

Thursday august 10th 2021, Stockholm, Sweden,

CONSFNI

LATEST NEWS < since the first Big Bang! >

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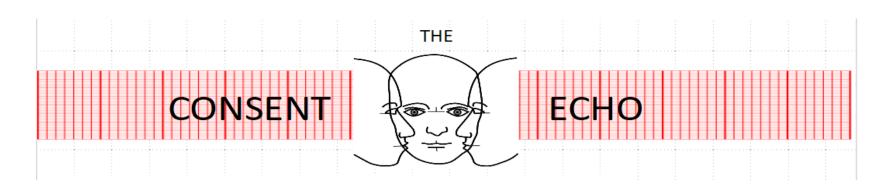
PSYCHOLOGIST DISCOVERS PURPOSEFULLY HIDDEN, DEEPLY UNETHICAL 'HUMAN FORM SKINNERBOX.'



Floyd Campbell, the I/O Psychologist who discovered the HUMAN FORM SKINNERBOX

The Human form Skinnerbox was discovered by Floyd Campbell an I/O Psychologist; Management & Governance Consultant & Trainer whilst

attending a job interview for a senior executive position and was forced to take a **psychometric test** that gave him an < cont P2 >



opportunity to take a look under the hood.

What he found was alarming;

There was no test, it was an operant conditioning setup, that is the classic equipment used to brainwash an animal, the psychometric TEST set up has the exact same architecture, the same operational structures and the exact same psychological drivers as per the classic Skinnerbox used to brainwash ie CONDITION AN ANIMAL, to manifest predefined behavior in response to some stimulus.

This discovery of this equipment apparatus is quite eerie, spine-chilling \cdot hair-raising \cdot eldritch even, continued Campbell.

<u>This equipment should not exist.</u> Its existence represents some serious human right violations. There is no <u>INFORMED CONSENT</u> for starters.

The box has been hidden, disguised as a test for at least 50 years and the innocent job hunter has no clue that they are being violated, having scans done on them and having dubious content uploaded DIRECTLY IN TO THEIR SUBCONCIOUS MIND THUS programming them under hypnodal trance.

This has some alarming medical correlations..

For Journalist and all interested parties the <u>full</u> <u>scientific exposé is available inside.</u>

More information from <consenthm@hotmail.com>

Structured Interviewing Technology Technology

Transparent, Non-Discriminatory Recruitment & Selection System

& the scientific exposé of the ugly shocking truth of psychometric testing in the Caribbean and worldwide among non white populations using Nazi era psychological technology to REND MINDS

T R A I N I N G
C O N S E N T

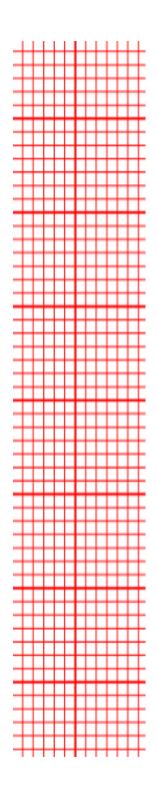
Consulting . Training . Research . Marketing Across all the fields of I/O psychology

Quality Setting The Pace



CONTENTS/ MANIFEST /INSIDE

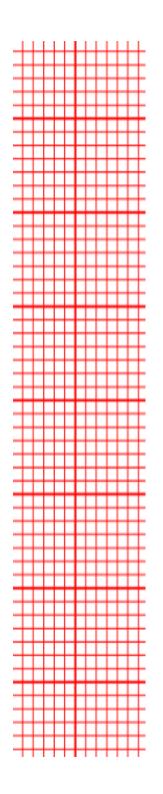
- Structured Interviewing Technology.
- Psychometric Testing in Employment.
- Psychometric Testing is Nazi Era Eugenics.
- Interview with an I/O psychologist.
- Psychometric Conditioning / Programming
- The implications of the HUMAN FORM SKINNERBOX
- Case Study- Discrimination
- Discussion Points



The box gives the user "read/write permissions to a person's subconscious mind.

This document of a Naturalistic Observational Investigation of psychometric testing technology circa 2021 takes the reader first through SIT; a transparent, non discriminatory employment recruitment & selection system. Then compares and exposes the hidden secrets of Nazi era psychometric psychological programming & conditioning and the testing for "TRAITS"

Psychometrics employs a very special psychological device to hi-jack a persons mind, enslave them and make money as they have done for decades unchallenged.

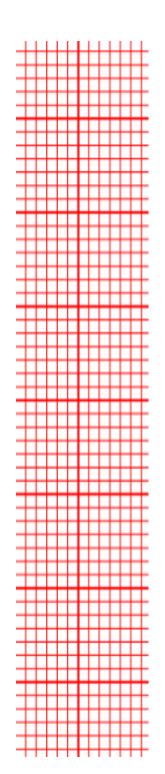


STRUCTURED

INTERVIEWING

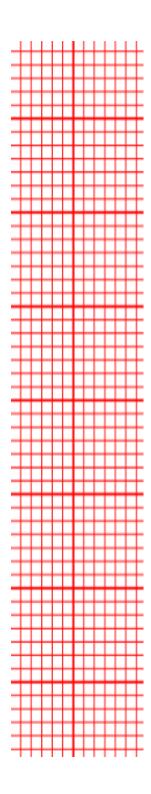
TECHNOLOGYSIT

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Structured Interviewing Technology;

upgrading the employment recruitment & selection process in the Caribbean by replacing psychometric testing with a transparent, nondiscriminatory system that delivers job-skills asked for in the recruitment advertising.



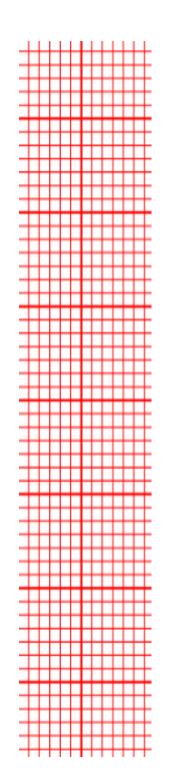
There is a robust, quick, delivered anywhere by computer online, with no need for a test operator; fair, non discriminatory, noncontroversial, transparent system for recruitment and selection based on STRUCTURED INTERVIEWS. Its the future

Despite the fact that structured interviewing may result in better selection decisions and consequently in better employee performance and higher organizational profitability, structured interviews are infrequently used in practice (Dipboye, 1997; Terpstra & Rozell, 1997)

HR managers or top executives may lack a solid background and training in human resources management and may therefore lack the skills and expertise to implement structured interviews (Gannon, 1983; Terpstra & Rozell, 1997)

Is a development on the psychological technique for extracting job related skills and abilities as competencies known as structured interviewing.

In all the world of psychology, the structured interview is considered by all psychologist as the best most efficient and accurate method for extracting job related skills.



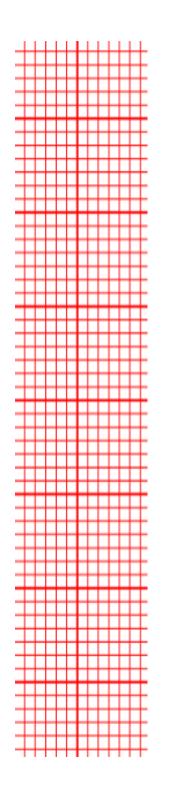
<u>Filters out all extraneous information</u> likely to enable discrimination and only allow job skills and experience to be presented in an objective process.

Our system will not permit potentially discriminatory criteria to reach the recruiters or the interviewing process.

This is a matter of professional integrity for us at Training Consent WE WORK TO STRICT DIVERSITY MANAGEMENT PROTOCOLS We deliver the skills and abilities required by the job description and personnel specification.. To us all else is..

The recruitment and selection process start when an applicant completes a special online form available from any web-space they happen to be. The form has design elements that PREVENTS the recruitment team from knowing the <u>identity and other potentially</u> discriminatory characteristics of any individual applicant It also has design elements that will enable recruiters to accurately determine the suitability of any applicant for further in depth analysis via Structured Interviewing Technology, in a non discriminatory and transparent process that culminates in objective consensus via measurement and ranking to select any particular candidate. The entire process is recorded for future reference in the event an applicant or legal authorities make challenge.

