

## BOOK REVIEWS

## THE UNEMPLOYED: A SOCIAL-PSYCHOLOGICAL PORTRAIT.

By Tiffany, Donald, Cowan and Tiffany, Phyllis. New Jersey: Prentice-Hall, Inc., 1970, 180 pp. \$2.95 (paper).

Reviewed by Andrew S. Pau,  
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This is an important book for those who are interested in the problem of the unemployed and for those who feel that the private and public employment and rehabilitation agencies have in general stressed too much on environmental manipulation and too little on the understanding of the personalities involved. The tasks taken by the authors are clearly defined in the preface. The book itself is the result of five years of investigation at the Institute for Community Studies in Kansas City, Missouri.

In the book, the authors have attempted to discuss some social-psychological factors with respect to the following questions. "Why do people leave jobs so frequently? Do people avoid work or the work situation? What are the characteristics of people who job-hop and are unemployed for protracted periods between jobs? How do race and social class contribute to unemployment? What are the factors in our society that promote an unstable work role? Are people who remain unemployed lazy and irresponsible? Are the unemployed and disadvantaged always the same? And how many people, held back by underlying psychological problems, work at jobs which do not develop their potential? (p.v.)." These questions certainly concern a very wide audience. The authors have in mind the psychologists, the rehabilitation and employment service-counsellors, the social workers, the administrators, and all those in the various manpower training programs which deal with the marginal worker, employed or unemployed. Even for those counsellors who may regard themselves as well-informed about social and economic changes of the world today, this book still provides a challenge and perspective on the present unemployment situation, and it provokes them to think in terms of what it ought to be in the labour market of tomorrow.

The authors have divided the book into five parts. Part One is entitled the Psychology of the Unemployed: An Emerging Concern. The authors begin by defining the terms employed and unemployed. They then go on to differentiate between work and job, and to discuss the underlying organizational and sociological factors affecting the unemployed. They feel the use of the General Aptitude Test Battery (GATB) for the selection of employees by the employment agencies indicates a management-placement model in which man is picked to match the job. They also make the reader realise that there are other shortcomings too. There is, for instance, a definite lack in the use of social science knowledge in solving the unemployment problem.

In Part Two, the authors suggest that unemployment is a cause of our present day psychological problems. To them, the unemployed show signs

of maladaptive behavior. The authors then further investigate the different facets that produce unemployment. They have listed the physically disabled, for example, who are denied employment because of "architectural barriers." They have talked about automation which turns people out of work almost overnight. They believe that "increasing automation and planned obsolescence create a fast-moving occupational scene which makes re-entry into the labor force extremely difficult for the retired worker. He is summarily pulled out of the mainstream of life and falls prey to disease, disability, powerlessness and uselessness (p. 30)." Other disadvantaged groups mentioned by the authors are the "offenders," the ethnic groups and the migrant workers. In the later chapters, the authors touch upon urgent problem of our society, the lower income groups. It has been their experience that the lower income families are frequently caught up in the welfare cycle. The reviewer cannot agree more when they say that "employment has been identified as being the key that will unlock the door of poverty, and yet society has helped to create a subculture in which work is not valued (p. 36)."

Being much aware of the Women's Liberation Movement, the authors then proceed to discuss the role of women in society. They explain the mental health problem of the working woman. They say that "women who have no prejudices against work have resolved their internal role crisis, and those who hold to values against working women are still experiencing role identity crisis (p. 48)." Needless to say such a statement is an oversimplification of the women facing the working world of today.

Part Three of the book explores the psychological problems that cause unemployment. Here unemployment is discussed as a result of mental illness. Negative self-concept and faulty interpersonal relationships are the two contributory handicaps to employment. It is interesting to find that the authors have utilised Rotter's concept of self-direction as a social-psychological evaluation model. The emphasis is on acting positively and having a positive self-concept. According to Rotter, "one would expect that a person who anticipates being able to affect important life situations in which he is involved, and experiences a relative degree of control in these situations, should also regard himself positively (p. 88)." The authors, on the other hand, remind us that there is a shift in the emphasis of human satisfaction. As "work itself becomes less important as a source of satisfaction, as is happening in assembly line industry today, the social relationship at work becomes a prime source of work satisfaction (p. 94)." Hence, faulty interpersonal relations at this stage may hamper the employment situation.

In Part Four of the book, the authors provide an evaluation of and recommendations for vocational rehabilitation. It has been pointed out very emphatically that "the lesson learned was that it is not skill problems that these individuals must overcome but problems of personal adjustment (p. 106)." Because of the shift in emphasis in human satisfaction, it becomes obvious that there is a need to deal with psychological attitudes as much or more than technical skill acquisitions. While there is an increase in vocational programs to increase qualifications and provide jobs for the unemployed, there is no substantial evaluation data for such programs. And, "because of the lack of evaluation and solid data providing guidelines for the development of more beneficial programs, most programs represent haphazard efforts in policy, overlapping and duplication of programming and

the execution of inadequate knowledge in training and unemployment (p. 110)."

Another point the authors bring out that is worth noting is that more often than not the counselling profession has misused its efforts to assist the client to adjust comfortably into the working world. Instead, "they spend most of their time with clerical work, case finding, public relations work, travel, writing reports, scheduling appointments. . . . There is obviously not much time left for the crucial activities of counselling. As a result, the counsellor is often forced to limit his contacts with a client to finding a job for him—and in the most expeditious manner (p. 122)." The authors then clearly define the role of the counsellor in the following terms: "the core of the counsellor's job is to help the individual to develop both insight into himself and a realistic picture of the outside world, and to help him function more effectively in relating himself to that world (p. 127)."

Finally, in Part Five, the authors give a succinct picture of the unemployment scene existing in today's world and suggest ways in which different agencies should cooperate and help solve this difficult problem of the unemployed through the establishment of a national advisory committee on counselling manpower in the country.

Although one may at times find points of disagreement in the book with respect to theory or methods suggested, it is nevertheless one of the most useful books on the topic of the unemployed in recent years. The book defines the issues clearly and discusses them in a positive and clear-cut manner. Undoubtedly it will have an important impact on the use of manpower counselling and should in some measure help solve the unemployment problem so urgently affecting us now.

## BEHAVIORAL COUNSELING: CASES AND TECHNIQUES

Edited by John D. Krumboltz and Carl E. Thoresen, New York: Holt, Rinehart and Winston, Inc., 1969. Pp. xi + 515.

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"We wanted to prepare a useful cookbook for counselors and psychologists. This book is as close as we could come considering the advanced state of our ignorance (p. iii)." Thus, engagingly, the editors begin the preface to their textbook. Their intention has been realized, most successfully, in a survey of new and revised methods of behavioral counselling.

Editorial comment fully introduces each technique and weaves together the various techniques described and exemplified. Well-chosen selections give accounts of counselling methods that have proved promising or effective in helping clients, accounts so carefully documented and precisely detailed that they may easily be duplicated by other counsellors who, in turn, are urged "to try, to modify, to evaluate, and to improve these ideas for themselves (p. iv)." The editors selected articles because they were accounts of practical, innovative, exciting work done by practising counsellors and psychologists, and not further to enshrine the name and fame of authorities.

The format of the book supports the editors' claim that the book is designed to be a useful text in training programs for counsellors, psychol-