
Book Reviews / Comptes rendus

Cunningham, Gloria. (1994). *Effective employee assistance programs: A guide for EAP counsellors and managers*. Thousand Oaks, CA: SAGE Publications Inc. 250 pp.

Reviewed by: Dorothy Ryan, Lakeland College.

This book presents a very comprehensive and organized approach to employee assistance programs. It begins with a brief and concise overview of the evolution of the EAP movement in the United States, including a comprehensive and enlightening description of the various program models in vogue today (management-based, union-based and external-based) along with their complementary administrative concerns. Chapter three highlights a number of basic theoretical concepts required and used by EAP practitioners with special emphasis on addictions counselling. Chapters four and five, the heart of the book, outline a holistic overview to general and diagnostic assessment of the EAP participant. These chapters, together with the assessment questionnaire in the appendix, make this book a "must" EAP reference for your library. Chapters six and seven explain some of the common issues and concerns faced by management, EAP staff and participants when working with external EAP providers. This section also provides useful advice regarding follow-up and aftercare. Chapter eight looks at the important role and impact that any illness, particularly substance abuse, can have on the family. Using a systemic approach, the EAP practitioner needs to know and understand issues concerning family dynamics, codependency and the self-help movement. Chapter nine emphasizes the interdependent relationship between the organization and its EAP practitioners, the impact each has on the other and how they can work together for the common good of the entire organization. The book ends with a chapter on the personal and professional issues facing the EAP practitioner. It points out that those who intend to make a career in EAP work need to consider some important issues such as the lack of career advancement, limited clinical experience, heavy workload and the inability to follow a case through to the end.

Although the author intends this book to address the issues and concerns of all professionals currently active in the field of employee assistance (social workers, addiction counsellors, psychologists and administrators), there is a definite bias towards the in-house EAP practitioner, the social worker and the addictions counsellor (the stated "preferred EAP worker"). For this reason, this book may not be applicable to all EAP specialists and/or to EAP professionals working outside the United States. The referencing is comprehensive and extensive, particularly in the areas of substance and drug abuse. However, more references from recent and specific EAP publications housed in both the USA and Britain may have proven meaningful to the reader.

Having convinced the reader that EAPs were no longer concerned primarily with chemical dependency, the author continues to use alcohol abuse as

the reference and basis for all further discussion. The potential value of the book may have been strengthened through separate discussions on other EAP areas of concern such as depression, stress related disorders and marital relationships. As stated, these issues represent a large percentage of EAP referrals today.

I understand that no one book can cover all the complex aspects of an evolving field such as the EAP practice. At the same time, I am somewhat disappointed that the EAP information presented here does not include a preventative or proactive dimension. The possibility that an EAP practitioner can be involved in helping the "at risk" worker (through confidential interviews, "at risk" profiles, individualized wellness programs and support groups) BEFORE the situation becomes dysfunctional is neglected. In addition, since most EAPs rely on external providers, I had hoped for a more in-depth discussion and further direction on the ethical and political issues facing both parties: who is the client? how can confidentiality be maintained? what are the potential problems and solutions with third party reporting and billing?

Notwithstanding the limitations I would highly recommend this book to all professionals in the EAP field.

Prochaska, James, & Norcross, John. (1994). *Systems of Psychotherapy: A Transtheoretical Analysis*. (3rd ed.). Pacific Grove, CA: Brooks/Cole Publishing Company. 540 pp.

Reviewed by: Jill Turner, University of Alberta.

What makes *Systems of Psychotherapy: A Transtheoretical Analysis* more appealing than many other counselling theory texts which have been previously published? Primarily, the authors' generous use of clinical examples and case studies allow the readers to have a clear understanding of the practical applications of each of the theories.

Systems of Psychotherapy provides a thorough, comprehensive, and objective view of 14 prominent theories of psychotherapy. Theories of psychotherapy covered in this text include Psychoanalytic, Adlerian, Existential, Person-Centred, Gestalt, Cognitive, and Systemic. In addition, new chapters based on Gender- and Culture-Sensitive therapies and Integrative and Eclectic therapies have been added to this latest edition. The authors of this book successfully emphasize the similarities and distinguish the essential differences between the theories. As a result of these similarities and differences, Prochaska and Norcross set out "to construct a model of psychotherapy and behaviour change that can draw from across the major theories—hence the name transtheoretical" (p. 457). They argue that transtheoretical systems illustrate how much the therapeutic systems agree on the processes that produce change, while disagreeing on the content that needs to be changed.

Each chapter of this book follows the same structure and is clearly organized into "integrative steps" that are used to analyze and examine each