Structured Interviewing Technology represents a one off capital expenditure for the cost of installation, administration and training materials that the trained recruitment and selection personnel can later employ for future transparent, non discriminatory recruitment and selection exercises in house.

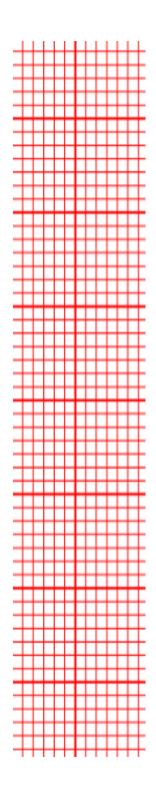


PSYCHOMETRIC

TESTING 1N

EMPLOYMENT

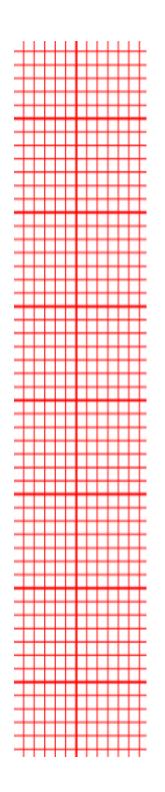
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PSYCHOMETRIC TEST

A psychometric test, also known as an aptitude test take many forms and are an umbrella term for any assessment that claims to tests one's cognitive ability or personality. Personality testing in particular explores candidate traits and how they might fit with a particular role A **Trait for a skill**, **IS NOT the skill itself**, **Nor is it a PREDICTOR for that skill**

Intelligence type testing is simply without scientific validity because no test <u>has ever identified zero intelligence</u> from which to build any scale < its a maths thing !>



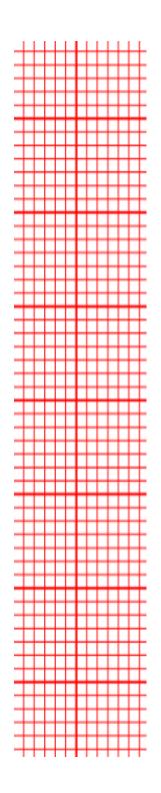
PSYCHOMETRIC TESTING IN EMPLOYMENT;

Is unlawful among Caribbean populations because they employ WHITE MALE EUROPEAN AMERICAN NORMS (Characteristics that are normal for them)

There are no valid normed samples or their normal distribution data for Caribbean populations therefore any psychometric test is SCIENTIFICALLY INVALID, they lack scientific validity.

The testing is therefore RACIST; and an applicants fortunes should never be decided by a scientifically invalid test.

Psychometric testing is American & Nazi era eugenics psychological technology preoccupied with establishing the superiority of one race over others.



PSYCHOMETRIC TESTING IN EMPLOYMENT continued.

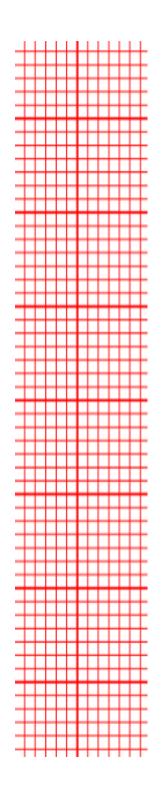
Psychometric testing is fundamentally racist in nature because Caribbean test taking candidates MUST UNDERPERFORM and may be rejected based on an unfair test LACKING SUITABLE NORMS.

The government of the republic of South Africa has <u>BANNED</u> <u>psychometric testing without "scientific validity"</u> in its jurisdiction because of apartheid era psychometric abuse of its black populations

Since 1968, the Association of Black Psychologists (ABP) has called for a moratorium on the administration of psychological and educational tests with minority examinees (Samuda 1975; Williams, Dotson, Dow, & Williams, 1980)

BOGUS SCAM

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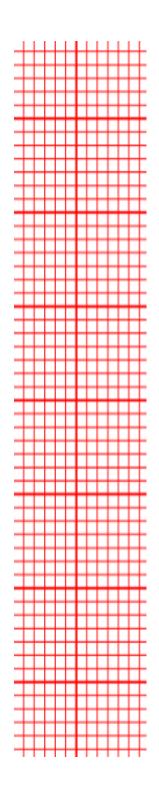


PSYCHOMETRIC TESTING IN EMPLOYMENT IS BOGUS;

If there is no SCIENTIFIC VALIDITY there is nothing, one has nothing..

That's the science.

Psychometric test are DUPLEX; they PULL data from the applicant and they also PUSH data to the applicant in the form of the NORMS for "White European American Males" whilst absorbed in the "hypnodal trance" of completing a test. The norms are ENCODED and assimilated 'out of context," into the subconscious and function to destabilize it. "Rejection is like viewing all of the kingdom of "heaven whilst seduced.. Then have the door firmly slammed in ones face.. This is not healthy for our younger people in particular.. Can make one go "Dark!"

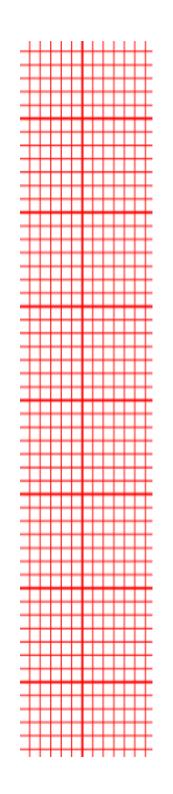


PSYCHOMETRIC TESTING IN EMPLOYMENT IS BOGUS continued;

If there is no SCIENTIFIC VALIDITY there is nothing, that's the science.

Psychometric testing has an <u>occult and esoteric</u> atmosphere and imagery. IT IS FAR FROM TRANSPARENT utterly opaque.

Most people do not understand the science of psychometric testing and are unable to challenge decisions returned by testers even when the KNOW them to be subjective, they cannot challenge because they don't know how. The psychometric tester can say any thing they like about an applicant and its unlikely to be successfully challenged. They exploit this simple truth and so dominate the recruitment industry around the world unethically.



PSYCHOMETRIC TESTING

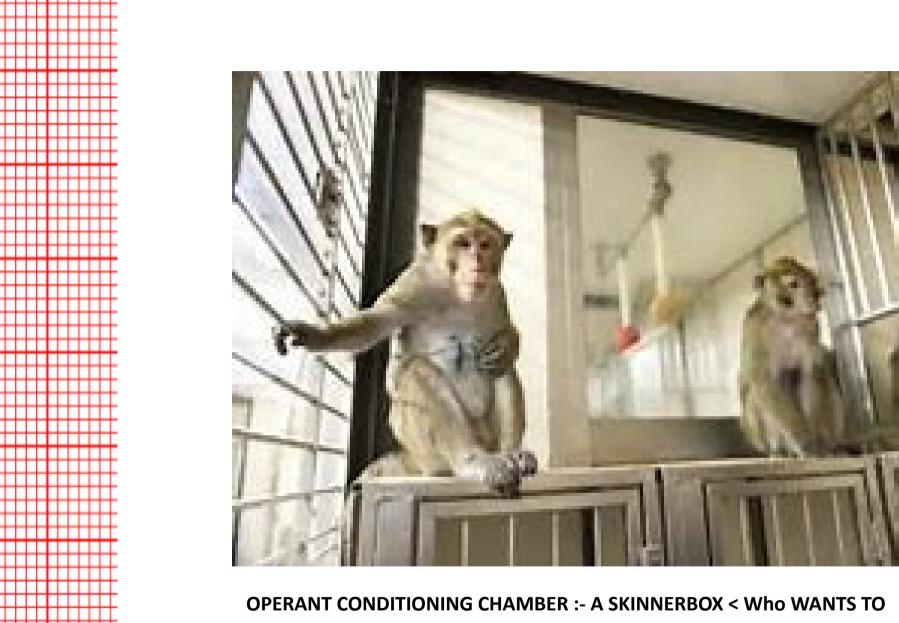
IS NAZI ERA EUGENICS

PSYCHOLOGY BEEFED-UP

& REPACKAGED IN A

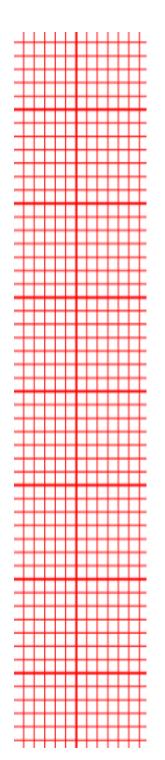
SKINNERBOX

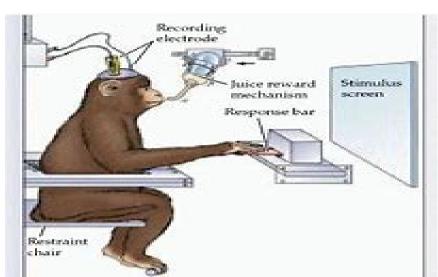
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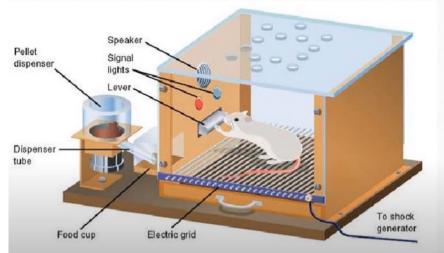


