

## Important Conference Hotel Update

For those coming early to San Francisco for the 2007 International ITAA/USATAA Conference (e.g., for board and T&C meetings and/or exams), the Westin San Francisco Airport has sold out of rooms at the special conference rate for 3-7 August, although there are rooms remaining for 8-13 August during the conference itself. Fortunately, rooms for the 3-7 August dates are available at the conference rate at the Clarion Hotel-Millbrae, which is just across the street from the Westin. To make reservations at the Clarion-Millbrae for 3-7 August, please call 650-777-7771 and ask for the ITAA/USATAA group rate. To reserve a room at the Westin for 8-13 August, please call 1-800-WESTIN1 or 650-872-8173 and ask for the ITAA/USATAA group rate. The group rate is available until 5 July 2007 and is subject to availability, so San Francisco Conference participants are encouraged to make their reservations as soon as possible.

## Special TA 101 Course Planned for SF Conference

If we step back and look into the beginnings of transactional analysis—when Eric Berne introduced the ego state model of personality, the ideas of transactional analysis proper and game analysis, theories on life positions and scripts, and methods of group treatment—a new language was formed.

People who spoke that language continued to observe and invent. They worked with Berne and met weekly at the San Francisco Social Psychiatry Seminars, the forerunner of the ITAA. Out of this we got the drama triangle and the egogram, rackets and miniscripts, the stroke economy, cultural script analysis, and rededication and TA/gestalt, to name a few of the biggies.

This summer in San Francisco, people who were there at that creative time will return and teach their key concepts in a 2-day TA 101 under the title "Theory and Practice of Transactional Analysis." This is a one-time event. Newcomers and long-timers alike will hear and experience the original material developed by the people teaching the course, who will be joined by noted teachers of transactional analysis from around the world. Wow!

People who have been in transactional analysis for a long time may take for granted all the components of the theory and the spectrum of its practice. People who are new to transactional analysis have a different perspective. A core strength of TA is that it opens doors to new options for our lives and for those of our clients. Even for seasoned professionals who are successful

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## 2007 Eric Berne Awards Honor the Work of Hargaden/Sills and Schmid

The ITAA is pleased to announce that there will be two Eric Berne Memorial Awards for 2007. Helena Hargaden and Charlotte Sills will be honored in the area of new theory for their work in relational transactional analysis, and Bernd Schmid will be honored in the area of new theory for his work on the role concept. Congratulations to Helena, Charlotte, and Bernd!

### Relational Transactional Analysis: Helena Hargaden and Charlotte Sills

In their statement nominating Helena Hargaden and Charlotte Sills for the 2007 Eric Berne Memorial Award, Elana Leigh, Katherine Murphy, and Charlotte Daellenbach described the work of Hargaden and Sills as "an innovative theory identifying different types of transferences and countertransferences that forms a coherent framework for relational analysis. . . . The concept of deconfusion of the Child ego states is not new. . . . What is new is the proposal that deconfusion needs to take place within the realm of the transference relationship and starts with the development of the working alliance. . . . [In chapter 4 of their book *Transactional Analysis: A Relational Perspective*, they] make the distinction between three different types of transference: introjective, projective, and transformational transferences, linking each to corresponding developmental needs and experience of self in the patient. The clarity with which they write about these different transference phenomena expands existing knowledge and understanding of transference considerably and provides an immediately useful map for the relational dramas that are played out in psychotherapy. . . . All three types of transference are directly linked to different ego states, thus keeping them clearly inside transactional analysis theory. . . . Chapter 5 explores counter-

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Helena Hargaden



Charlotte Sills



Bernd Schmid

### The Role Concept: Berne Schmid by Günther Mohr

Bernd Schmid receives the 2007 Eric Berne Memorial Award for his social role theory. He has conceptualized and published many exciting theoretical contribu-

tions to transactional analysis and, in my view, is one of the three or four most brilliant theoretical thinkers of the TA community in recent years. His work has contributed to revitalizing transactional analysis theory in all fields and to making it newly relevant in democratic societies based on an integration of sociological, individual psychological, and organizational psychological concepts. Schmid's influence on current transactional analysis practice is large because he presents innovative ideas in a way that is really new. The Eric Berne Award process requires that a specific concept be articulated for nomination, and a survey of transactional analysis teachers indicated that among Schmid's contributions, the role concept is the one that is taught and applied the most.

Schmid's (1994/2006) article on the role concept offers a new perspective for transactional analysis. Role is defined as a "coherent system of attitudes, feelings, behavior, perspective on reality, and accompanying relationships" (p. 34). The aspect of reality perspective and accompanying relationships

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## Growth and Change for Organizations: Transactional Analysis New Developments

The following interview was done by Script Editor Bill Cornell with Günther Mohr and Thomas Steinert, editors of *Growth and Change for Organizations: Transactional Analysis New Developments 1995-2006*, published by the ITAA last year.

**Bill:** Hi Günther and Thomas. I've really been looking forward to this interview. I found the papers collected in *Growth and Change for Organizations* fascinating, even though I don't do organizational work. But before we get into the content, let's talk a bit about how you guys came to do the book. I know you, Thomas, coedited (with Sari van Poelje) an earlier volume of articles entitled *Transactional Analysis in Organizations: First Volume of Selected Articles 1974-1994* (published in 1996). How did this second volume come into being?

**Thomas:** It goes back to early 1990, when Julie Hay stimulated me to think about the state-of-the-art methodologies in the organizational field. I began collecting articles with Sari, and in 1996 we published the first volume of selected articles on organizational transactional analysis. Now as a Teaching and Supervising Transactional Analyst (TSTA) in the organizational field, I work on diagnosis and intervention planning in organizations and with my trainees. Günther, as a psychologist and economist as well, brought in the economic perspective with his dynamic organizational theory based on an integrated view of modern transactional analysis approaches.



Günther Mohr



Thomas Steinert

"Many of the articles remind us of how important it is to hold clients in mind within their community, economic, cultural, and work contexts."

**Günther:** Transactional analysts working for organizations are often excellent practitioners who give their best for their clients. Our goal with the new book was to encourage them to share their current ideas about and work in applying transactional analysis in organizations by writing articles. We had nothing to offer but our time, our commitment, and the chance to help create something important for the transactional analysis community. So we want to thank our authors especially, some of whom we became intensely involved with as we worked

together on their articles. The world map on page 6 shows the areas from which our authors come and where they work. After working with then ITAA President Gordon Hewitt and then Vice President Gaylon Palmer to develop a contract to do the project on a volunteer basis, we started asking organizational transactional analysis people around the world for articles. The result has been a completely nonprofit project, with the book being sold at cost (or sometimes under in very poor countries). But since we have both received so much from transactional analysis over the years, we wanted to do this to stimulate worldwide organizational transactional analysis theory and applications.

**Bill:** What is the main message you want to bring to our transactional analysis communities and others who work in organizations?

**Thomas:** We wanted to spotlight the work in One Whole World and offer answers to the question, "What understandings and methods do we share as transactional analysts worldwide?" There are multiple answers to this question in various economic situations faced by transactional analysts in declining societies as well as in emerging markets. One can find our core values realized and understand this in our one-world language of transactional analysis. It is an exciting, discovering world journey.

**Bill:** What is new in your book?

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transference, again distinguishing between three types. In the relational model of transactional analysis, the therapeutic relationship is conceptualized as the interactional field between two people. The psychotherapist's subjective responses to the patient and willingness to engage with such experience is a central feature in relational psychotherapy. . . . Publication of this work has placed transactional analysis theory solidly alongside contemporary psychodynamic thinking. People from inside and outside the field of transactional analysis are re-sponding enthusiastically. . . . Transactional analysis trainers are changing their training programs to incorporate a relational approach, confident in the knowledge that such training is firmly rooted in the innovative theoretical framework created by Hargaden and Sills."

