Responses to Psychological Tests

Countless individuals have taken personality tests over the years. Many simply take these tests as a matter of course and are not affected by them one way or another. Others, however, have been denied jobs and other opportunities as a result of taking personality tests. Most, however, obtain a view of themselves that is distorted, exaggerated, or far off the mark, but which may be received as true, either because there are enough generalities that apply to all people to make the test appear accurate or because they believe the mystique of hidden knowledge being revealed by the test.

We demonstrate the poor validity of personality tests in our book *Four Temperaments, Astrology & Personality Testing* and also in our book *Missions & PsychoHeresy*. However, in spite of the poor validity, people rely on these tests to determine all kinds of things about themselves and others. These tests are used in criminal court cases, in custody cases, for employment, for various kinds of certification and credentials (i.e., teacher credentials), in counseling, in self-improvement seminars, and for various other purposes and in numerous other situations. *Psychology Today* (Vol. 32, No. 3) reports:

For a new generation of job seekers, a polished resume may not be enough. They may need a winning personality, literally.

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Missions & PsychoHeresy Revisited

Editors’ Note

The following article, which was excerpted from our book *Missions & PsychoHeresy*, was published 20 years ago. We have updated and expanded the original article to included important added information from the book, including a list of the mission agencies interviewed, the survey conclusions from the book, which did not appear in the original article, and other updated information. These conclusions were a surprise to us at the time, and a shock to others, but would be commonly known by current missionaries and missionary candidates. From our surveys, subsequent to publishing the book, we find that everything remains the same: Mission agencies continue to use professional mental health counselors to evaluate candidates through personal interviews and psychological tests and to provide licensed psychiatrists and psychotherapists to therapeize any missionaries in need of help. The *Missions & PsychoHeresy* book is currently available as a pdf ebook on our website to read online or download and print.

Missions & PsychoHeresy Revisited

Mental health professionals wield a great deal of power and authority in numerous sectors of society, including business, industry, schools and colleges, and lamentably also in churches, Bible colleges, seminaries, and Christian schools. Psychoexperts have infiltrated and occupied many areas of life. Their power is tremendous even though what they do lacks scientific support.

Numerous books and articles have been written about the chasm between psychological claims and research revelations, between the psychological promises and the produced results. We have written extensively over the years warning about the unbiblical and unscientifically supported psychologizing of the faith. Some years ago we coined the term “psychoheresy” and titled one of our books with that name. In it we described “psychoheresy” as the integration of secular psychological counseling theories and therapies with the Bible. Psychoheresy is also the intrusion of such theories into the preaching and practice of Christianity, especially when they contradict or compromise biblical Christianity in terms of the nature of man, how he is to live, and how he changes. The subtitle of our book *PsychoHeresy is The Psychological Seduction of Christianity*, which is a seduction that we documented as having already happened and that continues to deceive many professing Christians.

Our book *The End of “Christian Psychology”* provides further research and reasons why Christians need to throw off the shackles of psychoheresy.

In *Missions & PsychoHeresy* we focus attention on the use of mental health professionals and psychological tests for evaluating missionary candidates and the use of mental health professionals for providing treatment for missionaries returning from the field who are suffering from problems of living. The psychology and psychological tests used to evaluate missionary candidates not only contradict and compromise biblical Christianity, but also do not meet the standards of science in theory or in practice. Furthermore, the care of missionaries provided by mental health professionals denigrates the doctrines of Scripture and bypasses the help that God has already given in His Word.

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Letters from our Readers

Dear Martin & Deidre,

What is so disconcerting is not only the vast specific deceptions involved in a psychological integration, but that obviously there is no uneasiness in what should be a gnawing sense that something is just not right. Deception can only capitalize on a loss of the sufficiency in Christ. A pursuit of Christ must involve seeking to know the difference between God’s defined transformation versus the world’s ways. Deception has much to teach us, but apparently the lessons are lost on too many. The specific deceptions are worrisome enough, but no more than the gullible propensity itself and then the commitment in staying deceived.

