

HUBBARD COMMUNICATIONS OFFICE
Saint Hill Manor, East Grinstead, Sussex

HCO BULLETIN OF 30 JULY 1970

Remimeo
HC

PERSONNEL FUTURE POTENTIAL

KEY QUESTIONS

(To be used in conjunction with OCA, IQ, and
Aptitude Testing)

This aspect of testing is done after the prospective employee, or actual employee, if he is being considered for promotion or transfer has done the OCA, IQ and Aptitude tests and these have been scored, drawn up and viewed and the results noted by the Hubbard Consultant.

Of course the individual's purpose, intentions, desires in relation to the job he is applying for or being considered for, as well as his prior training and potential ability to do the job, plus his known capabilities and abilities to produce effectively must all be taken into consideration when using the OCA, IQ, Aptitude tests and the Key Questions.

The test indicates, when used in conjunction with the OCA, IQ and aptitude test results, the future potential or disabilities of the personnel and gives a general idea of his ability to co-operate with others, his ability to work as a member of a group and his potential capacity or weaknesses in relation to the groups and the job he is being considered for. Also the type of problems he may develop or is being involved with, both at work or at home which may effect his working capacity.

Each individual has stress on many subjects, some more than others. Thus if the OCA, IQ and Aptitude tests show the personnel potentially fitted for the job, this test may be used to find out any possible hidden stress which has not already shown up on the written tests.

Alternatively, if the person only just makes the grade on the written tests, but if he shows up favourably on the Key Questions Test, his answers and the meter actions may tip the scales in his favour.

Of course if the OCA, IQ and Aptitude test results are poor and the person is not impressive in relationship to possible employment then this test need not be done, as it will surely confirm what is already observable.

The personnel is seated across the table from the Hubbard Consultant. The E-meter is placed on the table, the personnel is given the leads to hold and the meter is balanced. The Hubbard Consultant briefly informs the personnel what he is going to do and then starts.

The personnel is asked each question listed below, in turn. The Hubbard Consultant notes the reaction of the meter needle at the end of the question asked, on the Consultant report as well as the number of the question and briefly takes notes of the personnel's answer to the question, writing them on the sheet beside the number and meter reaction. When the personnel has finished answering the Hubbard Consultant acknowledges and then asks the next question. The above procedure is followed until the Hubbard Consultant has asked all the questions at which time he says "That is all" and the period is ended.

The questions to be asked are as follows:

- 1) Do you have many problems?
- 2) Do you enjoy the ones you have?
- 3) How would you define a problem?

- 4) Do you like helping people?
- 5) Do you find it easy to give help?
- 6) Can you easily accept help from people?
- 7) What is help? or How would you define help?
- 8) Do you like change in your life?
- 9) Do you find it easy to change?
- 10) How would you define change?
- 11) Have you had much change forced upon you?
- 12) Do you like taking responsibility?
- 13) What is responsibility?
- 14) What does create mean?
- 15) Do you like to create things?
- 16) Are you easily able to create?
- 17) Do you always enjoy good health?
- 18) Are you ever/often ill? (depending upon previous answer)
- 19) Are you married? (only ask of adult)
- 20) How do you feel about marriage?
- 21) Do you have difficulty handling money?
- 22) What does control mean to you?
- 23) How do you control people?
- 24) What do you consider is good control?

It would be optimum for the personnel to have a floating needle at the end of the question being asked or by the time he has completed his reply. However the best response the Hubbard Consultant is likely to achieve is no change in what the meter needle is doing by the time the question has been asked.

A fall to the right by the needle would indicate that there is some stress on the subject, and that at some future date if the person is employed, it may need a Stress Analysis No.1, two way communication to clean it up. It is never handled at the time the Key Questions are being asked as this is being done for purely testing purposes only. If, when the question is asked a small agitated read is seen which passes, the personnel is not able to face up to the subject and if the needle stiffens up then with this read and the read just mentioned there is certainly more stress than just a Two Way Comm Stress Analysis would clean up. So these two reads are definitely not acceptable.

So if all or more than half of the Key Questions read in the acceptable range the personnel test is complete and provided that the OCA, IQ and Aptitude tests are acceptable the person may be employed.

If the individual's test results are border line and the Hubbard Consultant is doubtful whether he should be employed, the individual can definitely be helped by obtaining some Dianetic or Scientology processing after which time on re-testing the Hubbard Consultant will find that the individual should meet the requirements for employment.

The amount of processing needed will depend on the severity of the Stress. A non-acceptable personnel may also be recommended to obtain processing.

Even though the personnel test requirements are met, should the personnel have heavy problems, help or control difficulties and/or ill health it would be definitely advisable for the individual to receive Processing.

It must be emphasised that the OCA, IQ and Aptitude tests and the Key Questions are aids to assist in the selection of personnel, whether to employ, keep on the job, transfer, or promote. They are used as indicators, they will help the Hubbard Consultant make his decision, the decision rests with the Hubbard Consultant and on the Personnel Officer and his superiors in Management.

Data compiled from the
writings of L. Ron Hubbard
by
W/O Ray Thecker
SO Compilations Chief
SO Compilations Branch
SO Organizing Bureau
for
L. RON HUBBARD
FOUNDER

LRH:RT:sb
Copyright (c) 1970
by L. Ron Hubbard
ALL RIGHTS RESERVED