## A Tribute to Hargaden and Sills

by Elana Leigh

Identity is a key contributing factor in building a strong sense of self and equally a profession. Who we are and how we are perceived affects how we experience ourselves and how we behave. This statement supports the significance of the contribution of Helena Hargaden and Charlotte Sills to the identity of transactional analysts and our psychotherapy community.

In the psychological world of the late 1950s and early 1960s, the emergence of transactional analysis was dynamic, exciting, and controversial. Eric Berne described himself as a Freudian, although not a psychoanalyst, and it was onto this philosophical foundation that he both grafted his innovative transactional analysis theories

and that made TA in psychotherapy a radical change that challenged psychoanalytic practice. This change was welcome, and it provided opportunities for many to train in this modality. International accreditation and professional recognition was looser than in current times, and what reigned supreme was dynamic and effective methodology that spoke to the hearts and souls of individuals as opposed to being purely academic and analytic. This fit with the zeitgeist of the time, which was to be revolutionary in thinking and practice.

Modality training was the trend in those days, and many innovative and dynamic methods arose within the humanistic and existential field, which became known as the third force within psychology.

*"The clarity with which Hargaden and Sills write about these different transference phenomena expands existing knowledge and understanding of transference considerably and provides an immediately useful map for the relational dramas that are played out in psychotherapy."*

As with everything in life, the process of assimilation takes its toll, and the recipients of new theories and methods almost never have quite the depth and history that the original thinkers evolved out of. Through the years, the application of transactional analysis theory to practice came to be seen by some as a technique rather than as a methodology for psychotherapy practice; it began to lose depth and influence. This naturally affected the identity of many psychotherapy practitioners, and we began to see senior members leaving our association. The struggle became how to maintain the intellectual rigor and practice of transactional analysis without losing the brilliance of what Berne desired, which was to make the theory easily accessible to all people.

Transactional analysis and the ITAA soared in popularity through the 1960s, 1970s, and early 1980s. The tide in transactional analysis psychotherapy began to change when a growing need for integration of theoretical thinking emerged. This coincided with changing regulatory requirements and the need to establish a stronger professional identity in the eyes of government bodies. Each country had its own individual development, and this changed the thinking within the transactional analysis world from a unified position to more individualistic cultural thinking. This was a radical change, one that profoundly impacted the morale and identity of the international association. We were no longer one homogeneous family but more a collection of different groups, all grappling to stay connected through our roots of transactional analysis theory. This could be seen as an inevitable individuation process involving the natural struggle to stay or to leave, but it never has and still does not exclude the uniqueness of the international transactional analysis community that has been created. It is the sense of belonging, love, and gratitude that keeps many people connected and not wanting to leave, despite feeling linked professionally to other psychotherapy traditions.

Demands from the profession of psychotherapy began to increase, with one result being the emergence of differences between the four fields in transactional analysis (psychotherapy, counseling, education, and organizational consultation). Each field was required to develop different standards and competencies and its own specific professional identity. It became clear that we were no longer talking about a generalized method but more about different professions applying transactional analysis theory to a comprehensive practice. The challenge was how to integrate the professional requirements of psychotherapy with the modality. We needed to be

able to know and articulate theories and practices from our psychoanalytic and cognitive-behavioral roots and to integrate them within transactional analysis theory and practice. Transactional analysis psychotherapy needed a contemporary look while at the same time honoring its history.

This tension remains an ongoing challenge. It demands rigor, depth, knowledge, and a commitment to the profession as well as to the modality. We have been blessed with many brilliant innovative thinkers and practitioners who have, through their generosity and loyalty, contributed significantly through the years. Their contributions have kept our community alive and exciting. Nevertheless, the ongoing issue of a secure identity in the broader psychological world has remained a concern within the transactional analysis psychotherapy community.

Hargaden and Sills have followed these contributors, and the compelling reason for their nomination and now their award is that they brought to transactional analysis their new concepts at a time when many transactional analysts were beginning to work relationally and were becoming dissatisfied with existing models within transactional analysis. Their sense of identity was threatened, and they began to look to other modalities. The introduction of the structures developed by Hargaden and Sills places transactional analysis theory solidly within contemporary psychodynamic and relational thinking and gives transactional analysts a theoretical framework, a voice, and new credibility in psychoanalytic circles. This has brought us back to our roots and thus facilitated integration.

Their contribution honors our history, keeps us linked in the present, and ensures our future.

*If you would like to extend your congratulations to Helena and Charlotte, Helena can be reached at [helenahargaden27@hotmail.com](mailto:helenahargaden27@hotmail.com) and Charlotte can be reached at [charlotte@csills.fsnet.co.uk](mailto:charlotte@csills.fsnet.co.uk).*

in their fields of practice, the freshness and leverage of transactional analysis concepts are immediately evident, and so people take away new ways of framing what they do.

This theory and practice course is intended as a foundation and an invitation to new practitioners to bring transactional analysis into their practices. How better to do so than with the originators and disseminators of the major theoretical components! And for experienced transactional analysis practitioners, this 101 is a renewal not to be missed. When did you ever get to take a 101 from all of these folks? Reserve your spot soon.

The list of presenters includes: Claude Steiner (USA), Gloria Noriega (Mexico), Jack Dusay (USA), Anne de Graaf (Netherlands), Steve Karpman (USA), Janice Dowson (Canada), Fanita English (USA), Jan Grant (Australia), Fatma Reid (Turkey), Diane Salters (South Africa), Taibi Kahler (USA), Günther Mohr (Germany), and Charlotte Sills (England).

## Examiners Needed

Exams for Certified Transactional Analyst (CTA) and Teaching and Supervising Transactional Analyst (TSTA) will be held on Wednesday 8 August just before the official opening of the International Conference in San Francisco. A meeting for examiners will be held on Tuesday 7 August from 5-6 pm, and an orientation meeting for examinees will be held on Tuesday at 6 pm. We expect that San Francisco will be a popular venue for candidates so there will be a good number of exams. If you can help examine, please contact Lorna Johnston at [lornajohnston@shaw.ca](mailto:lornajohnston@shaw.ca). We also need supervisees and audience members for the TSTA exams; if you can help in that way, please contact Trudi Newton at [trudi.newton@btinternet.com](mailto:trudi.newton@btinternet.com). In addition, there will be a Training Endorsement Workshop held 12-13 August just following the conference.

## TRANSACTIONAL ANALYSIS CONFERENCES WORLDWIDE

**8-12 AUGUST 2007:** San Francisco, California, USA. ITAA/USATAA International Conference. Contact: Felipe Garcia at [conference@usataa.org](mailto:conference@usataa.org) or visit [www.usataa.org/conference](http://www.usataa.org/conference)

**26-30 SEPTEMBER 2007:** Coimbatore, India. First South Asian Association of TA Conference. Contact: Uma Priya at [nityaguru66@dataone.in](mailto:nityaguru66@dataone.in) or Sashi Chandran at [sashichandran@hotmail.com](mailto:sashichandran@hotmail.com).

**11-12 OCTOBER 2007:** Singapore 3rd International Conference (organized by the Singapore Transactional Analysis Association and the Berne TA Center of Singapore). Contact: Berne.Spore@pacific.net.sg ; Web site: [www.staa.org.sg](http://www.staa.org.sg)

**10-11 November 2007:** Lyon, France. French national conference, organized by the Institut Français d'Analyse Transactionnelle (IFAT). Contact: [armelle.brunot@wanadoo.fr](mailto:armelle.brunot@wanadoo.fr) for general information; [lp.congres2007@orange.fr](mailto:lp.congres2007@orange.fr) for registration.

**14-17 NOVEMBER 2007:** Guatemala. Asociación Latinoamericana de Análisis Transaccional (ALAT) Conference. Contact: [edgar.ramirez@gmail.com](mailto:edgar.ramirez@gmail.com) or visit [www.conglat.com](http://www.conglat.com).

