

ROUTLEDGE MENTAL HEALTH

Coaching

NEW BOOKS AND SELECTED BACKLIST



 **Routledge**
Taylor & Francis Group

ESSENTIAL COACHING SKILLS AND KNOWLEDGE SERIES

SERIES EDITORS: **GLADEANA McMAHON**,
STEPHEN PALMER, AND **AVERIL LEIMON**

The *Essential Coaching Skills and Knowledge series* provides an accessible and lively introduction to key areas in the developing field of coaching. Each title in the series is written by leading coaches with extensive experience and has a strong practical emphasis, including illustrative vignettes, summary boxes, exercises and activities.

www.routledge mentalhealth.com/essential-coaching-skills

Forthcoming!

Cognitive Behavioural Coaching in Action

Edited by **Michael Neenan**, Centre for Stress Management, London, UK, and **Stephen Palmer**, Director, Centre for Coaching, UK

Cognitive Behavioural Coaching in Action explores various aspects of coaching from within a CBT framework.

Michael Neenan and Stephen Palmer bring together experts in the field to discuss topics including:

- procrastination
- perfectionism
- goal selection
- socratic questioning.

This highly practical book is illustrated throughout with lengthy coach-coachee dialogues that include a commentary of the aims of the coach during the session. It will be essential reading for both trainees and professional coaches whether or not they have a background in psychology. It will also interest therapists, counsellors and psychologists with an interest in using coaching in their everyday practice.

Hb: 978-0-415-47262-3: February 2011: £50.00/\$84.95

Pb: 978-0-415-47263-0: February 2011: £16.99/\$30.95

Series: *Essential Coaching Skills and Knowledge*

Forthcoming!

Coaching for Solutions

Bill O'Connell, Director, Training for Focus on Solutions, UK, and **Stephen Palmer**, Director, Centre for Coaching, UK

Solution focused therapy is a popular coaching technique that focuses on what clients want to achieve in a session, rather than on any problems that encouraged them to seek help.

In this book Bill O'Connell and Stephen Palmer illustrate how solution focused therapy can effectively be used in coaching sessions.

This book will be ideal reading for coaches, counsellors and therapists who are already using solution focused ideas in their practice and want to develop their skills further, as well as those who are new to the technique and want to learn more.

Hb: 978-0-415-44706-5: December 2010: £45.00/\$80.95

Pb: 978-0-415-44707-2: December 2010: £16.99/\$30.95

Series: *Essential Coaching Skills and Knowledge*

Forthcoming!

A Guide to NLP Coaching Psychology Understanding and Applying NLP and Psychological Principles in Coaching

Ho Law, Managing Director, Empsy Ltd., UK, and **Bruce Grimley**, Managing Director, Achieving-Lives Ltd., UK

This book provides a step-by-step practical guide to the use of neuro-linguistic programming in a coaching context.

In this book Ho Law and Bruce Grimley outline the development of NLP and its psychological principles, and use practical exercises and case studies to provide a grounding in the techniques and skills required for effective practice. *A Guide to NLP Coaching Psychology* will be a helpful guide for professionals and trainees in the emerging field of coaching psychology.

Hb: 978-0-415-47467-2: December 2010: £50.00/\$84.95

Pb: 978-0-415-47468-9: December 2010: £16.99/\$30.95

Series: *Essential Coaching Skills and Knowledge*

Forthcoming!

Developmental Coaching Life Transitions and Generational Challenges

Edited by **Stephen Palmer**, Director, Centre for Coaching, UK, and **Sheila Panchal**, 'Happiness First' Coaching Consultancy, UK

'Life transitions' – facing adult life, turning 30, becoming a parent, retiring – are a normal part of existence, that can prove to be both exciting and stressful.

Developmental Coaching brings together a range of contributors from the world of coaching, and incorporates insights from positive and coaching psychology, to show how these life stages can be successfully negotiated.

Using case studies, and drawing on a range of theoretical perspectives, *Developmental Coaching* will provide coaching psychologists, counsellors and psychotherapists with the tools to deal with these life stages and promote resilience and positive thinking in clients.

Hb: 978-0-415-47359-0: October 2010: £50.00/\$84.95

Pb: 978-0-415-47360-6: October 2010: £16.99/\$30.95

Series: *Essential Coaching Skills and Knowledge*

Forthcoming!

