

AFTER HE SAID HELLO

Eric Berne Inspired Me

by Marijke Arendsen Hein

This is the latest installment of the column "After He Said Hello" coordinated by Pam Levin. Our thanks to Marijke Arendsen Hein of the Netherlands for her story about how Berne's work affected her 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 perfect-bones@pacific.net.

I never met Eric Berne personally, but I've met people who listened to and talked with him, and even a few who touched him. And I've met many people who were touched by him, myself included.

"Berne taught us that understanding is different from verbalizing, and that one does not necessarily depend on the other."

I have been studying and teaching transactional analysis in The Netherlands and elsewhere in Europe since 1977. I have often fantasized what it must have been like to be a member of the San Francisco seminars. When asked in my first TA 101 course what the "101" stood for, I replied that I thought it was Berne's house number in San Francisco!

I have been particularly inspired by what Eric Berne wrote about intuition. He gave us permission to use our intuition as an important diagnostic tool, something that as a university student I was discouraged to do. I was trained to think in stimulus-response sequences, with nothing in between. Berne, on the other hand, taught us that understanding is different from verbalizing, and that one does not necessarily depend on the other. "True knowledge is to know how to act rather than to know words" (Berne, 1949/ 1977, p. 28), he wrote in one of his early papers on intuition. He added, "There is a time for scientific method and a time for intuition—the one brings with it more certainty, the other offers more possibilities; the two together are the only basis for creative thinking" (p. 30).

These statements gave me tremendous permission to go for the things that I felt were right and that I often could not yet explain, especially in the early days of my post-university training. They gave me freedom and creativity in my therapies, a completely new idea for me. They also gave me the courage to stand up for myself and give my own opinions in hospital staff meetings.

To trust my own intuition, insights, feelings, and ideas while working with clients has helped me to analyze my countertransference and to understand better both what is going on inside the client and what is happening between us. Then continually checking my intuition against objective

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The Truth Is Out There: Constructing Contamination

by Paul Kellett

Editor's Note: *The original version of this article was published in the EATA Newsletter (No. 78, October 2003, pp. 6-10). We reprint it here both because of its relevance to recent discussions in the transactional analysis community about "core concepts" and because we are committed to publishing stimulating material from other newsletters. We hope you find it of interest and would appreciate hearing your comments.*

A number of recent debates within the transactional analysis community have focused on definitions of fundamental TA concepts. Many of the views expressed in these debates have been based on the belief that an objective reality exists in which truths are waiting to be discovered and accurately described. The premise seems to be that "the truth is out there."

In contrast, I argue that there is no universal or objective criteria by which transactional analysis concepts (or any other) can be theoretically defined or measured within clinical practice. To illustrate this, I will apply to the concept of "contamination" a critique based on ideas from

constructionism (sometimes referred to as "constructivism"). This philosophy, derived from social psychology, is situated within the paradigm referred to as "relativism," which I will briefly describe and contrast with "positivism." I then consider some implications of this view for transactional analysis theory and practice, offer a new definition of contamination, and discuss some issues regarding the process of decontamination.

Competing Paradigms

As in any discipline, each psychotherapeutic approach consists of ideas based on a core set of philosophical principles, or beliefs, from which a story is constructed. Such stories create meaning about what we experience. A paradigm represents such a story. It specifies ways of applying such ideas (a methodology) in order to identify and operate on the basis of the concepts it constructs. Positivism and relativism, for example, represent two famous paradigms in the field of science.

NEWTON VERSUS EINSTEIN. Isaac Newton told a story about the universe that was consistent



with the positivistic paradigm. It said that there is one reality, and that reality can be looked at objectively. Further, it suggested that if we look at reality objectively enough, we will all agree on our interpretations of it (truth) and thus construct "facts." In this universe, two people with identical watches would measure time passing at the same rate because time is absolute (see Figure 1 on page 2).

However, in 1905 Albert Einstein made up a new story in which the measurement of time depends on other aspects of our experience, such as how fast we are traveling and how close we are to heavy objects. After 1905, the watch of someone traveling in space would measure

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Structure and Dynamics in Transactional Analysis Organizations: A Call for Action



by Sari van Poelje

Editor's Note: *We offer here one reader's views, in part, on two organizational developments described in recent Scripts: the potential establishment of a new worldwide association of associations and the appointment of a special committee to explore scenarios for the future of the ITAA. In both cases, feedback from members was requested, and we appreciate that Sari van Poelje has taken the time to respond so thoughtfully. We urge other members to make their views known as well, either by writing to The Script or by directly contacting members of the leadership groups of either or both associations.*

In the past year I have been disturbed by several apparently separate incidents within transactional analysis organizations. The public conflict between veteran ITAA members, the splitting off of special fields institutions from national associations, and my experience of the ITAA Board of Trustees meeting in Mexico last August have contributed to my general sense of unease about where the transactional analysis community is going. Although my feeling is no doubt partly a reflection of a more general sense of unease about the state of the world, I am also uneasy because the incidents just cited reflect different implicit decisions about organizational development. This has been confirmed for me by the attempt to create a new worldwide structure (see "World-wide Transactional Analysis: An Association of Associations" on page 2 of the November 2003 *Script*).

I wish here to use Berne's (1963) ideas from *Structure and Dynamics of Organizations and Groups* to make sense of these developments in the ITAA and EATA. My goal is to stimulate discussion about our goals and the organizational structure that best serves them in the hope that we will make more transparent decisions about our next steps.

The ITAA

The ITAA is a nonprofit educational institution that works to build understanding, knowledge, and acceptance of transactional analysis in the clinical, counseling, organizational, and educational fields. The voting membership is comprised of individual members located in 62

countries, and the organizational leadership is represented by a board of trustees consisting of officers elected at large, trustees elected by region, and at least one association representative (the EATA president, who is a nonvoting member of the board). All serve three-year terms, with the exception of the president, who serves an extra year as past president.

Until the 1990s, the ITAA was a holding structure for worldwide associations. Since then several things have occurred that have caused stagnation in its development. EATA emancipated itself in the late 1990s to become ITAA's counterpart in Europe. The ITAA had to restyle itself to be a holding structure for everyone outside of Europe, with the United States as just one of its regions. It also became clear that membership in the United States was steadily declining. In the same period the building that had housed the Eric Berne Seminars was sold.