## Upcoming TA/Theme Issues

### "Relevance of the Unconscious for Transactional Analysis"

Coeditors: Bill Cornell and Maria Teresa Tosi  
Deadline for Manuscripts:  
1 October 2007



### "Trauma & Resilience"

Guest Editor: Sharon Massey  
Deadline for Manuscripts:  
1 January 2008

Please follow the instructions to authors on the inside front cover of any recent issue of the TAJ. Please e-mail manuscripts to TAJ Managing Editor Robin Fryer, MSW, at [robinfryer@aol.com](mailto:robinfryer@aol.com).

## ITAA The Script

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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 June for the July issue; 1 July for the August issue.

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

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# Berne Institute to Fund University Research on Transactional Analysis

by Ian Stewart

The Berne Institute is to fund a research study on transactional analysis, to be carried out at the University of Nottingham in the United Kingdom. The research project will initially take the form of a “systematic review”: a survey of available sources to determine what evidence base already exists on transactional analysis, its methods, and its effectiveness.

The study will be led by Professor Patrick Callaghan, a researcher who has taken a special interest in examining various approaches to psychotherapy and counseling. Some questions to be explored, says Prof. Callaghan, are: “What makes transactional analysis work? With what client groups? And what systematic evidence is there on which to judge the effectiveness of transactional analysis?”

Only a university or a similar large research organization, adds Prof. Callaghan, has the

resources to carry out a systematic review of this kind. It is necessary to have access to huge databases, which cover published research papers, doctoral and master’s theses, and so-called “grey literature”—unpublished work such as case studies or discussion papers.

The funding provided by “The Berne” will go toward the employment of a research assistant at the university, whose job it will be to comb the research databases under Prof. Callaghan’s direction. It is hoped that the systematic review may pave the way for further steps in research, which might involve not only “The Berne” but possibly other training institutes, the Institute of Transactional Analysis (ITA), or the European Association of Transactional Analysis (EATA).

The link between “The Berne” and the Nottingham University research team was initially forged by Professor Nicky James of the university’s School of Nursing. Nicky is currently expanding her already formidable academic credentials by studying in the ongoing transactional

analysis psychotherapy course at “The Berne.” She attended the recent ITA conference at York, where she led a discussion group on “The Future Course of Research in the ITA.”

Nicky and Patrick emphasize that to secure the future of any kind of psychotherapy in the UK—transactional analysis included—it is necessary to compile and continue to develop a systematic evidence base. Continual research on outcomes, Patrick says, needs to become “second nature” as a part of ongoing practice.

The Berne Institute, founded in 1993, is a training center providing courses in transactional analysis psychotherapy and counseling. It is based in the village of Kegworth, near Nottingham, United Kingdom. The codirectors of The Berne Institute are Ian Stewart, PhD, and Adrienne Lee, BA, both of whom are accredited by the EATA and the ITAA as Teaching and Supervising Transactional Analysts. “The Berne” is a registered training establishment of the UK’s Institute of Transactional Analysis (ITA). The

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*“The Berne Institute is to fund a research study on TA that initially takes the form of a survey of available sources to determine what evidence base exists on transactional analysis, its methods, and its effectiveness.”*

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ITA is a member organization of the Humanistic and Integrative Section of the UK Council for Psychotherapy (UKCP). The Berne Institute’s training courses are accredited by the UKCP for the purpose of registration and are validated by Middlesex University for the awards of the degree of Master of Science in Transactional Analysis Psychotherapy and a Postgraduate Diploma in Transactional Analysis Counseling. For more information on The Berne Institute, see [www.theberne.com](http://www.theberne.com) or contact Ian Stewart at [ian@theberne.com](mailto:ian@theberne.com).

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## Transactional Analysis at the 2006 Erickson Brief Therapy Conference

by James Allen

The Milton H. Erickson Foundation held its sixth Brief Therapy Conference in Anaheim, California, 6-10 December 2006. Once again, the foundation brought together US leaders of a variety of therapeutic approaches. Once again, the meeting was immensely well attended. And once again, it provided both the excitement of cutting-edge innovation and the seasoned wisdom of extraordinarily competent therapists.

With concurrent clinical demonstrations, workshops, topical panels, dialogues, and conversation hours, it was possible for six different people to attend what seemed like six different conferences. All very post-modern! Gestalt therapy, transactional analysis, neurolinguistic programming (NLP), cognitive therapy, solution-oriented work, Adlerian therapy, and couples, strategic, multigenerational, and other types of family therapy—as well as Ericksonian approaches, of course—were all represented.

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*“It became more obvious—at least to me—that most of these approaches can be understood in terms of current transactional analysis concepts.”*

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Transactional analysis was, once again, well represented by Mary Goulding, who conducted workshops on redecision therapy and transactional analysis as well as on aging and long-term care. She also gave a one-hour clinical demonstration. Vann Joines gave a short course on using personality adaptations as a guide to brief therapy. Ellen Bader and Pete Peterson presented a workshop on relationship change and a clinical demonstration of handling negative perceptions in couple’s therapy.

The two things that most impressed me about this meeting were our growing understanding of therapeutic processes in terms of their neurophysiological underpinnings and the growing importance of providing convincing evidence of

their clinical effectiveness. As these processes continue, the divisions and squabbles between therapeutic “brands” has diminished.

It also became more obvious—at least to me—that most of these approaches can be understood in terms of current transactional analysis concepts. We have pioneered practical ways to influence interpersonal neurobiology. Perhaps more directly relevant and limited to the United States were discussions of the future of psychotherapy in the health-care systems of the twenty-first century and the decline—if not demise—of the independent private practitioner.

Once again, the Erickson Foundation has proved itself a leader in the professional popularization and integration of psychotherapeutic approaches.

*James Allen, MD, TSTA, is ITAA past president and professor of psychiatry and behavioral science and Rainbolt Chair of Child Psychiatry, University of Oklahoma Health Services Center. He can be reached at the Department of Psychiatry, Room 3 WP-3070, 920 Stanton L. Young Blvd., Oklahoma City, OK 73104, USA, or by e-mail at [james-r-allen@ouhsc.edu](mailto:james-r-allen@ouhsc.edu).*

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*In a recent newsletter that Ellyn Bader sends to therapists interested in couples work, she shared some thoughts about her experience at the Erickson Brief Therapy Conference, which we excerpt here with her permission.*

In December, I set a daunting task for myself. I volunteered to do a clinical demonstration at the Brief Therapy Conference. I have done many demos over the years, but the topic for this one was about confronting negative beliefs and unrelenting projections in couples relationships.

Why is this so challenging in a role-play demonstration? When we see clients, their negative projections have had years to grow and take root. At the conference, I planned to do a role-play demonstration with two people who had just met and would try to recreate the dynamics of a long-term, intractable negative projection. I worried ahead of time, “What if they seem artificial? What if they make it too easy?” Or worse, “What if they act too hostile for me to make any progress?”

Well, the couple created the dynamic of ongoing selfishness in the husband—and away we went. I used the hour to demonstrate as many principles as possible about disrupting chronic negativity. It was challenging because I didn’t have a chance to get to know them or make genuine contact with them before working to shift something so chronically destructive.

To create enduring change, these unrelenting negative beliefs or projections must be addressed on multiple levels. For the partner holding the negative belief, it is especially important to create emotionally based experiences in the room that enable him or her to experience his or her partner in a new light.

In fact, partners hold onto their beliefs no matter what their spouse or the therapist says. No matter how many facts we present, people will recall emotional experiences that oppose any rational thinking. The effect of the emotional experience will always dominate!

Transactional analysis theory has another way to describe this problem. It is called “contaminated thinking.” It is depicted by Adult rational thinking being taken over, in part, by Parental prejudices or Child ego state feelings and impulses. In either instance, the rational Adult is blocked out and the Child or Parental beliefs dominate.

