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MILITARY PSYCHOLOGY IN NORWAY

BY

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7 December 1966



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MILITARY PSYCHOLOGY IN NORWAY

As in the other Scandinavian countries, military psychology in Norway is centralized in a joint or tri-service institute, the Norwegian Military Forces Psychology Service (Forsvarets Psykologiske Avdeling, Sannerгатen 14, Oslo). This group (FPT) probably has the longest history of any of the Scandinavian psychology organizations, and at the same time it also would appear to have experienced the greatest amount of difficulties, upheavals, reorganizations, etc., with the passing of time.

FPT actually can trace its beginnings to 1943, when the Norwegian Government in exile was headquartered in London. At that time plans were laid for the establishment of an office to conduct a psychological selection program for personnel to be conscripted into the Norwegian services after the war. The office was established, as planned, after Norway was freed from German occupation at the end of the war. Since its inception FPT has been a part of the centralized Norwegian forces, even though the name has been changed several times with reorganizations.

Military psychology in Norway has always been an in-service, as opposed to university contract, program. During the late forties and early fifties there was little activity other than the screening of young men eligible for the Norwegian universal conscription or draft service. However, during the 1950's both the Navy and Air Force developed independent programs. The Navy program, which was almost wholly of a clinical-social psychology nature, was rather unusually successful and is briefly described in ONRL report 46-66.

The development of separate in-service psychology groups by the Navy and Air Force, which included psychologists in uniform, posed a rather severe setback for the central Department of Defence program. Because of the controversy, confusion, etc., which grew out of the development of separate programs, an inquiry into the organization and structure of military psychology was instituted in 1961. Following a year-long and rather intensive study of the three military psychology programs and the needs of the service, a rather extensive and voluminous report was issued in 1962. While there were a number of other factors involved, it would appear that this report resulted in a reorganization, when the Navy and Air Force programs were terminated, and all psychology was again focused in the revitalized and strengthened central Forces Military Psychology Service. As in the case of all struggles of this nature, the conflict between the individual services and the central organization

definitely took its toll. In fact, the scars of this power struggle clearly are evident even today in Norwegian military psychology, and it is probable that evidence of the conflict will persist in a number of ways for several years to come.

At present the Norwegian Military Psychology program is headed by Candidate Psychologist Rolf Gerhardt. Gerhardt is an interesting person who might easily be underestimated. His basic training is as an athletic coach at the secondary school or gymnasium level, and he is still very much sports-minded. Gerhardt was in the Norwegian Army at the time of the German invasion in 1939. After demobilization, early in the German occupation, he taught school in central Norway. However, at the same time he was a leader in the Norwegian Underground movement and served for a year as an intelligence officer. He was arrested by the Germans in 1943 and spent the remainder of the war in prison. Following the liberation of Norway, Gerhardt finished the five-year psychology program at Copenhagen University in three years. He then returned to Norway, and has been associated with the military psychology program since the early fifties. In 1958 he became director of the FPT and has retained this position until the present time.

As is the case of many Scandinavian psychologists, Gerhardt has not seriously considered finishing a dissertation for the PhD degree because he does not expect to become chairman of a Psychology Department -- the only position in Scandinavia which really requires the doctorate. At the same time, Gerhardt's interest, ability, and originality in basic research is something that would not be suspected on superficial contact. The nature of Gerhardt's present research interests and activities, which are only tangentially related to military psychology, will be summarized subsequently.