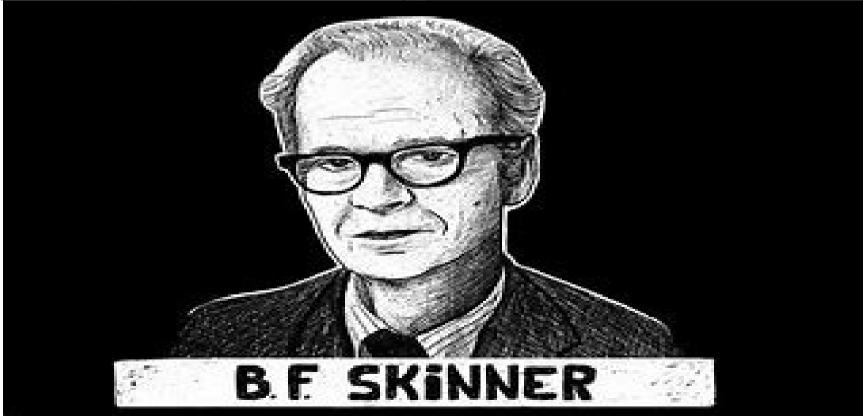
OPERANT CONDITIONING CHAMBER :- A SKINNERBOX < Who WANTS TO BE the monkey primate subject? >

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SCIENTIFIC RACISM

BAN PSYCHOMETRIC TESTING

in the Caribbean NOW! Do not take their evil racist test.

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STRUCTURED INTERVIEWING TECHNOLOGY (SIT)

For more information send email to The Returners Initiative (RI) returnersinitiative@gmail.com



Google 'TESTING-ASSESSMENT-MONOGRAPH.PDF'

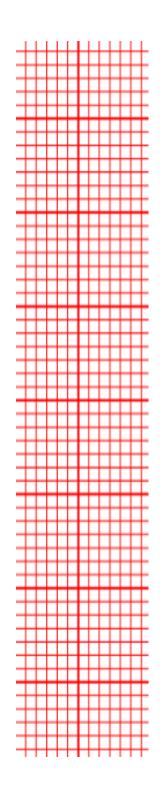
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STRUCTURED INTERVIEWING TECHNOLOGY (SIT) transparent, non discriminatory recruitment & selection

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Google:-EMPLOYMENT EQUITY ACT 55.8 U S E \$ I T

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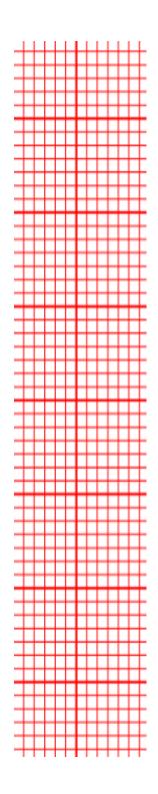
YOU DISCRIMINATED AGAINST OUR 'I/O PSYCHOLOGIST' BAN PSYCHOMETRIC TESTING

in the Caribbean NOW! Do not take their evil racist test.

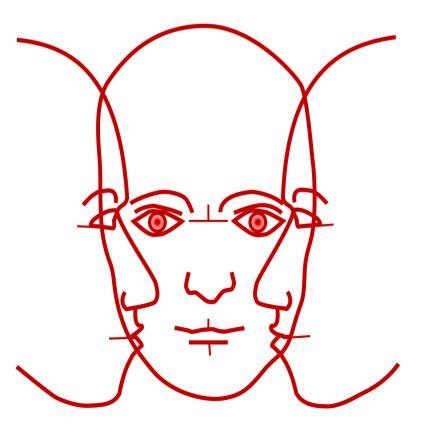
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PSYCHOMETRIC TESTING IN EMPLOYMENT IS 'DEADMAN WALKING' ON THIS PLANET!



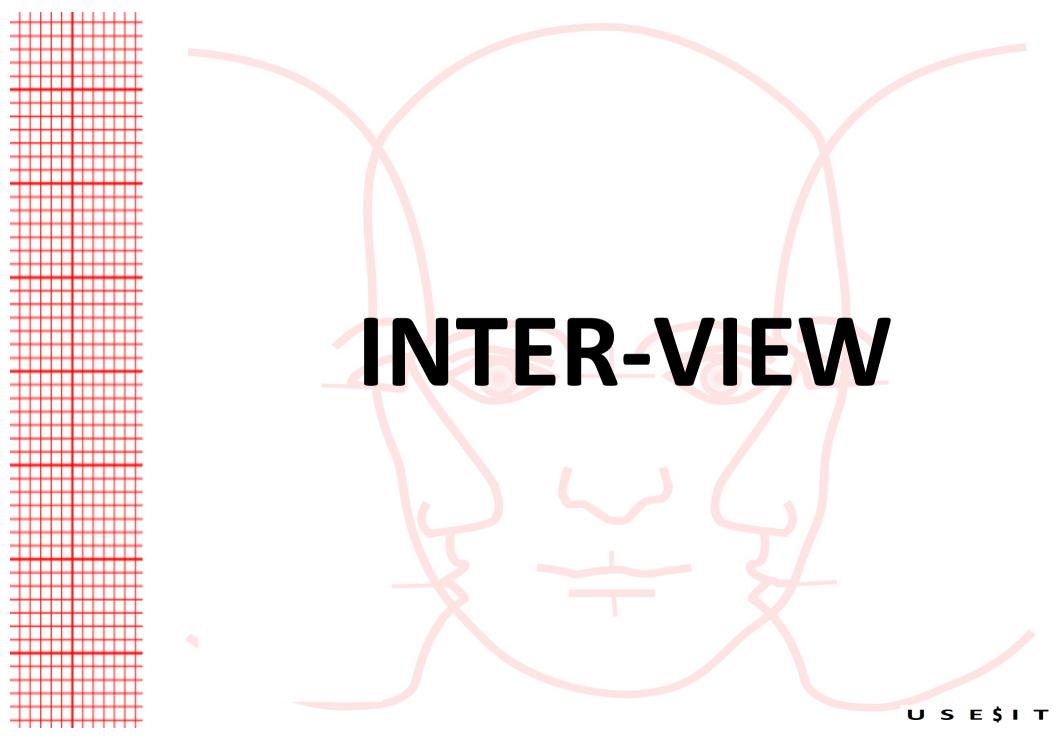
As global communities reject psychometric testing in employment; SIT <u>Structured</u> <u>Interviewing Technology</u> is setup to service this void with <u>transparency and equality</u> for all stakeholders

Take a photo of this ad say on your phone and when its time for you to consider migration **contact us**, google our website etc.. We want to hear how you are getting on.

<u>Training Videos</u> are in production contact us for details.