To further complicate this dynamic, the Child feelings usually stem from some essential form of self-protection. For example, a little girl with an angry, inconsistent, alcoholic father might decide that men cannot be trusted. Later this belief is transferred to her husband so she won’t be hurt by him. If we attempt to “prove” the husband is worthwhile or worthy of trust in a particular area, the wife will find reasons why he is not trustworthy in other areas or why if she trusts now her trust will be shattered in the future.

What do we do? I believe we must help the couple create new emotional experiences in the room that run counter to the negative projection. To do that, it helps to (1) slow the process down and facilitate a deeper inquiry into the motives of the partner who is believed to have the negative trait; (2) help the projecting partner claim his or her desire to possess some of the disowned trait and to claim it emotionally, not

rationally; and (3) confront and delineate the parental prejudice that may be dominating and understand its origins.

I did indeed have a challenging couple. The wife experienced her husband as self-involved like her father, and she was very isolated and cut off from her emotional states and desires. I succeeded in making some progress and was able to create one tender moment when the wife “felt” her husband in a new way that allowed her to shift her rigid self-protection and to end the session by saying, “I didn’t realize before that I make our relationship all about me.”

This aspect of our work is hard, and clients with pervasive projections will try to avoid this work. It takes repetition and perseverance. But if we persevere, couples will change the negative dynamic that interferes with their ability to love one another.

In closing, I’d like to share with you one of my favorite quotes by Pericles: “What you leave behind is not what is engraved in stone monuments, but what is woven into the lives of others.”

*To sign up for Ellyn’s newsletter “Practice Development Dispatch” or to order a DVD of the presentation described here (“Couples Therapy: Dismantling Negative Projections”), see [www.couplesinstitute.com/professional](http://www.couplesinstitute.com/professional).*

### Transactional Analysis Literature Resources

**Update to TADATA 5.0:** On CD, this database includes about 15,000 keywords covering the TAB, the TAJ, essentially all books on transactional analysis in English from 1947-2006, and 490 journal articles from the APA PsychINFO database. For details, see [www.itaa-net.org/resources/ITAAProducts.htm#software](http://www.itaa-net.org/resources/ITAAProducts.htm#software).

**TAJ Articles on Disk:** The TAJdisk runs on a Windows PC and includes most TAJ articles from 1971-2000. Articles can be searched by title, author, year, or content. A search result will show a list of all articles found. Each article can be viewed, searched, or printed for personal use. For details, see [www.tajdisk.co.uk](http://www.tajdisk.co.uk)

## The ITAA Vice President of Research and Innovation Says Hello

by Moniek Thunnissen

As the incoming ITAA Vice President Research and Innovation for 2007-2009, I am writing to say hello to *Script* readers, to tell you a little about myself, to share some of the things I hope to do in the next 3 years, and to invite you to work with me on various projects and initiatives in the area of research.

Taking office this year comes at a good time for me because in January I finished my PhD thesis on the long-term effects of transactional analysis psychotherapeutic treatment for patients with personality disorders. The 128 patients in my study were admitted for 3 months to a psychotherapeutic center in the Netherlands, where they took part in an intensive program of group psychotherapy, various nonverbal therapies (including archery, art and movement therapy, and puppet play), and sociotherapy (what nurses do in the therapeutic milieu, including coaching patients, discussing weekends, etc.). Transactional analysis was the common language across all of these modalities, and rededication therapy was the model used in the psychotherapy. Most of these patients had undergone previous psychotherapy without much success. I am happy to say that 2 years after the program, 59% of the patients functioned on a normal level with regard to symptoms, 80% had a paid job, and 60% were no longer in psychotherapy. I also compared two forms of aftercare and found that aftercare with the same therapist as the primary treatment had better effects compared to aftercare with new therapists. My hope is that this research will make it clear that patients with personality disorders can profit from psychotherapy and that transactional analysis is an effective method of psychotherapy for them.

It took me almost 10 years to finish my doctoral work, during which time I worked in two fields. On the one hand, I am a psychiatrist, psychotherapist, and trainer for medical doctors who want to become psychiatrists and also a hands-on doctor working with seriously disturbed patients in a large mental hospital. On the other, I am a Teaching and Supervising Transactional Analyst (TSTA) connected to the training institute ANITA in the Netherlands, where we have about 50 students in 3 different years. I use my knowledge of one field in the other: When training my medical doctors, I use transactional analysis to explain intrapsychic and interpersonal processes between them and their patients, and

when I am doing my transactional analysis training groups, I use my medical and psychiatric knowledge when we discuss, for example, nature-nurture questions.

In addition to my busy professional life, I am Alex's partner and 14-year-old Inge's mother, the latter of whom loves to ride horses, plays hockey, and is fond of our little puppy, Sam, who came into our family the day after the party for my PhD! Two years ago we bought a second house, in France, on a remote piece of land in a wood and quite near a lake. Alex is remodeling this house and the old farm next to it—clearly a project for the rest of our lives and a wonderful way to spend our holidays!

As I begin my work as vice president of research and innovation, it is clear that two important parts of the job are overseeing the work of the Eric Berne Memorial Award committee and collaborating with the editors of the *TAJ* and *The Script* to maintain and increase the quality, distribution, and visibility of ITAA publications. I also see challenges ahead in such areas as following up on why transactional analysis is not acknowledged more as an effective method of psychotherapy in the professional world. Of course, many of you know the history of how Eric Berne started transactional analysis in the

*"I also see challenges ahead in such areas as following up on why transactional analysis is not acknowledged more as an effective method of psychotherapy in the professional world."*

1960s with a group of psychiatrists and psychotherapists, how some of his books became popular, and how TA became one of the pop psychologies of that era. Then, in the 1980s, the opportunity was missed to obtain recognition in several countries (including the United States), so transactional analysis lost the chance to become part of the official curriculum for psychology or medical students. As a result, it became increasingly sidelined. Clearly, it will not be easy to change this perception or lack of information about transactional analysis, but I think it



is important that we give it a good effort. And one way to earn acknowledgment for transactional analysis is to prove its effectiveness with research. So, although research is expensive and the requirements for research that can be published in international scientific journals are high, this is an area that I hope to concentrate on during my time in office.

Another challenge relates to findings that make it increasingly clear that about 70% of the effectiveness of psychotherapy is due to general, nonspecific variables. The therapeutic relationship, therapist empathy and authenticity, consensus between therapist and patient about the goal of the therapy, feedback by the therapist, self-disclosure and dealing effectively with countertransference, and the therapist's ability to repair ruptures in the therapeutic relationship are the essential elements in psychotherapy. The specific modality of psychotherapy contributes less than 10% to its success. Considering this, we must investigate ways to demonstrate the strong points of transactional analysis in relation to these general aspects.

A third area of challenge is the four fields within transactional analysis: psychotherapy, counseling, organizational, and educational. We need to consider what they have in common and whether research can help to make clear the areas of correspondence as well as difference between the fields.

If, in reading this, you feel enthusiastic about thinking with me and others about these topics, I would love to hear from you. And if there are other subjects you want to share regarding research and innovation, please let me know. One way to get in touch is through the workshop on research in transactional analysis I will be presenting at the ITAA/USATAA conference in San Francisco in August 2007. I hope to exchange plans and ideas with participants there.

We also have a research and innovation committee that currently includes Helena Hargaden, Bill Cornell, Frederick Boholst, and Gudrun Stummer. I invite readers to join us with questions or comments or to volunteer for one of the tasks for which we are responsible. Finally, those who are interested in the work of the committee and would like to be kept informed of our plans and progress can send me their names for the mailings I am planning to send out regularly. I can be reached by e-mail at [m.thunn@xs4all.nl](mailto:m.thunn@xs4all.nl). I look forward to hearing from you!

## Nomination for Trustee Position

The ITAA is pleased to announce the following nomination for the open board position:

**TRUSTEE, EUROPEAN REGION:** John Heath, United Kingdom

Because there are no contested positions, there will be no election.

