

Transition Ahead for the ITAA

Reflections from the Outgoing and Incoming Presidents



Reflections on Being President

by Gordon Hewitt

At the end of 2003, my term as president of the International Transactional Analysis Association comes to an end. I have been asked to offer my reflections.

There is no doubt that one of the great challenges for any president is the range of interests represented among our membership. We belong to over 50 different countries, and an ever larger number of cultures; we practice in psychotherapy, counseling, educational, and organizational specialities and follow one or more of the several strong streams (or schools) of psychotherapeutic theory. No wonder there are sometimes disagreements.

My hope as president was, nonetheless, to get people working toward common goals. In this I was partly successful. I began, as president-elect, chairing a very representative long-range planning committee meeting in Nova Scotia. This meeting set the agenda the board was to follow over the next three years. Some of the requests of this meeting and ways the board has sought to meet them were:

1. INCREASED BOARD REPRESENTATION: The board has brought in a larger number of regional representatives and has worked to give them more responsibility. It also agreed to subsidize airfares for board members attending the annual board meeting so that people are not prevented from standing for the board through lack of money. From this point of view, please note that we are seeking nominations for the board and a change to the bylaws governing board membership (see page 4). You are encouraged to make sure you post in your vote on these issues.

2. REFORM THE FEE STRUCTURE: The board has responded to this by reducing the membership fees substantially.

3. IMPROVE MEMBER SERVICES: The board has placed a list of members on the website for those who agreed to have their names included (email the office at itaa@itaa-net.org if you want your name included and it is not already). The board has arranged for *The Script* to be distributed by airmail. It has greatly increased the information available on the website about transactional analysis organizations throughout the world.

4. INCREASED SUPPORT FOR TRAINING AND CERTIFICATION: The board has put in place a clearer basis for funding the Training and Certification Council.

5. SEEKING DONATIONS: The board sought expert assistance from a professional fund raiser to see if the association's finances could be

improved by seeking donations. Unfortunately, his advice was that this was not a viable option.

6. INCREASED SUPPORT FOR REGIONAL GROUPS SEEKING ACCREDITATION/LICENSING: The board has set aside money for regional and local groups seeking accreditation for courses or licensing for practitioners.

Most of these initiatives were firmly based on requests from members expressed through the long-range planning process. However, there have been two other major aspects to my presidency.

We have redrafted our bylaws and guidelines. This sounds boring, perhaps. However, these documents are the contract that the association has with its members, and, as we know, if

continued on page 7

The ITAA and the Near Future

by James R. Allen

When I became president-elect of the ITAA, an acquaintance asked, "Whatever happened to TA?" That is a very North American question. A better question would have been, "What is happening to transactional analysis and the ITAA?" The answer is, "A great deal!"

The ITAA as an Organization

I am fortunate in becoming president at this particular time and plan to keep members updated through periodic reports in *The Script*. Thanks to President Gordon Hewitt, the ITAA Board of Trustees, and former ITAA President Robin Maslen, we have brought our bylaws and guidelines into line with our practices. The organization of the new Americas Transactional Analysis Association (ATAA) frees the ITAA to

be what the name suggests—a truly international organization. At the same time, hopefully, the new organization should invigorate North American living/learning communities.

As a result of these changes, the ITAA is now positioned to emphasize its international integrating functions, its publications, and the development of transactional analysis throughout the world. Members' responses last summer to a proposed reduction in the number of issues of *The Script* demonstrated the importance of this publication to the international community. The *Transactional Analysis Journal* and our other publications and videotapes, as well as the promulgation of competence-based standards of practice in four fields, are all significant benefits that I hope we will be able to expand. The possibility of a new informal group of leaders of transactional analysis organizations representing more than one country should make personal relationships and communications and the sharing of information between regional leaders easier and free of the encumbrance of organizational structures.

We have already embarked on the expansion of our Internet services for information, education, and marketing purposes, and, in the near future, we should have a more user-friendly and informative website. You can expect a significant marketing effort involving new products, as well as products in languages other than English (see page 4).

Unfortunately, we also have a number of opportunities that I would really rather we did not have. First is the fact that it has been necessary for the board to dip into our capital in order to continue to provide our current services, even

continued on page 7

Gloria Noriega Honored for Dissertation Research

We are delighted to announce that Gloria Noriega, PhD, TSTA, has been honored by the Mexican government with the award for the best doctoral dissertation of 2002 in the research area of public health. The title of her dissertation is "Detection of Codependence and Associated Factors: A Perspective from Transactional Analysis," and her doctorate was earned from the Universidad Nacional Autónoma de México, School of Medicine. Gloria received her award from the Ministry of Health during the VIII National Encounter of Researchers, which took place from 29 October to 1 November 2003 at the Hotel Pierre Marques in Acapulco.

Gloria, who served as ITAA president from 1996-1997, says of her award, "This was absolutely unexpected and I am very happy about it, especially because my dissertation had a theoretical foundation based on transactional analysis. It seems like several factors are converging right now in Mexico—including our recent ITAA/USATAA/IMAT conference in Oaxaca and now this award—that will help transactional analysis take its rightful place in the eyes of professionals and academics in this country."

Congratulations, Gloria, on a job well done!



Gloria Noriega with her certificate after receiving her award during the closing ceremony at the VIII Annual Encounter of National Researchers in Acapulco.

Vote Urged on Important Bylaw Amendment (see page 4)

Tradition, Transition, and Continuity

This issue of *The Script* opens with thoughtful articles from our outgoing president, Gordon Hewitt, and our incoming president, Jim Allen. I read their articles as Robin and I began to prepare for this final issue of *The Script* for 2003, and I was deeply touched by what each had to say. I have great respect and appreciation for the efforts, skills, and dedication that Gordon and Jim bring to the ITAA. It is not easy to take on a position of leadership and responsibility in a professional association during a period of difficult organizational transitions: declining membership, declining revenues, and redefining purpose. Gordon and Jim give us much to appreciate and about which to think.

Gordon comments, "I think we battle the perception that the ITAA is still largely a US organization," and Jim also takes up that theme as he suggests that the question of "Whatever happened to TA?" is a very North American question. It is a bit of a mystery to me how this perception is maintained in the face of so much evidence to the contrary. I have just completed editing with Frances Bonds-White a special issue of the *TAJ* devoted to groups. Of the eight rich articles in that *Journal*, only two are written by US authors; the rest are by authors from Canada, Great Britain, France, Switzerland, and Italy. Routinely, about two-thirds of the articles in both *The Script* and the *Transactional Analysis Journal* come from members and organizations outside of the United States.

It is a sad fact that in the United States, both membership and training/certification programs have declined precipitously over the past decade while they have simultaneously grown nearly everywhere else in the world. I find it ironic that, from my perspective, the decline of US membership and training activity is a direct result of ITAA's change in focus to take up the matters of the international community rather than the US members. In the 1980s, during Elyn Bader's presidency, the ITAA had become involved in two major efforts regarding the future of transactional analysis: the first was involvement with

"At the heart of Berne's brilliance in developing transactional analysis was creating a model that actively and intentionally addressed both cognitive and psychodynamic change and utilized both cognitive and psychodynamic interventions."

the National Board for Health Certifying Organizations (NBHCO), a credentialing body in the US for health-related training programs that functioned outside of university settings; the second was the creation of the long-range planning task force, established to reorganize the ITAA to truly meet the needs of the growing international community. The transactional analysis examination and credentialing process flew through the first stage of the NBHCO evaluation process. The second phase of the NBHCO process was both time-consuming and expensive. The ITAA board faced major decisions as to how to allocate the resources of finances and volunteer time and effort. The board decided it was not possible to do both at the same time and withdrew from the American credentialing process so as to devote resources and attention to function more effectively within the international transactional analysis community, with its membership spread all over the globe with differing languages, cultures, and professional disciplines. That decision was the death knell for transactional analysis training and certification in the United States as it lost its economic and political viability in these times of increasing regulation and managed care requirements. Since that time, the ITAA has been primarily devoted to its full international membership, even though the efforts of the organization have not always been to everyone's liking. The ITAA now serves its membership largely through the *TAJ*, *The Script*, conferences, tapes and books, and increasingly its website.

