

Seagle, Jr., E. E. & Smith, R. W. (2008). *Internships In Recreation and Leisure Services: A Practical Guide For Students*. (4th ed.). State College, PA: Venture. 190pages, \$33.95. ISBN 1-892132-81-8

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The goal of this manual is to assist the student in identifying and securing an internship in the field of recreation with a minimum of anxiety on the part of the student. This manual is presented in a minimalist style with a few images or graphics, and is also constructed as a workbook as the pages are designed to be torn out. The result is many pages without print on the backside and a substantial amount of white space throughout the manual. Each heading within the text is followed by a concise, brief description, usually a paragraph, which moves the reader through the guide in a swift manner. The language used throughout the text is casual and therefore should prove to be an accessible resource for undergraduate students. It is unclear if this manual is intended to be used by a student working towards an internship on his or her own, or in conjunction with a classroom experience.

The manual follows a natural progression by asking the reader to think about and describe both the skills and traits they currently have, and the ones they wish to acquire on their internship. The exercises build on one another in an attempt to aid the student in identifying the internship most appropriate career path for them. Although the authors clearly intend for the student to complete the exercises and save the pages for future reference, this is not explained to the reader. Some of the exercises do build on one another and provide the student with initial skills to think about as they begin to develop a list of potential internship sites, but the connections between the exercises and the internship process is often unclear. Further development and explanation of these concepts is necessary, especially if the student is utilizing this manual on their own, in order to fully appreciate the value of these exercises. Direct links between the exercises and main points of the chapters are also missing in the first half of the text. Therefore, a careless student could provide answers to the exercises that have little to do with the content the authors are discussing.

An interesting example can be found in Exercise 2.1, where students are asked to think about their internship career direction. The students are prompted to respond to various questions, such as "At this point, what important career experiences do I lack?". Then the student is asked to fill in the direction (type of agency) that would help in closing this gap. Yet, a student may be lacking a number of career experiences. Does naming the student's potential deficiencies really assist a student in narrowing down internship opportunities? It is possible that the result of following this exercise may be to actually increase the number of internship possibilities, rather than to provide better focus.

The strength in this text is found in the chapters concerning cover letters, résumés, and preparation for interviews—and it is evident that the authors have extensive experience working with students on résumés and cover letters. At this point, the authors begin to make connections between the exercises found earlier in the text and their utility in securing an internship. These final chapters provide needed rein-

forcement for the completion of these exercises. A variety of examples of cover letters and résumés are also offered for the student to review. The authors provide the reader an excellent explanation of the link between the student's personal decisions in the framing and construction of the résumé and cover letter and the impact these decisions have on obtaining the desired internship. The discussion surrounding the importance of researching the agency in order to develop documents that meets the needs of that particular agency reinforces the importance of both research and still maintaining individual personality characteristics.

The authors spend a significant amount of time explaining the interview process and guiding the student in their preparation for the interview. The advice is sound and adequately meets the needs of a student preparing for a face-to-face interview. Yet, no material or discussion surrounding phone interviews is found in this manual. Considering the nature of our profession and the desire of many students to obtain an internship away from home or school, this is an oversight. In addition, there is no discussion around how to handle a group or panel interview. These three types of interviews are not unusual and therefore there should be a section in this chapter that directly addresses the topics of phone interview, panel interviews and group interviews. Despite this, the exercise provided concerning interview questions is very comprehensive. Students are asked to think about their answers to 30 potential interview questions. This section does an excellent job in preparing the student for the interview. It could only be strengthened by a more in-depth conversation surrounding the legality of some questions. The authors suggest that students use the Internet to look up possible illegal or unethical questions and then use the Internet to find the best way to handle these situations.

The manual has very limited information or discussion surrounding the characteristics of an agency or supervisor that may indicate that a particular internship is not the most appropriate site for the student. The tone of the text implies that all internships are quality internships, they just might not serve each student's career goals. In reality, not all internship locations are able to provide a quality experience and students must be trained to identify warning signs before they accept an internship. A list of desirable characteristics of an internship agency is provided, but the authors indicate this list is to be used to find the best possible internship for the student, not to be used as a way to weed out ill-designed internship programs.

Although this manual is in its fourth edition, the authors have not sufficiently updated this text to meet the needs of the technologically savvy student of today. Detailed explanations are given as to how to conduct Google searches, and while there is a short discussion about the use of appropriate email addresses, the authors do not mention the inclusion of an email address on résumés. In fact, the only document that the authors suggest the email address be included is on the "letter-head" style cover letter.

Overall, this manual accomplishes its goal of decreasing student anxiety while searching for an internship. In their efforts to reduce student anxiety, the authors have minimized the material provided to the reader and presented it plainly. A less succinct approach might have included further explanation of core concepts and clearer connections between the written material and exercises as they pertain not only to internships, but to lifelong career development. Yet, the chapters on résumés, cover letters, and interviews do provide the student with invaluable advice and practical examples as they embark on their internship search.