## WELCOME TO NEW MEMBERS

**NEW MEMBERS**                      **MEMBERSHIP SPONSOR**

NEW MEMBERS	MEMBERSHIP SPONSOR
<b>February 2007</b>	
Ana Karina Colina, USA	—
Birsen Davis, USA	—
Setsuko Fukomoto, Japan	—
A. Geethan, India	—
Rosanna Giacometto, Vatican City	—
Richard Glade, USA	—
Kumiko Hoshi, Japan	—
Svetlana Ivanovic, Serbia	—
Eriko Kikuchi, Japan	—
Bridget Kirwan, Ireland	—
Ai Kobayashi, Japan	—
Rie Koshimichi, Japan	—
Carmen Parr, Romania	—
Moir Tarbet Pollock, UK	—
Anna Sanna, Italy	—
Mariko Sato, Japan	—
Nancy L. Smith, USA	—
Binu Sudevan, India	—
Fumi Takahashi, Japan	—
<b>March 2007</b>	
Alison Caddy, UK	—
Cristina Caizzi, Italy	—
Daniel Ciucur, Romania	—
Dena Crosby, USA	—
Melanie Faulkner-Barrett, UK	—
Karen Anne Gentle, New Zealand	—
Crystal Hayes Majors, USA	—
Leisa Hill, Australia	—
Isabel Mesa, USA	—
Huei-Min Pao, Taiwan	—
T. K. Rajendren, India	—
Richard Roberts, France	—
Hourzad Salehi, Canada	—
Jan Slump, The Netherlands	—
Belva York, USA	—
<b>April 2007</b>	
J. Anuradha, India	—
Olivera Bogovac, Serbia-Montenegro	Zoran Milivojevic
Blanka Bogunovic, Serbia-Montenegro	Zoran Milivojevic
Judy Churchill, France	—
Colin Coelho, India	—
Melanie del Gaizo, USA	—
Sarah Grierson, UK	—
Aleksandar Jesic, Serbia	—
Hwa Soon Kwon, South Korea	—
Eun-Joo Lee, South Korea	—
Anna Mazowieckauk, UK	—
Debra Pickering, UK	—
Chris Pollock, UK	—
Alfred Saboonchi, New Zealand	—
Ramachandran Srinivasan, USA	—
Christina Toplack, Canada	—
Tadashi Yoshimeki, Japan	—

### ITAA Membership Meeting and Proxy Form

Members are urged to attend the 10 August 2007 membership meeting from 5-6:30 pm in San Francisco, California, USA. If you cannot attend, please fill out the proxy form below. The ITAA Bylaws state that the quorum for conducting business at the membership meeting is 50 voting members or 5% of the qualified voting membership, whichever is smaller. Please sign and mail the form to the ITAA by 27 July or file it with the ITAA secretary at least 30 minutes before the scheduled time of the meeting. This general proxy will only be used to establish a quorum.

#### Proxy Vote Form

I (please print) \_\_\_\_\_ herewith assign my proxy vote to the secretary of the ITAA or to (print name) \_\_\_\_\_ to be used only to establish a quorum at the membership meeting of the International Transactional Analysis Association, convening on 10 August 2007 at 5:00 pm in San Francisco, California, USA.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

# CONFERENCE UPDATE

## “Cooperation and Power: Relationships, Choices, and Change”

Earn CEUs • Network with Colleagues • Learn State-of-the-Art Transactional Analysis

Sponsored by the ITAA and the USA TA Association

San Francisco ❖ 8-12 August 2007 ❖ Westin Hotel San Francisco Airport

### PROGRAM OFFERINGS

The theme for our conference has drawn an amazing array of diverse workshops, papers, panels, and presentations. You are sure to find topics and presenters here that will whet your appetite. Remember to register also for pre-conference institutes and book your hotel room as our room block is filling fast. Go to [www.usataaconference.org](http://www.usataaconference.org) and to the blog link from the website to find current information, travel planning hints, and more details on everything.

#### Three-Hour Workshops (in one or two parts)

Teacher's Ego States, Games, and Scripts in Transactional Analysis: An Approach in Teacher Training—Luis Aguilar and Vitalia Rodrigues, Montreal, Quebec, Canada

Emotional Intelligence and the Awesome Power of Transactional Analysis—Bob Avary, Odessa, Texas, USA

Is It Symbiosis or Is It Intimacy?—Ellyn Bader, Menlo Park, California, USA

Synthesizing TA and Relational Empowerment: A Couples Therapy Approach—Roxanne Barksdale, Hillsborough, North Carolina, USA

First “The Game,” Then “The Event,” Now “Expand the Box”—Clinton Callahan, Pullach, Germany

Cooperation and Power: Relationships, Choices, and Change Using the Guru Within—Sashi Chandran, Coimbatore, Tamil Nadu, India

Power to the Parents—Jean Illsley Clarke, Plymouth, Minnesota, USA

Somatic Resonance: A Body-Centered Understanding of Transference and Countertransference—Bill Cornell, Pittsburgh, Pennsylvania, USA

The Organizational Script Experience: Working with the Tension Between Cooperation and Power—Anne de Graaf, Vleuten, The Netherlands

The Psychotherapy of Obsessing, Habitual Worrying, and Repetitive Fantasizing—Richard Erskine, New York, New York, USA

TA and How to Create Bonding in Change Processes—Bernd Friedlein, Hannover, Germany

Winning Together: Standing Up for Alternatives to Violence—Felipe Garcia, Helotes, Texas, USA

The Constellation of Ego States: A New Source of Information—Nathalie Gispén and Josephine van Rie, Amsterdam, The Netherlands

Listening to the Client within the Client: Focusing for Transactional Analysis—Mary Goodman, Halifax, Nova Scotia, Canada

Redecision Therapy Demonstration—Mary Goulding, Pleasant Hill, Oregon, USA

Developmental Feedback in Organizations—E. Wayne Hart, Oceanside, California, USA

Cooperation and Power in the Supervisory Relationship—Julie Hay, Hertford, United Kingdom

Basic Human Needs as Affected by Cooperation and Power—Charles Holland, Fort Worth, Texas, USA

Improving with Improv!—Phyllis Jenkins and Russell Galloway, San Jose, California, USA

Cooperation, Competition, and Conflict in Groups and Teams—Lorna Johnston, Calgary, Alberta, Canada

Becoming Certified: A Journey of Power and OKness—Lorna Johnston, Calgary, Alberta, Canada

Using Personality Adaptations in Couples Therapy—Vann Joines, Chapel Hill, North Carolina, USA

Personality Types and Adaptations—Taibi Kahler, Hot Springs Village, Arkansas, USA, and Paul Ware

Game-Free Communication for Couples, Part Two—Stephen Karpman, San Francisco, California, USA

The Vulnerability of Power and the Power of Vulnerability—Kathy Laverty, Waverly, New South Wales, Australia

Returning Vietnam Veterans to Vietnam: An Alternative PTSD Treatment Approach—Anthony Luick, Tucson, Arizona, USA

Trauma, Recovery, and Relationship—Vern Masse, Modesto, California, USA

Supervision: Developmental and Contextual Processes—Robert Massey, Kearny, New Jersey, USA

The Accurate Diagnosis of Injunctions and the Change in Beliefs that Resolve Them—John McNeel, Palo Alto, California, USA

The Power of Decision—Alistair Moodie, Glasgow, Scotland, UK

How Might Coaching and TA Fit Together in Exciting Ways?—Rosemary Napper, Oxford, Oxon, UK

Transgenerational Script Questionnaire—Gloria Noriega, Mexico City, Mexico

Sound Emotion—Charlotte Peper, Tucson, Arizona, USA

Lens Crafting: Framing Self and Others from Multiple Points of View—Emily Hunter Ruppert and Shari Melto, Boston, Massachusetts, USA

TA and Spiral Dynamics—Human Developmental Stages: Personal and Social—Diane Salters, Simon's Town, South Africa

