



In Accordance with the Regulations of the Wartime Prices and Trade Board

**We Offer To Supply Your Needs By The HOLMAN EASY PAYMENT PLAN**

On More Convenient Terms

### DOWN PAYMENT

This is One Third of the Purchase Price, and may be made up of either Cash or the value of the Trade-in (if any) plus the amount of Cash Paid with the Sale.

### MONTHLY PAYMENTS

Because the Balance Due will be less, the Monthly Instalments will be relatively Easier and More Convenient than ever before.

### HOLMAN "LAY-AWAY" PAYMENT PLAN

This is a new Holman Payment Plan which offers a mighty Easy way of paying the full One Third Down Payment for those who may not find it convenient to pay all the Down Payment at once.

**LET'S TALK IT OVER!** Our job is to serve you, and we will arrange Instalment Payments surprisingly Easy and Convenient.



SUMMERSIDE

CHARLOTTETOWN

Two soldiers were eagerly reading letters from home. Suddenly Bill gave a shout. "Lumme!" he exclaimed, "my son's got three feet!" "Chuck it!" retorted Tom. "Tain't possible!" "Strue!" said Bill. "See what my missus says here!"

He handed the letter to Tom, who read: "You won't know little Johnny now. He's grown another foot!"

Use Minard's for dandruff.

**BETTER LIGHT MEANS BETTER SIGHT**

Give the whole family the correct amount of light. Science indicates that you need at least 100 watts for reading, sewing or studying. Use the right size bulb . . . and for brighter burning, use Edison Mazda Lamps.



**EDISON MAZDA LAMPS**

CANADIAN GENERAL ELECTRIC CO. LIMITED

### CENTRAL GUARDIAN

This column is reserved for news of local interest, but advertising of a newsy nature may be inserted at 5 cents a word, strictly payable in advance.

**CRASWELL for Photographs**  
CONFEDERATION LIFE INSURANCE L-978

**COOKS for Christmas photographs.**  
PLAN TO ATTEND regular Monday Red Cross Dance, Brighton Club. L-771-10-25-21.

**CRASWELL WYAND** — A very pretty wedding took place on Wednesday evening, Oct. 15 at the home of Mr. and Mrs. Claude Craswell, Winsloe North, when their eldest daughter, Norma Evelyn, was united in marriage to Preston Lowell, son of Mr. and Mrs. Allan Wyand, Cavendish. The ceremony was performed by the Rev. J. R. Skinner while the bridal party stood under an arch of autumn leaves and cut flowers. The dainty bride who was attired in Robin Egg Blue crepe with accessories to match and carrying a bouquet of Talsman roses and maiden hair fern, entered the room on the arm of her father to the strains of Lohengrin Wedding March sweetly played by Miss Irene Wyand, sister of the groom, who also sang O Perfect Love during the signing of the register, accompanied by Mrs. David McDonald aunt of the bride. She was attended by Miss Rebecca Stewart Brackley, who wore Alice Blue Crepe and her sister Margaret as maid of honor attired in Rose crepe with white accessories and carried bouquets of gladioli and ferns. Her tiny flower girl Barbara Gudmore looked sweet in blue taffeta and carried a basket of mixed flowers. The groom was ably supported by his brother Herbert. The house was beautifully decorated with flowers, gifts of the bride's friends. Following congratulations to the newly weds the bridal party sat down to a sumptuous repast, at a table attractively decorated with candies and cut flowers and artistically decorated wedding cakes and served by assistants of the bride. Scarcely was supper over when the toasting of hours announced a goodly number of charivariers who after congratulations to the happy couple were served to a bountiful lunch. After an evening spent of friendly conversation and

slinging the happy couple drove away mid shower of rice and confetti on a trip through the Maritimes, and a visit to relatives of the bride residing in Halifax. Returning Monday evening to the home of the groom they were met by a large crowd of happy serendipitous who offered hearty felicitations and after a generous lunch left wishing Mr. and Mrs. Wyand a happy wedded life. The bride was recipient of many lovely gifts both at her wedding and a shower at her home previous to her marriage.