Gordon mentions "the several strong streams (or schools) of psychotherapeutic theory" in transactional analysis today, a theme also mirrored in Jim's comments about TA's "explosion of different emphases within the transactional analytic paradigm." For me, with my various editorial hats, this is perhaps the most challenging and exciting facet of the growth and evolution of transactional analysis. I certainly prefer Gordon's sense of strong streams of theory to that of schools of transactional analysis. "Strong streams" conveys the quality of force and movement and fluidity. "Schools of thought" are precarious enterprises. While they may meet one's need for structure and recognition hungers, they tend to fall short on the stimulation front. What I've observed over the years among many professional disciplines is that when people find a school of thought or identify with a school of thought, they actually stop thinking. "Schools of transactional analysis" tend to reflect theoretical and technical biases, a

narrowing of thinking rather than a "schooling of thinking."

In my recent travels and training, I have heard a good deal about a kind of competitive splitting between "psychoanalytic" transactional analysis and "cognitive-behavioral" transactional analysis. The debate seems to have qualities of "will the REAL TA please stand up" as well as a "mine's better than your's" competitive quality. Such splitting creates a paper tiger. To my mind, at the heart of Berne's brilliance in developing transactional analysis was creating a model that actively and intentionally addressed both cognitive and psychodynamic change and utilized both cognitive and psychodynamic interventions. That's why I trained in transactional analysis in the first place, and this aspect of TA is one of its most unique assets among therapeutic modalities. This aspect of transactional analysis is something for us to be proud of, to promote to others, not to fight about among ourselves.

I have recently been quite taken by Keith Tudor's delineation of the "traditions" within transactional analysis praxis: classical transactional analysis (psychodynamic), classical transactional analysis (cognitive-behavioral), redecision, Cathexis, radical or social psychiatry, integrative transactional analysis, and narrative/constructivist transactional analysis. Gordon and Jim speak to the vitality of the multiplicity of perspectives in our community. It is not easy for an association to maintain the creative (and sometimes conflictual) tensions among diverse theoretical perspectives within a common discipline, but this capacity is crucial to our future growth and vitality.

A third theme raised by Gordon and Jim that I want to address here is how we represent ourselves in the broader professional community. This issue was recently also raised by Moniek Thunnissen and Ken Woods in letters to the Members' Forum of *The Script*. I am again reminded of the recently completed October 2003 *TAJ* on groups. While Frances Bonds-White and I were editing that issue, Frances was elected president-elect of the International Association of Group Psychotherapy (IAGP). The October *TAJ* would be well received by any group therapist, any member of the IAGP, whether or not he or she had ever heard of transactional analysis. It is but one of many recent examples of transactional analysis literature that

eloquently reflects, addresses, and informs other theoretical disciplines. For many years, the transactional analysis literature in its journals and books largely spoke to our own community. Increasingly, the *Journal* and many contemporary TA books speak not only to transactional analysts and about transactional analysis, but also to many of the practical and theoretical concerns of therapeutic, educational, and organizational disciplines.

There is much more to do, and I want to offer a few suggestions of my own for the future.

Jan Morrison's column, written as one of our new coeditors of the *TAJ*, addresses some of the future directions of the *Journal*. Her article is the second in a continuing series of columns in *The Script* about the *TAJ*. Jan says good-bye to outgoing book review editor Bart Knapp after his many years of superb service, and hello to incoming book review editor Curtis Steele. Like Bart, Curtis will bring a multidisciplinary perspective to the book reviews in the *TAJ*. I think it is also crucial that we make sure that new transactional analysis books are reviewed in other journals. If you are interested in helping in that process, please let Robin Fryer know of TA books you are willing to review for other journals and/or non-TA journals to which we might submit such reviews.

Moniek Thunnissen has suggested that Thomas Ohlsson's article on his excellent research into the effects of transactional analysis treatment with drug addicts be published in a non-TA journal. I wholeheartedly support such efforts. This article and many others in the *TAJ* and other TA journals merit publication in the journals of other disciplines. I would love to see a group formed to help authors refashion their articles for submission to non-TA journals. Such projects do take crafting, every journal having its own focus of concern, but such an effort could be a rich interface for transactional analysis with other disciplines.

Another opportunity for interface and recognition would be to accept Frances Bonds-White's invitation for ITAA members to join the IAGP, to interact with another truly international association, to present at conferences, to listen at conferences, and to submit articles about transactional analysis to the IAGP journal.

And, finally, to bring this column to an end, I would like to take up the suggestions of Helena Hargaden, Ken Woods, and Moniek Thunnissen in their recent letters to *The Script*. I'd like to have a special issue of the newsletter devoted to stories by transactional analysis practitioners about their presentations to and interactions with other professional disciplines. This *Script* will highlight examples of how we bring transactional analysis to colleagues outside the TA community. If you have a story to share, please email it to Robin Fryer at robinfryer@aol.com or send it to her at 1700 Ganges Ave., El Cerrito, CA 94530-1938, USA.

In closing, I want to again to express my gratitude and admiration for the dedication and leadership of Gordon Hewitt and Jim Allen. To the future!

Bill Cornell can be reached at 36 Corbriwood Ln., Gibsonia, PA 15044, USA, or at bcornell@nauticom.net



ITAA The Script

The Newsletter of the International Transactional Analysis Association
436 14th St., Suite 1301
Oakland, CA 94612-2710, USA
Phone: 510-625-7720
Fax: 510-625-7725
Email: itaa@itaa-net.org
Website: <http://www.itaa-net.org>

Editor: William F. Cornell, MA
Managing Editor: Robin Fryer, MSW
Desktop Publishing: lockwood design
Printing: MarinSun Printing

Subscription Rates:
\$10 as part of all ITAA membership dues; not available by separate subscription

Advertising Rates:
Classified Ads: \$5/per 80 characters/spaces
Display Ads: Copy should be camera-ready

Ad Size	Rate	Width	Height
1/16 pg	\$50	2" (5cm)	3" (7.6cm)
1/8 pg	\$90	4 1/2" (11.5cm)	3" (7.6cm)
1/2 pg	\$170	4 1/2" (11.5cm)	6" (15.2cm)
3/8 pg	\$250	4 1/2" (11.5cm)	9 1/4" (23.5cm)
1/2 pg H	\$330	9 1/4" (23.5cm)	6" (15.2cm)
1/2 pg V	\$330	4 1/2" (11.5cm)	12 1/4" (32.4cm)
9/16 pg	\$370	6 3/4" (17.2cm)	9 1/4" (23.5cm)
Full pg	\$625	9 1/4" (23.5cm)	12 1/4" (32.4cm)

Deadlines for copy and advertising—first of the month prior to the month of publication. (*The Script* is not published in January, May, or September.) Deadline: 1 January for the January-February issue, 1 February for the March issue.

Note: Publication of advertising in *The Script* does not imply endorsement by the newsletter, the editor, or the ITAA.

The Script (ISSN 0164-7393) is published monthly except January, May, and September by the International Transactional Analysis Association. The subscription rate is \$10/year as part of dues for all classes of membership. For information on dues rates for various membership classifications, contact the ITAA office at the above address. Periodicals postage paid at Oakland, California and additional mailing office. POSTMASTER: send address changes to *The Script*, 436 14th St., Ste. 1301, Oakland, CA 94612-2710. © 2003 International Transactional Analysis Association, Inc.

Published on recycled paper

The TAJ Thrives on Volunteer Involvement

Here at the TAJ office—which is both an imaginary and a real place both online and in little corners of various offices around the world—we like to write, read, and edit pieces about transactional analysis. We are thrilled that so many people want to add to the body of literature and increase practitioners' knowledge.

One of the ways we attend to this is by having a book review section in the *Journal*. Many of our readers have probably met the man who has kept this going over the past almost two decades. Barton Knapp started the book review section in the TAJ nearly 19 years ago. He began the process because he believed that as transactional analysts we need to be exposed to a broad range of writing and ideas. I have heard from a number of people who know Bart, and they tell me he has been unflappable and patient even with those who promised much and delivered, well, late anyway. He never complained but steadfastly put together the reviews for each journal. He has contributed greatly to the ITAA through his hard work and commitment, not only as book review editor but also as a member of the ITAA Ethics Committee. Thank you, Bart, for being so willing with your time and expertise! We will miss you.

Curtis Steele has stepped into the post held by Bart and has offered these comments:

"Hello. I'm the new book review editor for the TAJ, and I really look forward to this job. It will be a challenge in that I love to read and I hate to write, so we'll see what comes of that. Really good writing, no matter what the subject, turns me on. For example, my current read is *Einstein in Berlin*, which pulls together history, science, and biography in a neat and enjoyable package. I learned not only about Einstein, but also about the German perspective during World War I and the 1920s. This read spun off an earlier one, James Gleick's biography *Isaac Newton*. I high-

ly recommend both as enjoyable and illuminating works.