Coaching Women to Lead

Averil Leimon, White Water Strategies, London, UK, **Helen Goodier**, Coach and Consultant, and **François Moscovici**, White Water Strategies, London, UK

Coaching Women to Lead asks why, in the 21st century, there is still such a disparity in the number of women filling leadership roles, compared to men. It argues that a specific coaching approach for women is not only possible but required to support women throughout their corporate career.

In this book you will find:

- how to build a robust business case for coaching women
- which areas of coaching are the most useful at which career stage
- an academic survey to discover what women need to succeed
- in-depth interviews of women role models
- specific tools and techniques to develop a women-focused coaching programme.

Using case studies and findings from the authors' research, *Coaching Women to Lead* proposes defined areas for coaching women, and offers practical advice for coaches who wish to contribute to the development of excellent women leaders.

Hb: 978-0-415-49105-1: May 2010: £50.00/\$84.95

Pb: 978-0-415-49106-8: May 2010: £16.99/\$30.95

Series: *Essential Coaching Skills and Knowledge*



Forthcoming!

101 Coaching Strategies and Techniques

Edited by **Gladeana McMahon**, Personal Development and Executive Coach, UK, and **Anne Archer**, Executive Coach, Group Facilitator and Researcher, UK

101 Coaching Strategies and Techniques provides focused, practical strategies to help

the coach with their work. Each point provides a detailed explanation of the strategy together with potential pitfalls and solutions.

Contributors from a range of coaching backgrounds are brought together to cover a number of issues faced by professional coaches including:

- confidence building
- developing specific skills and strategies
- group coaching
- problem solving and creativity
- self awareness
- the stuck client.

101 Coaching Strategies and Techniques will be a handy reference tool for busy coaches; the bite-sized strategies will also provide a useful guide for those in training.

SELECTED CONTENTS: Part I: Confidence Building. Part II: Developing as a Coach. Part III: Developing Specific Skills and Strategies. Part IV: Focus on the Future. Part V: Group Coaching. Part VI: Problem Solving and Creativity. Part VII: Relationships. Part VIII: Self Awareness. Part IX: When a Client Gets Stuck.

March 2010: 256pp.

Hb: 978-0-415-47333-0: £50.00/\$84.95

Pb: 978-0-415-47334-7: £16.99/\$30.95

Series: *Essential Coaching Skills and Knowledge*



Forthcoming!

Group and Team Coaching The Essential Guide

Christine Thornton, Group Analyst and Executive Coach, UK

This book offers a new perspective on the subconscious and non-verbal processes through which people learn and communicate with each other in groups. Describing these processes in the context of modern organisational life, it provides practical advice about how to do group and team coaching.

Introducing key concepts from psychology, group analysis and systems theory, *Group and Team Coaching* gives practical guidance

on core areas of group coaching: team coaching, group supervision, action learning sets and other learning groups.

Casting new light on the 'secret life' of groups and teams, it discusses:

- the invisible processes of group dynamics
- pitfalls of group coaching and how to avoid them
- how to design coaching interventions
- common dilemmas
- ethics and supervision.

With many vignettes and case studies, *Group and Team Coaching* is essential reading for coaches who work with groups and teams.

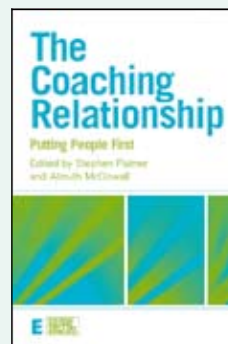
CONTENTS: Part I: Introduction: What is Group Coaching? Part II: Learning, Holding and Exchange. Looking Deeper: The Secret Life of Groups. Eight Group Factors Influencing Learning and Change. Part III: Understanding Organizations, Groups and Teams: Systems Thinking. Part IV: Team Coaching. Learning Group Coaching. Supervision Groups. Part V: Strategies for Tackling Problem Behaviour. Groups That Do Not Work: Understanding and Tackling Dysfunctional Patterns in Group Behaviour. Managing Beginnings, Middles and Endings: Boundaries of The Group. Afterword. Part VI: Suggested Further Reading. Institutions Offering Short Courses and Experiences in the Unconscious Dynamics of Groups and Organizations. Frequently Asked Questions.

