

fourteen or eighteen years of education. What he has learned during that period naturally determines his fitness for a particular line, not only from the point of view of formal education (reading, writing, arithmetic and all that) but, what is even more important, from the point of view of personality and interests. We must take all this experience and its results into account when we are trying to find the most suitable job for him, for we cannot in many cases afford to re-educate an adult whose education has been faulty or misdirected. We have to try sometimes where a case of hopeless maladjustment occurs, but it is not usually practical politics to try. With further development of education, we ought to be able to avoid this by observation and direction from an early age.

The abilities and aptitudes are fairly well catered for by tests, but in personality we have come up against a hard nut to crack and it is not cracked yet, though there are some hopeful signs around.

We have at last accumulated a few "don'ts" in assessing personality and temperament. We can say to the business man and other employers "You can't judge character from a photograph, you can't judge character from handwriting; you can't judge character in a five minute interview." Not that the average employer takes any notice; he still goes on asking for a photograph and relying on his own snap judgments but we have at least the satisfaction of knowing that he is wrong.

While we are doing a bit of destruction in this area of human thought we may as well wipe phrenology and palmistry and throw out astrology at the same time. None of them has measured up to scientific tests yet—but vocational guidance officers are still willing to try them out as well as any other quack methods that come along. Tests of personality traits are still in their infancy, but a fair idea of a man's personality can be obtained by

getting careful opinions from five or six people who know him well.

When we have found out as much as we can about the aptitudes, skills, personality and temperament of our man, we are then in a position to make an attempt at finding the most suitable job for him. We do not know enough yet to hit the nail on the head all the time—thirty years is not long in the history of a science. We do know enough to be streets ahead of the haphazard methods now normally adopted. On the whole we can find the employer a more suitable employee and we can find satisfactory jobs for many people who might otherwise have drifted.

What has all this vocational guidance to do with us? We have all left school and we have almost all had a civilian job already. Some of us have been lucky and have a job to go back to after the war which we like and which brings in a sufficiency of shekels. Some of us on the other hand are not satisfied with what we were doing before the war.



It has already been said that it is not easy during normal times to re-educate someone who has got up the wrong alley. It is particularly difficult with older men who are maimed and have responsibilities, who are not able to go back to an apprentice's wage or to support themselves during a course of training.

Fortunately, for those who are in this position, the rehabilitation scheme offers a loophole which does not exist in normal times.

There will be an opportunity for some who before the war were in jobs which were unsatisfactory to them, to train for more suitable jobs. The barrier, which usually prevents a change for those over twentyfive, is partly lifted for the returned soldier. So vocational guidance does concern some people not so far from here.