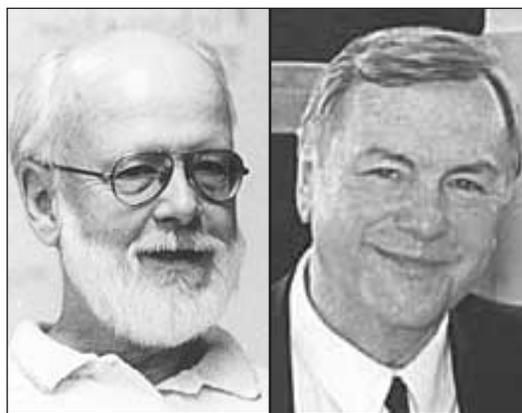
"The best psychotherapy book I've read recently is *The Gift of Therapy* by Irvin Yalom. It's a wonderful little book full of helpful hints by a masterful writer. I especially love Chapter 2: "Avoid Diagnosis (Except for Insurance Companies)." Yalom highlights something for me that I've often experienced but never formulated so clearly: that as we have more clinical experience with a patient, our understanding of that person changes. People don't fit into nice little pigeon-hole categories as the *DSM-IV* would try to force us to believe. Yalom seems like an old friend, although I've never met him in person. I have a few of his books on the shelf in my office at the clinic as I write this, including *The Theory and Practice of Group Psychotherapy*, *Existential Psychotherapy*, and *Lying on the Couch*. As I read *The Gift of Therapy* I was reminded of a wonderful book I read over 10 years ago. It is by Carl Whittaker and titled *Midnight Musings of a Family Therapist*. It is also a distillation of thoughts by a very fine therapist at the twilight of his career.

"I look forward to working with many of you on reviews of books that you have found help-

ful and inspiring in your work as transactional analysts. Please let me know if you are interested in doing reviews. I will provide a list of books that I've been sent for possible review, and you can suggest ones that you would like to review. Even if you're like me and like to read a lot more than you like to write, we can take your enthusiasm for a good book and find a way to share that with *Journal* readers. And I think we can have fun in the process!"

Another area of TAJ functioning we are currently dealing with is that it is time to add seven new members to the editorial board. Board members sit for a three-year term and are our main source of article reviewers. They are asked to read about four to six

articles a year, although that varies a good deal depending on what articles come in, how many theme issues we have, and the other commitments of the reviewers. When an editorial board member is sent an article to review, he or she is also sent a list of questions that will help focus the response. Not every question is applicable to every article, and we always welcome feedback outside the framework of the questions. We try to match whenever possible the content of articles with reviewers' expertise, although that is not always totally possible. We especially need board members with expertise in research and organizations. Being an editorial



Outgoing TAJ Book Review Editor Barton Knapp (left); Incoming TAJ Book Review Editor Curtis Steele (right).



board member is a wonderful way both to keep up with new developments in transactional analysis and to participate in the organization in a meaningful and interesting way. For those of you who are not quite ready to commit to going on the board, we also need resource reviewers for articles in fields that you are especially interested in. Please send your name, email address, and area of expertise to Robin Fryer at robinfryer@aol.com if you are willing either to sit as an editorial board member or to be a resource reviewer.

As the TAJ becomes increasingly international, we are also faced with the challenge of helping authors who are not native English speakers to present their ideas clearly and professionally. We are eager to publish articles from throughout our international community, and we would welcome the help of volunteers who would be willing to work with authors on rewriting and/or translating their articles. If you are interested in this process, please let Robin know.

Thank you for reading this. Please consider helping with the TAJ in some way. We are thrilled with the caliber and expansiveness of the articles we are being sent and hope that you find the TAJ as exciting to read as we do to put together.

Jan Morrison can be reached at mobudge@ns.simpatico.ca.

Musings on the End of Summer

by Fatma Reid

I find myself doing it again. As I walk along the beautiful Mediterranean coast, in my last chance to store up the summer rays before the fall work season begins, I find myself indulging with almost surgical care in my favorite pastime: collecting stones. Nothing gives me more pleasure than taking time between swims to collect pebbles as I walk along the beach. And what I do with them? Nothing special. They end up in plastic bags, except for a few samples in my office for interested youngsters. Why, then, do I bother to carry them all the way home from near and far?

It's vacation time, and here I'm not supposed to "think analysis." I should enjoy life pure and simple, right? Yes, but who can stop digging once the search starts? The answer is almost always in the question anyway, so I proceed.

I don't need to dig long, because soon enough the answer flashes across my mind. It's not what I do with the pebbles, as a real collector might, but it's the process of finding and the accompanying emotion of delight that is so rewarding. In this process of what seems to be a simple activity, I love finding the pebble unlike all others. It may be the unusual smoothness, the color nuances, or the shape of the pebble that makes it so different from the rest of the hundreds and thousands of others of its kind. And what keeps the process going (some would call it "repetition compulsion") is that once that special pebble is found, I'll go on to discover yet another unlike all others, and then another...

In the therapy process, too, I think something similar takes place. Not long ago a client gave me a

copy of his doctoral thesis with a foreword saying I had given him the courage to recognize that what he had to say was unique and worth presenting. Another client, with exceptional intelligence, decided to finish the graduate degree she had long given up, telling me that in a recent therapy session she had for the first time gotten in touch with her "creative intelligence." I was amazed to hear this because she came from a well-educated family and had always been a good student at school.

"Simple habits, simple hobbies, simple rituals give us an opportunity to process emotions, even a chance to process unfinished business from the past."

I suppose for different reasons it is possible to be lost among the many. And more basic than that is the possibility of not having received acknowledgment and appreciation of one's individual worth by the "significant other." As the British empiricist Berkeley's assumption suggests, "To be is to be perceived." If the pebble collector did not see the beauty of that particular pebble, the pebble would most probably still exist, but how would we know, and what meaning and significance would it really have?

Sometimes families are so traumatized by an event—such as a financial crisis or a death—that they may fail to "see" the child. Sometimes a troubled

sibling or a narcissistic parent absorbs so much of a family's energy that hardly any time is left for the emotional care of a child who seems to "do well" taking care of himself or herself. We can go on with examples. Alice Miller's *The Drama of the Gifted Child* speaks incisively to this.

Simple habits, simple hobbies, simple rituals give us an opportunity to process emotions, even a chance to process unfinished business from the past. In therapy work, we witness this in mourning rituals, in obsessions, and in many other forms. One of my clients, out of the blue, took up collage work as a hobby and started putting serious amounts of time into it. This came soon after the birth of his son, when being a father brought back anxieties of his childhood. After coming home from work, he would literally lock himself in his room, working at putting "old pieces" together: old Istanbul post cards, old receipts, antique papers, and so on. I could sense that the process, with all its frustrations and satisfactions, had a meaning and would live out its course once it met whatever need or unfinished business it served. So in therapy I postponed all interpretations until he reported several months later that he no longer needed to give unreasonable time to this activity, which had become an issue of major domestic complaint. He did choose, however, to keep it as a hobby since he had in the meantime discovered that this was a universally acknowledged art form with rich creative possibilities.

Another client, without anyone's suggestion, decided to buy a puppy in the mid-course of his therapy. His venture with the puppy gave us an excellent chance to incorporate into therapy the workings of attachment and early separation issues. He had suffered from panic attacks with agoraphobia since he was 17, had been through various kinds of therapy here and abroad, and now in his mid-50s had begun

to make fantastic progress in his personal life with a "renewed script."

Back to my simple hobby of collecting pebbles: What need could looking for unique pebbles serve? Could I be processing some unfinished childhood business? If I had come from a typical enmeshed family of my culture I would say, "Could there be a better means of differentiating self?" Finding a special pebble would be like separating myself from the rest. But not in my case. I feel I had plenty of life exercises in that. Could the answer lie somewhere else? Could the same reason account for some of the positive results I have experienced with my clients in therapy? Isn't shared potency—with the therapist's recognition, acknowledgment, and appreciation of the client's special qualities—a major factor in helping the client claim as his or her own that which already belonged to the person? Have I, as the therapist, been acting as the Adult-Parent absent in my own childhood, recreating the scene in the therapy room, recognizing my client's strengths and uniqueness and taking delight in the discovery and the growth that follows?

