

Guides to Psychiatric Rehabilitation: A Co-operative Programme with a State Mental Hospital. Edited by B. J. Black. (*Altro Health and Rehabilitation Service Inc.*, 1963, \$2.50.)

Altro Health and Rehabilitation Services is a voluntary organisation which formerly undertook rehabilitation for the physically disabled in New York. Now they are providing similar services for mentally ill patients in Rockland State Hospital. Only a small team of workers was available for this 6,000 bed mental hospital, which had recently begun to modify its custodial practices and was short of medical staff. Thus it is no criticism of the value of this scheme that it dealt principally with patients on admissions wards, who had a good rehabilitation prognosis.

The Altro team, in conjunction with the State Division of Vocational Rehabilitation fostered within the hospital the integration of nursing and occupational therapy staff which was previously lacking. Outside the hospital, it offered industrial assessment and sheltered work in its own excellent workshop.

The book, in telling the story of this project, also deals with the more general problems of mental hospital rehabilitation. At the same time, it emphasises with illustrative case histories the basic principles of resettlement practice.

Douglas Bennet

Men Management and Mental Health. By Harry Levinson and Others. (*Oxford University Press and Harvard University Press*, 1963, 44s.)

This unpretentious looking book is a record of the Menninger Foundation team's research work into the relations of health and human relations in an American utility company. The team lived with those on the job in offices or in the field. Their findings are well worth reading.

Their description of mental health had first been gained by pooling those of various psychiatrists or psychologists: and they concluded that those who were mentally healthy had certain characteristics: they treated others as individuals, they were flexible under stress, they obtained gratification from a wide variety of sources, they accepted their own capacities and limitations, and they were active and productive; which is as full a description as many much lengthier essays on mental health provide.

They studied how the healthy individual in industry may reach towards interdependence: and may react to dependence by denial or by exploitation (two phenomena common enough in clinical practice); for progress there were certain conditions required. There must be aggression—often through union activity: members of a group need affection; privacy and control of relationships entailed that there should be a psychological distance between various levels—by no means easy for the leader of a group to assess; and "reciprocation" must be possible. This has been too little studied before: it consists in the individual having a fair share of partnership with the company, some freedom to plan and act, and some authority to follow, some sharing of stress, some stimulation and a mixture of support and control.

There are thus various lessons in the book for many managers: how often is reciprocation possible? Is the contract which is expected before employment completely vitiated and does this lead to later failure and conflicts? How are conflicts resolved?

The team also has the knack of quoting pithy comments made to them: "If a man comes to work browned off because he's had a fight with his old lady, I watch him closely and I may keep him off the pole that day" displays a high standard of accident prevention but the story of the happy birthday for the unhappy manager leaves us guessing the sequel.

Certainly to be read by managers—and students of mental health. R. F. Tredgold

Memories, Dreams, Reflections. By C. G. Jung. Recorded and edited by Aniela Jaffé. (*Collins and Routledge and Kegan Paul*, 1963, 45s.)

Healers are often by reason of their vocation surrounded by an aura of mystique. Jung, the psychiatrist and the founder of analytical psychology, unfolds his life in front of us with deeply moving humility. His life, as he saw it, was "a story of the self-realisation