

DEPARTMENT OF THE INTERIOR
DEPARTMENTAL MANUAL

Personnel

370 DM Addition to FPM

Chapter 337

Examining System

370 DM 337.1.1

Subchapter 1. General Provisions.

1.1 Restrictions on Use of Personality Tests. The prohibition on the use of personality tests in any personnel action affecting employees or positions in the competitive service (FPM 337, 1-5) applies to all personnel actions affecting employees and positions in the excepted service in the Department.

A. Neither the Department nor any bureau will submit proposals for the use of any personality test to the Office of Personnel Management.

B. There will be no requirement in any contract with the Department or any of its bureaus that personality tests be administered to any contractor's employees.

C. The Department and its bureaus will not undertake research in the area of personality tests, and they will not request any private firm to undertake such research.

1.2 Methods for Determining Qualifications. As appropriate, examining criteria, procedures, and systems in the Department will be consistent with FPM Supplement 271-1, Development of Qualification Standards, FPM Supplement 271-2, Tests and Other Applicant Appraisal Procedures, FPM Supplement 335-1, Evaluation of Employees for Promotion and Internal Placement, and the Uniform Guidelines on Employee Selection Procedures. (See Appendix A in FPM Supplements 271-1 and 335-1.)