optimum efficiency and productivity are concerned. The same 20% present personality problems. The nurse, in her first contact with applicants for jobs, can make personality appraisals, which should include appearance, intelligence, emotional reactions, attitudes, maturity, temperament, and character. In subsequent contact with employees, the nurse can give valuable counsel and assistance.

950 How Human Relations Problems are Dealt with by Medical Directors, Physicians, and Nurses. W. J. Fulton. Ind. Med. & Surg. 21, 381-389 (Aug. 1952).

This paper is an extensive discussion of the relation of the industrial physician and nurse to personality problems. Analysis shows that fewer than half the employees who visit the medical department have real physical complaints. The rest have feigned, psychosomatic, or environmental difficulties or those under the vague heading of "escape". The paper deals at length with the classification and study of abnormalities. Records of the physician's and nurse's observation are as important in physhological study as in medical examination. Forms of records are suggested. Human relations problems are not confined to the abnormal types; several case histories are given of employees who were normal, happy and safe, but were upset by temporary conditions. There are no set rules for dealing with personality problems, and the author's advice is "Do the best that you can to fit your approach to each individual case, humbly hoping that the approach is the right one."

951 The Techniques and Importance of Interviewing. L. N. Howland. Ind. Med. & Surg. 21, 390-394 (Aug. 1952).

Successful interviewing of employees with problems involves techniques which the author discusses on the basis of his experience. In order to obtain facts, it is often necessary to overcome barriers of skepticism and suspicion of the interviewer's motives. Questions should be neutral and should at first be general. The goal is to encourage the subject to speak freely. The interviewer's probe is similar to the medical probe, which lays aside top layers so as to get to the materials underneath without disturbing the overlying material.

952 Medical Preparation for Retirement. L. Wade. Med. Bull. (Stand. Oil N.J.) 12, 385-391 (Aug. 1952).

Preparation for retirement begins with the preplacement examination. It continues with periodic examinations, more frequent as the employee approaches the retirement age, with attention to social as well