March 2010: 280pp.

Hb: 978-0-415-47227-2: £50.00/\$84.95

Pb: 978-0-415-47228-9: £16.99/\$30.95

Series: *Essential Coaching Skills and Knowledge*



Forthcoming!

The Coaching Relationship Putting People First

Edited by **Stephen Palmer**, Director, Centre for Coaching, UK, and **Almuth McDowall**, University of Surrey, UK

The Coaching Relationship discusses how we can integrate process perspectives such

as the quality of the coach-coachee relationship, and professional perspectives including the influences of training and supervision, for more effective outcomes.

Stephen Palmer and Almuth McDowall bring together experts from the field of coaching to discuss different aspects of the coach-coachee relationship, topics covered include:

- the interpersonal perspective
- the role of assessment
- ethical issues
- cultural influences
- issues of power.

The book also includes a chapter on the interpersonal relationship in the training and supervision of coaches to provide a complete overview of how the coaching relationship can contribute to successful coaching.

Illustrated throughout with case studies and client dialogue, *The Coaching Relationship* is essential reading for practicing coaches and coaching psychologists wishing to learn more about the interpersonal aspects of coaching.

CONTENTS: Palmer, McDowall, The Coaching Relationship: Putting People First – An Introduction. O'Broin, Palmer, Introducing an Interpersonal Perspective on the Coaching Relationship. O'Broin, Palmer, Building on an Interpersonal Perspective on the Coaching Relationship. McDowall, Milward, Feeding Back, Feeding Forward and Setting Goals. Smewing, McDowall, Assessment

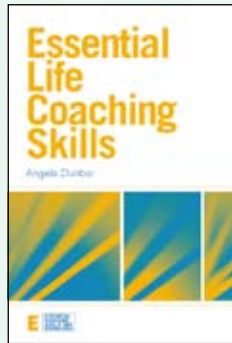
in Coaching. *Oliver*, Reflexive Coaching: Linking Meaning and Action in the Leadership System. *Daouk-Öyry, Rosinski*, Coaching Across Cultures. *Welman, Bachkirova*, The Issue of Power in the Coaching Relationship. *Cox*, Last Things First: Ending Well in the Coaching Relationship. *Law*, Coaching Relationships and Ethical Practice. *Hawkins, Schwenk*, The Interpersonal Relationship in the Training and Supervision of Coaches. *Palmer, McDowall*, Final Reflections.

January 2010: 272pp.

Hb: 978-0-415-45873-3: £50.00/\$84.95

Pb: 978-0-415-45874-0: £16.99/\$30.95

Series: Essential Coaching Skills and Knowledge



New!

Essential Life Coaching Skills

Angela Dunbar, Managing Director, Dunbar Training and Development Consultancy, UK

"This is a refreshing new take on areas which have been explored in other books... this book provides an entertaining and easy to follow guide to what coaching is, what it does, how it works and where to go for the next stage of the journey." - **Carol Wilson**, From the Foreword

Essential Life Coaching Skills provides a comprehensive guide to the complete range and depth of skills required to succeed as a life coach.

Angela Dunbar uses theoretical background alongside practical examples to provide a clear understanding of what makes a successful life coach. This book focuses on seven essential skill sets that are necessary for effective life coaching, with each chapter giving specific examples of how these skills are used in life coaching, and how they can be developed and improved. The book also includes a comprehensive, current overview of life coaching processes, practices and issues, from both the coach and client perspectives.

Essential Life Coaching Skills will be ideal reading for new and existing life coaches who wish to find ways to enhance their competence and ability.

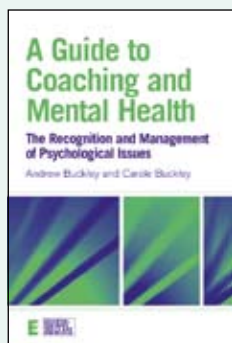
CONTENTS: *Wilson*, Foreword. Life Coaching in the UK – The Story So Far. Providing a Life Coaching Service. Life Coaching Case Studies. The Life Coaching Process. Skills within the Wider Context. Relationship Building Skills. Listening Skills. Questioning Skills. Intuitive Skills. Challenging Skills. Motivating Skills. Marketing Skills. The Difference Between Life Coaching and Therapy. Developing Your Skills.