Dreams in Organizational Coaching—Bernd Schmid, Wiesloch, Germany

Ego State Pattern Analysis and Personality Disorder—Pio Scilligo, Italy

Power and Cooperation in a Society of Equals—Claude Steiner, Berkeley, California, USA

Structural Organizational Transactional Consulting (SOTC)—Thomas Steinert, Hannover, Germany

TA and Theater Applications—Peter van Bieman and Pia Naber, Amsterdam, The Netherlands

Transactional Leadership—Abe Wagner, Denver, Colorado, USA

The Wild and Wacky World of Alternative Publishing Opportunities—Laurie Weiss and Jonathan Weiss, Littleton, Colorado, USA

The Unmet Need: Using Redecision Therapy with Chronic Pain and Chronic Illness—Part I: Goals of Treatment, Part II Effective Interventions—Del Worley, Tucson, Arizona, USA

#### Fifty-Minute Papers

Women and Work: Social Consciousness and Liberation of Internal and External Constraints—Jane Maria Pancinha, Costa Porto Alegre, Rio Grande do Sul, Brazil

Revisiting Berne's Prejudiced Parent and Evil Child—Mary Goulding, Pleasant Hill, Oregon, USA

Individual Changes, Individual Empowerment, Relationships, and Peace—Ali Babael Zad and Sara Rasoul Zad, Tehran, Shemiran, Iran

A Transactional Analysis of a Social Engineering Attack—Marcus Nohlberg, Skovde, Vastra Gotaland, Sweden

Discounting Words as Powerful Factors in Determining or Breaking Cooperation—Stanislav Petkovski and Beti Andonic, Skopje, Macedonia

#### Panel Discussions

Friendships: A “Simple,” Profound Topic for a Panel Discussion—Valerie Lankford, Baltimore, Maryland, USA; Marian Weisberg, New York, New York, USA; Felipe Garcia, San Antonio, Texas, USA

Power and Cooperation: Implications for Manager and Consultants in Different Cultures—Joachim Karnath, Germany; Lucy Freedman, USA; T. S. Radhakrishnan, India

#### Presentations (1½ hour)

TA in the Age of the Brain: Emerging Concepts—James Allen, Oklahoma City, OK, USA

The Relationship between Type Indicator and Driver Behavior for Organizational Development—M. Ashokkumar and C. Suriyaprakash, Coimbatore, Tamil Nadu, India

Ego States: A Conversation about Realities—Roberta (Bobbie) Barry, Evanston, Illinois, USA

Managing and Treating Couples Separations: Taking Space—How to Use Separation to Explore the Future of Your Relationship—Robert Buchicchio, Montpelier, Vermont, USA

Beyond Scripts: Chance Encounters with Destiny—Leonard Campos, Roseville, California, USA

Games Leaders Play—Heather Cairns-Lee, Mont Sur Rolle, Vaud, Switzerland

Hard Spots, Blind Spots, and Dumb Spots: Self-Supervision—Bill Cornell, Pittsburgh, Pennsylvania, USA

Aging: Is It a Source of Fear? Of Pleasure? Of Serenity?—Isabelle Crespelle, Montmorency, France

The Balance of Power and Cooperation in the Special Fields of Application of Transactional Analysis—Milly de Micheli, Genova, Italy

A Model for Understanding and Working with Confusion in the Child Ego State—Heather Fowlie, UK

#### Opportunity to Shine at the San Francisco Conference

Advertise your workshops or services in three ways at the conference: (1) sponsor a function, such as the entertainment or the AV support; (2) advertise in the program book, from business card to full page ads; (3) subscribe for a half or whole display table in a high-traffic area. For info and prices, contact us right away at [conference@usataa.org](mailto:conference@usataa.org).

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## Growth and Change

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**Thomas:** The most important thing is a paradigm shift in focus from transactional analysis in organizations to transactional analysis for organizations, something that is reflected in all of the articles. From the mid-1970s to the late 1980s, the predominant focus in transactional analysis was on individual growth and relationship. This is reflected in the articles included in the first volume of selected articles mentioned earlier. By the mid-1990s, more work was being done from an organizational perspective. We can all learn from the authors in our new volume how to understand behavior in the context of goals, structures, and sometimes limiting cultural surroundings. They not only show us interventions on a personal level but also their capability to design learning processes and cultural change interventions on the level of the organization as a whole. It is really incredible to learn from these authors from all over the world.

**Bill:** What is organizational transactional analysis in your eyes?

**Günther:** Transactional analysis in organizations has developed into organizational transactional analysis! This means that there are sources of thinking and dealing with organizations that focus on the organizational context—its targets, structure, processes, and systems—on personal, interpersonal, or team facilitation work, and that are also based in the identity of transactional analysis. Our new and precise definition of organizational transactional analysis defines the scope of organizational transactional analysis as the patterns of thinking, feeling and behavior in organizations and also the methods of diagnosis and intervention that professionals in organizations use on a personal and systemic level (e.g., department, whole organization, etc.), all of which are based on transactional analysis identity and practice. It is related to economic and structural aspects, goal orientation, hierarchy, roles, and systemic dynamics (Mohr & Steinert, 2006).

**Thomas:** So it is a context-oriented methodology that has as its goal designing an appropriate developmental process to accelerate learning on an organizational and personal level. Learning dimensions can, for example, be processes, culture, or strategy. A proper organizational transactional analysis diagnosis in this respect is achieved if the context factors are considered, if process alternatives are designed, and if the consultant chooses from at least two alternative process designs. At best, the diagnostic process becomes a dialogued and contracted component in the client system.

**Bill:** I read this book through the eyes of a psychotherapist, and I found it enriching. Many of the articles reminded me of how important it is to hold clients in mind within their community, economic, cultural, and work contexts. It's not all and only about the nuclear family and personal history. I thought often of Berne's book *The Structure and Dynamics of Organizations and Groups*, which I love and have found to be full of ideas I can apply in my psychotherapy practice. What do you hope transactional analysts from the clinical, counseling, and educational fields can learn from your book?

**Günther:** Thank you for this question, because it connects to a new twenty-first-century perspective for transactional analysis. I am also a licensed psychotherapist, so I am familiar with the other fields. Five key articles in the book focus on the five perspectives of organizational transactional analysis: relational (van Beekum), developmental (Hay), systemic (Schmid)—who, we understand, has just won the 2007 Eric Berne Memorial Award—dynamic (Mohr), and structural (Steinert). These are the integrative cornerstones of organizational transactional analysis (OTA), and they also stress the richness that cultural diversity can direct to the discussion of an integrative transactional analysis for the

twenty-first century. So we are on the way to an integration of basic perspectives, one that is further developed than the former transactional analysis schools.

**Bill:** One thing that struck me about the collection of articles in this book is the cultural diversity they represent. They reflect diversity among transactional analysis cultures and their different theoretical and applied styles. You have gathered articles written within certain cultural voices and styles as well. As an editor of the *Transactional Analysis Journal*, although we receive more than half of our articles from outside the United

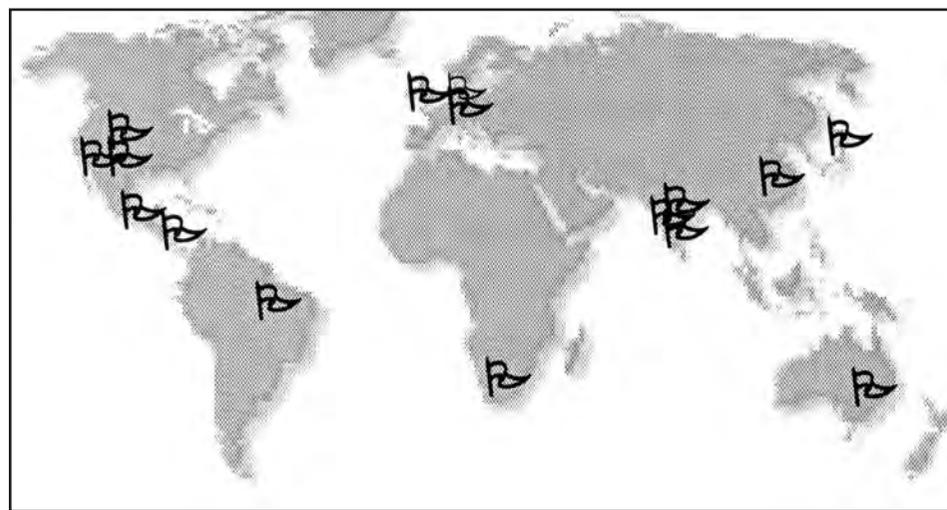
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*“The most important thing is a paradigm shift in focus from transactional analysis in organizations to transactional analysis for organizations.”*

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States, we tend to edit the articles into a consistent, rather American-sounding, academic voice. The articles in this book are often written in ways that sound closer to the native tongues and linguistic traditions of each author. I really liked that and found it to inform me in a subtle but definite way. What was your thinking there? What is the multicultural perspective of this book?