I believe there is always an emotional by-product of joy in our work as therapists, and that can most likely be linked to the strokes received by the therapist's Child. At least I can see how it works for me, as I experience the joy of finding the special pebble in my walk along the beach. It is so much like the discovery of the special Child in my client, and perhaps vicariously my own.

Fatma Torun Reid, MA, RM, is a psychotherapist, trainer, and consultant who lives and works in Istanbul, Turkey. She can be reached at Sarigul Sok 15/5, Caddebostan, Istanbul 81060, Turkey; tel: +90 216 302 7598; fax: +90 216 363 3484; email: frreid@yahoo.com.

Urgent Call for Members to Vote on Important Bylaw Change

Because of the growing importance of Internet services and the importance we expect our website to have in our future, the ITAA Board of Trustees voted in Oaxaca to create a new vice president: the vice president of Internet services. Already demands in this area make the job too time-consuming, specialized, and important to place under one of the current vice presidents. However, under our bylaws the creation of a new vice president requires a vote of the membership. Consequently, I strongly urge everyone to vote using the ballot below. Thank you. *Jim Allen, ITAA President-Elect*

ITAA BALLOT FOR BYLAW CHANGE

**Deadline for Ballots to Reach the ITAA Office:
1 April 2004**

I. It is moved that bylaw FI be amended to read:

The officers of the Association shall be elected by all the voting members of the association and shall be President, President-Elect, Past President, (4) Vice Presidents, Secretary, and Treasurer.

I vote for the motion I vote against the motion

Name (please print) _____

Membership Status _____

Address _____

Signature _____ Date _____

Please make sure to complete the information in the form above (or xerox a copy and fill out), sign your ballot, and return it to the ITAA office at 435 14th St., Suite 1301, Oakland, CA 94612-2710, USA, no later than the close of business (2 pm) on 1 April 2004. Faxed and emailed ballots cannot be accepted.

New Transactional Analysis Videotapes/ DVDs in Spanish and English

To all those fluent in Spanish—and those who want practice with that language—we are delighted to announce that, thanks to Gloria Noriega, the ITAA is now offering two Spanish-language videotapes (which are also available with English subtitles), including:

- An entire TA 101 in Spanish (4 tapes)
- A 90-minute videotape of a workshop on codependency led by Gloria Noriega

The TA 101 tapes were made during the Oaxaca conference and feature Gloria Noriega Gayol on “TA Philosophy and Ego State Analysis,” Claude Steiner on “Analysis of Transactions and Strokes,” Fanita English on “Racket Analysis,” Felipe Garcia on “Psychological Game Analysis,” Concepción de Diego Morales on “Life Positions,” and Octavio Rivas Solis on “Script Analysis.”

The other video is of a workshop entitled “Codependency: Diagnosis and Treatment Planning from a Transactional Analysis Framework” presented by Gloria Noriega in Oaxaca. In it she describes how alcoholism, family abuse, and early losses in childhood may produce codependent relationships. Drawing on her own research, Gloria introduces the theory of the codependent script and discusses the therapeutic tools for its treatment in psychotherapy. The tape contains a theoretical summary, a treatment demonstration with an individual, and an exercise in which viewers can participate.

Order Form for Spanish and English TA 101 and Noriega Workshop

Name _____
Address _____
City/State _____
Country/Postal Code _____
Phone _____ Email _____

TA 101 in Spanish or English

Videotapes (set of four) \$65 US DVDs (set of six): \$90 US **TA 101 = \$** _____
Please send in: English Spanish

Noriega Codependency Presentation in Spanish or English

Videotape \$30 US DVDs (set of two): \$40 US **Noriega = \$** _____
Please send in: English Spanish

Cost includes air mail shipping.

All videotapes are VHS; for PAL, add \$5 US extra for each tape ordered.

Payment

Check (US currency) VISA MasterCard American Express JCB
Credit Card Number _____ Expiration Date _____
Signature _____

Order by Mail, Fax, or Online

Send or fax order form to the ITAA office at 435 14th St., Suite 1301, Oakland, CA 94612-2710, USA; fax: 510-625-7725; phone: 510-625-7720; or order online at www.itaa-net.org

International Transactional Analysis Conference



Bangalore, India

30 July - 1 August 2004

Last Date to Submit Program Proposals Extended
to 1 January 2004

Early-Bird Registration Deadline: 1 January 2004

Organized by the International Transactional Analysis Association
and the Centre for Holistic Integrated Learning and Development
Supported by the Members of the Indian Transactional Analysis Community

Preconference Institutes: 28-29 July (Wednesday-Thursday)

BOC Exams (CTA and TSTA): 29 July (Thursday)

Conference: 30 July-1 August (Friday-Sunday)

Training Endorsement Workshop (TEW): 2-4 August (Monday-Wednesday)

The conference will be held in the beautiful city of Bangalore, close to some of the best heritage places of interest in India, during one of the best times to visit India (between two monsoons). Several pre- and post-conference tours are planned (watch future Scripts or visit the website for more details).

Call for Proposals for workshops, research papers, or posters from transactional analysts and other professionals/practitioners. Please design presentations in keeping with the conference theme of "Celebrating Differences." Proposals in all fields (e.g., psychotherapy, counseling, organizations, and education) are welcome. Selected presenters will be required to send a detailed paper/article on their presentation later for the conference proceedings book. Furnish the following details on the cover page of proposal: name of presenter; name of copresenter(s), if any; credentials of all presenter(s) (TA certification and other); title of the presentation; nature of presentation (workshop/paper/poster); duration: institute (1-2 days, workshop (1.5 hours/3 hours/6 hours), papers (40 minutes); seating arrangement (circle/theater/other); audiovisual aids needed (board/flip chart/OHP/LCD projector); group size limitations, if any; any special care/protection needed for participants and if so, how will that be taken care of; abstract (maximum 200 words); presenter's resumé(s) (maximum 100).

For details and to register online visit www.taconference2004.net or write Conference Secretariat, Asha Counselling and Training Services, 29, II Floor, C R Sundaram Layout, Ramanathapuram, Coimbatore 641045, India; phone/fax: 91-422-2310520; email: asha_child@vsnl.net

ITAA Board Positions Yet to Be Filled

Two important board positions have not yet been filled: vice president of research and innovation and trustee for the Central and South American region. The board would like to fill these as soon as possible. Note that candidates for these positions must be ITAA members and must be moved and seconded by ITAA members. Nominations should be sent to the Oakland office as soon as possible so the board can make an appointment to fill the vacancy. If appointed, individuals are expected to attend board meetings, but the airfare is paid for by the ITAA. Please think about standing, talk to your friends about it, and have your name put forward.

Welcome to New Members

NEW MEMBERS	MEMBERSHIP SPONSOR
October 2003	
Debra Easton, England	—
Tina Garrity, England	—
Crea Giuseppe, Italy	—
Lidwine Lelong, United States	—
Jules Marshall, England	—
Victoria Iris Mason, England	—
Sarah Parker, England	—
Lakshmi Rao, India	—
Liisi Rossi, Belgium	—
Louiza Theophanous, Cyprus	—
Caridad Cordoba Torres, Costa Rica	—
Johann T. Van Schoor, Canada	—
Pierre-Alain Zerbini, France	—

MEMBERS' FORUM

Celebrating Our Diversity

Dear Editor:

Binod Rijal's letter in the August 2003 *Script* illustrates the wonderful cross-cultural relevance of transactional analysis. Thanks to Eric Berne. Thanks also to Eric, a client can walk into my office as a new immigrant from India and we discover a common language because in the past she completed a TA 101. Because it is broadly accessible and for reasons such as the "I'm OK, You're OK" philosophy I use to evaluate my relationships with myself and others, transactional analysis provides a fantastic basis on which I live and provide counseling and psychotherapy services.

Thank you for printing excerpts of Helena Hargaden's (2003b) thought-provoking speech in the July *Script*. That the newsletter provides a forum for this global discussion is vital. This is where I hear new ideas and have the opportunity to shape my own and to feel part of a larger community or family.

Since reading the last three *Scripts*, I have been sitting like a magpie with a nest full of shiny objects. Hargaden provides many treasures. I appreciated the very human picture of Berne she painted. I found her frank style refreshing.

Hargaden's speech has implications that I am profoundly touched by and that are taking time to understand. I am wondering which particular gem to consider—a bit like which facet of Berne's shadow Hargaden considered—to turn over for a good look in the light I bring. At this time I am also evaluating my relationship with transactional analysis as I develop professionally. I am curious now about what I may have inherited of Berne's shadow, particularly in the oral traditions and culture of Certified Transactional Analysis (CTA) training.