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Bangalore Conference Insert

(see page 4)

time very differently when compared with the watch of someone sitting at home (see Figure 2). Such individuals would no longer agree about what time it was, that is, they would not agree on an "objective reality."

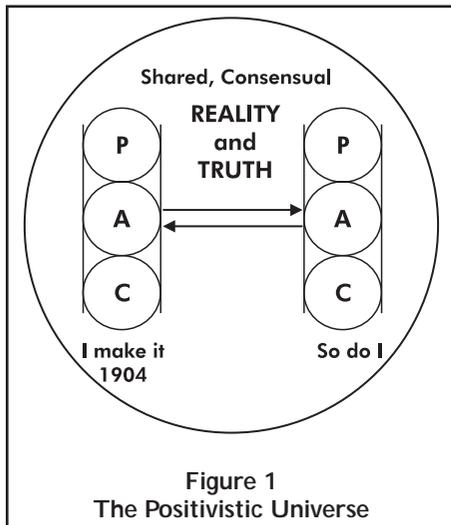


Figure 1
The Positivistic Universe

Einstein's physics gave birth to the theories of relativity and quantum multiverses, theories that were unpopular with scientists of the day, including Einstein himself. As he said in his famous appeal to an objectifying deity, "God does not play dice with the Universe" (Einstein, 1996, p. 56). Unfortunately for Einstein, his efforts to prove his theories wrong foundered, and his appeal met with divine silence.

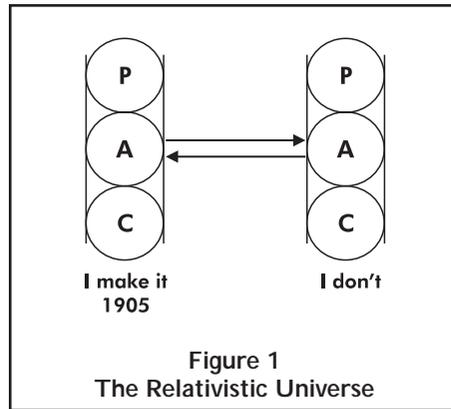


Figure 1
The Relativistic Universe

Eventually, he and others built on these theories, and the consequences have gradually filtered into our psychotherapeutic ideas about peoples' everyday experiences. This new story led to a philosophy referred to as "relativism," a paradigm that proposes that time, reality, and truth are relative and not absolute.

The Turn to Language

WITTGENSTEIN AND AUSTIN. In part because of Einstein's work, it became clearer how difficult it is to define reality, and some philosophers responded by suggesting that reality is effectively a mirage, created through and by language. Ludwig Wittgenstein, for example, pointed out that we use language selectively within "language games," which represent recognizable, familiar forms of argument that people use to organize the meaning of what they do. Thus, the meaning of any given concept (word) is situated within the language game in which the word is used. In his *Philosophical Investigations*, Wittgenstein (1953/1958) offered the following provocative definition: "The meaning of a word is its use in the language" (p. 43). Taking this argument further, he suggested that meaning and knowledge are products of language as it is situated and used within specific cultural practices (he called these "forms of life"). This meant that there is no way to judge objectively the meaning of a statement outside the form of life in which it was produced.

"In defining 'contamination' and offering criteria by which it can be diagnosed, transactional analysis creates contamination."

John Austin (1962), for his part, argued that we use language to perform actions that define reality. These actions, or "speech acts," have differing force or authority depending on the language game in which they are used and the positions of the speaker(s) and listener(s). To illustrate his argument, Austin used the example of a dignitary naming a ship at a ceremony. The naming (speech act) by a recognized authority figure (dignitary) is part of a naval ritual (language game) that constructs an object that "becomes" a ship. So, rather than asking, "What action or object does language represent?" Austin asked, "What action or object does language create?" Language constructs meaning and reality.

Poststructuralism

Michel Foucault revised many of these ideas within a philosophy that became known as "poststructuralism." He viewed meaning as structured in terms of discourse, "a group of statements which provide a language for talking about—a way of representing the knowledge about—a particular topic at a particular historical moment" (cited in Hall, 2001, p. 72). It is a way of telling a particular story. Where such ways of storytelling become officially adopted by important social authorities (institutionalized), the resulting stories (discursive formations) will be empowered with the status of truth. Transactional analysis, for example, represents a story about human development and

relating that is situated within the more general discourse of psychiatry, a powerful storyteller within the medical institution.

Foucault went on to argue that such stories are inextricably bound up with struggles of power and authority and definitions of what is "truth," "reality," "right," and "wrong." The assertion of truth through storytelling thus gives rise to discursive practices, such as the practice of psychotherapy, which in turn (re)produce and confirm the status and power of the storyteller as well as of the story itself. Thus, powerful storytellers make stories come true.

Implications for Transactional Analysis

As transactional analysis therapists, we are produced within the discursive formation of TA psychotherapy, which itself draws authority from the discourse of Western psychiatric and scientific practices. We are storytellers who assert the truth of our stories by our implicit—and sometimes explicit—appeal to our authoritative position as therapists. When others (such as clients) bestow this authority on us, we then coconstruct reality in accordance with transactional analysis theory. To illustrate this process within transactional analysis, I will consider the concept of contamination.

Contamination

In defining "contamination" and offering criteria by which it can be diagnosed, transactional analysis creates contamination. In the psychological literature, this particular form of construction represents pathologizing. That is, we bring about what we invent. Situated humanistic assumptions then add value to these objects (i.e., "good" or "bad"). As transactional analysis practitioners, we may subscribe to these values and thus perceive them to be universal truths, but they remain situated beliefs. These values are then (re)produced as "truth" through our practice of transactional analysis psychotherapy with our clients.

These considerations imply significant consequences for definitions of transactional analysis concepts. For example, to continue with the concept of contamination, first, "contaminated" represents a label that one person uses to describe someone else's functioning. A client running a contamination is unlikely to agree with his or her therapist's interpretation of his or her experience, and such a client cannot meaningfully declare his or her own judgment contaminated (Irving, 2001a, 2001b).

Second, there can be no "real" or externally validating criteria to support such a definition of a client by a therapist. The therapist appeals to cultural values and discourse (which include "reason" and accepted definitions) and uses his or her authority to support the argument and to persuade the client and others to see things as he or she does. That is, the stories we use to argue our position as well as the construction of the plausibility of our stories in relation to another person will determine reality or truth: in this case, whether or not someone is running a contamination.