NY

Dear Martin & Deidre,

Your March-April 2020 “Aargh!” newsletter still lies here on my reading table. So many thoughts over the many years of your ministry! Yes, you are exactly on target: “Aargh!” Your primary concern over BCM (biblical counseling movement), therefore is correct. And, no matter how Christ-loving these many Christians are, somehow they fail to understand this importance of what concerns you. Yes, they claim the Holy Spirit in testifying to the truth of our Lord and Savior’s finished work, but as to the BCM approach, Aargh! again.

Thus, the Wokedom piece by B. W. Davidson is a “must read”! Such important insights into the Frankfort School and its deep mischief making. Thank you.

Your Page 8 thoughts in the same newsletter regarding the difference between problem-centered counseling and the Catholic confession need further exposure. Very important!

If I had a penny for the times I’ve thought about your last two newsletters, I’d be a millionaire. It has troubled me for decades. Early on (1970s) I was drawn to read Adams’ Competent to Counsel, but during the past 50 years or so the erosion just becomes more manifest. Just days ago I scanned Thomas Szasz’s Myth of Psychotherapy. As a non-professing Christian, he brings more light than many who claim faith in our risen Lord.

God Almighty, even in Eden, demands loving obedience. Our Christ teaches us the same: “If ye love me, keep my commandments.” Therein we learn of GRACE.

Michigan

Dear Martin & Deidre,

“There are many things in your heart you can never tell to another person. They are you, your private joys and sorrows, and you can never tell them. You cheapen yourself, the inside of yourself, when you tell them” (Greta Garbo). How true! I had noted this some time ago, but remembered it as I was reading of one of your psychoheresy articles recently. God bless you both for your wonderful perseverance “against the flow.”

Maine

Dear Martin & Deidre,

Hope you are doing well. I continue to pray for your health, plenty of sleep, and the energy to give you the ability to continue with your necessary and urgent ministry. “Carry-on,” Bobgans!

California

bobgan@pamweb.org.

I’m enjoying reading your material. It articulates many things I’ve wondered about. One of the things I’ve noticed about the Christian counseling movement is they never seem to attempt to make a biblical argument for the theories or techniques they propose.

If you go online to try and do a search for the biblical justification of this theory or that technique you find literally nothing.

I stumbled across your website attempting to do such a search, and yours is the first I’ve found that does any biblical argumentation regarding counseling issues—extremely helpful and I’m learning so much!

email

Dear Bobgans,

Amazing! Amazing! Amazing! Thank you for your amazing ministry. Thank you so much for bringing truth and light into the confusing world of biblical counseling.

California

bobgan@pamweb.org.

I’ve been a long-time receiver and reader of your works! Thank you so much for your message at the 33rd annual School of Theology of the Metropolitan Tabernacle, https://pamweb.org/video/the-biblical-care-of-souls/.

email

Hi Martin,

I just re-read one of those Certified Counseling Agreements, and note that there is NO NDA [No Disclosure Agreement] that the Counselor has to sign, only the counselee.

This reminds me of unilateral contracts which are greatly designed so that the quid pro quo is completely out of balance so instead of 50/50 it is 90/10.

When I negotiated International Contracts in the Music Business such as with SONY in Japan, I made sure that it was equitable. So how is it equitable when it is not even 90/10, but 100/0 in favor of the Paid Certified Professional Counselor?

New Jersey

Thank you for writing to us. We read every letter, even though we are not able to answer each one personally.
Responses to Psychological Tests  

More and more employers these days are asking job candidates to take personality tests as part of the hiring process. In fact, personality testing is now a $400 million industry, according to an estimate by the Association of Test Publishers.

Well, business is business in the world and we’re not surprised that the world would use these tests. However, we are greatly concerned about the confidence exhibited by Christians regarding these tests. Because of our knowledge of the failures of these tests and the misinformation eagerly received by those who already have the blessed truth of Scripture, we began to express our concern. As we did, we found out about people whose lives had been negatively impacted through the use of these tests. Therefore, we decided to look into the missionary candidating process. We found that the great majority of the largest missionary agencies use such tests.

Two questions loomed in our minds:

1. Can a missionary candidate refuse to be screened by a mental health professional or psychological test without being discriminated against for doing so?

2. Has any missionary candidate refused such screening?

The facts are that missionary candidates know that refusing the psychoscreening and psych tests will lead to being rejected by the mission agency. Missionaries have told us that as a candidate you just do it because it is required.