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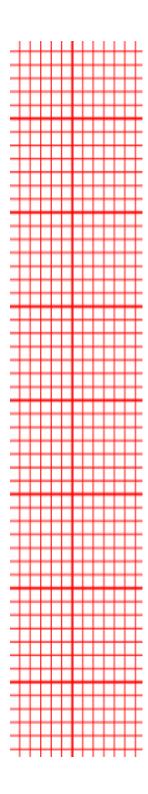
Floyd Campbell is an I/O Psychologist residing in Saint Vincent & the Grenadines, he has a special interest in Psychometric Testing

Q. What is an I/O Psychologist?

R. We are the trouble shooters, the innovators, we strive to have a huge knowledge base. Every organization can benefit by employing us.. No doubt you would prefer the Society for Industrial & Organizational Psychology <SIOP> or APA definition. To quote:

"I/O Psychologists are scientistpractitioners who have expertise in the design, execution and interpretation of research in psychology and who apply their findings to help address human and organizational problems in the context of organized work." Industrial, organizational and occupational (I/O) psychologists study and assess individual, group and organizational dynamics in the workplace. They apply that research to identify solutions to problems that improve the well-being and performance of organizations and their employees.

I/O Psychologist are interested in everything ranging from employee recrutment, training, appraisal, promotion, diversity management, to human factors psychology in engineering and design. Everything that makes an organisation work and excel.



Floyd Campbell is an I/O Psychologist residing in Saint Vincent & the Grenadines, he has a special interest in Psychometric Testing

Q. So what makes you particularly interested in psychometric testing?

R. Its "Nazi Roots," its lack of scientific validity, its imorality and its damage to the minds of non white peoples, black peoples and Caribbean peoples in particular as we are here. Psychometric testing is utterly unfit for purpose of recruitment and selection, its the wrong tool, it does not return the best person for the job, yet its so popular whats going on then?

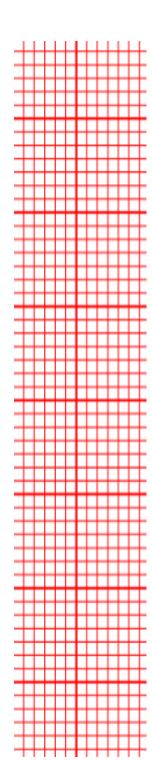
Psychometric Testing lacks moral and legal ground in the Caribbean.

Q. Please elaborate?

R. Sure; a psychometric test is in essence a Skinnerbox, (named after the psychologist who did some impressive work with operant conditioning) an operant conditioning chamber. Its a tool psychologist use to BRAINWASH an animal. Its sole function this, it has no other:operant conditioning is conditioning in which the desired behaviour or increasingly closer approximations to it are followed by a rewarding or reinforcing stimulus.

The design of the Skinnerbox can vary depending upon the

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type of animal and the experimental variables. It must include at least one lever, bar, or key that the animal can manipulate.

When the lever is pressed, food, water, or some other type of reinforcement might be dispensed. Other stimuli can also be presented, including lights, sounds, and images. In some instances, the floor of the chamber may be electrified

The Psychometric test share a similar design, there is a lever (button on computer, mouse) there is reward for complience and

punishment for failure to comply, there is a time constraint within which a response must manifest. The stage is now set for the conditioning process; that is to force complience with prescribed behaviour.

The subject / applicant sits at a computer, usually in an isolating cubicle, to respond to a series of sinarios where one must chosse 1 of 5 prescribed responses. Given the nature of the test, the controlled environment etc, the subject will inevitably be drawn into a HYPNODAL TRANCE and "Served"

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various imagery of EUROPEAN
AMERICAN MALE WHITE CHRISTIAN
SUPREMACIST lifestyle NORMS that
are encoded deep into the subjects
subconscious mind whilst under the
hypnodal trance.

The subject is required to PRESS the lever (button on keyboard) to get the reward (the job) and all that follows or get an electric shock (a rejection) and all that follows the reward and punishment is accumulated till the end of the exercise. Here is the rub though; Whilst in the hypnodal trance and very suggestable, the applicant is forced to AFFIRM white supremacist

European American Male norms as their own and valid. (They cannot be) and to reject their own norms as invalid (they cannot be) or get an electric shock! This affirmation take place 100s of times during some test. This unsolicited violation, this brainwashing is encoded deep in to the subjects subconscious and plays havoc that will eventually create destabilisation of that domain with some not so unpredictable consequences. For example depersonalization (DP) and derealization (DR) Derealization is a feeling of being detached from one's surroundings, for example: by

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navigating the world in a groggy, zombie-like state from behind a glass screen.

Depersonalization goes one step further, where a person may feel detached to their own body and mental processes, watching their life as an outside observer.

Having gained the reward the successful applicant is euphoric, the loosing applicant is not, however they will both suffer subconscious destabilisation via conflicting internal currents and processes. This is Brainwashing, this is the rape of one's mind.

This is forcing people to deny the integrity and validity of self. This is disgusting repulsive violation. This is pure racist eugenics psychology. This is pure white supremacy dynamic that need to be abandoned and totally destroyed if we are a people with dignity are men and women in our homelands.

Ban psychometric testing in the
Caribbean without SCIENTIFIC
VALIDITY, Ban psychometric
testing in employment
absolutely as it has no place in
that function and is a backdoor
to the eugenics folks

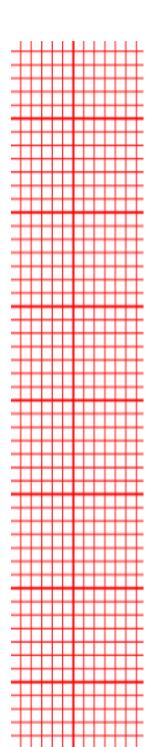
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assault upon our most brilliant minds of those who are executives and the like.

This is the true original eugenics purpose of psychometric testing; to disorganise, distort, disrupt, non white minds, Black minds, Caribbean minds, destroy and block progress and development whilst making money off Black people, business as usual.

They rely on our not having any I/O psychologist in the region who understand and can blow the whistle on what they are doing and they make great efforts to keep it that way. The test designers are I/O psychologist too; with a racist TWIST. They are also recruitment gatekeepers for their client organisations and are well placed to

filter and keep out any I/O psychologist not of their ilk, their client will have no knowladge or recognition of this censorship of needed expertise; their longtime scam remains protected.. The client has no idea the business is being used as a eugenics platform. This is not the "Lost S2E23 Don't Push." the Button scene" or "LOST -Orientation ending" This is not science fiction.. What other Eugenic platform do you know that survives upto 2021 by making the womb the most dangerous place for blacks? The psychometric testers have their racist ideology and don't want dont need local norming data..Their mission is not genuine job recruitment it is to encode white supremacist directives into the local interllectual elite.



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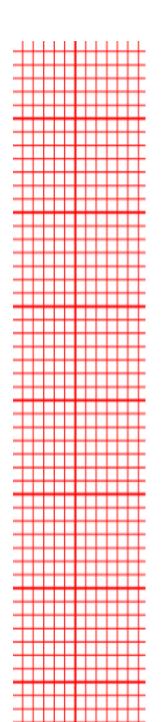
I am asking all responsible journalist to work with me and drive these racist psychometric parasites out of our harbors before they destroy their host, us.

So at work then we must always go for the unatural white surpremacist value norms and reject our own value norms..

This maintainance will eventually destroy a person via accumulative toxic stress of currents and counter currents within the subconscious. The reward is of course MENTAL RE-ENSLAVEMENT and back to the plantation, this is very clear. A session doing a psychometric test is a session in a skinnerbox that

has a single function. They infiltrate companies and institutions around the world saying they have a one stop recruitment and selection system delivered by computer super-modern < WoW! > Cheaper you say <WoW!> They never mention their eugenics mission they hold inviolate, they sell their testing leaving a brainwashed layperson as test operator; and told keep all I/O psychologist OUT. Ask them the truth, challenge their responses – surely they will be falling over themselves to come clean. The only "Traits" the psychometric testers are interested in are the traits for SUGGESTABILITY that they

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can tally up after the testing and present to their client as "Traits" for whatever they say and the client cannot challenge nor confirm.

These winners will be euphoric, this is not sustainable and will need constant reinforcement and constant "training" to maintain levels.

This will eventually destroy the persons mental life and physiology as stress in the mind equals stress in the body; all those endorphins, noradrenaline, epinephrine and the other endocrine cascades.