Third, someone can only be persuaded that his or her thinking is contaminated when the consequences of that thinking conflict with his or her own acknowledged goals or other beliefs. That is, only when a client shares the therapist's diagnosis of internal incongruity within the client's frame of reference will he or she accept the therapist's definition, thus allowing the possibility of decontamination. As with words, the meaning of values and beliefs are relative (situated), and decontamination thus represents the relational restructuring of internal meaning. Through the externalization of their internal worlds, the client and therapist define between them the client's contamination. All contaminations are thus relational contaminations (K. Tudor, personal communication, 2002).

In the light of these arguments, I offer the following relational definition and diagnosis of contamination:

A contamination labels (structurally) a thought, feeling, or action or (functionally) thinking, feeling, or doing that the client believes as representing a "consensual truth" of the Adult but that the therapist attributes to a fixated ego state that is contaminating the Adult.

A contamination thus represents a client act (a thought, feeling, or action) identified by the therapist that conflicts with the client's stated therapeutic goals or appears internally incongruent within the client's frame of reference. This act, if changed or abandoned, would further the attainment of contractual change as agreed by the client and therapist.

A contamination also represents a client act identified by the therapist that conflicts with the therapist's understanding of situated, consensual social values. Thus, the therapist's understanding of situated cultural values as well as the client's ego state content (history) and function (process) will form the basis of defining contamination.

"Identification and client acceptance of contamination begins the process of decontamination and thus represents a contractual and relational negotiation between client and therapist."

Finally, identification and client acceptance of contamination begins the process of decontamination and thus represents a contractual and relational negotiation between client and therapist. The process of decontamination represents a restructuring of internal meaning for the client and a reconstruction of his or her frame of reference.

Conclusion

In the story I have told here, language is not a neutral reflection of some objective reality. Rather, reality is an illusion created by language. Words represent actions such that narratives relationally enact powerful, subjective meanings. Our stories and storytelling thus construct our realities. We are, in a fundamental sense, the story we tell about ourselves, other people, and our world. Our reality represents experiences that we subject to our frame of reference. In this way, our frame of reference represents our book of tales. The client's meaning making is a function of his or her book of tales. These are situated within wider cultural discourses and are (re)produced through language. After decontamination (or any effective therapeutic intervention), the client may tell himself or herself and others a new story from a here-and-now, integrating Adult position. By becoming aware of our book of tales we can take more responsibility for our reality and resist the grandiose temptation to believe that we have come closest to defining the "truth that is really out there."

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2004 International Transactional Analysis Conference

Bangalore, India—The Atria Hotel

30 July—1 August



Organized by the International Transactional Analysis Association (ITAA) and the Centre for Holistic Integrated Learning and Development (CHILD)
Supported by the Indian Transactional Analysis Community

WELCOME

Welcome to the 2004 International Transactional Analysis Conference in Bangalore, India. Among the highlights of this exciting gathering are:

- The theme—"Celebrating Differences"—is especially relevant to the present testing times in both India and the world at large
- 5 days of scientific learning (2 days of preconference institutes and 3 days of the conference)
- 95 hours of workshops, panels, and papers
- 30+ countries represented among presenters and participants
- 40+ expert presenters
- 350+ delegates from all over the world
- 7 preconference institutes
- 8 parallel tracks on all conference days
- 3 keynote speakers
- 2 additional special speakers

- A unique learning experience with professionals from around the globe, principally psychotherapists, psychologists, counselors, educational consultants, teachers, managers, executives, HR consultants, students, parents, and those who are interested in growth and development

Join us and share the pleasure of learning together. Let's spread the joy of celebration in our homes, organizations, and society. Hand-in-hand we shall celebrate our uniqueness and our differences.

THEME: "CELEBRATING DIFFERENCES"

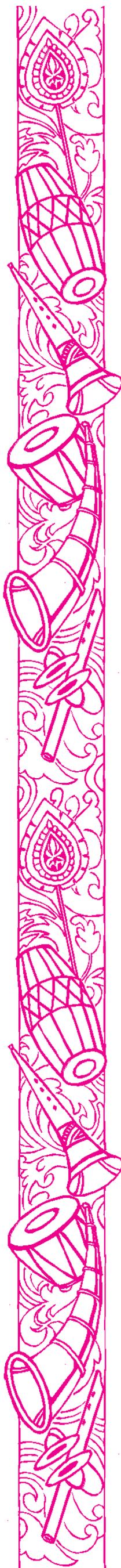
The explosion of new ways to communicate and the process of globalization have brought us together more than ever in this new millennium. What happens in

any part of the world affects all of us simultaneously. Ethnic, cultural, religious, philosophical, economic, political, and educational differences are no longer confined to one geographical region, and all nations and regions are struggling to cope with growing hatred and violence fostered in the name of perceived differences among people. The Bangalore conference will be a forum in which we can not only recognize, acknowledge, and accept these differences, but also express, reveal, and celebrate them in a positive way from an "I'm OK, You're OK" position. We will have the opportunity to explore how transactional analysis can be used to help us coexist, cooperate, and together construct a world of peace and harmony by celebrating our differences. As Berne said, "To say

hello rightly is to see the other person, to be aware of him as a phenomenon, to happen to him, and to be ready for

him to happen to you." The conference theme and logo depict the harmony and peace that we can share when we are able to say hello by celebrating differences and each other.

Mysore Palace
at night.