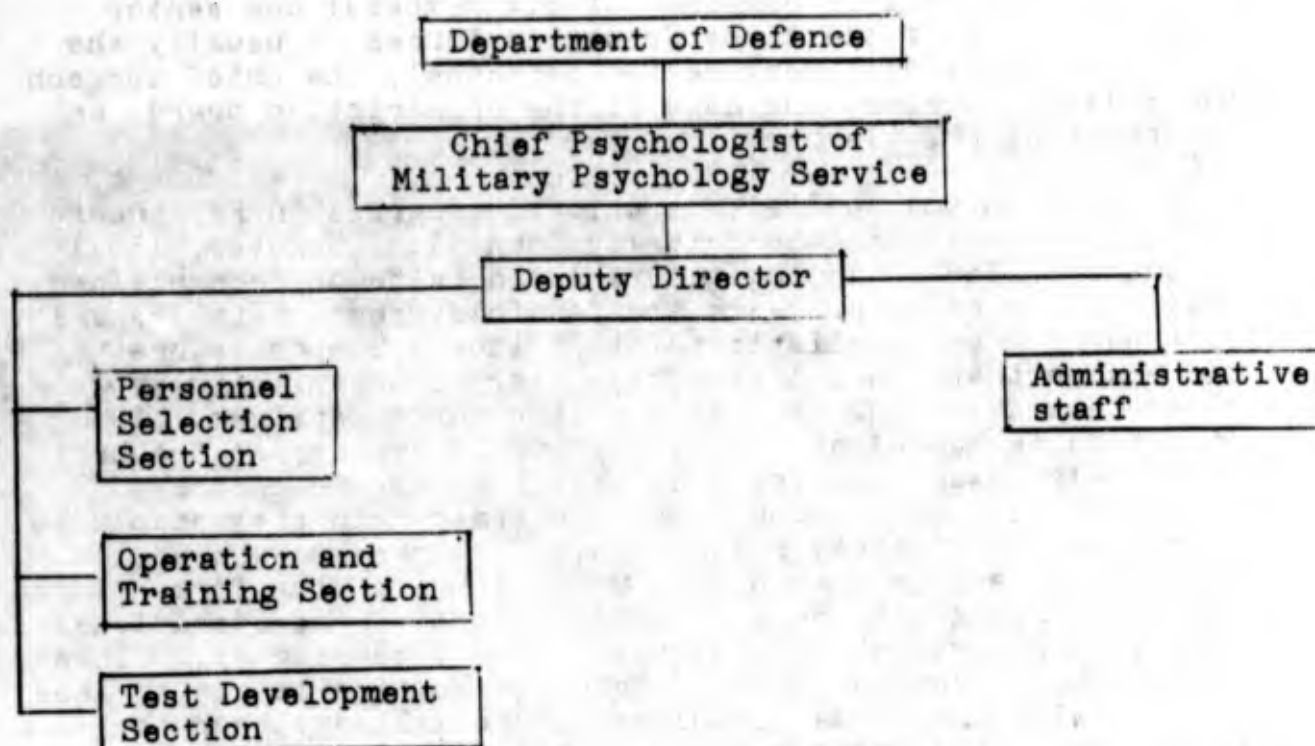
Without belaboring the nature of the difficulties experienced by the Norwegian military psychology group over the past ten years, which have centered largely around intraprofessional rivalries, the remainder of this report will be concerned with the present organization, goals, and program of the Military Psychology Service.

At present FPT is directly responsible to the senior personnel officer of the Norwegian Department of Defence. Gerhardt occupies a position as the "professional authority" in psychology for the Department of Defence and thus has essentially the final word in all matters pertaining to military psychology. In spite of his occupying this position, there is also a Military Psychology Institute Council which is responsible for determining the priority of applied work and/or research in the Norwegian

forces. The Council is composed of six members: one senior officer from each of the three Norwegian forces -- usually the chief of the individual service for personnel, the chief surgeon of the military forces, the head of the conscription board, and the director of FPT (Gerhardt).

Research and applied operational programs in FPT theoretically originate with the Priority Council. However, in all cases the decision as to how the research is to be accomplished, as well as to whether projects are feasible, rests with Gerhardt. Considered from an idealistic point of view, this procedure should ensure that the military psychology program is fully directed toward serving the needs of the three services. In reality this is not always true. It would appear, on the basis of relatively casual observation, that the members of the Priority Council are somewhat less concerned than they should be with problems of military psychology. The general who until recently had been chairman of the Council was of the firm opinion that all decisions with regard to the nature of the operational and research program should be made by the psychologist. This philosophy has resulted in the Psychology Service being far less in contact with the actual problems of the military than they might desire. All members of the service staff, eleven professional persons at the present time, are civilians and have far less daily contact than might be desired with key personnel in the operating forces. Recently leadership of the Priority Council has changed, and it appears as if there will be greater participation of the military services in guiding the work of the Institute. Nevertheless, at the present time the board actually operates somewhat as a rubber stamp and does nothing more than review the FPT program four times a year.

