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ARI ltr 13 Nov 1979

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AGO-Report # 381

PERSONNEL FORM P-1
(Also called Personnel Form R-2 and the Shipley Personality Inventory)

The Committee's Memorandum of November 5 recommended (paragraph e) that the Personnel Procedures Section consider this test's suitability for use in certain military situations.

Personnel consultants in four Army centers were sent copies of the test with instructions for giving it to 25 "trouble-makers," 25 "neurotics," and 150 normals ("enlisted men in general"). The purposes of the test and Dr. Shipley's definitions of trouble-makers and normals were included in the instructions, but the way was left open for the consultants to select the trouble-making and neurotic groups as was thought best in the light of Army conditions.

Results have been received from three of the four centers.

For the two groups of normals, the means and standard deviations of scores on both the trouble-maker and neurotic stencils are comparable to the means and standard deviations for the 867 cases comprising Dr. Shipley's normative group. The trouble-maker and neurotic scores correlate about .30. GCT scores were available for most of the 300 normals; these scores showed a negligible correlation (-.06) with neurotic scores, and a significant but low negative correlation (-.21) with trouble-maker scores. The latter relationship means that duller men score in the trouble-making direction a little more often than do brighter men.

At Camp Lee, the personnel consultant chose as trouble-makers 25 of the soldiers confined in the Post Stockade. All 25 were awaiting trial for military offenses, and most of them were repeaters. As neurotics, the personnel consultant selected 25 men from a group at the station hospital who had been diagnosed as psycho neurotic by an Army psychiatrist.

At Camp Callan, the personnel consultant re-phrased Dr. Shipley's definitions of trouble-makers and neurotics in non-technical language, and asked each battalion commander to choose five men of each type in accordance with these descriptions. He thus secured 36 neurotics and 25 trouble-makers. To make the numbers comparable, he chose 11 of the 28 prisoners then confined to the guard house, and added them to the trouble-maker group.

For Dr. Shipley's normative group of 867 men, the standard deviation on the trouble-maker stencil is 5.7 points, and the standard deviation on the neurotic stencil is 7.9 points. Using these figures as yardsticks to measure the degree to which the test scores separate the criterion groups, the results are expressed below.

Trouble-maker stencil:

	Mean of Trouble-m.	Difference	Diff./5.7
Camp Lee	28.7		
Camp Callan	24.8		
	27.7		

Neurotic craft stencils:

	Mean of Neurotics	Difference	Diff./7.9
Camp Lee	44.9		
Camp Callan	39.3		
	45.5		

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Diff./7.9

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Unless more separation of the criterion groups is found at the other two centers, it is not believed that the test should be recommended for military use.

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