

United States before the First World War and belonged to that anarchist chapter of labor history which we can only know through books, since the intellectual fervor, the commitment, the passion and the thirst for justice which was evidently felt by these men and women is something which has largely gone out from our labor scene.

Schrank received his initiation into the adult world, the world of work, when he obtained his first job in a furniture factory. It was there he learned his first lesson about social solidarity in the work place: don't do more work than is necessary! In his next job, as a plumber, Schrank continued to learn more of the unwritten rules whereby people establish their personal mark upon the work, including the tremendous importance of what he calls "schmoozing" — socializing on the job. At the Packard Motor Company, he was introduced to the dehumanization of the assembly line, to the isolation of the worker from his fellows and to the artificially fostered competitiveness contrived by the management to increase production. In contrast to this, as a machinist, he saw the human concern which underlies the socialization of the blue collar worker — the way the young worker is expected to protect and look after the older worker, and the importance of imposing a human pace on the work and of helping each other. This respect for and valuing of the collectivity led Schrank into the work of union organizing and later into politics, work which, says Schrank, is unlike hard manual work in its difficulty to define. Finally, corruption and patronage led to cynicism and the death of Schrank's political idealism and he undertook a management position where he was motivated by the wish to "supervise without becoming a robot." He used MacGregor's "theory Y" management theory, a management style which is open, humane and participative. Management in general, maintains Schrank, is obsessed with the product. This obsession leads to the desire to eliminate the human element altogether and to create the "perfectly programmed person."

Working on a juvenile delinquency project, Schrank was introduced to yet another occupational group. Or, as he puts it, "... another tribal work group called the human-helping profession." (p. 145) In this context, Schrank talks about the opposition of blue collar worker and knowledge worker. He asks, who of his old working class buddies would have believed that attending a conference could be classified as work? The difference between these two categories of worker is laid to the difference between work which is open to a quantifiable productivity measure and work which is not. Schrank maintains that as long as one can count the number of widgets produced at the end of a day, the worker is a slave to production. It is

the intangibility of the knowledge the worker produces that gives him his freedom and so makes him the envy of the blue collar worker.

As a commissioner of a ghetto work experience program, he learned that what is needed is not just work experience, but work experience which promotes personal growth. If there is no challenge, there is no learning.

Finally, as a sociologist, Schrank discusses the new democratized work arrangements in effect in such European companies as Volvo, Saab and Philips. This participative quality is practically unknown in North American society. People are not trained to it; management does not know how to organize situations to make them participative. All our experience is based on the acceptance of hierarchies, power and control. We need to participate in the planning itself, says Schrank, something that has not caught on yet in North America. Most importantly, we must confront the authoritarian element in ourselves.

Schrank comes through the pages of his book as being the kind of person one would like to meet, a "nourishing" person, as Fritz Perls would have said. His values are appealing. He believes that workers should care about each other. Throughout both the book and his life he shows real human concern and a belief in human relationships as ends in themselves. He is committed to the underdog, to the idea of a non-authoritarian social life.

Unfortunately, the quality of the writing could be higher. The book has a slightly adolescent flavor. Nevertheless, I would recommend it as enrichment reading for any counsellor who wants to learn more about work and about the values of workers.

Wekstein, L. *Handbook of Suicidology: Principles, Problems and Practice*. New York: Brunner/Mazel, 1979. 320 pp. \$17.50.

Reviewed by:

Betty Swindlehurst
Department of Educational Psychology
University of Alberta
Edmonton, Alberta

Counsellors often become involved with potentially suicidal clients but few have any training or more than minimal awareness of the magnitude of the problem. Also lacking are awareness of intervention strategies, including proper referral sources.

Handbook of Suicidology, which comprises a multidisciplinary approach to understanding the dynamics of a complex subject, can fill this gap.

The ten chapters offer a comprehensive view of the history, theory, prevention, and management of suicide. Aimed at both professional and lay personnel, this very readable text is of interest to anyone who has encountered suicidal clients or who wishes more knowledge of the subject.

The author's extensive clinical experience with suicidal patients and his theoretical knowledge are distinct assets. Viewing suicide as a subspecialty of disciplines such as psychiatry, psychology and medicine, he sees lay persons as important adjuncts to prevention. However, the terminology presented in several of the chapters will be most readily understood by professionals and the text will probably be most useful if utilized by professionals in workshops with lay persons.

In the opening chapters, the author discusses prevalent attitudes toward suicide and provides the reader with a thorough awareness of the immensity of the problem in terms of incidence. Current research and the classifications and relationships which are significant in suicidal behavior are examined. The practitioner is offered a practical education in both verbal and nonverbal suicidal signs and cues.

The second section of the text deals with three areas: prevention with presuicidal and prosuicidal persons, intervention with the actively suicidal, and postvention with "victim-survivors of the suicide." Although a variety of procedures is examined, the main strategies appear to be medical. The author calls upon practitioners to demonstrate and share practical intervention techniques but acknowledges that the unpredictability of suicide makes it extremely difficult to be specific about therapy. Despite this difficulty, Wekstein offers guidelines.

A weakness in this sensitively written text is counselling skills for use with presuicidal or suicidal individuals. The author appears to eschew

this area because of his distaste for self-help books; yet in the reviewer's experience, the one skill which novice counsellors most desire when suicidal clients are mentioned is "how-to" talk with them. A variety of suggestions would assist the apprehensive helper in discussing the topic with clients suspected of contemplating suicide.

Particular assistance in case management is provided in two chapters involving workshop problems from the *Suicide Prevention Training Manual* and clinical studies with a cross-section of ages and socio-economic strata. In each, the author thoroughly discusses the presented case in terms of theoretical constructs with both appropriate and ineffective methods of therapeutic management. The problems of confidentiality, ethics, and legal responsibility are also examined in these sections. In every presentation, a clinician will recognize personal frustrations and feelings of inadequacy in dealing with these most difficult clients.

The author provides an extensive bibliography of current resource material. Information on the effectiveness of helping agencies such as the Samaritans and prevention centres as well as individual and group counselling are presented. An appendix provides information on the American Association of Suicidology which offers its members a wide variety of resources including workshops, training materials, and films.

Wekstein pleads for more public awareness of suicide through information and education programs so that the incidence can be lessened. He also emphasizes the need for training in preventive techniques for both professional and lay personnel. This text is an important resource for theory, awareness, and practical intervention strategies. Every counsellor, regardless of the age of his/her client population, will gain from reading this comprehensive volume.