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A PROPOSAL FOR AN ICD PROCESSING CENTRE AT BAD ORB.

The M.G. School at Bad Orb has rooms and billeting facilities for about 80 people (50 students, staff and service personnel). The staff is experienced in investigating, through record searching, intelligence work and analysis of Fragebogen, and recruiting. It contains one member especially expert in the organization and affiliations of the N.S.D.A.P., and the political history of Germany. Two others have had special experience in interviewing German civilians. - recruiters speak German fluently.

It could be developed into a centre for screening German personnel by means of individual examinations. Various testing devices, including our present battery of questionnaires, could be tested as to their ability to differentiate various types of German. It is hoped that in this way simple test procedures may be developed as substitutes for intensive individual studies.

In any event, we must rely at the present time and for some time to come on the intensive method, utilizing, besides basic investigations into party affiliations and political activities, psychiatric and psychological interviews and tests.

As a result of the studies employed, reports of findings on each individual will be sent to the appropriate agency. They will include an evaluation in terms of the following categories:

1. Political affiliations and anti-Nazi activities
2. Social and personality factors in opposition to Nazi doctrine
3. Intelligence
4. Emotional difficulties
5. Social relationship
6. Occupational stability and responsibility
7. Leadership qualities
8. Specific abilities or disabilities in relation to proposed assignment
9. Reasons for acceptance or rejection
10. Evaluation score

In its early stages the processing school will require an experimental period of trial and error in the use of its various methods of investigation. It should organize its procedures within several weeks, always allowing for flexibility so that a steady growth remains feasible, within an organized framework. It is difficult to anticipate accurately, without a preliminary trial period, the number of faculty members and the time required for an adequate study. Since candidates will be transported to the school from various parts of the U.S. Zone, a time lag will have to be considered. As a tentative proposal for the examination of 48 candidates a week, in the first phase of the program, it is suggested that they be studied at the rate of 16 candidates per 2 days. Since a preliminary investigation will have preceded their entry in the school, certain members of the staff at the M.G. School, Bad Orb, experienced in that type of work, will review the Fragebogen and make a more intensive study than heretofore of all pro and anti-Nazi activities of the candidate. The development of experts in that type of investigation may very well be expanded in that section of the faculty. It should comprise a minimum of three, an instructor and two assistants. Several field workers should also be retained.

For the personality investigation a faculty of two psychiatrists and six psychologists is proposed. Since all of them must be able to speak German, it may be difficult to assemble the group for some time. For that reason, it may be necessary to substitute certain lay personnel, now readily available, who have had some training in psychological studies.

Psychological studies involve, briefly, three forms: pencil and paper tests, observation of social behavior, and interviews. The first involves questionnaires relating to biographical material, and a variety of intelligence and personality tests. They represent aids in determining intellectual function and energy, range of interests, family relationship and a variety of personality traits. Observation of social behavior yields data on social relationships (facility and difficulty in social contacts), leadership, aggression, emotional warmth, cultivation. The interview is the most important procedure. It comes at the end of the processing and utilizes the results of all previous studies. The value of the psychiatrist is seen especially in this part of the undertaking. Interviews for the purpose of personality evaluation represent his main background of training and experience. A note-

worthy problem in the group to be investigated, is mental pathology. In this field the psychiatrist has a special contribution to make.

In the course of time the substitution of German civilians for U.S. faculty members may be considered. The expansion of the school for other purposes, for example, the teaching of American methods, might also be undertaken. In any case, a central school specializing in the problem of personnel on behalf of the government agencies is a first requirement.