HOW MUCH YOU PRESENT WHITE SUPREMACIST TRAITS IS WHAT THEY ARE TESTING. HOW

SUGGESTABLE YOU ARE Not your job skills.

The more **White** your responses are the more **Euphoria generated**, the more suitable you are for "Intensive **Training**" that will rip your consciousness apart.

Do not administer nor take their evil racist test.

YOUR MIND IS WORTH MORE
THAN MONEY TO YOU AND WORTH
MORE THAN A JOB

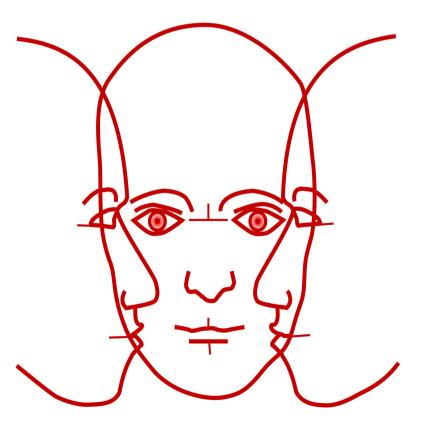
BAN psychometric testing in the Caribbean now!

Q. I would like to discuss your idea of PSYCHOMETRIC CONDITIONING if we may?

R. OK.



PSYCHOMETRIC TESTING IN EMPLOYMENT IS 'DEADMAN WALKING' ON THIS PLANET!



As global communities reject psychometric testing in employment; SIT <u>Structured</u> <u>Interviewing Technology</u> is setup to service this void with <u>transparency and equality</u> for all stakeholders

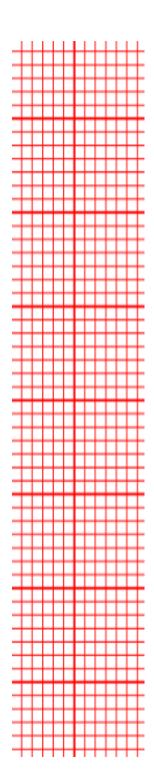
Take a photo of this ad say on your phone and when its time for you to consider migration **contact us**, google our website etc.. We want to hear how you are getting on.

<u>Training Videos</u> are in production contact us for details.

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PSYCHOMETRIC CONDITIONING/PROGRAMMING



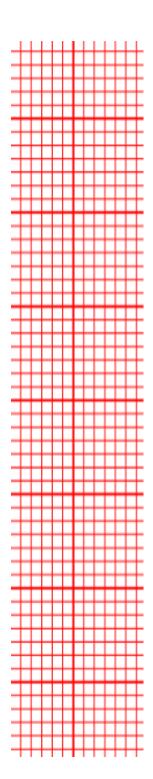
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Q. What is Psychometric conditioning?

R. Well I think psychometric "testing" is a misnomer; we need to use the phrase CONDITIONING/PROGRAMMING.

A psychometric test is exactly the same as a session in an OPERANT CONDITIONING CHAMBER. A Skinner-box has a single function; to condition the animal, the psychometric test is a skinnerbox designed for use with the human animal, to condition him/her to manifest some prescribed behavior. Recall the design of the box is modified to suit the animal, in this case human, so levers etc become keys on a pad. Whatever it is the employer think they are getting from these test include people who do not want to be a square peg forced

into a round hole. The story gets rather interesting from here. CONDITIONING FOR WHAT? Remember there is no "TEST" Whilst under hypnodal trance there is push and pulling of data, that gets encoded into the subconscious. Subject AFFIRMS hundreds of times during a typical test. In hypothesis, in theory however these norms can be thematic and themes can be uploaded according to the subject being conditioned; Light, dark, shades of grey, sexual, violent, political, religious, racist and the subject would have no clue which theme they got. Do not take their evil racist sexist test. U S E \$ 1 T



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Q. Alfred Binet did warn of **future psychometric abuse** of his work is relevant history people should read. Is this what we are seeing today?

R. Yes, I believe so. Once the Nazi eugenics people got hold of the fundamentals of Binet's work it was game over!

Then came Skinners work with operant conditioning and the age of the desktop computer and yikes they just rolled over everyone occupying the recruitment slots that they then converted into eugenics platforms whilst everyone got blinded by the science of "Testing" on computer. Quick you say! Minimum involvement of staff you say,

Don't worry about best person for the job you say, "Traits" you say as eyes glaze over. I have an important call to make so lets pick this up another day.

So psychometric conditioning of job applicants above entry level positions became the "norm" around the advanced economies and nobody says anything, they have no idea how to challenge the eugenics people and time tick tok. This is how come STRUCTURED INTERVIEW techique became underutilised. Organisations were enticed away by the idea that cheaper is just as good, it may well cost much much U S E \$ I T



more in the long term as employee subconscious fight to roll back previous conditioning, sickness, absenteeism and the like, millions of working days are lost. So back to reality, an operant conditioning chamber is used to condition an animal to enact specific behaviours so as to get reward and avoid punishment. The Psychometric test is a session in an operant conditioning chamber designed for use with the human animal.

Q. You did take the test right?

R. Yes I did. I figured that since I was sitting in the skinnerbox, I would take a look under the hood as it

were.

Q. What did you see?

R. I saw what I had always suspected; opps here comes the hynodal trance..

Q. Did you "inhale?"

R. No..

Q. How come?

R. I had always suspected a hypnodal trance was involved because of the Skinnerbox and the concentration and dedication and focus it would bring.

I recognised where my focus was being pulled with each new scenario and did the opposite to the pull. I 80% of the time responded away from what was being suggested.

Floyd Campbell is an I/O Psychologist residing in Saint Vincent & the Grenadines, he has a special interest in Psychometric Testing

enabling my own false responses; I did not become entranced. (Don't try this at home, you need to know what you looking at.)

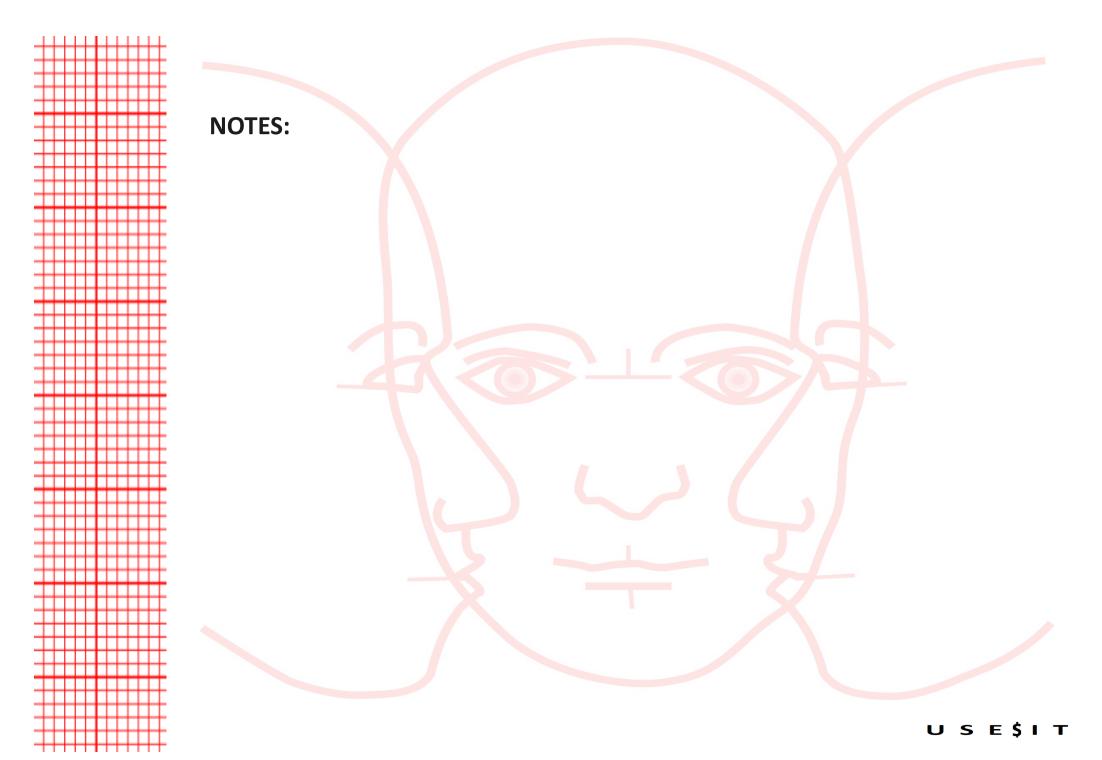
Q. Did you ever get a score for the test you did?