Scientific Program

KEYNOTE SPEAKERS



Charlotte Sills, MA, MSc (TA Psychotherapy), Diploma in Systemic Integrative Psychotherapy, Teaching and Supervising Transactional Analyst, from England will speak on "Freedom in Differences for Transactional Analysis Practitioners"



Dr. H. R. Nagendra, ME, PhD, president of Vivekananda Yoga Anusandhna Sansthan, member of the working group of experts for the planning commission, Ministry of Health, India, will speak on Indian Philosophy and Celebrating Differences



Julie Hay, FCIPD, FRSA, MIM, Teaching and Supervising Transactional Analyst, CEO AD International UK, past president of the ITAA and EATA, will speak on "Developmental Transactional Analysis: Celebrating the Differences from Psychotherapy"

LEGENDS OF TRANSACTIONAL ANALYSIS SPECIAL SPEAKERS



Fr. George Kandathil, SJ, Teaching and Supervising Transactional Analyst, founder-director of the Institute for Counselling and Transactional Analysis (ICTA) in India, Kochi founder of Triology—The GK [George Kandathil] Model, will speak on "Triology and the GK Frame"



Mary McClure Goulding, MSW, Teaching and Supervising Transactional Analyst, social worker, psychotherapist, cofounder of redecision therapy, Eric Berne Memorial Award Winner (with Bob Goulding) for work on injunctions and decisions, citizen of the world, will speak on "Transactional Analysis: Past, Present, and Possible Future"

PARTIAL LIST OF PROGRAMS

Preconference Institutes

Marijke Wusten (Netherlands)—Opening Our Hearts (2 days)
Tripura Kashyap (India)—Dance Therapy (2 days)
Susannah Temple (UK)—Mapping the Flow of Response-ability: Experience the Use of the Temple Index for Functional Fluency (TIFF) (1 day, Wednesday)
Lalitha Mathew & Stephen Titus (India) (2 days)—
Releasing Emotional Blocks Using Journey Process
Radhakrishnan T. S. & Susan George (India)—TA 101 (2 days)

Morning Support Groups

Isabelle Crespelle (France)—Process Group
Integral Yoga Institute (IYI) (India)—Yoga & Deep Relaxation
Sashi Chandran & Sonnika (India)—Yoga & Tai Chi
Marijke Wusten (Netherlands)—Opening Our Hearts
Lucy Freedman (USA)—to be announced
Susan George (India)—Returning to Simplicity

Conference Workshops

Elana Leigh & Sashi Chandran (Australia & India)—Open Sesame
(three half-day programs for children ages 6-13)
Jim Allen (USA)—Transactional Analysis 2004: Therapeutic Competencies and Current Constructs
Julie Hewson (UK)—Telling Our Cultural Stories
Robert Massey (USA)—A Comprehensive Model for Addressing Differences
Elaine Childs-Gowell (USA)—Forgiveness and Grief: The Tools—The Medicine Wheel, Good Grief Rituals®, and More
Rebecca Trautmann (USA)—Child Development and Transactional Analysis
Mary Goulding (World)—Redecisions in Brief Therapy
Jenny Robinson & Hank Nunn (UK & India)—Learning from Differences
Diane Salters (South Africa)—Simunye—Sibaningi (We Are One—We Are Many)
John Parr (UK)—The Gods of Management
Jerzy Igor Biechonski (UK)—Dealing with the Roots Instead of Just Cutting Back the Weeds
Julie Hay (UK)—The Impact of Difference in Supervision
Charlotte Sills (UK)—Liberation through Difference
Adrienne Lee (UK)—Contrasting Styles in Transactional Analysis Group Work
Graham Barnes (Sweden)—A Conversation about Psychotherapy Competence: Differences that Make a Difference
Susannah Temple (UK)—Finding My Flow as a Teacher: What Is Functional Fluency?
Nira Shiran-Mizrahi (Israel)—Drawing Mandala as a Tool for Unifying the Difference
Alastair Moodie (UK)—Personal Autonomy in Therapy and Relationship
Colin Brett (South Africa)—If It's Positive, Is It Still Script?
Lucy Freedman (USA)—Healthy Organizations
Jan Hennig (Germany)—Responsibility in the Family
Rosemary Napper (UK)—What's the Difference?: Working One-to-One
Fanita English (USA)—Celebrating How My Experience at the 1972 India Conference Affected My Work with Scripts
Annie Murray (UK)—Development and the Gift of Diversity: Transactional Analysis and Organizational Learning Groups
Valerie Batts & Felipe Garcia (USA)—Creating Effective Multicultural Systems
Bea Verzaal (Netherlands)—Changing Scripts: Using Active Imagination and the Body
S. Ram Mohan & David Frawley (India & USA)—From Differences to Oneness: An Indian Perspective
Ramakrishna Math (India)—A Bird's-Eye View of Indian Psycho-Philosophy: One-World Family
Sarada Natarajan & Natarajan (India)—Ramana Maharshi & Path of Self-Inquiry for Understanding: "Where is the Other?"
Sharon Davis Massey (USA)—Celebrating Diversity, Exploring Unity
Annie Cariappa & Ragini Rao (India)—Power of Adolescence
Jayshree Shanker, Sharmila Murali, Prabavathy Raguraman, Rajeswari K. S. (India)—Gender Scripting in India: Mythological Origins
Gordon Hewitt (New Zealand)—What Do Neurobiological and Evolutionary Psychology Say about Transactional Analysis Theory?
Suriyaprakash C. & Mohan Raj I. A. (India)—Work Pressure to Work Pleasure
Viswanathan P. S. (India)—Sharing in Caring
Charlotte Daellenbach (New Zealand)—What Makes Us Transactional Analysts
Peter Held (Germany)—Transactional Analysis and Systemic-Constructivism Thinking
Atul Mathur & Vinita (India)—Use of Experiential Methods to Deepen Understanding of Transactional Analysis Concepts
Radhakrishnan T. S. (India)—TA & Indian Philosophy: Maya to Moksha vis-à-vis Games to Autonomy
S. Kalyanaraman (India)—The Relevance of DHARMA (The Path of Justice & Righteousness) in Making Today's World of Diversity into a World of Unity
Radhakrishnan T. S. (India)—TA & Vedanta: One Message in Two Languages

Conference Papers

Sachin Jain (India)—Organizationally Relevant Variables as a Function of Emotional Intelligence: A Study of School Teachers
Saru P. K. (India)—Autonomy & Gita Philosophy
Nimmi Hutnik (UK/India)—From the Inside Looking In: Raising Cultural Awareness
Servaas van Beekum (Australia)—Relevance of Mourning in Corporate Settings
R. K. Sokhi (India)—The Effect of Socioeconomic Changes on Group Dynamics of Public Sector Organizations

Conference Panels (panelists to be determined)

Clinical/Theory
Developmental Transactional Analysis
Spirituality & Transactional Analysis

CONFERENCE PROGRAM

The conference structure consists of morning support groups followed by keynote speeches, special speakers, workshops, panels, papers, and a variety of social programs. The conference proper will be preceded by two days of preconference institutes. Once the conference begins, each day will start with small support group discussions led by an expert facilitator and focusing on different areas of interest. Then conference delegates will convene at the plenary for a keynote address, after which workshops in eight parallel channels will occur at various venues. The workshops are 1-1/2 or 3 hours long, and participants may

choose to attend any channel of their interest. Closure for each day will again be a plenary with a special speaker.