August 2009: 216pp.

Hb: 978-0-415-45896-2: £50.00/\$84.95

Pb: 978-0-415-45897-9: £16.99/\$30.95

Series: Essential Coaching Skills and Knowledge



A Guide to Coaching and Mental Health

The Recognition and Management of Psychological Issues

Andrew Buckley, Counsellor and Coach, UK, and **Carole Buckley**, General Practitioner, UK

"Andrew and Carole Buckley have written a thoughtful, highly readable and extremely useful book that will help coaches, and others,

recognise and learn how to manage possible mental health issues... a must read." - **Cary L. Cooper**, CBE, Lancaster University, and Honorary Vice President of the Association for Coaching, UK

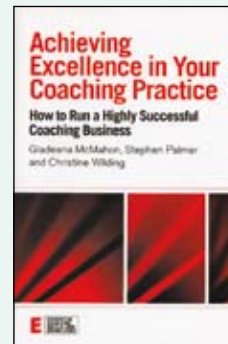
A Guide to Coaching and Mental Health provides an indispensable introduction to the assessment of psychological issues in the context of coaching. This accessible and jargon-free guide to identifying mental illness will prove invaluable for coaches and other related professionals, whatever their level of experience.

2006: 264pp.

Hb: 978-0-415-39458-1: £45.00/\$80.95

Pb: 978-0-415-39459-8: £16.99/\$30.95

Series: Essential Coaching Skills and Knowledge



Achieving Excellence in Your Coaching Practice

How to Run a Highly Successful Coaching Business

Gladeana McMahon, Personal Development and Executive Coach, UK, **Stephen Palmer**, Director, Centre for Coaching, UK, and **Christine Wilding**, Independent Coach and Motivational Trainer, UK

"Achieving Excellence in Your Coaching Practice is a first-rate addition to the series in Essential Coaching Skills and Knowledge by Routledge... I would certainly recommend this book to any aspiring coach seeking to establish and succeed with their own coaching practice." - **International Journal of Evidence Based Coaching and Mentoring**

Achieving Excellence in Your Coaching Practice provides a practical and accessible guide to the business skills needed to succeed as a self-employed coach. It focuses on every aspect of setting up and developing a professional and successful coaching practice, including discussion of how to market your business, manage your resources, assess risk, and promote a professional image.

2005: 248pp.

Hb: 978-1-58391-895-1: £45.00/\$80.95

Pb: 978-1-58391-896-8: £16.99/\$30.95

Series: Essential Coaching Skills and Knowledge



Essential Business Coaching

Averil Leimon, White Water Strategies, London, UK, **Gladeana McMahon**, Personal Development and Executive Coach, UK, and **François Moscovici**, White Water Strategies, London, UK

Essential Business Coaching offers a much-needed answer to the question of what makes a good business coach.

The authors draw on 60 years of combined experience to provide an in-depth review of best practice and theory. They provide a thorough examination of the changing nature of work, the need for new sources of competitive advantage and the benefits of investing in coaching.

2005: 192pp.

Hb: 978-1-58391-882-1: £45.00/\$80.95

Pb: 978-1-58391-883-8: £16.99/\$30.95

Series: Essential Coaching Skills and Knowledge



New Edition!

The Psychology of Executive Coaching Theory and Application Second Edition

Bruce Peltier, University of Pacific School of Dentistry, California, USA

"This is a rich, comprehensive book for executives as well as their coaches. I strongly

recommend this text for any executive interested in understanding and enhancing innovation in a good or bad economy." - **William H. Roedy**, Chairman and Chief Executive, MTV Networks International

With the first edition of this text, Peltier drew on his extensive experience in both the clinical and business worlds to create a comprehensive resource that brought psychological and coaching concepts together. It quickly became a practical and invaluable guide for both mental health practitioners looking to expand their practice into coaching and business professionals interested in improving their own coaching skills.

In this updated edition, topics reflect the latest developments in the field of executive coaching. Peltier describes several important psychological theories and how to effectively translate them into coaching strategies; essential business lessons in leadership, marketing, and the corporate viewpoint along with vocabulary for the therapist; the challenges women face as managers and executives and effective coaching methods for working with them; and lessons from successful athletic coaches that can be integrated into consulting skills.