The following is excerpted from a copy of a letter sent to us from a couple who had been subjected to such psychological testing:

This whole process of psychological testing strikes me as having several serious defects.

(1) In the tests used, certain “norms” are provided as to how the majority of people perform. Do these norms really reflect what is right or wrong for Christians? How can the norms of lost men be used to determine the quality of my character?

(2) These norms are a product of comparing people with other people. This is strictly forbidden in the Scriptures. We do not dare to classify or “compare ourselves with some that commend themselves: but they measuring themselves by themselves, and comparing themselves among themselves, are not wise” (2 Cor. 10:12).

Besides the possibility of candidates being rejected for missionary service, personality tests can have devastating affects on people.

(3) We are tested by God in the milieu for the purpose of proving our character. The artificial environment of the assessment center and its tests simply cannot take the place of the tests God has put me through during the last 30 years, and especially in the last 3 years of my life.

4) It was pointed out to us that one of the reasons that psychological tests were being used was, “Who do you get your references from? From your pastors and elders who are your friends, right? And what are they going to do but give you really good reports, right?” The understanding was that the testing would get to the real truth. This attitude is unbiblical and expressive of a very low opinion of the pastors, elders, and Christian friends who are being asked to give their assessments. The premise that these men cannot be trusted, therefore psychological tests which can be trusted must be used and depended upon, is patently wrong.

(5) The assessment center seems to be pursuing a process of worldly wisdom to achieve its goals. “Because the foolishness of God is wiser than men, and the weakness of God is stronger than men” (1 Cor. 1:25). Does this testing program operate on that premise? It does not. How many Pauls and Jeremiahs would make it through these tests? We are in danger of cutting off the head of anyone who stands out as being not “normal.” Many men of God are not altogether “normal,” as I am sure you know.

I am disturbed that capable men are being rejected across America because they do not measure up to some false standard.

Others have written to us and described the devastation they experienced when they were told that their psychological tests did not match the profiles the “Christian” organizations were looking for. Some have described how they were undermined by the descriptions that were spewed out by the test results.

Besides the possibility of candidates being rejected for missionary service, personality tests can have devastating affects on people. Some billow in pride and others cringe in despair. Others are simply frustrated.

One woman described having been required by an orthopedic doctor to take the MMPI because of a medical problem with back pain. She wrote:

I was told that I could not leave any answers blank. That can present a problem for some people like me. I don’t attend movies. So the state-
Ψ Psych Notes

Psych Notes are selected from articles from professional journals and other publications. Ones used are chosen for their possible interest to readers, but not necessarily because this ministry recommends them.

Doomsday Clock?

“Gentlemen, it is the microbes who will have the last word” (Louis Pasteur, French chemist and microbiologist).

Science & Religion

“One of the World’s Most Powerful Scientists Believes in Miracles…. Early in his career, Francis Collins was a successful gene-hunter, who helped identify genes associated with cystic fibrosis and other disorders. He went on to become one of the world’s most powerful scientists. Since 2009, he has directed the National Institutes of Health, which this year has a budget of over $40 billion. Before that he oversaw the Human Genome Project, one of history’s biggest research projects. Collins was an atheist until 1978, when he underwent a conversion experience while hiking in the mountains and became a devout Christian. In his 2006 bestselling book The Language of God, Collins declares that he sees no incompatibility between science and religion. “The God of the Bible is also the God of the genome,” he wrote. “He can be worshipped in the cathedral or in the laboratory.” Collins just won the $1.3 million Templeton Prize, created in 1972 to promote reconciliation of science and spirituality…. I liked Collins, whom I found to be surprisingly unassuming for a man of such high stature. But I was disturbed by our final exchanges, in which he revealed a fatalistic outlook on humanity’s future. ‘Our finding that THC can temporarily induce psychiatric symptoms in healthy volunteers highlights the risks associated with the use of THC-containing cannabis products,’ said study leader Oliver Howes, of King’s College London” (excerpted from “One Joint,” UPI Health News, 3/18/2020, https://www.upi.com/Health_News/2020/03/18/One-joint-can-cause-psychotic-symptoms-study-shows/6811584561654/).

“Troubled Sleep and Dementia”

“Could better nighttime rest help delay symptoms of Alzheimer’s?”

