

BOOK REVIEWS / COMPTES RENDUS

Crites, J.O. *Career Counseling: Models, Methods and Materials*, Scarborough, Ont., McGraw-Hill Book Co., 1981

Reviewed by:

David Mendelson
Supervisor, Career Counselling Department
Jewish Vocational Service
Montréal, Québec

"Career Counseling: Models, Methods and Materials" is a considerably smaller volume than Crites' last major work, *Vocational Psychology* (1969) in which he provided a then up-to-date review and synthesis of research and theory in the field of vocational psychology. In the present volume, Crites writes from a more personal perspective as the practitioner. He is concerned with the disparity between the preference of most counsellors to do personal counselling in the face of an expressed need and desire for career counselling on the part of students. Crites asserts that career counselling is more than a "test them and tell them operation" and explains the book's "raison d'être" as an "effort to effect a rapprochement between personal counselling and career counselling" by showing that "career counselling not only facilitates career development... but it also enhances personal adjustment."

In the introductory chapter, Crites briefly considers the history of career counselling and offers a "taxonomy of approaches" which comprises a conceptual framework for the next six chapters. Crites reviews and examines five major approaches to career counselling including Trait and Factor, Client-Centred, Psychodynamic, Developmental, and Behavioural career counselling. He feels that these approaches have been "the most widely recognized

and used" and reveals that his own practice of career counselling has been significantly influenced by them. He then formulates his "comprehensive" career counselling approach, combining the best features of the five major approaches, and, in the final chapter, considers applications of his approach to "special" groups.

True to the book's title, each approach is considered in terms of the role of diagnosis, process, and anticipated outcomes of career counselling (models); interview techniques, and the role of test interpretation and occupational information (methods); and actual case histories (materials), which reflect each approach as applied to real clients counselled by Crites. Crites provides ample illustration of interview techniques and test interpretation for each approach in accompanying figures and tables. An extensive list of references which "constitute as complete a bibliography on career counselling as could be compiled through June 1980" completes the book.

As I leafed through the book, I had the disconcerting "déjà-vu" experience of having read much of the material previously. Turning back to some mid-1970s issues of *The Counseling Psychologist* revealed why. Crites' present book is a finished product of what was a "book in process" when portions of the book appeared in condensed form in two special issues of the Journal devoted to career counselling and which, in 1978, were published in book form by Brooks/Cole under the title "Career Counselling" edited by Whiteley and Resnikoff. I was, therefore, disappointed that, with the exception of the final chapter, "*Career Counseling: Models, Methods and Materials*" was not, in fact, a new work. I feel that Crites owed it to

his audience to inform them that major portions of the book had previously appeared, even if in condensed form, in the above-mentioned publications which, by the way, also included critical reactions to Crites' views of John Holland, Roe, and others.

Crites anticipates the controversy likely to attach itself to his choice of career counselling approaches to include in the book. I felt that only scant reference to the "needs" theorists such as Roe, Hoppock, and Holland was one shortcoming. In fact, I was more than a little disturbed to find that Crites' "most complete" bibliography contains only three references to the work of John Holland who, together with his colleagues and students, is probably one of the most prolific writers in the career counselling field today. I found that, in many instances, Crites sacrificed clarity and simplicity for a writing style which required this reviewer to read portions of the material several times in an effort to follow what Crites was trying to say. Some frustration was also experienced when one reference, quoted in the text, and which I would have liked to consult, was not listed at the end of the chapter.

On the positive side, this book will be of most value to experienced career counsellors who have likely drawn from the approaches reviewed and who can relate the reading to their counselling experience. In a graduate counselling program, the book would serve best as a supplementary text to other works such as those of Osipow (*Theories of Career Development*, 1973) or Crites (1969) which treat more comprehensively the theoretical and research foundations of various career counselling approaches but which lack practical applications (materials) included in this book. At the same time, this book has the potential to encourage students preparing for the counselling profession, to seriously consider career counselling as a worthwhile and significant career option. I have long felt that effective career counselling can accomplish a great deal with clients in the "personal adjustment" domain as well. Crites' work reaffirms this, thus making "Career Counseling: Models, Methods and Materials" an important contribution to the counsellor's bookshelf and to career counselling literature.

Pelletier, D. *L'Arc-en-soi: essai sur les sentiments de privation et de plénitude*. Paris, Montréal: Laffont/Stanké, 1981.

Évalué par:

Réjean Charette
Professeur adjoint
Département de psychologie
Université de Montréal

Solange Cormier
Chargée de cours
Université de Montréal

Bien que s'inscrivant dans la problématique large du développement personnel, ce livre contribue plus précisément à mettre en évidence les multiples formes de l'expérience de la plénitude. De façon plus particulière, l'auteur y exprime sa vision et sa croyance selon lesquelles nos manques, nos privations passées et actuelles de même que notre insatisfaction à vivre témoignent principalement d'une "difficulté de perspective". Aussi, la modification de l'attitude qui consiste à s'identifier à nos frustrations et l'adoption de la voie de l'intériorité et de la courageuse présence à soi sont décrites comme les conditions majeures requises au dépassement de cette insatisfaction et à l'atteinte du sentiment de bien-être, de plénitude et même de ravissement. C'est là le processus impliqué par le fait que la vie soit "une expérience à vivre plutôt qu'un problème à résoudre".

Dans une première partie (chapitre 1) l'auteur procède à une analyse du sentiment de privation sous quatre manifestations (ressentiment, quête d'absolu, exclusion sociale et invalidation personnelle) en identifiant pour chacune d'elles les divers scénarios ou stratégies (on pense ici à Eric Berne) auxquelles l'individu a recours afin d'éviter la souffrance, de maintenir son équilibre ou de se gratifier. Ce chapitre rappelle de façon plus originale en certaines occasions, les insuffisances de l'attitude défensive en général et il permet au lecteur de prendre conscience avec assez de réalisme de nombreuses facettes du non-développement.

La démonstration de la diversité des manifestations de l'attitude défensive de même que l'insatisfaction qui en accompagne sa persistance et sa répétition amènent l'auteur à formuler (chapitre 2), en quelque sorte, un diagnostic du manque à vivre commun à un grand nombre d'humains et trouvant son expression dans les impressions de vide (l'homme-objet), de lourdeur (l'homme-résistance), et de ferme-