

be considered, the Army would undoubtedly gain largely by rejecting all "D-" and "E" men. This procedure would greatly lessen the group of disciplinary cases so troublesome and costly in the military organization and also the group which in the figure is distributed among "ten poorest privates," "men of low military value" and "unteachable men."

Numerous varieties of evidence indicate the extreme military importance of the prompt recognition of low-grade men. The percentages of men ranking below the average in psychological examinations are notably large for the disciplinary group, men having difficulties in drill, men reported as "unteachable" and men designated by their officers as "poorest" from the standpoint of military usefulness.

The comparison of negro with white recruits reveals markedly lower mental ratings for the former. A further significant difference based on geographical classification has been noted in that the northern negroes are mentally much superior to the southern.

The relation between officers' judgments of the value of their men and intelligence ratings is exhibited in somewhat different ways by Figures 5 to 7. Thus the median scores for five groups of privates arranged in order of military value from "very poor" to "best" are presented in Figure 5. The total number of individuals in the group is 374.

The men were selected from twelve different companies, approximately thirty men in each company being ranked by an officer in serial order from "best" to "poorest." The rank order for each company was then correlated by the psychological examiner with the rank order supplied by psychological examination. In seven of the twelve companies the correlations ranged from .64 to .75. The average correlation was .536. These correlations are high, considering the large number of factors which may influence a man's value to the service.

The median score for the "very poor" group of Figure 5 is 28 points in an examination whose maximal score is 212 points. By

contrast with this, the median score of the "best" group of privates is 99 points.

The commanding officers of ten different organizations, representing various arms of the service, in a certain camp were asked to designate (1) the most efficient men in their organizations, (2) the men of average ability and (3) men so inferior that they are "barely able" to perform their duties.

The officers of these organizations had been with their men from six to twelve months and knew them exceptionally well. The total number of men rated was 965, about equally divided among "best," "average," and "poorest." After the officers' ratings had been made, the men were given the usual psychological test. Comparison of test results with officers' ratings showed:

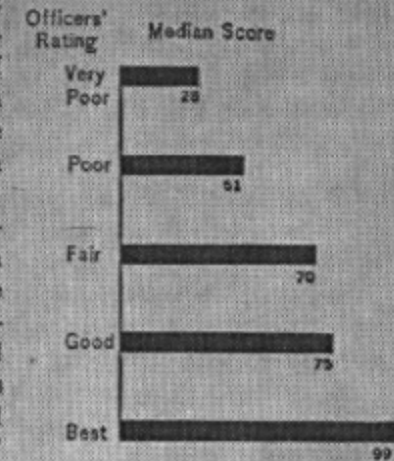


FIGURE 5.—Median intelligence scores (by points) of groups designated as best, good, fair, poor, and very poor in military value.

- That the average score of the "best" group was approximately twice as high as the average score of the "poorest" group.
- That of men testing below C-, 70% were classed as "poorest" and only 4.4% as "best."
- That of men testing above C+, 15% were classed as "poorest" and 55.5% as "best."
- That the man who tests above C+ is about fourteen times as likely to be classed "best" as the man who tests below C-.