“Among the many things that can shatter when Alzheimer’s disease tightens its grip is the steady rhythm of the body’s sleep-wake cycle. The problem is so common that one New York City nursing facility—the Hebrew Home at Riverdale—ran an all-night program for many years that took in afflicted community members for a dusk-to-dawn schedule of games, snacks, arts and crafts, and other activities so that their exhausted families could get some shut-eye.

“Troubled sleep often begins long before dementia becomes apparent. In recent years research has been heating up on two key questions: Could disrupted sleep be a reliable early warning sign that the brain changes of Alzheimer’s have begun? And even more exciting, though still speculative: Could the onset of the disease or its progression be slowed by treating sleep-related issues?...

“Alas, the road to an Alzheimer’s treatment is littered with disappointment. Working the sleep angle may prove to be yet another pipe dream. But it’s hard to imagine it could do much harm”.(excerpted from Claudia Wallis, “Troubled Sleep and Dementia,” Scientific American, Vol. 320, No. 5, p.26).

Brain Inflammation

“Inflammation may play a bigger role in dementia than previously thought. Inflammation in the brain, also known as neuroinflammation, has been linked to many disorders, ranging from depression to multiple sclerosis. Recent research has also implicated neuroinflammation as a risk factor for Alzheimer’s disease. A new study, published earlier this year in the journal Brain, suggests that inflammation in the brain is strongly associated with three types of frontotemporal dementia (FTD). FTD is a collection of different conditions that result from a buildup of abnormal ‘junk’ proteins in the brain. Researchers found that higher levels of inflammation corresponded to greater buildup of harmful proteins. The researchers noted that while they suspected a strong association, they were surprised just how tightly the amount of inflammation was connected to the amount of junk proteins that could be seen using positron emission tomography (PET) scans. The researchers also noted that there may be a vicious circle at work, with protein-damaged cells triggering more inflammation, which in turn causes more cell damage. And yet, the researchers are encouraged that their findings may help lead to treatments aimed at reducing inflammation in the brain and perhaps slowing or preventing FTD or other dementia” (Mind, Mood & Memory, Vol. 16, No. 6, p 2, used with permission).
Board Games & Memory

“Monopoly marathons or weekly games of bridge or chess may do much more than keep your competitive fires burning. Research suggests that board games and card games can also stoke your memory skills. A Scottish study published in the *Journals of Gerontology* found that people who play non-digital games scored better on tests of memory and thinking skills in their 70s compared with their peers who don’t play board games or cards regularly. The study also found that people who increase their game playing in their 70s tended to preserve their cognition as they grew older. Though the study was observational and therefore didn’t show a cause-and-effect relationship between playing games and healthier cognition, the researchers suggested that playing non-digital games is the kind of activity that may help preserve thinking skills and memory later in life. One reason may be that playing games requires the brain to make strategic decisions, solve problems, and to think quickly—the kinds of thinking skills that may not get as much practice in everyday life. The social engagement that comes with playing cards, chess, and other board games with others may go a long way in preserving cognition, too. Researchers want to take the next step to determine if certain games are more potent than others. They note that playing games that require sharp thinking skills is one of many important behaviors that may help maintain brain health into older age. Other established behaviors with brain-protective benefits include being physically active on a regular basis, eating a healthy diet, getting enough sleep, not smoking, and not drinking alcohol to excess” (“Board Games May Be a Winner at Protecting Memory,” *Mind, Mood & Memory*, Vol. 16, No. 2, p. 5, used with permission).
Missions & Psychoheresy Revisited (continued from page 1)

From all the evidence, it is surely an understatement to say that the “faith which was once delivered unto the saints” (Jude 3) has been thoroughly psychologized and undermined. The evidence is found in numerous places from seminaries to Bible colleges and from churches to Christian schools. A plethora of mental health professionals and their surrogates are found therapeutizing and falsely theologizing the saints for a variety of problems from real to imaginary. For decades now, those who identify themselves as “Christian psychologists” have been peddling their secular wares behind closed counseling doors; within the walls of seminaries, schools, Bible colleges and churches; throughout Christian media; and in a multitude of books. Is it any wonder that they have intruded into the very heart of missions? They are the professional experts called upon to evaluate missionary candidates, above and beyond the call of God, through their gnostic psychological knowledge and psychological tests. They are the professional experts called upon to provide mental health treatment to missionaries who experience problems of living.