**Thomas:** We were especially glad to be able to compile a rich variety of articles written under differing economic circumstances and from different cultures. So we invite readers to look for



Authors in new organizational transactional analysis book come from and work around the globe

interesting content and also for specific understandings of socioeconomic circumstances and the described consultancy understandings as our authors use implicit diagnoses and interventions. To speak in systemic terms, their explicit and implicit reality constructions helped clients to achieve both individual learning and learning on an organizational level. We learn to understand their world through their writings.

**Günther:** To my ear, the book sounds very near to the real application of transactional analysis practice in different parts of the world. And that was one of our intentions: to stress authenticity, which means to let the reader really feel the diversity.

**Bill:** Would you say more about that?

**Günther:** The book is divided into basically five sections, and in the one entitled “Challenges and Issues of Developing and Emerging Economies,” the articles highlight and present insights into learning processes (Jose Tafoya, Mexico), team integration (C. Suriyaprakash and I. A. Mohan Raj, India), and a training project (Colin Brett, South Africa). There is also a description of a clear business developmental process (T. S. Radhakrishnan, India and Tehemtan Dhabar, India). The section also offers two interviews about organizational transactional analysis: one in China (Thomas Ohlsson) and another in Costa

Rica (Joaquín Granados). The section ends with an article from a Chinese magazine and gives some examples of how transactional analysis terms are transferred into Chinese organizational behavior.

**Bill:** I found the article from China, “Triple Egos Color the Path of Growing Up,” very moving. For me, it was a particularly touching example of how transactional analysis crosses cultural boundaries and is immediately useful. I was surprised, and again informed, by the ways the articles directly addressed different economies and the impact on organizational work. We rarely address economic issues in transactional analysis so directly, especially in clinical work. Would you speak a bit about some of the differences in the applications of transactional analysis in other areas of the world?

**Günther:** Sure, I'll raise here some questions we asked ourselves as we were working with the authors. The economic challenges, for instance, with reduction processes are very different from emerging economies. For example, what is the added value of transactional analysis consultants if growth cannot be promised and hope cannot be generated in the moment? What if adaptations to business challenges cannot be aligned with personal needs? Does the positioning of the consultant permit balancing of a three-cornered contract when he or she must work on acceptance of losses in a restructuring process? Or are interventions on the psychological level support for messages “from the great powers,” as Fanita English called them in her famous theory of the three-cornered contract? Does transactional analysis deliver a message under these circumstances? Or do we want to offer a message in a

limited world where growth is no longer the overall solution? How do transactional analysis consultants, trainers, and coaches handle personal growth linked to new or downgraded social positioning in a limiting situation?

A lot of questions come up by which people can also experience and learn: for example, “This is a learning process in which you adapt to a lower position and stabilize yourself on an emotional level” and, consequently, “You are more flexible in different surroundings.” It is our emotional and ethical competence that changes processes when under pressure, and it does not deliver the implicit sarcastic message, “This enables you to pass a grievance process at a higher speed.” This requires cultural development in companies so that they take partial responsibility and formulate a mission statement that supports sustained growth and qualitative developments rather than simply focusing on quantitative parameters.

Transactional analysis can also refocus on its social responsibility and the capability of its members to promote social development and progress in different ways by varying socioeconomic surroundings. Societies in our world must learn how to deal with reduction processes. In this field we see a challenge and an opportunity for global transactional analysis to promote this and to deliver solutions for a limited world. In the section of the book on “Challenges and

Issues of Reductive Economies or Societies,” Miho Endo (Japan) shows how to use the basic values and attitudes of the Japanese culture to support unemployed people; she describes how to use learning teams to confront workers on their way toward realignment to more mobility and flexibility and how to understand specific and new job expectations in new business cultures. Günther Mohr and Anette Dielmann (Germany) stress staff reduction process from a transactional analysis perspective. Thomas Steinert (Germany) describes a change management perspective that integrates cultural development as well as a methodology for coping with anxiety and uncertainty during change and restructuring processes. Servaas van Beekum (Australia) leads us into the mourning process and its relevance for change management processes and in the process reintroduces the psychodynamic perspective.

**Bill:** I notice that there are also sections in the book on “Challenges and Issues of Reductive Economies or Societies” and “Challenges and Issues of Balanced Economic Growth.” What are split economies or societies and balanced economic situations?

**Thomas:** In so-called balanced economies as well as in split economies you have very different developments side-by-side but not a clear trend. In her article, Sabine Klingenberg (Germany) presents an organizational diagnostic tool based on racket system theory. In the sections of the book you just mentioned, Lucy Freedman focuses on criteria for healthy organizations in the United States, Sam Lloyd describes the application of the drama triangle in conflict situations in the United States, and Abe Wagner (USA) connects transactional analysis ideas to Blanchard leadership theory. In the Western hemisphere, the social reality—with a split between rich and poor—was regarded as a social “solution” for poor or emerging countries with a dominant ruling social group. The weaker the social systems in Europe are, the stronger split society social structures also become in the Western hemisphere. The social fact of “having a job or not” becomes more dominant as a factor in working life. In their articles, Felipe Garcia (USA) identifies increasing competitiveness in the workplace, and Rosa Krausz shows us a transactional analysis application in Brazil. Madeleine Laugeri (Switzerland) discusses the challenges of working with emerging ideas arising out of the developmental processes within a company; she offers insight into how to balance and pair up top-down approaches with bottom-up ideas. Finally, Anita Mountain (UK) focuses on the new role of women in the economy.

**Bill:** I hate to stop, but I suspect we are reaching the limits of space for *The Script*. I think we've succeeded both in capturing the essence of your book and hopefully opening the eyes of transactional analysis clinicians and counselors who might not ordinarily think a book on organizations has much to offer them. Is there anything you would like to add in closing?

**Günther:** I just want to underscore something that ITAA President Gianpiero Petriglieri has said:

While academically desirable, for the contemporary practitioner the distinction between organizational and clinical work can be misleading. In fact, any psychotherapist stands to benefit from understanding the dynamics of groups and organizations and of culture—they stand to benefit both as they navigate their roles and institutions and in their capacity to work with the impact roles and institutions have on their clients. In the same way, any organizational consultant can benefit from a sound understanding not only of personality structure and interpersonal dynamic, but also of how a consultant is likely to get caught in psychological phenomena that have much in common with the games and scripts one encounters in the therapy setting. I think transactional analysis theory and practice

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## Growth and Change

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has much to offer to organizations, and to organizational practitioners, because it is an instrument that is both easy to grasp and deeply impactful.

**Bill:** Well said. Thank you for your time, Günther and Thomas, and for all the work you put into publishing this book. It is, indeed, a major contribution to the literature about transactional analysis for organizations.

Growth and Change for Organizations: Transactional Analysis New Developments 1995-2006 is available for €28,00 (plus tax and shipping) by fax at +49-511-33 11 24 or by e-mail at buch@mt-berater.ag or online at www.mohr-coaching.de/ or www.thomas-steinert.de/. You can also reach Thomas Steinert at thomas.steinert@mt-berater.ag and Günther Mohr at hedmonr@aol.com.

