

discussions, and critiques. The Consultation Service's psychiatric workers lectured on adjustment problems to be expected in companies, and discussed the individual cases that arose.

The success of the school and its graduates, in the opinion of training center authorities, more than justified its existence. Moreover, officers pointed to the trainees' "marked changes in qualities of leadership" as proof that leadership could actually be taught. Had such a course been perfected before all field units had been shipped out, instead of after, its value to the efficiency of stations in the field apparently would have been considerable.

Testing Procedures

Very few reliable statistics were ever compiled as to the performance of women on Army tests and the applicability of the tests to women. It was the preliminary opinion of The Adjutant General's testing experts that women probably did not score as well on the Army General Classification Test as did men of the same actual intelligence, since the test had been designed for and validated with men. They therefore recommended the use in training centers of the Women's Classification Test (WCT), then used in recruiting stations, which was especially designed for women and on which the scores were slightly higher.

However, the Office of the Director WAC was not able to see any significant injustice to women in the Army test—especially since Wacs were highly selected and most groups exceeded the men's average in spite of any handicap. Had women of all types been drafted as men were, the question might have assumed more importance. The ASF WAC Officer also noted that the AGCT had more significance and

was more readily understood by personnel officers on Army stations. The use of the men's AGCT was therefore continued in classification procedures at training centers.

Another test developed for early recruiting—the Mental Alertness Test (MAT)—did not correlate too highly with later success. The Clerical Aptitude Test seemed only of moderate value in predicting women's success on clerical jobs; the Radio Operators Aptitude Test was found by training centers to be very poor when applied to women; the Driver Aptitude Test, on the other hand, had high accuracy.⁷⁰

Evaluation of Effectiveness of Training

Very few field comments of any sort were recorded as to the adequacy or inadequacy of WAC school training. The fact that a Wac had received several times the number of hours in many basic subjects that a man received had practically insured that she would be at least as well indoctrinated. Since a woman's survival in the field did not so visibly depend upon the adequacy of her training as did a combat soldier's, the matter was not in any case unduly conspicuous. Most field commendations concerned merely the women's neatness and military bearing; most complaints related only to administrative matters such as supply, records, and classification.

⁷⁰ In SPWA 201.6 Mental Alertness Test (10-11-43): (1) Memo, TAG for Dir WAC, 17 Aug 43. (2) Memo, TAG for Dir WAC, 16 Dec 43. (3) Memo, Dep Dir for Dir WAC, 13 Jan 44. The WCT and GCT seemed about equal in predicting success in basic, OCS, and specialist schools; the MAT not so good. The R-1, a short test, seemed as good as the WCT-2 (85 percent received same disposition), and was therefore adopted for recruiting stations as a timesaver. The WCT and MAT-2 were reserved for retests in cases where recruit failure seemed due to fright.