The organization of the Institute is set forth in the following diagram:



At present 16 professional positions are authorized and eleven of these jobs are filled. There has been a rather unusually serious problem of recruiting psychologists for any job, either civilian or military, in Norway over the past two or three years. At no time has the Military Psychology Service been able to fill all of its vacant positions, although this situation should change in the coming summer. This year Oslo University is graduating approximately eight times the number of psychologists -- trained roughly to the equivalent of the American PhD level -- as has been true over the past few years. However, all able-bodied males in this group will be required to serve in the armed forces as conscripts. Present plans call for six of the outstanding male graduates to be assigned to the Military Psychology Institute. This change in the size of the staff should have a noticeable impact on the productivity of the Institute. All of the conscripts assigned to the Institute will serve as commissioned officers and be required to complete 16 months of active duty. It is anticipated that a number of these individuals will remain with FPT in a civilian capacity following completion of their military service.

There is little systematic research now under way at FPT; in fact, the one sophisticated basic program is that being carried out by Gerhardt himself. The shortage of personnel and demand for applied services reportedly preclude any large-scale

research activity. However, one also gets the impression that the present staff of the Institute are not primarily research oriented. The Institute has its own series of military psychology reports in which research studies are published in the Norwegian language. A few of the studies have English summaries. One very concrete indication of the current lack of research activity is the fact that the last report in this series was published in 1963.

As indicated in the above diagram, the professional staff has been divided into three sections, each of which is headed by a formally appointed leader. The activity of the Institute will be summarized by section, although it should be noted that in reality there seems to be a rather remarkable lack of structure and crossing of interests which leads one to wonder if the sections have a meaningful function.

The Test Development Section is headed by Per Frivik. This Section has responsibilities for the development and validation of test instruments or batteries which will actually be applied by other sections of the Institute. Thus, in one sense Frivik's Section is the most basic and research oriented of the whole Institute. Frivik is a relatively young man who received his training at the University of Oslo. He has been with FPT for about six years, although his appointment as section head dates from January of this year. While not trained in clinical psychology, he has an interest in behavior therapy, and hopes to initiate a project in the foreseeable future concerned with the treatment of neurotics.

The Test Development Section was responsible for the present battery of psychological tests used in screening conscripts. However, no work has been done since 1956 in revising these tests or assessing their effectiveness. The need for a revision of the battery is recognized, and work in this area is planned as soon as additional personnel become available. The present battery is basically concerned with assessing intelligence. It is planned to add an electronic aptitude test and an interest inventory when the battery is revised. Further, it is hoped to develop a brief intelligence test which can be used as a rough screening instrument with conscripts. In this way those candidates for conscription who are grossly retarded may be identified without having to go through the whole battery. The final disposition of such cases is made on the basis of individual examination.

Frivik's primary activity at the present time is concerned with developing a selection battery for guided missile operators who will use ENTAC missiles. At the present time

groups of high level conscripts are placed in platoons of about 35 men and form complete missile teams. The men are all observed on a simulator where they receive preliminary training in firing rockets. Using an undefined "common sense" approach, the four potentially best men are selected to attend a school for guided missile operators, and a second group of four men are selected as alternates. The whole platoon enters into training, with the remainder of the men driving trucks, etc. Through observation and trial and error, the best men in the platoon (who may or may not be the original four) finally are selected and specially trained to fire missiles. Reportedly, the system has been highly effective in the past and the quality of the men ultimately selected as missile operators has been excellent. On the other hand, the system is considered wasteful, as approximately 30 of the 35 men will never fire missiles.

Inasmuch as only relatively high-level recruits are assigned to these platoons, it is considered that there is a great manpower loss when individuals in this group are assigned to driving trucks or jeeps, and to other minor supporting details. Accordingly, it is desired to develop a psychological test battery which will identify effective missile operators prior to training and permit the use of lower level personnel for supporting jobs. An interesting situation is posed by the task which Frivik faces. He has been asked to develop a psychological test battery which will be used to replace a system which now produces extremely accurate results. Thus, he cannot hope to improve upon the present accuracy in selecting missile operators. Frivik has started work on his selection battery. This research has received considerable impetus from NATO, as apparently no entirely satisfactory program exists in any country for training ENTAC guided missile operators. Representatives from Great Britain, Denmark, Germany, Italy, and France have been meeting periodically to exchange ideas and information on the development of a selection program. While the Netherlands and Norway are not actually participating, they do attend the meetings as observers.