Hargaden (2003b) suggests that Berne and possibly transactional analysis theory are in denial of our shadow, including fear of the unconscious (p. 6). Because Berne's mode of relating therapeutically was to "watch, listen, think about, describe, interpret, analyze, and disrupt" someone's transactions (Cornell, 2000, p. 273), I suspect he might have paid less attention to empathizing with others in their vulnerability. This would be consistent with someone who denies his own vulnerability. This does not detract from him as a warm individual. I imagine we have inherited some of these characteristics in the transgenerational communication of injunctions and split-off aspects of Berne's self.

I learned well how to work as Berne might have taught me during CTA training. Helena has illuminated some aspects of humanness that I knew little about explicitly as a new CTA. It felt as if something was missing. It is fortunate that the comprehensive explanation of deconfusion within a relational perspective by Hargaden and Sills (2000) is now available, because psychotherapy trainees now have a text by which to learn in greater depth about the part of self that is unconscious.

I also wonder if contributions about Berne's flaws and the how or what of Hargaden's treatment of her topic could distract us from thinking about other things pertinent to the transactional analysis world. Other events, such as ongoing developments in the wider scientific and psychotherapy world, require us to evolve our thinking, I believe. Hargaden (2003b) explains the "underlying theme of transactional analytic concepts [is] to gain Adult control over our injuries and wounds as played out through games, rackets, and so on" (p. 7). Those of us building relationships in which deconfusion of the Child is possible are considering that theme in light of information from brain research and

attachment and human development theories. This has important implications for how transactional analysts make contact and develop intimacy, especially with clients who need to settle into the relationship and have relational needs attended to first.

Hargaden (2003b) quotes Leonard Cohen: "Freedom soon must come / then we shall come from the shadows" (p. 7). To me, this phrase holds the hopefulness implicit in script examination and redecision for autonomous living—the goal of transactional analysis psychotherapy and I imagine other forms of transactional analysis. I am keen to know more about Keith Tudor's seven areas of transactional analysis. It seems timely in the transactional analysis world to acknowledge and accept our numerous flavors. I notice differences among my colleagues seem to arise because we attach differently to different concepts.

A gem in the August 2003 newsletter is Hargaden's (2003a) statement that writers among us are "developing their styles and work in ways that move from a strict adherence to traditional transactional analysis" (p. 5). After completing the CTA training and exam in 1999, I welcomed the freedom to develop my style as a psychotherapist while at times experiencing this as an ocean on which I am floating in a small boat. It is, however, a satisfying integrative experience. Hargaden's offerings give us permission to continue exploring ourselves and our own vulnerabilities and to continue developing professionally with these.

Let's celebrate our differences and cultural diversity—such as that between a cognitive-behavioral transactional analyst and an integrative transactional analyst. As I believe the world needs to welcome diversity among its peoples, so I believe the global transactional analysis family does too.

Marion Wade, Wellington, New Zealand

REFERENCES

- Cornell, W. F. (2000). If Berne met Winnicott: Transactional analysis and relational analysis. *Transactional Analysis Journal*, 30, 270-275.
- Hargaden, H. (2003a). [Letter to the editor]. *The Script*, 33(6), 5, 6.
- Hargaden, H. (2003b). Then we'll come from the shadows. *The Script*, 33(5), 1, 6, 7.
- Hargaden, H., & Sills, C. (2002). *Transactional analysis: A relational perspective*. East Sussex: Brunner-Routledge.

Errata

In her letter to the editor in the August 2003 *Script*, Helena Hargaden identified Keith Tudor as the source of the idea about the "seven traditions of transactional analysis" when it was actually Robin Hobbs and Keith Tudor who developed it. The original source is Tudor and Hobbs's chapter on "Transactional Analysis" in *Handbook of Individual Therapy* (4th ed.) edited by W. Dryden (London: Sage Publications, 2002). Currently, Helena, Keith, Charlotte Sills, and Graeme Summers are writing a book with the working title *Seven Traditions in Transactional Analysis*.

Reflections on Brain Research

Dear Editor:

Having read recent articles by ITAA President-Elect Jim Allen on the relevance of brain research for transactional analysis, I wanted to share some thoughts I had on reading an interesting article by Richard C. Saltus in the op-ed section of the 4 September 2003 *International Herald Tribune*. It was titled "Evaluating Your

Brain's CEO." Saltus wrote, "You can be truly smart and still struggle in life if you lack the ability to plan, organize time and space, initiate projects and see them through to completion, and cannot resist immediate temptations in favor of better rewards."

The article refers to studies that link failure in life due to marked disorganization to the dysfunction of the frontal lobe, which is the brain's CEO, the executive center, responsible for orchestrating memory, language, and attention to achieve a goal. The article notes that attention disorders stem from a developmental flow of the brain, and that the nerve pathways in the frontal lobes are the last in the brain to mature—as a matter of fact, they are not fully developed until people are in their thirties. (Now we have a real justification for prolonged adolescence, don't we?)

Researchers say that adults with "executive deficits" can be relatively successful "as long as there is another human being—a coauthor, a teacher, a wife—who acts as an auxiliary frontal lobe to keep them on track."

In therapy, the auxiliary ego is perhaps the therapist's Adult, which provides a new "program," a new structure, and a new set of skills the client needs to sustain relationships and complete tasks.

In therapy the aim is the integration of ego states through strengthening the ego, the ego

having, in Freudian terms, the executive function of creating balance between the demands of the superego and the wishes of the id—in transactional analysis language, the empowered Adult doing the overall checks and balances.

This is exactly what Plato said centuries ago in *The Republic* when he compared the three parts of the state to the three parts of the individual. He assigned the executive function of the "soul" to what he called "reason." The "good man" of Martin Buber, "the prudent man" of Kant, but most of all the "temperate man" of Plato are all very much our present day "integrated Adult." Transactional analysis's unique contribution here, I think, is the process of decontamination in therapy, which makes the assigned or attributed function of the ego (Plato's "reason," TA's Adult) possible.

We are in the age of discovering the brain's wonders, and it is all very exciting. But we also know that the chemistry of our brains is strongly influenced by our thoughts and feelings. There is a two-way impact. Neurological abnormalities, or lack of neurological maturity, may explain why some people have attention problems or cannot organize their thoughts. But for many, rather than an inefficient frontal lobe, the cause is either a lack of will, a lack of skills, or a confused mind that needs to be "deconfused," as we therapists witness daily.

Fatma Torun Reid, Istanbul, Turkey

FIRST CONFERENCE OF THE AMERICAS TRANSACTIONAL ANALYSIS ASSOCIATION (ATTA)

Decisions Then
Choices Now
Liberating the Human Spirit

Calgary/Banff, Canada

13 (evening) to 17 (noon) October 2004

Organized by the Alberta Transactional Analysis Guild (ATAG)

DEADLINE FOR PROPOSALS IS 31 JANUARY 2004

EXAMS

TEW and BOC exams being considered. Details in the next *Script*.

CALL FOR PROPOSALS

We invite proposals for workshops or research papers from transactional analysts. Presentations in all fields—psychotherapy, counseling, organizational, and educational—are encouraged.

REQUIREMENTS

- Design your presentation to fit with the theme of "Decisions Then, Choices Now: Liberating the Human Spirit."
- Submit an abstract (max. 200 words) and the presenter's resume (max. 100 words).
- Include this information on the cover page of proposal
 - title of presentation
 - name and credentials of presenter(s)
 - format: lecture, discussion, panel, paper, or experiential
 - level: beginner, intermediate, or advanced
 - area: psychotherapy, counseling, organizational, or educational
 - language: English, Spanish, or other
 - time required: institute is 1-2 days, workshop is 1.5 or 3 hours, paper is 40 min.
 - seating arrangement, group size limitations, and audiovisual aids required
- Selected presenters will be required to send a detailed summary of their presentation for the conference proceedings.

SUBMIT PROPOSALS/CONTACT FOR FURTHER INFORMATION

Lorna Johnston, The Change Institute, Calgary, Alberta, Canada

Email: thechangeinstitute@shaw.ca; phone: (403) 243-4208; fax: (403) 243-4209

Along Came Berne and Transactional Analysis

Our thanks to Bob Avary for the following piece about how Eric Berne's theory of ego states changed his life. If you have a story about what Eric said to you, either in person or through something he wrote or said or did, please send it to Pam Levin at PO Box 1429, Ukiah, CA 95482, USA, or to perfectbones@pacific.net.

