

les rapports hommes/femmes: le mythe du "couple enceint" est sévèrement questionné, de même que son inverse, c'est-à-dire l'ignorance ou la négation par la femme de sa grossesse en tant qu'expérience à vivre. A cet égard, Ross mentionne que la maternité pose le défi de s'accepter comme femmes, de reconnaître la différence des sexes et de considérer la paternité et la maternité en tant qu'expériences différentes pour qu'il y ait partage réel et soutien réciproque.

Ce livre n'est pas un ouvrage scientifique, mais bien un outil de réflexion et une source de références. Il est écrit dans un langage simple et vivant; par de nombreux témoignages, l'auteure réussit fort bien à démontrer la diversité des expériences de maternité et les conséquences néfastes de normes culpabilisantes. Toutefois, la lecture de cet ouvrage peut répugner par des répétitions agaçantes, des généralisations faciles, des interprétations surprenantes, des explications douteuses et des équations audacieuses. Nous avons noté également la faiblesse de la structure de cet essai; l'amas d'informations rend difficile l'articulation ou la compréhension de certains passages particuliers. Il reste toutefois que cet ouvrage est courageux dans l'expression franche et claire de la diversité des sentiments, souvent contradictoires, vécus jusqu'à maintenant de façon secrète et isolée. Martine Ross a montré qu'elle est capable d'entendre et d'accueillir l'ampleur des émotions humaines et de valider le vécu des femmes par rapport à leur maternité.

Bref, il s'agit d'un volume innovateur et très valable pour toutes les femmes et pour tous les intervenants oeuvrant auprès de jeunes femmes, de femmes enceintes, de mères et de couples. Ce livre fournit des jalons pour aider les femmes à vivre leur maternité et à en reprendre le pouvoir; il provoque une réflexion, remet en question certaines pratiques et ouvre des pistes de recherche et d'intervention. Martine Ross a donc réussi à dépasser "le vide de contenu dans l'expérience maternelle" (p. 279) et à transcender le silence étonnant dénoncé par elle-même avec vigueur sur la question de la maternité. A noter qu'il contient une bibliographie sommaire et une liste de dossiers et articles sur le sujet.

Patsula, P.J. *The Assessment Component of Employment Counselling – A Goal-Setting Process*. Ottawa/Hull: Employment and Immigration Canada, 1982.

Reviewed by:

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This book for the most part, achieves its purposes in a clear and useful manner. The first purpose is a demonstration of "assessment component of employment counselling" as a collaborative and a goal-setting counselling process used in the CEIC servicing of non-job ready clients. The second general purpose involves an identification and description of the basic tasks of assessment as well as the individualized counsellor competencies required to perform the assessment component of employment counselling.

Employing a liberalized "psychological language", the author first defines what he means by employment counselling in a general way. The "assessment component" is viewed within a comprehensive sequence of problem solving path to employment.

Having provided a brief overview of employment counselling and in particular of assessment, a more detailed analysis of the ten "assessment tasks" to be accomplished and the related counsellor's competencies is provided. Basically, each chapter offers the following format: a discussion of a specific assessment task; a description of the counsellor competencies required to conduct the task (an overview of counsellor competencies in a chart form is also provided); some practice exercises are suggested; self-evaluation questions are provided; sample responses are also available; finally each major section is followed by a request for feedback regarding the usefulness of the materials.

This book provides some interesting contributions. Most of the material presented, until now, appeared only in general counselling texts and professional journals. For this reason, many employment counsellors will find this book very useful. This text presents the materials, most of the time in nontechnical terms that require minimal formal training in theories of guidance and counselling. The author uses a good number of examples and exercises to explicate and illustrate each task and competency required. Some ideas are worth noting. For instance, the suggested use of a support person is an excellent idea. The definition of assessment in terms of "concern", "constraint" and "contingency" appears to be original and very relevant in employment counselling.

There are limits to any work. While the author is underlining the many facets of employment counselling, one has the clear impression that personal change is expected to be linear. The assessment tasks are operationalized in a systematic and linear fashion. The attempts to integrate relationships skills and the assessment tasks remain complex and at times questionable. However, the author is certainly in the right direction. In general, one has the impression that this book is too ambitious. The author is trying to do too much in the context of what is supposed to be just one stage of counselling, namely, "assessment". It seems that the author is really presenting a whole counselling sequence within the assessment component stage. For instance, through the task of establishing relationship, clarifying client's concern and constraint and evaluating client's employability, the counsellor is in fact helping the client to explore his/her problems as suggested by Egan. Furthermore, by helping the client in clarifying underlying assumptions and formulating a more productive assumption, the counsellor is helping the client through self-understanding and finally by formulating an action plan, the counsellor is helping the client move into constructive action. Thus, the "assessment component" as described in this book seems to be an abbreviated counselling process corresponding to Egan's stages. Consequently, the "assessment component" as presented here, is in fact a treatment in itself. It could even be conceptualized as a short term intervention. Unfortunately, the author doesn't acknowledge the existence of this possibility which might have become an asset if well articulated.

I must say that I was particularly impressed by Chapter III on "Evaluating Client Employability Strengths and Barriers". Considerable attention is given to a number of crucial areas like locus of control, job search techniques, self awareness, skill deficits... However, it is unfortunate that the assessment of person-environment interactions is poorly addressed. Nevertheless, Chapter III is presented in a clear and articulate manner. In terms of organization of the book, there seems to be one noteworthy lacuna. This was the lack of acknowledgement of the crucial importance of the motivational variables and the client employability variables in the goal directed task of assessment. With the tremendous current research literature on these variables, both theoretical and applied, the author would have been commended to underline the crucial importance of task 9 and task 6. The ten tasks are not of equal import-

ance. Although the clarification of the underlying assumptions might be relevant in some instances, one wonders whether the author should have given so much importance to this task in the context of an assessment process. This task appears complex and questionable. The utilization of Ellis' assumptions seems relevant, but again debatable. Why Ellis? What about cognitive behavior modification propositions?

I was impressed with this book and with the work it presented. The book should be of interest and value to many counsellors dealing with employment. The area of employment assessment has come a long way from the apparently simple unidimensional one shot assessment to the multidimensional assessment of complex behaviors. While there is still a long way to go, employment assessment has truly come of age. From the work reflected in this book, I look forward to a long and healthy adult life for this very important field.

Leiter, M.P., & Webb, M. *Developing Human Service Networks*. New York: Irvington Publ., 1983, 294 p.

*Reviewed by:*

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Most helping professionals work within an organizational context, and while their *raison d'être* may be providing service to those in need, they must also be alert to their ability to understand and influence the many groups, committees and projects associated with agency or organization maintenance. Interactions with colleagues through liaison and working with community groups through consultation are necessities for contemporary professionals. *Developing Human Service Networks* is an attempt to provide a "field guide" to understanding agency interpersonal process. The book contains twelve chapters divided into three parts, and focuses on systems theory, marketing and personal selling, group dynamics, leadership and examples of preventive interventions. The detailed table of contents led me to expect a variety of interesting topics and I was intrigued by how they would be integrated or relate to each other. However, the authors provide little support for the specific need for such information and, indeed, it is difficult to understand the need for this book. Each