At present it is planned that the selection battery will be composed of four tests. The first is a mirror-drawing test, designed to assess visual-motor coordination, in which the individual is required to follow an electrically-sensitive trace with a stylus. Time on the trace, accuracy, and total time of the test is recorded automatically.

The second test of the experimental battery is a rather deceptively complex modification of an old German speed test. The subject is presented with a box which measures approximately one square foot and contains a total of nine

holes, symmetrically arranged in three rows, each containing three holes. The rows are numbered from one to three at the side of the box. Each hole is surrounded by a colored ring, red, green, yellow, or blue. A color name is printed above each hole, but the name and the color of the surrounding ring may or may not be matched. Instructions for the test are given by a tape recorder. The subject is required to put colored pellets in one or another hole as indicated by the taped instructions. For example, he may be instructed to place a red pellet in the red-colored circle in the second line, a green pellet in the hole labeled green in the first line, etc. The speed of the instruction is increased to a point where it is impossible for the subject to comply. While the task is fairly simple at the beginning, it becomes extremely difficult as the speed is increased.

The third section of the battery is a time perception test. Here a tape recorder presents time intervals ranging in duration from five to 25 seconds. The intervals are filled with different constant sounds. Further, in order to prevent the subjects from simply counting as a means of keeping track of the time interval, a simple distraction is introduced in the form of adding or subtracting numbers. In this test the subject responds by estimating the number of seconds in each interval. The length of the intervals is varied in a random manner. Finally, the battery will include a simple cancellation test.

To date, the sorting test has been constructed and preliminary studies are being made of its use. The time perception test has been planned in detail although it has not yet been put on tape. The other two tests have been used previously and will be employed here without modification. It is rather interesting that each of the NATO psychology groups working on this problem apparently is developing its own individual test battery. While there is reported to be a general consensus that the abilities tapped by this test battery probably are related to success as a guided missile operator, validation definitely will constitute a problem. Because of the expense, guided missile operators in any country are given little occasion to actually fire the missile in practice. This makes it difficult to assess performance. The validation difficulties will be compounded in the case of the Norwegians, as so few men are trained in this specialty that it will be difficult to obtain a large enough sample for meaningful statistical treatment.

The Operation and Training Section. Erik Riis, who at one time directed a psychology program for the Norwegian

Air Force, is head of the Operation and Training Section. Possibly because of Riis' background and interest in the Air Force, most of the work of this section is done for that branch of the service. Riis has a very small staff at the present time, and the work of his section is almost exclusively applied. There have been some limited or abortive approaches to research within the past few years, although the section is clearly not research oriented at present.

It would appear that Riis and his colleagues are quite well accepted both by Air Force line officers and the medical department. His staff sit as members of the Flying Board, where they evaluate pilots for suitability to continue in a flying status, review all accident reports, and play a heavy role in the selection of personnel. A great deal of their time is spent dealing with transfer of training problems when pilots change from one type of aircraft to another. No formal studies are carried out to develop training programs for new aircraft because of the small number of pilots involved. However, an analysis is made of differences between aircraft through observing operational procedures. These differences are then discussed with the pilots in terms of habit pattern interference, etc. Reportedly, these discussions, even though time-consuming, are well received by the pilots. In this regard it would appear as if the psychologist with the Norwegian Air Force acts in a role which is very much analogous to that of a flight surgeon. However, the focus of the psychologist centers on problems of training, human engineering, etc.

Recently Riis' section completed a survey of adjustment problems in underground radar command posts. Through interviewing all individuals assigned to this type of duty, it was concluded that the primary cause of interpersonal difficulties and ineffectiveness in these commands was faulty personnel assignment. Apparently there has been little or no selection for this type of duty, and through an unplanned chain of circumstances large pools of men rejected for other types of service were assembled. It was found possible to make recommendations leading to correction of the situation without a formal research effort.

This section also provides consultants to the various military training schools and their duty in this sphere is quite diverse and varied. First, courses are run periodically for officers who are assigned to military training schools. An effort is made in the courses to convey the basic principles of instruction, learning, measurement of achievement, and other aspects of educational psychology. The psychologists also assist in the development and standardization of achievement

tests for the various service school curricula. In this work an effort is made to determine the specific aspects of performance which are important on the job; although it would appear that little, if any, formal research is involved. Finally, an attempt has been made to develop a system of standard scores for rating a man from the diverse schools so that there is a single service-wide frame of reference in grading service school achievement.