My first contact with Eric Berne was in the fall of 1969. This was a time when I was at a low ebb in my life. I had just entered the business of management consulting and quite frankly was at a total loss about my new adventure. With a background in accounting and general business management, I also knew I would need to add something to make my "package" more appealing.

At the same time, I was in a destructive marriage. My wife underwent various forms of psychiatry, psychotherapy, and counseling, none of which helped either her or me. We went to a marriage counselor who seemed more interested in seeing my wife on a personal basis than in offering real counseling. I sought another counselor for myself, and he proved to be more ignorant than I about marriage and relationships. I later discovered that he was a recent college graduate and had received almost no practical training.

None of what was going on in my life made sense to me. In my search for answers, I began a reading and study program on my own. I literally devoured books on psychology, human relations, and various self-help approaches in an attempt to understand what was going wrong in my life. While these were interesting, they were of little value in solving my many problems. On one occasion, I even tried to drown my problems with alcohol. That did not work well for me either.

And then along came Berne. One evening, while browsing the local bookstore, I bought a copy of *Games People Play*. As I read the book, I began to see what was really going on in my life, in my marriage, and in my career. In my own special way, I was not only *not* solving my problems, I was actually creating *more* problems at a nonaware level.

In my do-it-yourself fashion, all the books on psychology that I had previously read did not give me anything I could "get my hands on." I could not relate to the id, the ego, and the superego. Gestalt did not help me understand what was going on. And Jung was really too far out. However, *I could understand ego states*, as well as psychological games, strokes, and life scripts. These were ideas that I could see, hear, touch, and feel.

I decided that I needed to know more about this guy Berne and the idea of transactional analysis. I called the ITAA office in San Francisco and they gave the name of Jean Maxwell, who lived in El Paso, Texas. I called him and told him I wanted to learn about transactional analysis. How could he help me?

He told me it would cost about \$5,000 but that he was about to move so he could not help me. After several months and many telephone calls I learned of a transactional analysis training group in San Angelo, Texas (about 90 miles away) led by Claire Marsh, RN, a certified ITAA member. It took me about three years to complete the study, training, and exam to become a Certified Transactional Analyst. In the process, I became totally enamored with the concept of ego states, so much so that I wrote two articles on the subject for the *TAJ*. One of my greatest joys has been to attend and present these ideas on ego states at numerous transactional analysis conferences. I have even written a book entitled *The Psychology of Ego States*.



"My life is rich, full, and abundant greatly because of the way transactional analysis and my many TA friends have helped me to grow and learn."

Early in my transactional analysis training I seriously considered going back to school to obtain a PhD in psychology. I discussed this idea with one of my new-found TA friends, Jerry White, PhD. He smiled and asked me what kind of work I really wanted to do. I said that I would like to work in organizations with leaders, managers, and supervisors. He took a piece of paper and made a sketch of the bell curve illustrating the various levels of people with emotional problems. He then went on to explain that the people on the bottom end would often require hospitalization and medication to get better. The people on the other end might need only a positive idea to improve their health or relationships. "Now," he asked, "which do you want to work with?" "The healthier," I answered. "Then," he went on, "you do not need a PhD. You need to invest your energy in learning how to use transactional analysis in a more practical sense rather than in a clinical sense. Learn how to use what you know about transactional analysis in organizations."

And so I did. I wrote an eight-week program entitled "Transactional Analysis for Management." Through the years I have taught this course to hundreds, perhaps thousands, of people in many organizations. I have taken it to at least 29 states as well as to Canada, Venezuela, Mexico, and Puerto Rico. I have some associates who also teach this program in Australia and Puerto Rico, and two transactional analysis practitioners have used some of this material to

write their PhD theses. I am now teaching a program that shows people how to raise their EQ (emotional quotient) by using their functional ego states more effectively.

Yes, Eric Berne has touched my life in a thousand ways. Emotionally, I feel better about me. Physically, I am in great health and take good care of myself. Financially, transactional analysis has been a prime source of income. In relationships, I have become a more sensitive, caring individual. I have a loving relationship with my children and a friendship with their mother, even though we are no longer married.

Thank you, Eric Berne, and thanks also to the many, many transactional analysis practitioners who have coached me, counseled me, and encouraged me in both my personal and professional life. My life is rich, full, and abundant greatly because of the way transactional analysis and my many TA friends have helped me to grow and learn. I am forever in their debt.

Bob Avary, president of Avary Growth Institute, has been helping organizations grow since 1969. He thoroughly enjoys sharing ideas about ego states and the emotional quotient they create. Please write if you want to open a dialog on these topics: bavary@juno.com.

REMINDER

**Hedges Capers
Humanitarian Award
Nominations Deadline:
1 January 2004**

**Muriel James
Living Principles Award
Nominations Deadline:
1 January 2004**

NET CONNECTION

by Jonathon Wagner

Cows Browse, So Do You

During the past eight months I read all five volumes of Jean Auel's "Earth Children" series about life when Neanderthal and Cro-Magnon people shared space in prehistoric Europe. From her description of the fauna of those times, I learned that animals browse to discover the food plants that they eat. The wide variety of plants 30,000 years ago allowed for a wide variety of animals to browse the same area, each seeking its particular food choice.

Today, the Internet provides those of us humans who have computers with abundant "food" for our minds and emotions. To discover "food" on the Internet, we use a browser. I personally use a number of the more than a 1000 available browsers, including Yahoo, Jeeves, and usually Google (www.google.com). One problem I find in browsing the Internet, however, is the abundance of information. For example, yesterday I was looking for a new email software program. When I typed "software" into the Google search engine, I got over 259,000,000 responses in less than .2 seconds. Sometimes it takes an effort to limit the information to a small enough number of options to be useful.

Today I used a different strategy. I typed my brother Dave's name into Google's topic line. David K. Wagner resulted in 518,000 choices. The first five choices were about my brother. When I tried again and put quote marks around his name, the number dropped to 243 choices, and nine of the first ten were about my brother. Quote marks tell the browser that all the words

"We can browse the Internet to support our biases or to stretch our minds. I encourage you to do the latter."

must be present. When I entered "Wagner K. David" there were no responses. When I entered "Wagner David" there were 23,000 responses, and my brother did not come up in the first 60 options. This all demonstrates that the words entered and how they are entered can make a big difference in what a search engine discovers.

To get closer to the sites that refer to my brother, I needed to add more information. I entered "David K. Wagner" medicine. He is a doctor, so that eliminated nondoctors. The results showed 200 options, including a doctor in Wisconsin who is not my brother. By entering "David K. Wagner" "emergency medicine," Google came up with 174 choices. Google listed 62 of them, and 57 of those referred to my brother, mainly bookstores that sell the annual book on emergency medicine that he edits, but also the medical school department of emergency medicine where he heads the department.

Thinking of ways to focus your request for information is an important part of browsing. Browsers will have some additional information on how to narrow your search. They usually label it as "advanced search."

Once you become comfortable browsing, I hope you will look for "food" that is not necessarily your favorite. During the attack on Iraq, for example, I looked up newspapers—foreign, Middle East—to read what people in that part of the world were writing about the conflict in Iraq. On another subject, there are a number of medical information sites for professionals. I get AtHealth and Medscape. Both have exten-

sive information on psychopharmacological medicine, which stretches my bias toward talk therapy.

As with many things, we can browse the Internet to support our biases or to stretch our minds. I encourage you to do the latter.

Jonathon Wagner, MDiv, LCSW, is chair of the ITAA Internet committee. He can be reached at 1248 Dawn Valley Dr., Maryland Heights, MO 63043, USA, or by email at jwagner@counseling-stl.com



CLASSIFIED AD
Straight-shooting computer repair guy.
Jim Cooley/Computer Closet.
415-642-1651

Reflections

continued from page 1

contracts are not clear, disputes arise. Also, the association can put itself at risk of litigation if it does not follow its own procedures. I found, on taking office, that the association's practice over several years had drifted away from our rules, and the rules had not been amended. Fortunately for the ITAA, past president Robin Maslen volunteered for the massive task of rewriting the rules we run by. I am enormously grateful for the skills and knowledge that he has brought to this task.