There are more than 150 different types of specialist and tradesmen in the 1941-42 Canadian Army, and the new personnel corps is bringing with them into the army all features of their mental hygiene practice in civilian life, or of their doctrines and teachings if they were professors or psychology and allied subjects in Canadian universities. They will not only halt the misuse of talent and training in the army, they will attempt to straighten out every soldier with a long crime sheet. They will act in an advisory capacity to discover reasons or personality maladjustment, of problems of discipline, of emotional disturbances of the sullen, lazy unreliable soldier.

The process of scientifically placing men in their best military roles is not new. The big industries have been giving vocational guidance to prospective and new employees for years, and have extracted great dividends and the German, Russian and American Armies have also adapted similar efficient methods of allotting men to their most fitting military jobs.

Have you eaten **NEWPORT FLUFFS** today?

**SCOTT'S EMULSION**  
CONTAINS VITAMINS A and D  
59¢ AND 98¢

**Daggett and Ramsdell's COLD CREAM**  
1.00 size—SPECIAL 69c  
**CANDY SPECIALS**  
Stuffed Pecan Dates, Hunts Bon Bons, Needlers English Toffee, "Original" Turkish Delight, Peanut Crisp Sugared Peanuts  
**REDDIN BROS.**  
PHONE 86  
LEO. M. DOUCETTE  
ROY M. SMALLMAN

# "I. Q." Tests, Interviews To Place Army Recruits In Most Efficient Posts

## "Re-Selection" Proceeds Overseas

Old Army Custom of Wrong-man-in-Wrong-Place, and waste of special abilities, ended by New Corps of Psychologists and Vocational Experts. — Directorate headed by Col. G. Brock Chisholm, M.C., M.D., veteran of last war, and internationally famed neurologist and psychologist.

By KIM BEATTIE

There is a military axiom which says, in effect, that the soldier believes in "times of things" above all other men. He is depicted as firmly converted to the good sense of precision in speech, orders and action and in syndronised team-work. He is supposed to respect neatness, good order, discipline and to abhor confusion. In other words, efficiency is understood to be the salient attribute of the soldier's character and creed. And it is! But in all older wars, and in every army since Joshua's camped before the walls of Jericho the soldier has disclosed a peculiar fondness for forcing the proverbial square pegs into round holes. In former citizen-soldier armies the incongruity of the wrong man in the wrong post was found with startling regularity. The inefficiency of miscasting recent civilians in their new military roles was so general and persistent that it was accepted as an uncontrollable evil. Even the type of brusque, teetle-clicking officer whose very clipped speech told of soldierly efficiency, became resigned to such grotesqueries as a blacksmith working as a mess orderly, while an ex-waiter from the ranks and at the farrier. He surrendered to the inevitable and accepted such situations as irritations sent to try him by some heartless god of war.

As late as the last war, for instance, a medical director, Canadian National Committee for Mental Hygiene, now attached to the R.C.A.M.C.; Major James Howard as administrative officer, a teacher with experience in psychological work and vocational guidance, and other members yet to be appointed. There will be five Army Examiners, each in charge of selection procedures in a group of military districts. At each Basic Training Centre and District Depot will be one Assistant Army Examiner and under him will be N.C.O.'s and stenographers. All members of the Directorate have had experience in some aspect of personnel work, in the field or in industrial psychology.

### NO MORE WASTE

But such incongruities are to be seen no more. A new directorate at National Defence Headquarters, called the "Directorate of Personnel Selection", is designed to end the terrible waste of men of special abilities, and to install the right man in the right post in the new Canadian Army.

From now on, all Canadian recruits are to be placed where their talents and temperament fit them best. If Col. G. Brock Chisholm, M.C., the Director, and his staff can achieve it, there will be few instances hereafter of an artist converted into a tank mechanic while a garage man tries to be a manufacturer. The system means just what the title of Personnel Selection implies. Both officers and men will be placed in their role in the army by selection. A corps of examiners located across Canada at the disposal of all army recruits will try to determine by personal interviews and tests, whether the new officers would be best fitted in the artillery or the signalers or the engineers, while the recruits would be most efficient in the infantry, the armoured, ordnance or army service corps.