SOCIAL PROGRAM

The social program includes the opening ceremony on Thursday evening, a cultural dinner on Friday evening, local sightseeing on Saturday, and the closing ceremony on Sunday. The cultural dinner will showcase exotic traditional Indian cuisine with Indian classical music and dance.

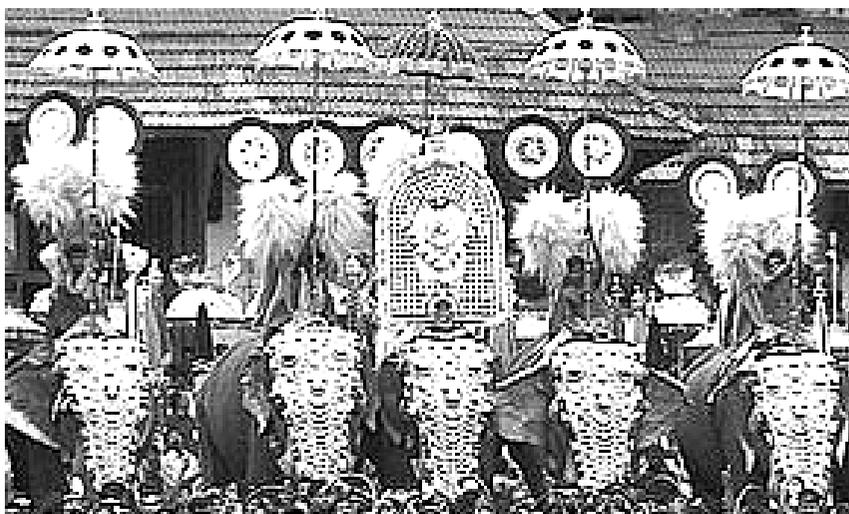
SPECIAL CHILDREN'S PROGRAM: "OPEN SESAME"

Three Sessions—30-31 July and 1 August—10 am to 1 pm each day

Designed for boys and girls ages 6-13 (maximum enrollment: 15), this special program highlights the philosophies and approaches of presenters Sashi Chandran and Elana Leigh as they explore ways to enter the world of young people to facilitate their celebrating differences within and without. The goals of the workshop are: the celebration and affirmation of life, the treasure that is "me," the different facets of me, the unique me. Objectives include: participants express the joy of being, doing, thinking, identity, relating, and recycling verbally (in poetry) and/or through poetry/drawing/painting/collages/movement. Participants will be encouraged to name one permission they experienced in the workshop and to create their own story to live and relate. The methodology will focus on participation through stories, drama, and movement (e.g., yoga and Tai Chi basic movements simulating the clouds, etc.). Sprinkled in will be concepts such as ego states, strokes, time structuring, and transactions. Registration for this program will be onsite, and the fee will be less than adult conference registration. Children must enroll for all three days.

Sashi Chandran, MA Psy., MBA, PTSTA (education), has more than 20 years of experience working with diverse groups, including children. She is a yoga teacher and is learning Tai Chi and karate. As a result of working at different levels and depths over the years, Sashi has developed a philosophy, an approach, and a methodology known as nonviolence. The idea and ideal of this philosophy and approach addresses nonviolence to the essence and spirit of individuals, systems, and relationships.

Elana Leigh, MSc, BSocSc, TSTA, trained as a social worker in South Africa, studied in England, and settled in Australia. She is the director of the Australian Center for Integrative Studies (ACIS) and trains psychotherapists. The core of the philosophy of ACIS is inclusivity. A practicing psychotherapist, Elana also works with national and international government agencies. Elana has a deep love for India and its people and visits there yearly to share her knowledge, expertise, and wisdom.



VENUE

Bangalore is one of the major cosmopolitan cities of India. Situated in the south-central part of the subcontinent, it is fittingly called the "Garden City" and is noted for its salubrious climate (July-August average temperatures of 19-27 degrees C. with occasional monsoon showers). It has also been referred to as the "Silicon Valley of India" due to its growing Internet technology-based industry. As the headquarters for many leading Indian multinational corporations, it is well connected by air with major cities of the world. It is home to historical and modern attractions and close to many places of interest, including Mysore, the World Heritage Sites of the Hampi, the fertile lands of Kerala—God's Own Country, and the Cool Hill stations of Tamilnadu. To learn more about Bangalore visit www.onlinebangalore.com or www.bangalorennet.com

ACCOMMODATIONS

All preconference institutes, business meetings, exams, and programs will be held in the splendid ambience of The Atria Hotel, which occupies pride of place on Palace Road near Maharani's College. The Atria is a mere five minutes drive from M. G. Road (the corporate hub of Bangalore), about 20 minutes from the airport, and less than 10 minutes from the city railway station. The Atria has several restaurants serving delicious Hindustani, Andhra, and Coastal cuisine. It also has an exclusive Chinese restaurant serving Szechwan and Cantonese delicacies. Reduced rates have been secured for The Atria and at other hotels closer to the venue. These rates apply only until 1 July 2004 and the number of rooms



is limited, so early booking is advised. Payment can be made later with all bills to be settled with the hotel directly. Bookings for The Atria should be done through the Conference Secretariat (see bottom of registration form, page 6); for more information prior to registering, you can contact The Atria Hotel, No.1, Palace Road, Bangalore 560001, India; phone: +91-422-2256850; email: bqt@atriahotel.com; website: www.atriahotel.com. If you want a swimming pool, you can reserve with other hotels through Leisure Tours and Holidays.

LANGUAGE

The language of the conference is English.