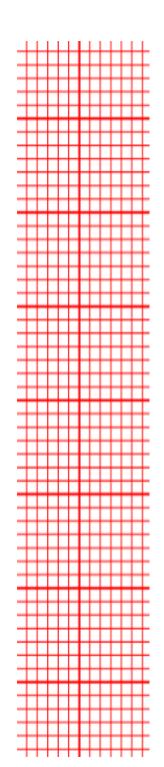
R. No, not till this day, they never discussed it with me just 'slammed the door' as I left their office, the result after weeks of waiting was.."**That feeling.**"

This stuff is Orwellian. They use the downlink to scan for suggestability, whilst they use the uplink to send you 'norms.'

They sending you thematics; "themed norms" deep into the subconscious

Not being a genius (the Psychos have many;) I postulate they can send you any theme they like; of sex and violence, religion or like in " Demolitionman" the knitting skills of Sly Stallons character. This is nascent technology were talking of, or the Arnold Schwarzenegger character's 'Total Recall"They playing games with your head making money from the organisations that employ them, whilst in reality they compromise and sacrifice that organisation's development, using it as a modernday eugenics platform. This however is not science fiction, it need to be examined by skilled researchers.





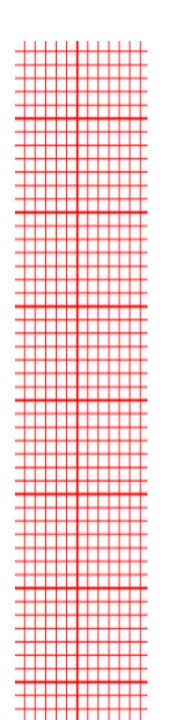
Discussion points:

- = Is it OK to brainwash people in a box when they come looking for a job of work?
- = People don't like psychometric testing, they instinctively know something is up with it; how ever they cant articulate what it is, they just know its unfair.
- = A recent test taker commented "Taking the job would have meant HELL, the pressures, the stress."
- = That "Opps; where did all that time go?> feeling as you surface from the hynodal trance < time warp>
- = The interview with Floyd was most revealing.
- = Who understood the psychometric test was a session in a HUMAN FORM SKINNERBOX b4 they took the test?
- =Ever been "SKINNERBOXED" what was it like for you?
- = Have any psychologist in all these decades ever made the connection between the box and psychometric testing before Floyd?

DO NOT TAKE **THEIR EVIL RACIST TEST**- YOUR MIND IS YOUR MOST VALUEABLE ASSET

Email your commentary to us at training consent.

IMPLICATIONS OF THE HUMAN FORM SKINNERBOX



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IMPLICATIONS OF THE "HUMAN FORM" SKINNERBOX

Classic Skinnerbox Apparatus Setup <Lab Animal>:

- * STIMULI; Screen, lights, audio.
- * RESPONSE; Lever, bar, key.
- * REWARD; Despenser, Juice, pellets.
- * PUNISHMENT; Despenser, grid, electric shock.
- * TIME CONSTRAINT; variable depending on study.

THE HUMAN FORM SKINNERBOX
SETUP < Psychometric test > has a
higher level of complexity to suit the
human animal..

Psychometric Testing Setup <human Animal>:

- * STIMULI; Computer screen, scenarios, response prompts.
- * RESPONSE; Computer keypad/mouse, response to prompts.
- * REWARD; Despenser- recruiter-Job- abundance.
- * PUNISHMENT; Despenser-recruiter- NO Job-poverty.
- * TIME CONSTRAINT; Time to complete test and for each scenario prompt.

Both classic and human form apparatus are MANIPULATERUM



IMPLICATIONS OF THE "HUMAN FORM" SKINNERBOX

Q. May we speak of the implications of your work, your document, investigation and report. What are we to make of all this?

R. Oh you mean the space ship has landed and everyone wants to know what the aliens will do next? OK.

As I said the Psychometric test is a human form skinnerbox setup, is Manipulaterum. And folk are gona have to decide if its OK to attend a job interview and be "force tested" on a secret device no one has heard of completely out of context of the job advertisment specifications.

There is the matter of <u>informed</u> consent; did one attend to respond to the skills and abilities required in the ad, or did you come to be <u>force</u> tested on a secret device and assigned some arbitrary value or none.

Companies and institutions must also decide if they will continue to participate in **this fraud**, this **betrayal of innocent job hunters**.

Test takers should consider law suits against such companies for invasion of privacy and other violations a



IMPLICATIONS OF THE "HUMAN FORM" SKINNERBOX

lawyer and sociologist can drink coffee and work out, its vast..

The Psychos themselves tell you

"there is no pass nor fail when you
take the test." HaHA then why do
the call it a TEST?!
In any event, a trait for a skill is not
the skill itself, nor is it a predictor
for that skill.

So if they looking for <u>jobskills to</u> match to the recruitment ad, they barking up the wrong tree!

So what are they testing? Essentially there is no TEST as in a maths or

language test when you give answers to verify knowlage of the topic.. There is however CONDITIONING, PROGRAMMING directives encoded into the individuals subconscious while under hypnodal trance, via hundreds of affirmations to questionable content-sex, religion, violence and the like; in a procedure to rend and "Jack-up the subconscious to euphoria that they can exploit slave like via regular repeated restimulation .. Menticide, coercive persuasion TRAINING that is not stable.



IMPLICATIONS OF THE "HUMAN FORM" SKINNERBOX

and must be maintained to avoid a "Jack-down" they would say customer services, sales and such occupations benefit.

Their mission is not genuine jobskills extraction.. They are in the business of mental enslavement. For non white populations, victims/survivors have added issues of personal identity and the unknown uploads. This is utter betrayal of the innocent candidate who came in answer to advertisment for jobskills.. No informed consent, a skinnerbox has a single function; to BRAINWASH THE ANIMAL.

WHAT IS THE PURPOSE OF THIS OPERANT CONDITIONING?

Interesting that "EXECUTIVE BURNOUT" & "COMPUTER BASED PSYCHOMETRIC TESTING" entered the English lexicon around the same time; circa 1970's.

To a scientist correlation does not indicate causation, however one must wonder as the above group are the primary test takers. When did one take the test, how many times are important questions for burnout victims.



IMPLICATIONS OF THE "HUMAN FORM" SKINNERBOX

Where applicants are FORCED tested they should SUIT host company for RACISM where the local norms are inappropriate and automatically win. They should also suit for privacy violations and psychological harm.

Further in the USA relevant claims may include testing that "does not measure what it is purported to; " as regard "traits" what skill or ability did they measure, show how the trait translate into skills required.

as "a trait for a skill is not the skill itself nor is it a predictor for that skill" .. Show me the skill measured by your test.* Host companies should suit the psychometric companies downline for FRAUD and damage to reputation and economic damage.

*Medical insurance cover individual and corporate, retrospective lawsuits and scope for class action. USA; Racketeering- Using a business to commit illegal acts, racism, fraud, privacy and consent. U S E \$ I T

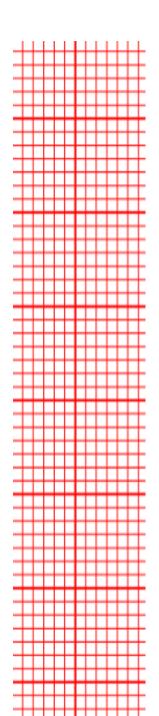


IMPLICATIONS OF THE "HUMAN FORM" SKINNERBOX

- * Immorally cranking people to subconscious euphoria then exploiting them as mental slaves.
- * WRONG DOING BY TESTERS
 USING DISGUISED BRAINWASHING
 DEVICE CALLED A "SKINNERBOX"
- * There is no test; there is operant conditioning.
- * What is the nature/ Substance/ purpose of the conditioning?
- * What are the long term psychological consequences and impact on test takers?