### MEN IN RIGHT PLACE

In the gigantic and complex organization of the new, highly mechanized Canadian Army there is an efficient place somewhere for every Canadian regardless of his former occupation. The Personnel Selection officers will try to put each man into it. It is industrial psychology on a grand scale.

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### PRE-WAR PLAN

The Canadian system of personnel selection grew out of deliberations by the National Research Council in the pre-war days when the present Canadian Corps Commander, Lieut.-Col. A.G.L. McNaughton, was its President. The first significant announcement was in October, 1939, however, when a paper was studied on "The Use of Psychology in Wartime" Associates with General McNaughton at that time, in warning that more careful selection of army personnel would be necessary for the scientific war we were entering, was the late Dr. Sir Frederick Banting, Prof. E. A. Bost of the University of Toronto and members of the Research Council. Unfortunately, the imperative demands for speed in mobilisation, coupled with a drastic shortage of staff officers, hampered inauguration of a selection organization until now.

The selection system of placing recruits following tests and personal interviews was first tried out on the Army Tank Brigade at Camp Borden more than a year ago, after Col. (now Brig.) F. P. Worthington volunteered the unit as a guinea pig. More than 10,000 men have since been classified.

### STAFF EXAMPLES

The Personnel Selection Directorate is now ready to launch its work under full power. Colonel G. H. Chisholm, M.C., M.D., who heads it, is so peculiarly well fitted for the post that he is personally an example of what can be done in an army in efficiently placing officers according to their abilities and training. He is not only an internationally known neurologist and psychiatrist, but he had an exceptionally long service, both in the ranks and as an officer, with an infantry battalion in France in the last war. On this staff are Captain William Line, formerly Professor of Psychology in the University of Toronto; Lieut. J. D. Griffin, formerly medical director, Canadian National Committee for Mental Hygiene, now attached to the R.C.A.M.C.; Major James Howard as administrative officer, a teacher with experience in psychological work and vocational guidance, and other members yet to be appointed. There will be five Army Examiners, each in charge of selection procedures in a group of military districts. At each Basic Training Centre and District Depot will be one Assistant Army Examiner and under him will be N.C.O.'s and stenographers. All members of the Directorate have had experience in some aspect of personnel work, in the field or in industrial psychology.

### CANADIAN CORPS ALSO

A similar process of increasing efficiency by sensibly placing officers and men has been inaugurated in the Canadian Corps overseas. Its most enthusiastic superior is the Corps Commander, for there is no more scientific soldier in any army than Lieut.-Gen. McNaughton and none more alert to the fact that efficiency is many times more important in this war of speed, machines and mechanical engineers than in any previous military age.

In England, the new process of re-selection of army personnel is already in operation. In Canada they will not touch either officer or men already in the army for the present, but all recruits from now on will have their first interview in the process of locating them in their most fitting job and corps, within their first week in uniform. During the first two months of training in the fundamentals of soldiering and the basic weapons of the modern warrior—which is taken by all regardless of the corps or service to which they are ultimately assigned—each recruit will be given a general classification test and interviewed in detail by the assistant Army Examiner.

### DESIRES CONSIDERED

His documents and tests will

## Director of Personnel Selection



**COL. G. BROCK CHISHOLM, M.C., M.D.**, internationally known neurologist and psychologist, and a veteran of unusually long front-line service in the ranks and as an officer in the last war, will direct the new system of efficiently placing the right man in the right job in the modern, highly mechanized Canadian Army.

designate his service—infantry artillery, ordnance, etc. When the young soldier goes on to one of the advanced training centres of his now allotted service, his most efficient job will be found for him.

If a man has designated a certain service for himself and is found to be better fitted for another, an attempt will be made to prove to him that the place of greatest usefulness to the Army is his logical destination. The soldier's personal preferences will be carefully considered and as every effort will be made to permit a man to join the unit he desires, little friction is expected. The function of the Directorate is to place the man in his most efficient service—not in a particular battalion or battery.

