minnesota Multiphasic Personality Inventory (MMPI) is one of the most widely used tests of this kind. It contains 566 questions, which are all to be answered true or false, "quickly and without thinking or deliberation." These questions illustrate the propensity for psychological questioning to intrude into areas formerly reserved for the privacy of such confidential relationships as husband wife, priest and penitent, or doctor and patient.