A final activity of the Training Section program is lecturing on the psychology of leadership to cadets at the service academies. Each student at the Army and Air Force Academies receives approximately 100 hours of formal lectures in psychology. A midshipman at the Naval Academy receives approximately 20 hours. The discrepancy in time between the Academies is explained on the basis of geographical proximity. The Army and Air Force Academies are convenient to Oslo, while the Naval Academy is on the opposite side of Norway, in Bergen.

The Selection and Classification Section, headed by Cand. Psych. John Syversen, is the largest group of FPT. Syversen is responsible for all selection and classification procedures in the Norwegian Defence Forces.

Every Norwegian male is required to take a preliminary battery of psychological tests at the age of eighteen. These tests are constructed by FPT; however, the Central Conscription Office of the Department of Defence is responsible for their administration. Syversen trains the individuals who administer and score the tests; and, when requested, acts as a consultant on the use of the battery.

The basic test battery is divided into three sections. The first, general ability, consists of a vocabulary, progressive matrices, and arithmetic reasoning test. The second, technical comprehension, includes a modification of the Bennett Mechanical Ability and the Guildford Spatial Perception tests. The third section, numerical facility, primarily is a simple arithmetic test. The scores are transposed to a Stanine scale, with five as the mean and nine as the high score.

As indicated in ONRL report ONRL-46-66, on Military Psychiatry in Norway, a rather unusual situation exists with regard to assigning men in the forces. All conscripts who have worked in the Merchant Marine automatically receive an assignment to the Navy. In spite of the size of the Norwegian Merchant Marine (the third largest in the world), men drawn into this occupation tend to be those who have difficulty adjusting at home or in other lines of work. This increases

the proportion of maladjusted people received by the Navy, and has resulted in a special selection program which is not used for the other two services. All men entering the Navy are individually interviewed by a psychologist and complete additional biographical inventory forms. Men entering the Army and Air Force are not interviewed by the psychologist unless they are referred by training officers. The referral to the psychologist is made through the local unit medical officer.

When men actually enter service a year after their initial testing, they are assigned to schools and military duty on the basis of initial test battery scores, civilian education, occupation, and interest. However, special tests have been developed in the case of certain service schools.

The shortage of personnel in the military psychology program has worked an extreme hardship on the Norwegian forces. The special Navy program of screening and selection is carried out as far as possible, although not to the degree which was envisioned when it was established.

FPT also is quite active in pilot selection for the Norwegian Air Force. Reportedly, there is an extremely large manpower pool from which relatively few aviation cadets are selected. The selection battery used for this purpose is made up of a pattern analysis test based on the Raven progressive matrices; an arithmetic reasoning test constructed by FPT; a modification of the Bennett Mechanical Comprehension Test; U.S. Army Air Force instrument comprehension and dial reading test; a complicated "instruction" test developed by FPT; a modification of the Minnesota Paper Formboard; and a general information test constructed by FPT. This battery has not been revised since the early fifties and the latest study on its validation was reported by Syversen in 1960¹. This study was limited to a group of 164 pilots who actually finished flight training. Two factors isolated from the battery, combined with high school marks, correlated (0.66 and 0.58) with performance in operational flying.

Because of the shortage of psychologists at FPT, the high selection ratio, and the empirical effectiveness of the

¹Syversen, J.L., Psychological Selection of Fighter Pilots, II, Militaerpsykologiske Meddelelse, Nr. F-5, 1960. Defense Psychology Service, Oslo

program, there has been little pressure to update the test battery, even though it is some 15 years old. At present, approximately 55%-60% of applications for pilot training are disqualified on the basis of the psychological selection battery. All men accepted undergo a short 24- or 25-hour period of pre-flight training. An additional 39% of the applications are disqualified in this pre-training procedure. However, less than 10% of the applicants who enter formal flight training fail to be graduated.

There is a rather noticeable absence of follow-up studies in Syversen's section to determine current rejection rates and attrition rates of Army, Navy, and Air Force recruits. In fact, from a discussion with Department of Defence statisticians and an examination of their reports, it would appear as if their data is not in such a form as to permit detailed statistical studies of recruit attrition. There is a definite awareness of the need for research in support of an applied selection program, but there also appears to be a general attitude of frustration with regard to any attempts to initiate such research.