The actual questionnaires which will be utilized are secret, but all recruits will realize they are not expected to obtain 100 per cent. correct answers. Even a man's hobbies, likes and dislikes, habits, temperament, and type of entertainment to which he is addicted, will play a part in finding him his military job. His sense of responsibility, reaction to orders and directions, his common sense, general knowledge and alertness will also be revealed to the examiners. In the Canadian Army's system of selection, the personal interview, and reports on the man's progress during training, will play major parts in determining his service and work.

### OTHER ARMIES

The German Army has utilized the results of psychological research in greater degree than any other. By 1926 they were rebuilding their army for the present war. Four years later, German army psychologists examined every officer and all officer candidates. Today the aid of every psychologist in Germany has been enlisted and their army tests start when their

prospective students are still in kindergarten. Pupils of tender age are ear-marked for their future army career.

The American Army pioneered such work in the last war, and are now using the personal officer examination. Their tests have already shown that today's U.S. Army averages some degrees higher in intelligence than in the last war. In their classifications to date, 13% of their draftees achieve Grade 1, characterized as "very superior officer material." The next 40% are Grade 2, classified as "superior non-commissioned officer material." The following 27% are Grade 3—"average"—with the next 13% being "inferior" and the final 7% of Grade 4 being listed as "very inferior, for observation, special assignment, or discharge."

### HIGH CANADIAN RATING

That the Canadian Army also has a much higher "I. Q." rating than in the 1914-18 war no one disputes. It would have been impossible to swing the army into a new type of tactical training in the midst of war with the success that has been achieved since Dunkirk, unless the Canadian staff officer and instructor had excellent and intelligent material with which to work. It is no exaggeration to say that the present Canadian Army rates as high as any engaged, or likely to be engaged.

The work of the Personnel Selection Directorate will help utilize that mass intelligence to best advantage, and will stop the wastage of trained specialists and of men wrongly placed, which prevented all older armies from reaching peak efficiency. It is a work which may never receive its due reward, but it is one of those intangible inducements which will surely do a tremendous deal toward fitting the Canadian Corps for victory in the decision.

## "Personnel Selection" Staff Officers



**THE NEW ARMY DIRECTORATE OF PERSONNEL SELECTION** will have a large corps of psychologists and vocational advisers situated across Canada to place recruits in the service and arm where their background, training and temperament promises greatest efficiency. The above officers serve on the staff of Col. G. Brock Chisholm, M.C., M.D., the Director, at National Defence Headquarters.

Left to Right: Major James Howard, a teacher with psychological and vocational guidance experience; Capt. Wm Line, former Professor of Psychology at University of Toronto; and Lieut. J. D. Griffin, former medical director, Canadian National Committee for Mental Hygiene.

**GLENFANNING SCHOOL**  
Honor Roll for September:  
Grade VII—1. Aletta Roche.  
Grade VI—1. Ruth Landrigan  
Grade V—1. Ursula Rice; 2. Mary J. McGillivray and Leona McGillivray (equal); 3. Mary Rice.  
Grade IV—1. Lorraine Roche; 2. Desmond Roche; 3. Lillian Roche.  
Grade III (a) 1. Bibiana Rice; 2. Bernice McGilligan; 3. Wallace Wood.  
Grade III (b) 1. Bernard McLellan.

**TOMATO JELLY**  
Two cups canned or fresh tomatoes, 1-2 bay leaf desired, 1-2 teaspoon salt, a stalk of celery, a few grains of cayenne pepper, 1 envelope plain, unflavored gelatine, 1-4 cup cold water, 1 tablespoon mild vinegar or lemon juice, 1 tablespoon onion juice.  
Mix tomatoes, bay leaf, salt, celery and cayenne or pepper and boil 10 minutes. Strain gelatine in cold water. Add to hot mixture and stir until dissolved. Add vinegar and onion juice (extracted by grate-

ing onion). Strain and turn into molds that have been rinsed in cold water and chill. When firm unmould on lettuce and garnish with mayonnaise or cooked green peas. The jelly may be cut into any desired shape or cold cut. The juice of fresh tomatoes makes a delightful jellied salad.  
Yield: Six servings.  
Note: 1 1/2 cups tomato juice or tomato juice cocktail may be substituted for the canned or fresh tomatoes.