CONTENTS: Introduction. Assessment. Developmental Psychology and Adult Development. The Psychodynamic View. Behavioral Concepts. The Person-centered Approach. Cognitive Psychology and Cognitive Therapy. Family Therapy and Systems Thinking. The Existential Stance. Social Psychology and Coaching. Hypnotic Communication. Emotional Intelligence. Lessons from Athletic Coaches. Coaching Women. Psychopathology. Leadership. Workers, Managers, and Leaders. Ethics in Coaching. Making the Transition.

September 2009: 472pp.

Pb: 978-0-415-99341-8: £22.00/\$37.95



Handbook of Coaching Psychology A Guide for Practitioners

Edited by **Stephen Palmer**, Director, Centre for Coaching, UK, and **Alison Whybrow**, Independent Consultant and Director of the Vedere Partnership, UK

"This Handbook is fabulous, I couldn't put it down! Each chapter makes a significant contribution, and together they offer the

best breadth and depth of information on coaching psychology that is currently available." - **Professor Carol Kauffman**, Founding Director of the Coaching Psychology Institute at Harvard Medical School, USA

The *Handbook of Coaching Psychology* provides a clear perspective on this emerging area of professional practice. The book begins with a mixture of personal and factual narratives on the historical and current context of coaching and coaching psychology. Stephen Palmer, Alison Whybrow and leading coaching psychologists and coaches

outline recent developments in the profession, providing the reader with straightforward insights into the application of eleven different psychological approaches to coaching practice.

Part III of the book considers the coach-client relationship, coach development and professional boundaries, together with issues of diversity and sustainability. The final part covers coaching initiatives in organisations and supervision followed by an introduction to professional bodies and available resources.

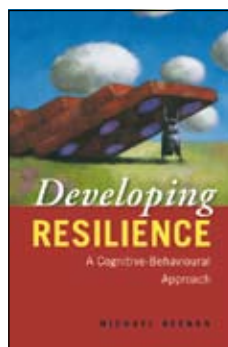
The *Handbook of Coaching Psychology* is an essential resource for practising coaching psychologists, coaches, human resource and management professionals, and those interested in the psychology underpinning their coaching practice.

CONTENTS: Coaching Psychology: An Introduction. **Part I: Perspectives and Research in Coaching Psychology.** Past, Present and Future: The Evolution of Professional Coaching and Coaching Psychology. Integrating Positive Psychology and Coaching Psychology: Shared Assumptions and Aspirations? Research: Does Coaching Work? **Part II: Coaching Psychology: Approaches.** Behavioural Coaching. Cognitive Behavioural Coaching: An Integrative Approach. An Existential Approach to Coaching Psychology. Gestalt Coaching. Motivational Interviewing: A Specific Approach for Coaching Psychologists. Narrative Coaching and Psychology of Learning From Multicultural Perspectives. NLP Coaching. Person Centred Coaching Psychology. Conversational Learning: Applying Personal Construct Psychology in Coaching. Psychodynamic and Systems-psychodynamic Coaching. Solution Focused Coaching. **Part III: Understanding Relationships, Diversity and Development in Coaching and Coaching Psychology.** Re-appraising the Coach-client Relationship: The Unassuming Change Agent in Coaching. A Cognitive-developmental Approach for Coach Development. Role of Coaching Psychology in Defining Boundaries Between Counselling and Coaching. Coaching and Diversity. Using Psychometrics in Coaching. **Part IV: Sustainable Practice.** Concepts to Support the Integration and Sustainability of Coaching Initiatives Within Organisations. Coaching Psychology Supervision: Luxury or Necessity? Afterword.

2007: 488pp.

Hb: 978-1-58391-706-0: £65.00/\$116.95

Pb: 978-1-58391-707-7: £24.99/\$44.95



New!

Developing Resilience A Cognitive-Behavioural Approach

Michael Neenan, Centre for Stress Management, London, UK

"In this scholarly, yet practical book, Michael Neenan shows how you can develop skills for managing life challenges in a way that strengthens and empowers you. For anyone

who wants to find inner strength in the face of adversity, this book is for you." - **Professor Alan Carr**, University College Dublin, Ireland

Some individuals emerge from grim experiences stronger in mind and spirit than others who suffered the same fate. In this book, Michael Neenan suggests that it is the meanings that we attach to events, and not the events themselves, that determine our reactions to them; this is why different people can react to the same event in a variety of ways.