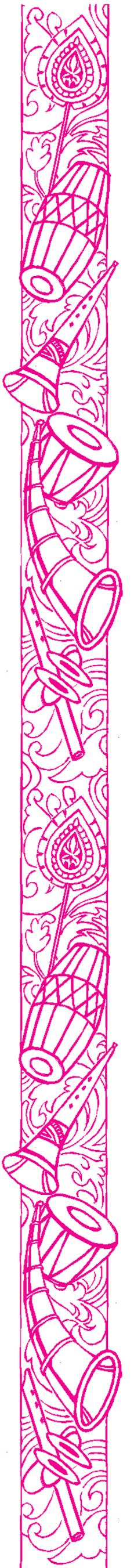
PROGRAM AT A GLANCE

DATE/DAY	EVENTS
28 July, Wednesday	ITAA Board Meeting Preconference Institutes (full day)
29 July, Thursday	ITAA Board Meeting Preconference Institutes (full day) BOC Exams (CTA & TSTA) (full day)* Conference Registration and Inauguration (evening)
30 July, Friday	Conference Keynote/Workshops/Special Speaker (full day)
31 July, Saturday	Conference Keynote/Workshops/Special Speaker (full day)
1 August, Sunday	Conference Workshops (full day) and Valedictory (evening)
2-4 August, Monday-Wednesday	Training Endorsement Workshop (TEW)** Professional Development Workshop (two days)***

* Subject to availability of examiners and supervisors

** There need to be at least five candidates to run a TEW. If you are planning to take one, please contact the Training Standards Committee at TSCchair@itaa-net.org

*** Subject to number of participants who sign up





POSTCONFERENCE TOURS

For those who want to unwind after the conference we have worked out the following exclusive packages to give you a chance to experience the cultural and natural heritage of India.

Hampi, World Heritage Site of the Vijayanagara Ruins: Dating back to the fourteenth century, you can walk through beautifully preserved, majestic, imposing temples, palaces, and gateways.

Kabini and Coorg, Hill Resorts: Nature's bounty in its pristine purity, ideal for elephant rides, boat rides, cycling on mountain bikes, nature walks. Stay in colonial style bungalows and tented cottages.

Soukya: To experience the rich Indian yogic health tradition, take a retreat at Soukya, the international holistic health center just 24 km from Bangalore. Situated in a serene suburb of Bangalore, stay on a 30-acre fruit orchard and organic vegetable farm. Choose from a range of residential health packages to reform your mind, rejuvenate your body, and revitalize your spirit.

Kumarakom, Kerala—God's Own Country: Beautiful locale for backwater rides on houseboats, coconut groves, bird watching; stay in traditional Kerala houses.

Goa: A unique beach resort hosting a pot-pourri of cultures, including Indian, Dutch, and Portuguese.



For tours, travel, and accommodation assistance, visit www.leisureholidaysindia.com. Mention you are a "TA Conference" delegate.

POSTCONFERENCE WORKSHOPS

Training Endorsement Workshop: 2-4 August; faculty: Charlotte Daellenbach, TSTA(P), and Elana Leigh, TSTA(P). For registration and details contact TSC at TSCchair@itaa-net.org

Professional Development Workshop: 2-4 August, for CTAs and PTSTAs, led by Julie Hay, TSTA (organizational & educational), NLP Trainer. Supervision for professional development; exam preparation for CTA and TSTA; TEW preparation and endorsement. If you are a: PTSTA—new learning whatever your stage of development, from starting out to TSTA exam preparation; get ready for the TSTA exam with supervision and teaching practice, plus discussions of theory, ethics, transactional analysis organizations, and teaching and supervision philosophies

Trainee—a chance to experience a range of supervision and teaching skills, join theory discussions, observe mock exams; preparation for the exam, from choice of case study to selection of exam tapes, mock exams, preparing transcripts and logs, discussing theory and practice CTA going for a TEW—plan your transition from CTA to PTSTA, practice and endorsement (if appropriate) of your teaching and supervising, theory discussion, and preparing training proposal outlines

Examiners/Supervisees Needed

Board of Certification (BOC) exams for Certified Transactional Analyst (CTA) and Teaching and Supervising Transactional Analyst (TSTA) are planned for Thursday 29 July—if we have enough examiners. If you can help by serving as an examiner for CTA or TSTA or as a supervisee for TSTA exams, please contact Exam Coordinator Radhakrishnan T. S. at peopleandsystems@vsnl.com.

Training Endorsement Workshop

If there are enough participants, there will be a TSC TEW held after the conference. If you are interested in participating, please follow normal procedures (outlined in the Exam Calendar on page 7 of this issue); indicating your interest early will make it more likely that this TEW can be held and arrangements can be made in time.

ALTERNATIVE ACCOMMODATIONS

Homestead (2 km from the Atria, with 23 apartments): belongs to the Brigade Group, situated on Lavelle Rd and also Brunton Rd. Double-bed room rate: Rs.3,000/- per day + 10 % tax. The apartment can house four people. For details of room size and services see www.brigadegroup.com/homestead.

Halcyon (6 km from The Atria, with 45 apartments): a professionally managed service apartment. The apartments situated in Koramangala are more spacious and brand new. Rates: Rs. 3,800/- for a two-bedroom apartment for four people with breakfast and Rs. 4,900/- for a three-bedroom apartment for six people with breakfast.

Melange (3 km from The Atria): luxury service apartments, brand new, situated at the heart of the city, have tennis/badminton court. Rates: Rs. 1500/- for a studio; Rs. 2000 + tax for a 1-bedroom apartment with breakfast; Rs. 2500/- for a 2-bedroom apartment with breakfast.

For all bookings other than The Atria, please contact: Leisure Holidays and Travels—Bangalore. Email: leisureholidays@email.com; phone: 0091-80-5585411/51121911/5066013; fax: 0091-80-51121704. Mention you are a "TA Conference" delegate.

2004 Bangalore Conference Registration

Register online at www.taconference2004.net or send this form to the Conference Secretariat at 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

Name _____

Street/Area _____

City/State _____

Country/Postal Code _____

Have you submitted a program proposal? Yes No If yes, title of presentation _____

I wish to register for:

- Conference and an institute (5 days)
(indicate institute: _____) US\$350 _____
- Conference only (3 days) US\$300 _____
- Institute only (2 days)
(indicate institute: _____) US\$250 _____

Payment options:

1. Demand Draft favoring "International TA Conference, 2004" payable at Coimbatore, India, and sent to Conference Secretariat at Asha Counselling and Training Services, 29, II Floor, C R Sundaram Layout, Ramanathapuram, Coimbatore 641045, INDIA
2. Send credit card details by email to asha_child@vsnl.net or by fax to +91-422-2310520
3. Indian delegates who wish to pay the Rupee fees, please email the conference secretariat at asha_child@vsnl.net for details

Payment details:

Draft No. _____ Date _____
Bank of Origin _____

I need accommodation at The Atria

(prices include breakfast, taxes extra, 24-hr. check-in)

No. of persons _____

Type/no. of rooms: Single, US\$55 Double, US\$65 Suite, \$95

Arrival Date _____ Dep. Date _____

I plan to register (indicate number _____) children
(indicate ages _____) in the Children's Program.