The primary research activity under way at the present time, with the exception of the work in Frivik's section which was summarized above, is the long-term project being carried out by Gerhardt himself. For many years Gerhardt has been interested in perceptual, motor, and behavioral problems associated with left-handedness. Approximately ten years ago, because of the observation that left-handed Norwegian Air Force pilots were referred to psychologists three times as frequently as right-handed pilots, Gerhardt instituted a series of studies on perceptual and motor differences associated with left-handedness. After a series of interesting although not particularly significant studies, he began a rather intriguing series of basic investigations in visual perception which have continued now for almost ten years. None of this more recent work has been published, although a great deal of the data has been written up within the past several months; and a series of papers, first in Norwegian and later in English, should appear in the immediate future.

While the direct impetus for this work was an interest in left-handedness, over a period of time the research has evolved into basic studies of visual perception per se.

This work began with an attempt by Gerhardt to develop techniques for the selection of recruits to be trained as military truck drivers. Using a Dolman apparatus to assess

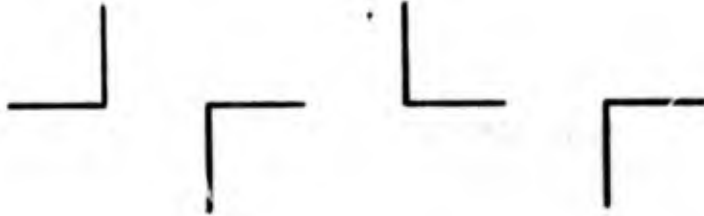
depth perception, Gerhardt noticed that his subjects consistently fell into two primary categories. One group consistently overestimated the distance in responding to the stimulus marker (+ group) and the second consistently underestimated the distance (- group). Moreover, highly consistent relationships were found between both the distance of the subject from the stimulus marker, magnitude of the error of judgment, and the direction in which the error occurred.

Judging the distance of the stimulus marker from the reference point, the minus error group proved to be consistently better when the stimulus marker was going beyond the reference point, and the plus error group proved uniformly more accurate in estimating the distance as the marker approached the reference point from the side nearest the subject. This raises a question as to whether the subjects making a plus-type error might not be far more accurate in making distance and speed judgments in driving automobiles or flying airplanes.

The above findings held with replication when the subjects were required to adjust the distance marker themselves. However, when the apparatus was modified so that the investigator adjusted the apparatus and the subject's response was verbal in nature, the differences between the plus and minus groups were completely eliminated. This leads Gerhardt to the rather obvious conclusion that the differences may be attributed to different perceptual motor integration for the two groups of subjects.

In another experiment an additional difference was obtained which differentiates the two groups of subjects. Instead of being requested to place the markers at an equal distance in the Dolman apparatus, the subjects were requested to estimate the distance between markers on a series of pre-determined settings. Here the subjects who made the plus-type error on the original experiments were found to be quite stable in the magnitude of their error of judgment. On the other hand, subjects in the minus group tended to be erratic and unstable.

This work led Gerhardt to a further series of studies relating the influence of vertical-horizontal plane orientation on magnitude of perceptual illusion. In this work Gerhardt used a series of symbols such as set forth below:



First, in asking subjects to simply estimate the difference in centimeters between the two stimulus lines in each figure, Gerhardt found that the magnitude of perceptual symmetry in the symbols was highly dependent on whether judgment was required in a horizontal or a vertical plane. In fact, accuracy of judgment was found "without exception" to be negatively correlated for the two planes. Moreover, the negative correlations obtained were highly significant, being of the magnitude of 0.80.

Response in this situation was quantified through a ratio of lengths in centimeters: $\frac{V}{H} = X$. The score X obtained

in this ratio permitted a comparison of the magnitude of illusion created by presenting the same symbol in four different positions in the vertical-horizontal plane. Vertical-horizontal asymmetry was determined from the following formulae; in the vertical plane:

$$(1) \quad V_{xR} - V_{xL} ,$$

for the horizontal axis:

$$(2) \quad H_{xR} - H_{xL} .$$

Asymmetry was uniformly and consistently found to be greatest when the length of the lines was judged with reference to the vertical plane. Moreover, the strongest illusion is created by symbol (4) where the reference line is pointed down.