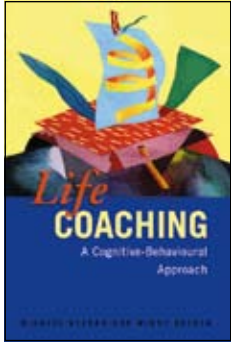
Developing Resilience shows how people can find constructive ways of dealing with their difficulties by using the techniques of cognitive behaviour therapy as well as listening to the wisdom of those who have prevailed over adversity.

This book will be essential for anyone trying to find constructive ways forward in difficult times, as well as counsellors, coaches and therapists looking for guidance in helping their clients.

CONTENTS: What is Resilience? Attitude: The Heart of Resilience. Attitudes That Undermine Resilience Building. Developing Resilience. Strengths Underpinning Resilience. Resilience in the Workplace. Resilience in Relationships. Resilience in Dealing with Difficult People. Maintaining Resilience. An Overview of Resilience.

June 2009: 208pp.

Pb: 978-0-415-48068-0: £12.99/\$21.95



Life Coaching

A Cognitive-Behavioural Approach

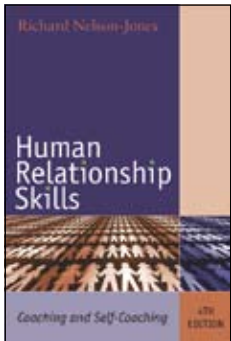
Michael Neenan, Centre for Stress Management, London, UK, and **Windy Dryden**, Goldsmiths College, University of London, UK

The way we think profoundly influences the way we feel, so learning to think differently can enable us to feel and act differently.

Derived from the methods of cognitive behaviour therapy, this book shows how to tackle self-defeating thinking and replace it with a problem-solving outlook.

2001: 200pp.

Pb: 978-1-58391-138-9: £12.99/\$23.95



Human Relationship Skills

Coaching and Self-Coaching

Fourth Edition

Richard Nelson-Jones, Director, Cognitive Humanistic Institute, Chaing Mai, Thailand

Human Relationship Skills: Coaching and Self-Coaching presents a practical 'how to' guide to relationship skills, showing how readers can improve and, where necessary, repair

relationships. This thoroughly revised and updated fourth edition reflects the increased interest in coaching, showing how it can be applied to everyday life.

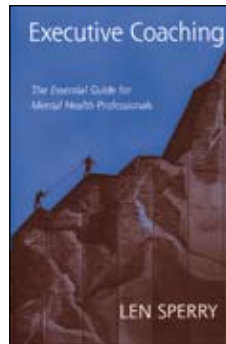
In this essential book, Richard Nelson-Jones takes a cognitive-behavioural approach to coaching people in relationship skills. These skills are viewed as sequences of choices that people can make well or poorly; covering a range of skill areas the book assists readers to make affirming rather than destructive choices in their relationships. It begins by addressing the questions of "what are relationship skills?" and "what are coaching skills?", and follows with a series of chapters which thoroughly detail and illuminate various relationship skills.

Accessibly written and using activities, the book will be appropriate for those involved in 'life coaching' as well as general counselling and therapy. It will be essential reading for lecturers, coaches and trainers as well as students and anyone who wishes to improve their relationship skills.

2006: 280pp.

Hb: 978-0-415-38586-2: £55.00/\$90.00

Pb: 978-0-415-38587-9: £14.99/\$26.95



Executive Coaching

The Essential Guide for Mental Health Professionals

Len Sperry, Florida Atlantic University, Boca Raton, USA

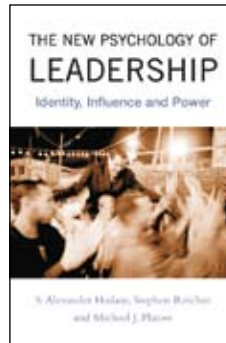
For many mental health professionals, executive and personal coaching represent attractive alternatives to managed care practice. This book provides mental health professionals with a map of the territory of the corporate world and describes in detail

the major theoretical coaching models and progressive phases. Sperry addresses both executive coaching and personal coaching, revealing the practical, ethical and legal aspects of beginning and maintaining an active coaching practice.