Conference Organizers and Whom to Contact

Conference Sponsors: International Transactional Analysis Association (ITAA), 436, 14th St., Suite 1301, Oakland, CA 94612-2710, USA; phone: +1-510-625-7720; fax: +1-510-625-7725; email: itaa@itaa-net.org; website: www.itaa-net.org; and the Centre for Holistic Integrated Learning and Development (CHILD), 22A, C R Sundaram Layout, Ramanathapuram, Coimbatore 641045, India; phone: +91-422-2313353. It is also supported by members of the Indian TA Community, including the Institute for Counseling and Transactional Analysis (ICTA), Parivartan, Sparsh, Relations, and Poornam.

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; website: http://business.vsnl.com/asha_child

For information: In Coimbatore: Asha at 2310520, 2313353, 2398742, 2520718. In Bangalore: PARIVARTHAN Counselling, Training and Research Centre, 3310, 8th Cross, 13th Main, HAL II Stage, Bangalore 560008; phone: 527 3462 / 529 8686; email: parivarthan@eth.net; website: www.parivarthan.org; Sparsh Foundation, Sunandini Nilayam, 79/15, 2nd Cross, G. Ramaiah Reddy Layout, Off Nandidurg Road, Benson Town, Bangalore 560 047; phone: 3544515; Coordinator: hurshid-khoree@hotmail.com; phone: 2261155. In Chennai: Poornam—26262197 and 24950398. In Mumbai: Srilatha—25567927, ext. 161

Structure & Dynamics

continued from page 1

Today the ITAA seems stuck between two opposing forces, which stops it from taking up its role as the worldwide integrating structure. For instance, both the selling of the building and the separation of EATA and USATAA from the ITAA were movements away from a pioneer organization. However, recent conflicts about "core concepts"—which often appear to be between members who were involved early and knew Berne and those who joined the organization later—is a move back to a pioneer organization.

"I call on all of us to reinstate the ITAA as the worldwide holding structure and to reempower the membership and leadership of EATA."

In my view, a blue-ribbon committee to study ITAA's identity (see "Vision and Strategy for the ITAA" on page 7 of the December 2004 *Script*) is not the answer to the dilemmas facing the organization; taking a stand to fulfill a worldwide leadership structure is.

EATA

EATA used to have a mission and structure that was similar to that of the ITAA. However, since the 1990s EATA has slowly but radically redefined its canon and definition of membership and leadership. The mission of EATA is now to promote knowledge and research to develop its theory and ensure agreed standards of practice. The EATA membership has shifted increasingly to organizational membership, with the national, regional, or specialist associations as members.

The leadership has also been redefined. An executive council, including the president, treasurer, and general secretary, was formed. The individual members vote at general assemblies, although the executive can take decisions as well. It is unclear where the boundaries lie. All members of the council are delegates of the various associations. The officers of the council are usually elected from the pool of delegates. Lately there has been an exception to this rule: The treasurer has become exempt from this procedure as a co-opted member of the executive. This is a move away from election and national representation.

The secretary of EATA—the mainstay of any leadership of an organization of this size—has of late been placed outside of the EATA structure and has been delegated to the two largest national organizations. The ethics committee, which is also part of the leadership, has been transformed into a committee whose primary function is education and mediation. It defines its members as the associations, meaning individual members must go through their national ethics committees. The power to suspend a member, the teeth of any group canon, has been delegated to the national organizations and to legal courts of law.

In other words, EATA's canon, membership, and leadership have been redefined substantially in

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.

the last few years in directions that benefit national organizations. Knowledge and research is an academic pursuit, geared toward gaining acceptance from other professional bodies. It is questionable whether our clients and our Regular Members, the lifeblood of our associations, will be attracted by such a narrow interpretation of goals. The membership has shifted to organizational membership. The leadership has shifted considerably under the influence of the executive, the co-opted treasurer, and the delegation of the secretariat and ethics function. Some of the (former) EATA leadership have also joined in the call (mentioned earlier) to create a new worldwide structure, an association of associations. In effect, I believe the EATA membership and leadership functions are being disempowered and undermined.

Call for Action

As a long-standing member of both the ITAA and EATA, I am exceedingly worried about the direction these organizations are taking at the moment. The ITAA is not fulfilling its role as a worldwide holding structure, and EATA is slowly but surely undermining both its canon and its membership and leadership. Perhaps this direction has been taken without thought to the organizational consequences. I call on all of us to reconsider these steps, which I believe will lead to fragmentation and disempowerment not only of our organizations, but also of transactional analysis as a whole. I call on all of us to reinstate the ITAA as the worldwide holding structure and to reempower the membership and leadership of EATA.

Sari van Poelje is a Teaching and Supervising Transactional Analyst in the organizational field and senior director of development and learning at a high-tech multinational corporation. She has worked as an international consultant for 20 years and published numerous articles and books on transactional analysis, organizational development, and learning. She has also had a training group in Hungary since 1993 and will start a transactional analysis in organizations program in the Netherlands in April 2004. If you wish to contact her please email her at sjp.intact@planet.nl.

REFERENCE

Berne, E. (1963). *Structure and dynamics of organizations and groups*. New York: Lippincott.

Eric Berne Inspired Me

continued from page 1

observations is, of course, needed. The coproduction of my Little Professor and my other ego states makes me an effective therapist. Thank you, Eric Berne—and by the way, what was his house number?

Editor's Note: There were two addresses in San Francisco where Berne held the San Francisco seminars: 1200 Washington St. (from 1958-1963) and 165 Collins Street (from 1964-1970).

REFERENCE

Berne, E. (1977). The nature of intuition. In E. Berne, *Intuition and ego states: The origins of transactional analysis* (P. McCormick, Ed.) (pp. 1-31). San Francisco: TA Press.

