

The reader need not know "focusing" before beginning this process. The method and the book stand on their own.

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Kanchier, C. (1987). *Questers: Dare to Change Your Job and Your Life*. Saratoga, CA: R & E Publishers, 1987, 225 pages.

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*Reviewed by:* William J. Hague, University of Alberta

This is a daring book. It challenges you to dare to change your life. Best of all, it gives you real encouragement and sound practical ways of going about it. It encourages risk taking, but with a factual basis offering real promises and possibilities of success.

The author, in her preface, disclaims originality in the ideas of this book. She does so, recognizing that she is adding yet another volume to the already crowded shelves in the self-help sections of bookstores and to the life span literature long graced by the names of White and Sheehy and other psychologists. What Carole Kanchier claims as her unique contribution (p. x) is that she presents a holistic picture of career decision making especially in the realm of the emotions, addressing the question of liking or disliking a job in relationship to the broader perspective of personality development and periods of life. It is this that makes her claim for a niche on those already crowded shelves. She largely meets her own criteria by offering not only a holistic developmental view but practical help for decision making and excels by doing it all in an encouraging, two-feet-on-the-ground approach to the challenges of life in the real world.

Kanchier is not only addressing *Questers*, she is developing *Questers* with the firm conviction that these people are made and not born that way. She identifies their characteristics: Purposeful, Autonomous, Intimate, Androgynous, Achieving, Growing. She provides a 146 item test one can use to indicate if one is a *Quester*. "You too can be a *Quester*" she proclaims (p. 39). She illustrates and encourages this premise with a multitude of short life stories. The question remains: "But can I become a *successful Quester*?" Much of the book is devoted to answering this all important question. Some of this is done with "Job Satisfaction," "Job Involvement" and "Burnout" questionnaires, insights into the process of decision-making and practical down to earth help including guidelines for writing a resume.

Behind the practical aids in this book is a philosophy that is refreshingly broad and humane in the age of the "me" generation, when self satisfaction is often the only goal of some self-help books. "Job satisfaction" is there up front, but Carole Kanchier gently reminds her readers that public service, family responsibilities and altruism are still valid facets of job satisfaction, and strong motives for becoming a *Quester*. *Questers*, although emphasizing the mobility of today's world of work, is based on an appreciation of lasting values.

In some academic circles to label a book as "popular" is to scorn it as trivial or at least to damn it by faint praise. This is a popular book. The language is straightforward. The illustrations are concrete, specific; the kind of life stories with which one can easily identify. The vocational choice theory behind it all is

not fully developed as a scholarly document, but to a point that is tangible and meaningful for someone who is not just looking for a job, but seeking self-understanding that will help find a meaningful job. The self-help questionnaires, though not supported by documentation which would ease the doubts of academics about whether they are truly valid and reliable, have a face validity that should make them popular and truly helpful for the "man (or woman) in the street." In the case of *Questers*, the term "popular" is a compliment. Counsellors will want to have several copies on their desks—one for their own use, and replacement copies for those that potential *Quester* clients keep stealing away.

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Lewis, J. A. and Lewis, M. D. (1986). *Counseling Programs for Employees in the Workplace*. Belmont CA: Wadsworth, 245 pages.

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*Reviewed by:* David J. Zinger, Employee Assistance Counsellor—Seagram Ltd., and Instructor in Educational Psychology—University of Manitoba

Counselling has graduated from educational settings to the workplace, and this specialty has experienced a rapid growth in the 1980s. Lewis and Lewis provide a practical overview of the key concepts in planning and conducting programs in employee assistance and career development. They offer dozens of guidelines for counsellors making a transition from community agencies or educational settings in the workplace.

The book is divided into five parts. Part one provides an overview of workplace counselling. The authors trace the development of Employee Assistance Programs (EAPs) from a narrow focus on alcohol rehabilitation to the current "broad brush" approach offering a range of services. This broad brush approach requires that counsellors develop professional competencies in: program development, management, assessment, resource utilization, networking, organizational behaviour, consulting, marketing, and public relations.

Part two, the major section of the book, examines some issues involved in conducting an effective EAP. The five chapters include: (1) policy statements, training and prevention; (2) assessment and referral; (3) problem-solving, behaviour change, crisis intervention, and family counselling; (4) supervisory training; and (5) health promotion. This section is packed with suggestions and examples. For instance, the authors include sample intake forms and a description of films available on EAPs.

Part three, consisting of two chapters, discusses career development programs. The first chapter focuses on career counselling while the second chapter provides guidelines on assisting employees with work transitions, from induction into the organization to retirement planning.

Part four discusses how to market, plan, and evaluate programs. The authors enthusiastically conclude this section by stating that most employers and employees evaluate workplace counselling as the "best thing since sliced bread."