While we cannot say how much psychology is being spread throughout the world through missions, we do know that it has influenced missionary candidates who have been trained in seminaries and Bible colleges. They have already had a good deal of psychology mixed into their understanding of Scripture and its application in people’s lives through pastoral ministry classes, as well as through direct psychology classes. Unless they are in the small minority, they have accepted this blending of psychology with Scripture and hold “Christian psychologists” in high esteem. Therefore, a psychological evaluation and psychological test will generally be accepted as necessary hurdles. Moreover, the assurance of psychological help in the future, should problems arise, is no doubt seen in the same way as medical health care coverage, necessary when needed.

This book is primarily about the prolific practice of using mental health professionals and psychological tests to evaluate missionary candidates and to provide psychological care for missionaries. However, this focus of concern is appropriate wherever the psychoexperts vend their wares and services.

No one has scientifically studied or proven the value of the use of mental health professions and psychological tests to screen or evaluate missionary candidates.

In this volume we expose the mental health professionals’ false façade of expertise for screening missionary candidates and caring for missionaries, and we intend to explode the myths that surround the psychological testing used on these hapless men and women. We will first report on the responses of a number of Christian mission agencies to a survey having to do with approving missionary candidates and the care of missionaries. These are merely examples of the similar practices of numerous other mission agencies and are only meant to demonstrate this dark side of missionary selection and care. Our focus is missionary selection and care, but many of the same tests and practices are used in the training and selection of pastoral candidates and others interested in Christian service.

To conduct this survey, we decided to ask only a few questions. To simplify the interview, these questions could be answered with “yes” or “no.” Our goal was to find out about the involvement of mental health professionals and psychological tests in the screening of missionary candidates and the use of mental health professionals in assisting missionaries experiencing problems of living.

After considering a variety of questions, we decided on the following three:
1. Do you use mental health professionals to screen or evaluate missionary candidates?

Those mission agencies that regularly used, ever used, or favored the use of mental health professionals to screen candidates were counted as “yes” replies. However there were only a few mission agencies that did not regularly use such individuals.

2. Do you use psychological tests to screen or evaluate missionary candidates?

Not all missionary agencies gave us the names of the tests. However, we tabulated the names of the tests that were reported and concluded that the following were the most popular: Minnesota Multiphasic Personality Inventory, Taylor Johnson Temperament Analysis, Myers-Briggs Type Indicator, and the DiSC. We discuss these tests in the book and reveal why such tests cannot be trusted to evaluate missionary candidates.

3. Do you use or favor the use of mental health professionals to assist missionaries if they are experiencing problems of living?

Those who provided such care directly or through insurance plans were counted as “yes.” If missionaries raised their own support and obtained their own health care coverage, we indicated a “yes” response if the mission agencies were open to the use of mental health professionals. Also if the mission agency supported the use of mental health professionals upon the recommendation of the sending church we listed it as a “yes” reply.

While we are examining only a few ways in which psychoheresy has...

(continued on page 7)
invaded missions, these are clear and objective facts. They reveal the obvious use of psychology in both evaluating missionary candidates and providing treatment for missionaries experiencing problems of living. In giving psychology such a place in selecting missionary candidates and in providing treatment of missionaries, mission agencies clearly demonstrate their trust in psychologists and psychological devices and their veneration of the psychological wisdom of men, which is the very wisdom of men that God warns about.

The following 35 mission agencies, in order of size (number of overseas personnel serving over four years), were selected and interviewed regarding the above three questions:

- Southern Baptist Convention
- International Mission Board
- Wycliffe Bible Translators USA
- Assemblies of God, General Council
- New Tribes Mission
- Christian Churches/Churches of Christ
- Churches of Christ
- Baptist Bible Fellowship International
- Youth With A Mission (YWAM)
- TEAM (The Evangelical Alliance Mission)
- Campus Crusade for Christ, International
- ABWE (Assn. of Baptists for World Evangelism)
- Christian and Missionary Alliance
- Baptist Mid-Missions
- Baptist International Missions
- CBInternational
- SIM USA
- Church of the Nazarene, World Mission Division
- Mission to the World
- Africa Inland Mission International
- Presbyterian Church (USA), Worldwide Ministries
- Navigators, U.S. International Ministries Group
- UFM International
- United Methodist Church, Board of Global Min.
- Evangelical Free Church Mission
- United Pentecostal Church International
- Gospel Missionary Union
- Greater Europe Mission
- OMF International
- Mission Aviation Fellowship
- Pioneers
- Lutheran Church—Missouri Synod—Board of Mission Services
- Frontiers
- Evangelical Lutheran Church in America, Division for Global Mission
- World Gospel Mission
- American Baptist Churches in the USA, International Ministries
- We use the Southern Baptist convention (SBC) as an example of our interview results. The SBC is the largest of the mission agencies. It is not only number one on the list of the one hundred largest mission agencies by number of overseas personnel serving over four years, but it has more missionaries than all of the last forty agencies put together.

The SBC representative reported that missionary candidates must see a psychiatrist as part of the screening process. Two of the tests that all candidates must take are the Minnesota Multiphasic Personality Inventory and the Myers-Briggs Type Indicator. We were told that, if any issues come out in the psychiatric interview and psychological testing, a clinical psychologist is used to counsel the individual.

With respect to mental health care of missionaries who are experiencing problems of living, the SBC has a self-funded health program, which includes the provision for mental health professionals. The representative said that their concern is to have the missionary who experiences problems see a professional, licensed, mental health professional, such as a psychiatrist, psychologist, or marriage and family counselor. The SBC representative emphasized that the license, training, degrees and professional background of the mental health professional were all important.

None of the representatives of the above denominations complained about the use of mental health professionals or psychological tests for screening or psychological mental health care for missionaries.

Survey Conclusions

After interviewing 35 of the largest mission agencies and 9 of the largest denominations, we emphatically state: No one, but NO ONE, questioned the use of mental health professionals and psychological tests for screening missionary candidates, and no one, but NO ONE, questioned the use of mental health professionals to care for missionaries.

It is certain that numerous other mission agencies and denominations are just as seduced by the psychoexperts and their tests and therapies as the ones listed above. The mission agencies and denominations interviewed represent more than the tip of the iceberg of the problem of psychoheresy, because they
Missions & Psychoheresy Revisited (continued from page 7)

The “use of mental health professionals to assist missionaries if they are experiencing problems of living” is entirely unnecessary. To use secular psychological conversations to provide personal relief and guidance is in contradiction to what the Scripture offers and has offered prior to the rise of these licensed mental health professionals who can only give secular and, thus, sinful conversations.

Sixty years ago mission agencies did not rely on clinical psychologists, psychiatrists, and other psychological counselors or psychological tests to evaluate missionary candidates. They sought the Lord and evaluated according to biblical standards of faith and practice. Reliance on the wisdom of men has not only contaminated mission agencies, churches, and other Christian organizations, but also weakened the faith of many believers.

Endnotes
3 Mental health professionals include such persons as psychiatrists, psychoanalysts, clinical psychologists, marriage and family counselors, and some social workers. We reluctantly use the words “mental health” and “mental illness,” because they tend to confuse the visible and invisible, the body and the soul, and the tangible and the intangible. These terms therefore lead to illogical conclusions and applications. Please regard the terms as “in quotes” throughout.
6 The following definition of “Christian mission agencies” is used in World Vision’s Mission Handbook 1998-2000, which we follow throughout this book: “Please note that the term ‘agency’ is used throughout the Handbook in the broad sense, referring to denominational boards and other kinds of organizations involved in overseas mission.”

Responses to Psychological Tests (continued from page 3)

No Scientific Proof

No one has scientifically studied or proven the value of the use of mental health professions and psychological tests to screen or evaluate missionary candidates. There are research methods one can use to test the assumption that the use of mental health professionals and psychological tests improve the retention rate of those missionary candidates who are sent to the field. However, no mission agency of which we are aware from our original survey and subsequent to then has done such a study. It is our belief, with our familiarity with research methods, that on average those candidates who were rejected for missionary service, based on a mental health interview and personality tests, may very well have done as well as those approved and sent to the field!