- * Ethics, Jurisprudence, international human rights.
- Q. I was asked; "Did Floyd invent the HUMAN FORM SKINNERBOX because he was discriminated against? Did you?
- R. Noo. I did not, its been there all along and I came and saw it is all..

 People and fellow psychologist fail to make the connection I think because they looking for a mechanical despenser of reward and punishment and don't realise its the RECRUITER, so they dont see the box.



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IMPLICATIONS OF THE "HUMAN FORM" SKINNERBOX

And they dont realise that the room where the apparatus is 'setup' is the box. The recruter fuction embodies the punishment reward structure that is not automated for reasons of marketing... public would reject same

In conclusion I say the follwing: * The HUMAN FORM SKINNERBOX is identical in architecture, operational structures and psychological drivers to the classic 'lab animal form' skinnerbox, it IS ALSO the identical apparatus setup for a psychometric test on computer. Both are MANIPULATERUM.

The HUMAN FORM SKINNERBOX is used on job applicants everyday more and more around the world. Hidden in plain sight! I reccommend the following:* That all psychometric testing on computer be immediately banned, outlawed, sanctioned at **INTERNATIONAL LEVEL.*** That all psychometric testing without 'validity' be banned. * That all pschometric testing on computer, in any employment recruitment & selection process be outlawed. Testing in employment is a backdoor for the eugenics movement.

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IMPLICATIONS OF THE "HUMAN FORM" SKINNERBOX

* That the Human form skinnerbox and uploaded scenarios represent a disproportionate adverse impact on peoples of non white heritage and this needs to be studied.

* That The human form skinnerbox/ psychometric testing set up be treated with the same potential to harm as though it were a military grade weapon.

*Given the correlation between the advent of "Excecutive burn out" and timing of the widespered use of desktop computers < I expect to find MS-DOS Versions of these test > and both entries in to the English lexicon; that causation be ruled out.

* Given that compromised psychology is reflected as compromised physiology; I reccommend studies so that Neural network degerative conditions like Alzheimer's disease and Muscular dystrophy (MS) can be also ruled out. We have had no Studies of the effects of the human form skinnerbox and we need care to rule out and indeed rule in as appropriate.

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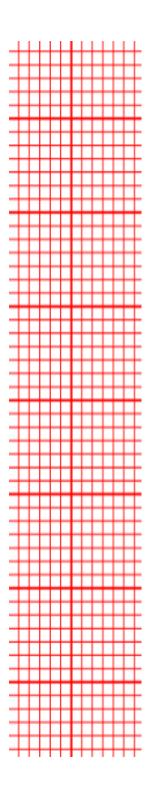
IMPLICATIONS OF THE "HUMAN FORM" SKINNERBOX

- * That FAKE ' equal opportunity employers Please stop abusing the sentiment the law and the PR.. DO IT RIGHT! You can't be "Skinnerboxing innocent job applicants and say you are an EOE.
- * Employers who wish to continue discriminating; please ask yourself "Is this the legacy I want for my decendants? We wish and reccommend you reconsider and employ us. <USE\$IT>

In Closing:

- *"That it is a human form skinnerbox is enough.. For lab animals we do have them, for human beings.. This is **DEEPLY UNETHICAL.**"
- * What groups of psychologist has the discipline to <u>hide the human</u> <u>form skinnerbox for some 50 years?!</u>

DO NOT TAKE THEIR EVIL RACIST, SEXIST TEST!



Floyd R Campbell is the principal at TRAINING CONSENT.

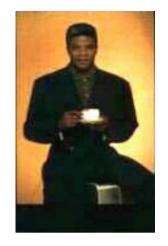
He has a special interest in psychometric testing as a result of a recent case of racial discrimination outlined in the Returners Initiative press and media information date the 23rd June 2021 Kingstown St Vincent & the Grenadines (please see attached file or request a copy via email) This presents a real life CASE STUDY on what happens when an I/O psychologist turns up for the interview for a senior executive post.

"I would like fellow psychologist to refute the foregoing, I am interested in knowledge.

Questions for journalist include:

- *What prognosis for mental health in general in the region? Is it OK to rape & brainwash people against their will?
- * For executive leadership and independence? Who decides our destiny?
- *For Relevant economic and cultural development? Who says whats what goes where? We need to talk about these issues as a people.

"THINK OUTSIDE THE BOX!"



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Please contact us for information on our range of consulting, training, research and marketing topics we work with, share with us any problems you need solutions for and give us the opportunity to make proposals.

Floyd R Campbell trading as **TRAINING CONSENT**, Villa, Saint Vincent & the Grenadines.

Email <consenthm@hotmail.com >

MOV-YSDMC #2 10/08/2021

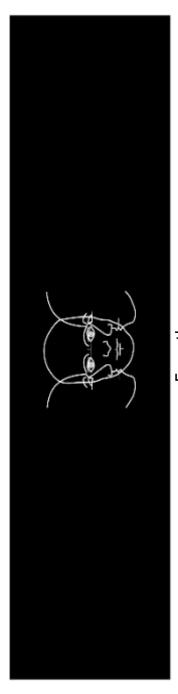
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Go look WOK

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STUDY

RACE DISCRIMINATION

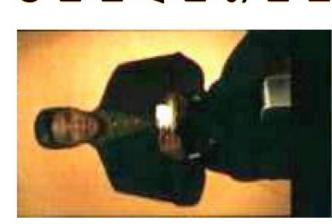


From the RETURNER'S INITIATIVE(rt)

PRESS & MEDIA INFORMATION

LIVE SITUATION

Kingstown, Saint Vincent & the Grenadines, $23^{\rm rd}$ June 2021



CLEARHARBOR RACIALLY DISCRIMINATES AGAINST VINCENTIAN PSYCHOLOGIST FOR SENIOR EXECUTIVE POSITION IN SVG FACILITY



The applicant Floyd Campbell; an I/O
Psychologist, Management & Governance
Consultant & Trainer was refused the Senior
Executive position of Senior Trainer despite
overwhelming evidence of his qualification for
the post following a psychometric test that
returned a FEELING that he had neither the
experience and ability for the post.

Mr Campbell explained "Nothing to do with any objective measurement of anything, just a feeling. This is unethical, as well as very illegal, a single person in an organization must not be allowed to make unilateral SUBJECTIVE decisions about an applicant future this way.

(1/O Psychologists are <u>scientist-practitioners</u> who have expertise in the design, execution and interpretation of research in psychology and who apply their findings to help address human and organizational problems in the context of organized work.: American Psychological Association (APA)

"I arrived for the interview with a handful of relevant books and technical manuals I have authored, so as to initiate a discussion on my skills and abilities asked for in the job advertisement. The 1st one I handed her was a technical manual on Fast, fair, in-expensive, efficient, transparent, non controversial, non discriminatory, time tested, recruitment & selection system. I have long ago designed and use and marketed. My "STRUCTURED INTERVIEWING TECHNOLOGY."

The recruiter went into an instant panic and started to verbally abuse me, sent me to take a psychometric test, fooling me that she wanted to test me on Clearharbor computer systems, it was not until I sat at the computer that I recognized psychometrics afoot, an ipsative test. I also recognized e-skills as a psychometric testing

brand I was being tested on.

for the job of recruiting and selecting people in an the Caribbean where they have no local norms to unjust to the applicant and indeed to the hosting century phrenology and scientific racism upon us work with because they don't wish to spend the Psychometrics is simply the wrong set of TOOLS organization as they do not return required jobsamples they are based on are invariably White SCIENTIFIC VALIDITY and get away with it. They have a racist "mental-set" that is racist as it has always been. Well an I/O psychologist is here to utterly reject same because they are <u>manifestly</u> good of our people. No where else in the world employment context, all I/O psychologist know Employers use it however because its delivered Male European American and inappropriate in money acquiring them when they can get away call them out, resist this SCAM given what they this, including the psychometric test designers. by computer and looks modern and flash, they money and so on, which they don't in the long here in the Caribbean.. This must STOP for the are told by the testing company that it saves run however, they are EXTREMELY RACIALLY I refuse to use psychometrics in my work.. I with foisting this 21^{st} century snake oil, 21^{st} BIASED because the "norms" and norming can they go bringing systems with ZERO skills or the right person for the job. have done to me.