Congratulations to Successful Examinees

21 NOVEMBER 2003,
CHRISTCHURCH, NEW ZEALAND

New CTAs in Psychotherapy: Catherine Lowry-Hanlon, Lynne Pennefather

Examiners: Sean Manning, Elana Leigh, Jo Stuthridge, Margaret Butterfield.

FIRST CONFERENCE OF THE AMERICAS TRANSACTIONAL ANALYSIS ASSOCIATION (ATTA)

Decisions Then
Choices Now
Liberating the Human Spirit

Calgary/Canmore, Canada
13 (evening) to 17 (noon) October 2004

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

REGISTRATION: To register, visit www.decisionsthenchoicesnow.ca; early-bird registration of \$375 Canadian until 1 July 2004; student registration \$200 until 1 October 2004. Registration inquiries to Donna Maria Perry at 403-210-0334 or donna_marie@chinooktai.org

ACCOMMODATIONS: Delegates make their own reservations by contacting the Radisson Hotel & Conference Center, 511 Bow Valley Trail, Canmore, Alberta T1W 1N7, Canada; phone: 403-678-3625 or toll free at 800-333-3333; fax: 403-678-3765; website: www.radisson.com/canmoreca

TRANSACTIONAL ANALYSIS CONFERENCES WORLDWIDE

July 15-18, 2004: Timisoara, Romania. EATA Conference. Contact: Ibolya Daroczi, Str. Textilistilor nr.1 Bl. MY1, 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 13-17, 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

EXAM CALENDAR

Exam	Exam Adm.	Exam Date	Location	App. Deadline
CTA Oral	COC	April 15, 2004	Reading, England	Jan. 1, 2004
	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	Nov. 19, 2004	Neustadt, Germany	Aug. 1, 2004
	COC	Dec. 5, 2004	Rome, Italy	Sept. 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	Nov. 19, 2004	Neustadt, Germany	May 1, 2004
	COC	Dec. 5, 2004	Rome, Italy	June 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, 2004	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.

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*

ITAA BALLOT FOR BYLAW CHANGE

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

1. It is moved that bylaw F1 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, or by fax at 510-625-7725 no later than the close of business (2 pm) on 1 April 2004. Emailed ballots cannot be accepted.

New Transactional Analysis Videotapes/ DVDs in Spanish and English

We are delighted to announce that, thanks to Gloria Noriega, the ITAA is now offering two videotapes/DVDs that are in Spanish with simultaneous English translation, including:

- An entire TA 101 in Spanish (4 tapes or 6 DVDs)
- A 90-minute videotape/DVD of a workshop on codependency led by Gloria Noriega

The TA 101 tapes/DVDs 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 tape/DVD 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/English TA 101 and Noriega Workshop Videos/DVDs

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

TA 101
 Videotapes (set of four) \$65 US DVDs (set of six): \$90 US **TA 101 = \$ _____**

Noriega Codependency Presentation
 Videotape \$30 US DVDs (set of two): \$40 US **Noriega = \$ _____**

PAL = \$ _____

Cost includes air mail shipping.
All videotapes are VHS; for PAL, add \$5 US extra for each tape ordered. **Total Order = \$ _____**

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 436 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

Nominations Sought for ITAA Officer and Trustee Positions

The ITAA nominating committee is seeking nominations for the following elected positions:

OFFICERS (nominations allowed from any region and elected at large by all ITAA voting members)

- **VICE PRESIDENT OF INTERNET** (assuming passage of bylaws amendment creating this position; see elsewhere this page for details on the bylaws ballot)

REGIONAL TRUSTEES: Term of Office 2005-2007 (only voting members from a given region may be nominated and only voting members from a given region will vote for the trustee to represent that region)

- **1 FROM EUROPE**

Nominations require the name and consent signature of the nominee (it may be yourself), the name of the person making the nomination, and the name of the person seconding the nomination. To be eligible for nomination, trustees may not have already served two consecutive terms of office in any position on the board. Position statements (charters) that describe the function and selection criteria for each of the officer positions are available from the ITAA office. Nominees are encouraged to read and understand these before accepting nomination.

Nominations are also sought to fill, by board appointment (not election by members), the two board positions not filled in the 2003 election: one as an ITAA officer and one as a trustee. The two positions are:

- Vice President of Research and Innovation (term of office until 2006)
- 1 Trustee from Central/South America (term of office until 2006; nominations accepted only from this region)

SEND NOMINATIONS TO the Nominations Committee Chair, c/o ITAA, 436 14th St., Suite 1301, Oakland, CA 94612-2710, USA; fax: 510-625-7725; email: itaa@itaa-net.org. The deadline for nominations is 31 May 2004.

ELECTION PROCEDURES: As per the ITAA bylaws (revised 1996), if there is no more than one candidate per position, there will be no ballot, and the results of the election will be announced in *The Script* newsletter. If there is more than one nominee for a position, a ballot will be mailed to all voting members within 60 days of the close of nominations. The deadline for return of ballots is 60 days from the date of mailing. The results of the election will be announced to the candidates within 30 days after the election results are determined and to the voting membership as soon as practical thereafter.

Upcoming TAJ Theme Issues

"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.

Welcome to New Members

NEW MEMBERS MEMBERSHIP SPONSOR

NEW MEMBERS	MEMBERSHIP SPONSOR
November 2003	
Youngho Lee, Japan	—
Katherine Munro, Canada	—
Vivian G. Panton, Jamaica	—
Kamran Rahimian, Iran	—
Fern Linnenkamp, Netherlands	—
Hironaka Hongo, Japan	—
Lovorka Brajkovic, Croatia	—
Rayman Kilgore, USA	Bob Avary
Gillian Sweeting, England	—
Andrew Williams, England	—
Koushik Dutta, India	—
Ho-Ja Ha, Japan	Tomoko Abe
Shirley A. Bowie,	—
New Zealand	Charlotte Daellenbach
Vanessa Lynch,	—
New Zealand	Geraldine Lakeland
Faust Manresa Arbos, Spain	—
December 2003	
Christina Del Medico, Australia	—
Rajan K. Gupta, India	—
Nicola Hammatt, England	—
Christian Kuester, Germany	—
Mandie Marlow, England	—
Judith Milligan, Australia	—
Robert Reisbaum, USA	—
Helen Ross, England	—
Lisa Ryan, New Zealand	—
Clifton Supple, England	—