Just before I took over, our long-standing executive director, Susan Sevilla, left us. It quickly became clear that we were in no financial position to replace her. This has meant a significant change in the culture of the board. Volunteers

"The risk is that ITAA's important functions will be lost to the world's transactional analysis communities if some way is not found of putting the organization on a firmer financial basis."

have had to take over many tasks that were formally done by paid staff. Only through the goodwill of many members have we been able to continue to function. The transition has not been easy, and it is still easy to think that we should hire someone to do the work when the truth is we no longer have enough members to support more than a very small office. At this point, if we want things done, we must, for the most part, do them ourselves. I am very grateful to those members who have put in considerable time without financial reward to make sure that the association's many functions continue smoothly. These include publishing *The Script* and the *Transactional Analysis Journal*, putting on conferences, making grants, and publishing videotapes, as well as the new initiatives listed earlier.

I also want to acknowledge here the work of our longest serving staff member, Ken Fogleman, who now runs the office, and Robin Fryer, the contracted managing editor of the *Journal* and *The Script*. Both have gone well beyond what

could be expected in their service to the board, to members, and to me personally. I will very much miss working with them as I step down from the presidency.

I am disappointed that we have not been able to increase our membership over my three-year term. The reasons for our loss of membership vary considerably from region to region. Within the United States, the very small number of training programs available in transactional analysis has meant that the membership there has not recruited many younger members. The original members are now growing older, and most of our membership loss in the United States seems to be from retirement.

Outside the United States I think we battle the perception that the ITAA is still largely a US organization. While we have had presidents from several different countries and the number of regional representatives has been increased, it is true that the executive has had a majority of US members for a number of years. In addition, members have become more and more focused on local transactional analysis organizations in the many parts of the world where these are growing in strength.

I believe the ITAA has a great deal of loyalty and goodwill among its members and is seen as providing important resources, such as *The Script*, the *TAJ*, and our website. It is also seen as an important body historically and in a sense as the guardian of the modality's history. The risk is that these important functions will be lost to the world's transactional analysis communities if some way is not found of putting the organization on a firmer financial basis.

I wish Jim Allen success in tackling these thorny issues. He is a man of energy and integrity and will, I am sure, carry the support of members as he takes over the role of president.

Finally, I want to thank those people from many countries who have supported me personally in the sometimes difficult work of the presidency. This includes the New Zealand transactional analysts, who have provided consistent encouragement and a supportive home base, and the people in countries as varied as Mexico, India, Europe, South Africa, the United States, and Australia, who have made me feel welcome when I have had the privilege of visiting them.

ITAA President Gordon Hewitt, PhD, can be reached at 30 Totara St., Eastbourne, Wellington, New Zealand, or by email at gordon@hewitt.gen.nz.

The ITAA

continued from page 1

though this action could shorten the life of the organization to four or five years unless we alter the balance between income and outflow. After careful consideration, the board decided to spend capital to expand the organization and its services and to enhance the position of transactional analysis in the world community. This is, I think, a courageous and exciting, if dangerous, leap of faith.

Four decades ago, transactional analysis blossomed in the hot-house milieu of the Northern California coast. Its seeds spread and took root around the world. Some of the seedlings have become more vigorous than the parent plant itself. The question before us now is, will that parent plant just wither away or will it blossom again? We are betting on the latter.

Last summer the board also formed a "blue ribbon" committee to develop future scenarios for the organization. I am chairman of this committee and would welcome your suggestions. Some have suggested that it might be wise, in terms of economics and to demonstrate international goodwill, to move the home office to some other country. This cannot be done, however, under California law and the tax code: To do so, we would have to distribute what resources we have to another nonprofit California entity.

The ITAA as a Vehicle for the Dissemination of Transactional Analysis

This is a time of great opportunity for transactional analysis as a theory and practice. Thanks to Ted Novey, we now have some very important outcome research. Thanks to Claude Steiner, we soon will have detailed documenta-

tion of newer developments in a variety of fields supporting many of our basic ideas. Thanks to a growing emphasis on research in the training programs in a number of different countries, we can hope to see transactional analysis transformed into an evidence-based approach. This seems an absolute necessity if it is to flourish in the mainstream of accepted reputable practices.

Because of the explosion of different emphases within the transactional analytic paradigm, we have become an interpretive community characterized by a sense of a common identity and a common destiny. While everyone may not agree on all its basic constructs, we generally know what they are, including their strengths and weaknesses, their historical development, and when best to use them.

"Because of the explosion of different emphases within the transactional analysis paradigm, we have become an interpretive community characterized by a sense of common identity and a common destiny."

As a self-processed dialectic social constructivist, I find it quite understandable that we have developed different understandings of the same phenomena. I suspect that most of our members are at least "closet" constructivists—pragmatists who use what seems to work with the particular clients before them. I have just been one of the more vocal and "out" people in this particular area and am truly excited to embrace a multiplicity of practices and preferences—whether redecision, integrative, behavioral, or one of the plethora or other-influenced approaches within our basic paradigms. However, each of these approaches needs the support of outcome research. Each must also make sense in terms of what we think we know ("consensual reality") of brain functioning and human development. Today, we are on the verge of being able to do this. Transactional analysis as a theory and practice seems ready to explode into a profusion of flora, all firmly rooted in the soil of modern science.

And so, I thank Gordon, Robin Maslen, other members of the board, and the ITAA staff, as well as my predecessors and colleagues and all our practitioners and theorists for the work they have done for the ITAA and for transactional analysis. Let us welcome each other to the New Year, the new presidency, and a new era.

ITAA President-Elect James R. Allen, MD, can be reached at the Dept. of Psychiatry, Room 3 WP-3070, 920 Stanton L. Young Blvd., Oklahoma City, OK 73104, USA, or by email at james-r-allen@ouhsc.edu.

Vision and Strategy for the ITAA

The ITAA Board of Trustees has appointed a special committee to explore scenarios for the future of the ITAA. At this point, we are seeking input from the membership. How would you like to see the ITAA change? What would you like to remain the same?

The committee consists of Valerie Redman (Australia), Günther Mohr (Germany), Fanita English (USA), and Jim Allen (USA). Please contact us with your suggestions, fears, and recommendations. We need this information as soon as possible so we can include it in our deliberations. Our final recommendations are to be presented at the next board meeting, but we have to have come up with major scenarios by March 2004.

Jim Allen can be contacted at james-r-allen@ouhsc.edu.

EXAM CALENDAR

Exam	Exam Adm.	Exam Date	Location	App. Deadline
CTA Oral	COC	April 15, 2004	Reading, England	Oct. 1, 2003
	COC	July 14, 2004	Timisoara, Romania	April 1, 2004
	BOC	July 29, 2004	Bangalore, India	April 1, 2004
	BOC	Nov. 10, 2004	Wellington, NZ	Aug. 1, 2004
	COC	July 7, 2005	Edinburgh, Scotland	April 1, 2005
TSTA Oral	COC	April 15, 2004	Reading, England	Oct. 1, 2003
	COC	July 14, 2004	Timisoara, Romania	Jan. 1, 2004
	BOC	July 29, 2004	Bangalore, India	April 1, 2004
	COC	July 7, 2005	Edinburgh, Scotland	Jan. 1, 2005
CTA Written	All Regions (Non-Europe)	Your choice	Submit to Regional Exam Coordinator after paying \$50 fee to T&C Council	Your choice
TEWs	PTSC	July 11-13, 2003	Timisoara, Romania	March 11, 2004
	TSC	August 2-4, 2004	Bangalore, India	April 2004
	PTSC	Dec. 2-4, 2004	Rome, Italy	Aug. 2, 2004
	PTSC	July 10-12, 2005	Edinburgh, Scotland	March 10, 2005

* COC CTA exam candidates who are doing the COC written case study must submit it no later than six months before the oral exam date. Details/application available from the COC Language Group Coordinators.

Note: Exams subject to availability of examiners/exam supervisors. BOC not responsible for expenses incurred when unavailability of examiners/exam supervisors causes exams to be canceled or postponed. To be an examiner for an ITAA/BOC exam, examiners must be at least a CTA for a CTA exam or a TSTA for a TSTA exam.

To arrange to take a BOC exam, contact the T&C Council, 436 14th St., Ste. 1301, Oakland, CA 94612-2710, USA. **Note:** COC people sitting for BOC exams must forward the equivalent of the EATA fee to the T & C Council office. **To arrange to take a COC exam,** contact your EATA Language Coordinator. Check with the EATA office or the EATA Newsletter for the name of the appropriate Language Group Coordinator. **TSC Training Endorsement Workshop fee:** \$450 ITAA members/\$600 non-ITAA members payable in US dollars to T&C Council, c/o the T & C Council office, 436 14th St., Ste. 1301, Oakland, CA 94612-2710, USA. **COC Training Endorsement Workshop:** to take a COC TEW, contact the European TEW Coordinator, c/o the EATA office.