Psychometric testing has its foundations in the American & Nazi Eugenics Movement that guided the conversation throughout the world during the late 1800s and early 1900s and into the 21st Century. Eugenics (i.e., good stock), as posited by Francis Galton, advanced that certain racial groups were genetically superior to others.

Since 1968, the Association of Black Psychologists something is wrong with them when they get administration of psychological and educational tests with minority examinees (Samuda, 1975; Williams, Dotson, Dow, & Williams, 1980) (ABP) has called for a moratorium on the

data, any testing must follow the criteria below: psychometric testing based on invalid scientific The Employment Equity Act of the republic of South Africa has outlawed Apartheid era

- . Tests must be reliable.
- **Tests must be valid** (scientific validity).
- . Tests may not discriminate unfairly against any individual or group
- . It must be possible to use them fairly

test that do not measure what they are purported In the USA, It is Illegal to administer psychometric to measure.. (In my case they did not measure job-skills.. SO WHAT ARE THEY MEASURING?)

Technology. Look what they did to me a seasoned am committed to campaigning and petitioning the governments and peoples of the region to utterly reject psychometric testing systems in favor of fair effective recruitment & selection systems like my Structured Interviewing professional in my field..

perfunctory and deceives their client, they then decide your face don't fit and just report back a companies make money. Some will assume and motivation and future aspirations while testing hurtful to be conned by a recruitment ad that gets you to an interview, you are given a fake Its unspeakable, undignified, destructive and FEELING.. Devastating to our young people's intelligence test that is just for show and

rejected on a whim and GIVE UP." says Campbell.

would be up.. She would be outed as my system is Executive role would supervise hers and the scam diametrically opposed to hers.. So I should not be TECHNOLOGY" recruitment and selection system and my job as Senior Trainer spell danger for the It turns out however that the rejection was self psychometrics operator/recruiter, as the Senior employed under any circumstances continued serving: My "STRUCTURED INTERVIEWING Campbell.

each iteration of the evisceration they committed putting up recruitment ads in an effort to bar me management executive responsibilities pay scale taking up the post; The first thing they did was There then began an orgy of taking down and associate trainer, then training manager. With and the like and calling it Junior Trainer, then eviscerate the Senior Trainers ad, removing including AGE discrimination as they don"t further acts of discrimination against me understand technically what they doing.

of this 21st Century Pirates I would like to see their wider Caribbean, to join the push to rid our selves and replaced with a fair transparent recruitment & selection system for our peoples made by our Grenada, St Vincent & the Grenadines and the racist recruitment & selection business routed gimmikry." demand scientific validity NOW!" I am asking the peoples of St Kitts, Dominica, people, away with Nazi era, apartide era

What shall I do about Clearharbor LLC and the blatant discrimination committed against me?

Shall the Kititian people abused by Clearharbor and all those other workers who have been subjected to these test and rejected get together with me and any willing, knowledgeable lawyers and explore the possibilities of presenting a "CLASS ACTION" complaint in the Georgia courts against Clearharbor for its dishonorable adventures of 21st century piracy & racism in the region when they pulled out of St Kitts leaving

What shall we do about these foreign companies trading in our region and using these psychometric testing services?
Should they be banned in the absence of SCIENTIFIC VALIDITY and replaced with a fair, transparent recruitment & selection system such as my Structured Interviewing Technology for the sake of our young people's mental welfare?

Should we blockade our jurisdictions to these adventurer's further incursions by removing government concessions and the like from companies that use them, these psychometric testers, in order to drive compliance?

Shall we take careful action; legislation and the like to send a clear signal that we will not tolerate these "SLAVEHARBOR companies" from setting up here unless they demonstrate respect for our common dignity as men and women in our homelands by spending money to achieve scientific validity and so trade faithfully with us

Psychometric testing is the **wrong tool** for selecting the best person for the job ANYWAY one looks at it even under ideal conditions. What we have here is cynical exploitation of Caribbean people, using a does his **face fit** approach that has nothing to do with jobskills.. Its gotta go, I was recently asked..

" Did she diddle the test scores too?!"

These test should never be delivered and analyzed by computer, but manually by a skilled psychologist in a laboratory class room setting say, as each response to the test need to be viewed in context for them to be scientifically valid even when the norms for the population are valid. In our case HERE IN THE CARIBBEAN there are no local norms to make the testing scientifically valid so the whole thing boils down to SCIENTIFIC RACISM in employment. And does one's FACE FIT.

Psychometric testing does have legitimate usage as a RESEARCH TOOL for some studies.

Psychometric testing is being wrongly, dishonestly, deployed; suckering host companies and messing with Caribbean heads. Lets remove these entities from "OURHARBORS."

These test account for much of Clearharbor's problems I think because TRAITS for skills are good and well however; these traits are drawn from myriad genetic domains. Since we are BIOPSYCHOSOCIAL (and spiritual) beings, environment is all important IN ACTIVATING AND MANIFESTING such traits..into skills; that complexity of interaction and results is beyond the scope of mortal man to effectively, consistently, manipulate and direct.. Without force and coercion. Better off with job skills and abilities delivered using SIT. The testing companies have been fooling y"all !

In all the world of psychology; the Structured Interview is recognized as the most effective tool for matching job skills. In all the world of psychology; Structured Interviewing Technology (SIT) is the only system guaranteed to deliver job-skills WITHOUT UNLAWFUL DISCRIMINATION

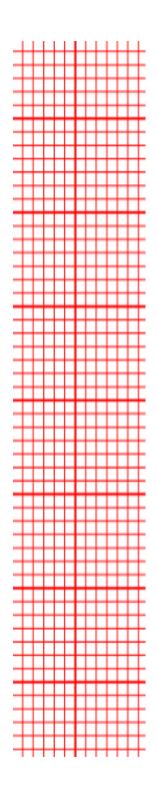
With psychometric screening, a false negative could mean missing someone who has suicidal tendencies, and a false positive could mean saying someone has suicidal tendencies when they really don't. "If you were to put one of these in place, you could screen out a lot of people as suicidal who really aren't, and that could ruin a lot of people's careers and cause a lot of collateral damage, Dr Diane Damos (I/O Psychologist — Aviation)

"These test are duplex, they take data out and hey they put data in too!" They typically ask for one of 5 responses to some scenario – hey hey that's their psychometrics making your "psycho-mek-tricks!"

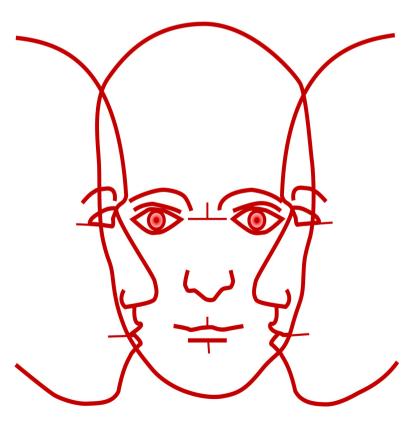
THE RETURNERS INITIATIVE;

Is a returners group campaigning for discrimination free access to our parents and grandparents domains of origin. Laws, finance, property, social access, and the like. We are located in SVG.. Join US, send email to < returnersinitiative@gmail.com >

-ENDS-



PSYCHOMETRIC TESTING IN EMPLOYMENT IS 'DEADMAN WALKING' ON THIS PLANET!



As global communities reject psychometric testing in employment; SIT <u>Structured</u> <u>Interviewing Technology</u> is setup to service this void with <u>transparency and equality</u> for all stakeholders

Take a photo of this ad say on your phone and when its time for you to consider migration **contact us**, google our website etc.. We want to hear how you are getting on.

<u>Training Videos</u> are in production contact us for details.

U S E \$ I T

consenthm@hotmail.com

THE HUMAN FORM SKINNERBOX-

discovery of-by Floyd Campbell.pdf

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