

2 then occurs in the general population. Before the use of the General Classification Tests prior to induction was instituted in Puerto Rico. 47% of the men inducted were found to fall in grade 5 of the General Classification Test and only 13.5% attained scores in the average and above average groups. A minimum score of 85 on the Spanish version of the normal distribution of intelligence. This step resulted in the rejection of all men attaining scores in group 5 and obtained a distribution of intelligence only 8% below the Continental normal.

5. Education.

No minimum education requirement is in effect in the Continental United States but the average education of men inducted is known to be approximately 2 years of high school. The inadvisability of imposing an education minimum is clearly recognized and the requirement of a minimum of an 8th grade education has been instituted in Puerto Rico mainly to avoid the examination at the induction station of a very large number of men who would have no possibility of obtaining the required minimum score on the General Classification Test. The use of this minimum has resulted in an average Puerto Rican selectee with 9.40 years of school. No minimum requirement concerning proficiency in the use of the English language is now in effect, but since instruction in English in Puerto Rican schools is begun in the 6th grade and since 8th grade education or its equivalent is required for induction, practically all selectees have some knowledge of the language.

4. While the minimum mentioned above are generally effective, waivers may be granted by the officer in charge of the selection of men for induction in meritorious cases to secure men who are considered to be good soldier material in spite of shortcomings on one point or another.

5. To summarize, the average Puerto Rican selectee is shorter, lighter, younger and slightly less educated and intelligence than the average Continental selectee. However, where the average Continental selectee is generally representative of the entire Continental population, the average Puerto Rican selectee is far superior to the general insular population and is very definitely a selected man.

SECTION III

There is no fundamental difference between the handling of Puerto Rican officers and men and the handling of Continentals. The problems that arise in the handling of Continentals. The problems that arise in the handling of Puerto Ricans will be found to be the same as encountered with Continentals soldiers and the same methods of solving them will be found equally effective with Puerto Ricans. However, because of certain differences caused both by background and environment, it is believed that the experiences of other Continental commanders with Puerto Rican troops may prove of value in the handling of new Puerto Rican soldiers in your command.

Puerto Ricans are by nature more emotional, temperamental and individualistic than Continentals, and their living conditions are not as conducive to as high a degree of self discipline as in the states. In addition the slight stature of Puerto Ricans and the continued diet of principally starchy foods cause them to have in general less strength and less stamina than Continental soldiers. On the other hand, their individualistic nature causes a strong feeling of personal pride if properly led.

The greatest weakness of the Puerto Rican officers is a tendency to overstress the privileges of their grade and to understress the responsibilities a tendency to make enlisted men into orderlies rather than soldiers, and to use their grade to secure more leisure and leave than is their due. This tendency is believed to be directly attributable to the rather feudal nature of Puerto Rican society. The emergence of a middle class and the concomitant development of the conception of command relations and a chain of responsibility (more or less taken for granted in the thinking of Continentals) are only at this time becoming apparent in Puerto Rico. It is believed that an intelligent appreciation of this fact will be of the greatest help to those commanding Puerto Rican troops. When frequent leaves are not possible, that is, when the officers are serving off the island of Puerto Rico, there is a marked improvement in the effectiveness and efficiency of the officers. There exists a tendency to pile on an efficient junior officer the work and responsibilities of the senior. This is apt to be true when the junior officer is naturally inclined to assume or to seek responsibility. This situation must be