CONTENTS: Introduction. Executive Coaching as a Practice Option. Executives and Executive Coaching. The Context of Executive Coaching. Selecting Appropriate Clients and Coaches for Executive Coaching. The Process of Executive Coaching. Skill-focused Coaching with Executives. Performance-focused Coaching with Executives. Development-focused Coaching with Executives. Executive Consultation and Executive Psychotherapy. The Practice of Executive Coaching.

2004: 224pp.

Hb: 978-0-415-94613-1: £26.99/\$38.95



Forthcoming!

The New Psychology of Leadership

Identity, Influence and Power

S. Alexander Haslam, University of Exeter, UK, **Stephen Reicher**, University of St Andrews, UK, and **Michael J. Platow**, The Australian National University, Australia

This landmark text provides an overview of the new understanding of leadership that

has emerged in the last two decades in social and organizational psychology, as part of the development of self-categorization and social identity theories. *The New Psychology of Leadership* advances the argument that leadership is a group process grounded in the creation, management and control of group identity – a shared sense of 'us'.

Written in an accessible and engaging manner, *The New Psychology of Leadership* discusses multiple aspects of leadership. It examines leadership as the product of dynamic principles reflecting the variable and flexible nature of identity; the active role of leaders in shaping and changing social identities and intergroup relations; the distinction between power and influence and the role of legitimacy; the place of justice, fairness and consideration in binding members to the leader; and the basis of leadership charisma and vision.

CONTENTS: Shackles of the Past: The Cult of the Leader. Putting Leaders into Context: Bringing Followers into the Picture. The Self-categorization Theory: Leadership Emerges from Group Identity. Leaders Embody Who We Are: The Dynamics of Prototypicality. Justice Matters and Respect Motivates: Building Trust and Cooperation. Sharing the Vision and Projecting Charisma: Harnessing the Self to the Collective. Changing the World: Leaders as Entrepreneurs of Identity and Emotion. Using it and Losing it: The Pitfalls of Power. Finding the Individual in the Reality of the Group.

May 2010: 192pp.

Hb: 978-1-84169-609-6: £39.95/\$71.95

Pb: 978-1-84169-610-2: £14.95/\$26.95

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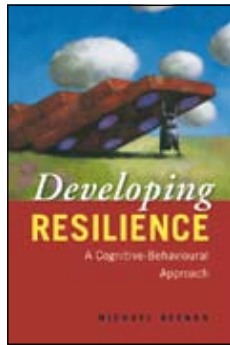
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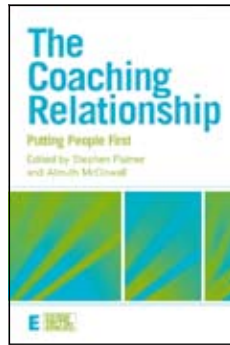
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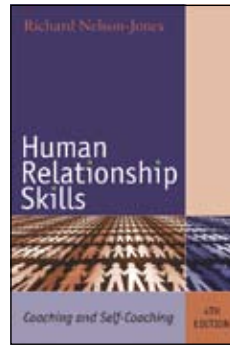
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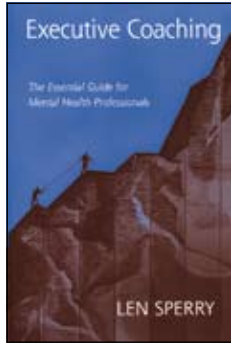
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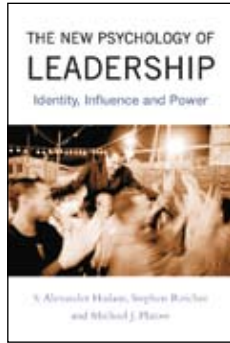
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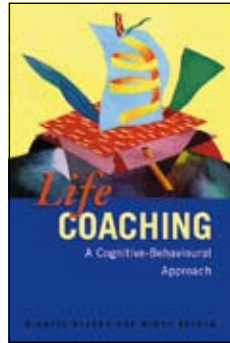
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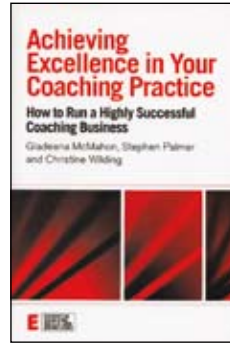
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