

It is obvious that the vocational problem cannot be adequately solved by dealing with pupils or clients in groups or classes. It is a definite, specific, and individual problem. Group study is interesting and instructive, but alone does not give sufficient knowledge of individual peculiarities and aptitudes. It is obvious from the foregoing analysis of the vocational problem that it is practically identical at all points with the problem of scientific employment. Just as the highest efficiency of the employment department depends upon accurate analysis of the job and of the man, so the highest usefulness of the vocational bureau or vocational expert depends upon complete and exact knowledge of the requirements in different lines of endeavour, and the ability to analyze human nature accurately. It is obvious that wise counsel cannot be given, adequate training cannot be prescribed, and correct placement is impossible until these analyses have been properly made.

The child or adult of unusual ability, with well-marked inclinations, and strong in the fundamentals of character, is never difficult to analyze, counsel, train, or place. If given an opportunity to gain knowledge and freedom in the exercise of choice, he will almost surely gravitate into his natural line of work. He is not the real problem of the vocational expert. But the vast majority of children