When the subjects used in the study of vertical and horizontal asymmetry were tested for depth perception a highly significant correlation was found between the magnitude of illusion and accuracy of depth perception. This finding holds regardless of whether the subjects make a plus or minus error in their setting of the Dolman apparatus. This led Gerhardt to conclude that there must be some relationship between sensitivity to illusionary material and accuracy of depth perception.

Gerhardt next turned to a sequence of studies employing

a different type of stimulus material. Here he used the illusionary figures employed by Schafer and Murphy². In fact, no work with these figures is still continuing. The stimulus materials are roughly illustrated below:



FIG. 1

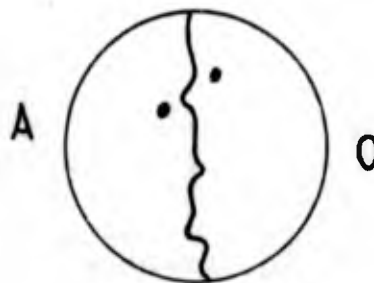


FIG. 2

In the first study Figure 1 was presented twenty times, in a counterbalanced order which alternated the profile line dividing E and Y in the vertical plane. In this case, Gerhardt's subjects responded by perceiving the E and Y half of the profiles with equal frequency. However, when the presentation of the same figure was repeated with the profile line on the horizontal axis, every subject except one tested to date on this stimulus material has responded to the E rather than the Y half of the profile. Figure 2 apparently is not as strong an illusion and fails to give the same results. However, there is a highly consistent, but as yet unexplained, finding with this figure in that individuals who make the plus type of error on the Dolman apparatus prefer the right or O profile and those who make the minus error recognize the A or left profile.

The above comments represent only the grossest and most superficial summary of Gerhardt's work. On the basis of a three-hour discussion, one cannot help but be impressed with the meticulous care, experimental precision and originality of his work. Most of his studies have been replicated at least once, if not more often, so the findings reported above would appear to hold with replication. The number of subjects used in each experiment ranges from roughly 16 to 100. Further, it would appear

²Schafer, R. and Murphy, G: The Role of Autism in a Visual Figure-Ground Relationship, Jour. Exper. Psych. 32, 335-344 (1943)

that most of the obvious pitfalls such as practice effect, variations in experimental procedure, etc., had been successfully avoided. To date Gerhardt has made no attempt to utilize the findings of his basic research in the more applied missions of FPT.

SUMMARY AND GENERAL IMPRESSIONS

Military psychology in Norway presents a series of interesting contrasts and possible lessons for other countries. This is particularly true when the present-day program is considered in a historical perspective. The effect of the conflict and turmoil which has marked Norwegian military psychology over the years clearly is apparent. At the beginning all psychological activity was integrated into a single tri-service organization, as it is at the present time. During an interval in the fifties, both the Navy and the Air Force had a group of psychologists in uniform -- at least two of whom now work for FPT as civilians. It is interesting to note that the greatest advances in Norwegian military psychology appear to be made when psychologists work closely with the individual services rather than in a central organization. Of particular importance here is the Navy selection program, the development of which probably represents the most systematic as well as productive research which has been undertaken in Norwegian military psychology.

At present the climate for psychology in the Norwegian military forces is ideal. However, the psychologists are somewhat concerned about what role they may best fill with their limited resources, and the military "users" of psychology also express subtle comments indicating that they are not receiving the psychological support they desire. The combination of centralization and total lack of uniformed personnel may have resulted in FPT losing close contact with the "users" it was intended to serve.

The inability to recruit personnel is a problem of major proportions. However, one senses that this may be a problem which extends beyond any pay differentials between civilian and government employment and it well may be a function of the present-day program. To date, the work of the organization is limited primarily to routine consultation. The minimal research which is under way on military programs appears to be reasonably sound but quite routine. The only work which is really exciting is that of Gerhardt, and this is not directly related to his role in FPT or to the organization.

The addition of six staff members in the form of psychologists who will serve their required military service at FPT may do something to renew the organization. Several of the conscript psychologists will be trained in the clinical area, and plans already have been made with the Central Defence Medical Department for their use in a clinical role. Possibly the additional manpower and the renewed contacts with the military service will serve to enhance the vitality of the organization.

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