TRANSACTIONAL ANALYSIS CONFERENCES WORLDWIDE

FEBRUARY 1-8, 2004:

Ninth Annual USATAA Gathering. Frenchman's Cove, near Port Antonio, Jamaica. Contact: Dianne Maki, 908-234-1873, email: makisethi@aol.com .

JULY 15-18, 2004:

Timisoara, Romania. EATA Conference. Contact: Ibolya Daroczi, Str. Textilistilor nr.1 Bl. MY I, Sc.A, Ap.23, 76633-Bucharest sect 3, Romania; +40 256 220 357 (phone/fax); email: office@businesslike.ro

JULY 30-AUGUST 1, 2004:

Bangalore, India. International Transactional Analysis Conference (designated ITAA conference). Contact: C. Suriyaprakash at iitac2004@hotmail.com or child_asha@hotmail.com

OCTOBER 14-17, 2004:

Calgary, Canada. Americas Transactional Analysis Association (ATAA) Conference. Contact: Lorna Johnston, 25 Somme Blvd., SW, Calgary, Alberta, Canada T2T 6K7; +1 403 243 4208 (phone); +1 403 243 4209 (fax); email: lornajohnston@shaw.ca .

JULY 7-10, 2005:

Edinburgh, Scotland. World TA Conference sponsored by ITAA/EATA/ITA. Contact: Richard Reynolds, exec@ita.org.uk

KEEPING IN TOUCH

EUROPEAN REGION

THE 2005 WORLD TRANSACTIONAL ANALYSIS CONFERENCE, sponsored by the ITAA, EATA, and ITA (Institute of Transactional Analysis) will be held at the Edinburgh Conference Centre on Ricaron Campos of Heriot Watt University in Edinburgh, Scotland, 7-10 July 2005. Inquiries can be sent to Richard Reynolds at exec@ita.org.uk. TSTA and CTA exams and a Training Endorsement Workshop will be held in conjunction with the conference (see exam calendar in this *Script* for dates).

PACIFIC, ASIA, AFRICA REGION

NAGESH BABU of Coimbatore, India, writes, "It was a wonderful experience for me to participate in 'Saying Hello,' the sixth annual meeting in Coimbatore organized by the Asha Counseling and Training Center and Relations-Developmental TA facilitators. There were 116 participants and 12 facilitators. I volunteered to look after the venue with Ram, an advanced trainee. Murali, Sharmila, Tamilselvi, Sangeetha, Raghu—all advanced trainees—volunteered to discharge other conference activities. I also participated in the workshop, 'Non-violence, Energy and Evolution' conducted by Shrisashi. I learned from the session how con-

cepts can translate into measurable and specific behavioral terms. Violence that is physical can take visible form. Psychological and emotional violence have a great deal of impact on human beings that is more subtle in nature. In many cases we are desensitized to it. This workshop increased my awareness, especially about psychological and emotional violence.

"Lalitha Mathew and Stephen Titus's presentation was entitled 'Are You Sure?' It was attended by a group of professionals. Annie, Chitra, Sailaja, and Ragni—advanced transactional analysis trainees from Bangalore—conducted a session on 'Paths to Therapy.' All trainees benefitted from this workshop. It reminded me of how in 1994-95 Karthik from Chennai, Mohan, Suriya, and I met every Saturday to discuss transactional analysis concepts and their application in organizations. Our relationship eventually led us to form a firm.

"All the events at the meeting went off well. As usual, the TA 101—this year presented by Saru, Susan George, Radhakrishnan, Mohan, and Suriya—was full. Among the other special events were 'Saying Hello' at the beginning of the first day and 'Saying Good-Bye' at the end of the last day. In between, personal transformation, changes, learning, and motivation occurred. For me, this conference was another opportunity to enrich my knowledge of transactional analysis and my journey of personal growth."



Turkish TA 101 participants with Frances Bonds-White and Fatma Reid in Istanbul in August 2003. This was the second Turkish group to take the TA 101 in English with Fatma and a visiting Teaching and Supervising Transactional Analyst. Frances was in Istanbul for the IAGP Conference and while there did the 101 and other training with Fatma. In the photo, Fatma is standing second from the right and Frances is seated in the middle.

ITAA WEBSITE: www.ita-net.org

The ITAA website provides comprehensive information about every aspect of the ITAA. Recent additions to the site include links to upcoming international, national, and regional activities as well as membership criteria and an application form. If you want your website linked from the ITAA site, please forward the site address (URL) to webmaster@ita-net.org. Please also forward any suggestions, feedback, and information for upcoming events.

Transactional Analysis in Iran

by Mansour Bahrami

As the next in our series of articles about the state of transactional analysis in various countries and regions of the world, we are pleased to publish the following article, which was sent to us unsolicited by Mansour Bahrami of Tehran. Given the current state of affairs in the world, and particularly in the Middle East, we are heartened to hear that transactional analysis has a voice in Iran.

I noticed an article in the May-June 2003 *Script* on the subject of transactional analysis in South Africa. Therefore, I decided to send details on the progress of transactional analysis in Iran.

Transactional analysis has a very short history in Iran, but due to the rich culture here, Iranians have shown great interest in this topic after its introduction through the translation of several books, including *I'm OK, You're OK* and

Games People Play. Knowledge about transactional analysis goes back about 15 years when people learned about it through discussion groups and a variety of study backgrounds. Our study circles consist of approximately 12-18 students; our study groups are smaller. Generally information is gathered in study groups, processed, and then presented to study circles, where it is discussed, and then the circle moves on to a new subject.

Transactional analysis has now entered various fields here, and interest has increased at a rapid pace. Over the past few years it has been taught in universities in various areas, including psychology, social sciences, and management. Course syllabi are implemented by the government (Council of Higher Education), and universities have included transactional analysis as part of the curriculum in the fields of public relations and human resources as well as psychology, management, and sociology due to its

importance and applications. In Iran, universities are divided into governmental (no study fees are paid) and private (similar to the open universities in the United Kingdom where study fees are paid).

I am sending a photograph that shows a recent graduate course on the fundamentals of transactional analysis. The course was arranged for individuals with a variety of knowledge and background who were interested in joining our discussion group on transactional analysis and who were referred from participants of our study circle. Meanwhile, members of our study circle are working to expand knowledge of transactional analysis in their own study groups with a focus on primary subjects such as the drama triangle.

Few people in Iran apply for ITAA membership because of economic and regulatory reasons. Although we do not have an official organization, the increase of translations of books related to transactional analysis is very noticeable.

We would be pleased to receive any correspondence and moral support from other members of ITAA, including donations of used books and journals. You can contact us by writing me at No. 23 fifth St., Gandhi Ave. 15176 Tehran, Iran, or by email at manbahrami@hotmail.com



Recent participants in a course on transactional analysis fundamentals held in Tehran, Iran. Mansour Bahrami is the second person sitting from the left.

You can purchase additional copies of the special January 2003 issue of the TAJ "For Our Clients" to sell or give to clients, trainees, workshop participants, and/or colleagues who are interested in learning more about transactional analysis. The cost is \$10 each or \$8 each for 10 or more copies (postage included). To order, please contact the ITAA office or visit our website at www.ita-net.org.

Upcoming TAJ Theme Issues

"GAY AND LESBIAN ISSUES"

Coeditors: Terry Simerly and Bill Cornell

Deadline for Manuscripts:
1 January 2004



"TRANSACTIONAL ANALYSIS IN LATIN AMERICA"

Coeditors: Bill Cornell and Gloria Noriega

Deadline for manuscripts:
1 June 2004



"TRANSACTIONAL ANALYSIS & PSYCHOANALYSIS"

Guest Editor: Helena Hargaden

Deadline for manuscripts:
1 October 2004



"TRANSACTIONAL ANALYSIS & ORGANIZATIONS"

Guest Editor: Sari van Poelje

Deadline for manuscripts:
1 April 2005



Please follow the instructions to authors on the inside front cover of any recent issue of the TAJ. Email manuscripts to TAJ Managing Editor, Robin Fryer, MSW, at robinfryer@aol.com or send to her at 1700 Ganges Avenue, El Cerrito, CA 94530-1938, USA.