## The Role Concept

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makes a fundamental difference in practical work. In Schmid's model, a person's humanity is expressed in the way he or she structures his or her roles in life. The way people live their roles is an important expression of their essence. People are responsible for how they act in the different arenas in which they live (private life, professional life, community life, etc.). As creatures with a need for community, the main focus of the development of groups, organizations, and societies is revealed in the real contributions of people in these areas, their lived roles.

People also need competence to adequately live their roles. For example, a person's ability to act as a leader in a company is not determined by birth, nor is it a developmental deficit if someone is unable to fill that role. This suggests a totally new transactional analysis perspective: In many cases, the issue is not correcting a hindering script but learning new role competencies. This supports the modern positive interpretation of many transactional analysis concepts, as Hay (2006) elaborated in her work on developmental transactional analysis.

Schmid's model can be applied in counseling, organizational, educational, and psychotherapeutic work. His role model is based on the "three worlds model," which distinguishes organizational, professional, and private worlds. This enables us to pose the question of personality when dealing with these three perspectives on human activity, here called "worlds." Schmid shows how roles have many personal behavioral and emotional consequences for people working in all fields in today's world since he constructed criteria that can explicitly be applied in every professional setting. The theory was further developed with regard to people's engagement in their communities (Mohr, 2000, 2005, 2006a; Mohr & Steinert, 2006) by introducing the community roles that are so important for modern democratic development.

The originality and innovation of Schmid's contribution within transactional analysis is shown by the way his idea of systemic and context-related perspectives (in the sense of a self-organizing and self-regulating concept) was integrated into transactional analysis personality theory. His concepts initially gave the organizational transactional analysis field a boost, and then their implications for other fields emerged. Schmid's theory represents vital, creative, and socially relevant theory building for the modern transactional analysis community. New theory is one thing, but it needs an author who has integrated transactional analysis values, who lives them, and who has the charisma to spread the

theory. Fritz Wandel, the former editor of the German transactional analysis journal, called Bernd Schmid a "real master" because he lives what he teaches (Wandel & Wandel, 2006).

The relationship of Schmid's ideas to previous work in transactional analysis and related theories or fields of application is clear. Although his theory is new in its form, perspectives, and application opportunities, it is a consistent step on the path of theory building started by Eric Berne with the functional model of ego states: How does a person show his or her personality to the world? Schmid's contribution relates this to contexts in the modern professional world. Nowadays, Schmid mostly teaches students, managers, and consultants in the transactional analysis organizational field. He has inspired the organizational field through an explicitly organization-based, sophisticated transactional analysis theory, which was the beginning of the shift from transactional analysis in organizations to a real organizational transactional analysis. Through the concept of social roles, Schmid began broadening the development of transactional analysis theory to the organizational field and took it beyond theory for the clinical field, which had heretofore dominated transactional analysis (with some exceptions, such as the educational work of Jean Illsley Clarke). This has strengthened the theoretical base of transactional analysis and improved its reputation in groups such as the scientific community and thus has benefited all fields.

Schmid's work combines the study of Berne's concepts with the challenges of modern professional discussions and applications in the fields of transactional analysis. He has a strong personal base in his transactional analysis training in psychotherapy in the 1970s, and his work in organizations in the 1980s transformed the organizational field in transactional analysis, which had a significant effect on the counseling and educational fields as well. Schmid will be the first organizational psychologist to receive the EBMA.

The role concept opened the areas of professional self-organization for transactional analysis practitioners in all fields of application. A survey of European transactional analysis practitioners showed that the role model concept is used in most transactional analysis training groups and that TA trainers and students appreciate this step in the development of a specific model for professional work. Role theory has also had a strong influence on the core competencies and examination criteria in transactional analysis.

For all these reasons, I'm delighted that Bernd Schmid has been awarded the 2007 Eric Berne Memorial Award. It is an honor well deserved.

If you would like to extend your congratulations to Bernd, he can be reached at schmid@systemische-professionalitaet.de.

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## Program Offerings

continued from page 5

- Choices for Conscious Change: Activating Frontal Lobes and Creative Energy—Lucy Freedman, Los Gatos, California, USA
- Interrupt This Program . . . Eric Berne Reappreciated—Mary Goulding, Pleasant Hill, Oregon, USA
- Success and TA—Ho-Ja Ha, Takasago, Hyogo Prefect, Japan
- Narcissism and TA—Birgitta Heiler, Guildford, Surrey, UK
- How Much is Enough: Enough Cooperation? Enough Power?—Charles Holland, Fort Worth, Texas, USA
- Drama Triangle Update—Stephen Karpman, San Francisco, California, USA
- Competing to Win—Josephine Bowens Lewis, Decatur, Georgia, USA
- Lost and Found in Search of Meaning—Muriel James, Walnut Creek, California, USA
- Enchanting the Child and Honoring the Adult: Psychological-Level Communication and the Language of Hypnotic Induction—Steve Lankton, Phoenix, Arizona, USA
- Stress Reduction and Driver Behavior—Barbara Little Horse, New York, New York, USA
- TA: Broadening Choices, Choosing Change vis-à-vis Trauma—Sharon Davis Massey, Kearny, New Jersey, USA
- TA Therapists Beware! Understanding Vicarious Traumatization Using Experiential Activities—Dawn McBride and Jessica Starkman, Lethbridge, Alberta, Canada
- Achieving Relationship in Family-Owned Business—Ruth McClendon, Carmel, California, USA
- The Three Worlds of Intimate Relationships—John McNeel, Palo Alto, California, USA
- Spiritual Management—Günther Mohr, Hofheim, Hessen, Germany
- Working with Couples and Sexuality: The Power of Permission—Fran Parkin, Wellington, New Zealand
- Breakthroughs with High-Conflict Couples—Peter Pearson, Menlo Park, California, USA
- Symbols of Transformation—Jennifer Petriglieri, Montigny sur Loing, France
- Is TA Relevant in African Culture: A Fresh Look at TA in Light of Ken Wilber's AQAL Model—Karen Pratt, Cape Town, South Africa

Restructuring: A Powerful Therapeutic Tool Using "Cathecting the Adult"—Ray Quiett, Ada, Oklahoma, USA

- "Ego-Lets—The Micro Constituents of Ego States": Structure, Function, and Uses in Development—T. S. Radhakrishnan, Chennai, India
- Parents as Cotherapists—Fatma Torun Reid, Istanbul, Turkey
- Is It Love or Is It Addiction?—Brenda Schaeffer, Eden Prairie, Minnesota, USA
- Sex Addiction—Brenda Schaeffer, Eden Prairie, Minnesota, USA
- Inspiring Background Images: Matching People with Professions and Organizations—Bernd Schmid, Wiesloch, Germany
- Crisis Management and TA—Roberto Shinyashiki, São Paulo, Brazil
- Relational Transferences—Charlotte Sills and Helena Hargaden, London, United Kingdom
- From Subservience and Silence to Participation and Pride: Varieties of the Same Sex Experience in a Changing Society—Felix Smith, San Francisco, California, USA
- New Look at Old Ideas: Utilizing Adult Education Principles to Spice Up Teaching the TA 101!—Jessica Starkman and Dawn McBride, Lethbridge, Alberta, Canada
- Transactional Imago—C. Suriyakash and I. A. Mohan Raj, Coimbatore, Tamil Nadu, India
- How to Measure the Effectiveness of Your TA Training, Therapy, or Coaching—Moniek Thunnissen, Bergen op Zoom, The Netherlands
- The Effects of TA Applied to Coaching Communication Training in the Japanese Company: Naoko Toyoda, Nara, Japan
- The Coach as a Midwife in Organizations: Servaas van Beekum, Bondi Beach, New South Wales, Australia
- Transactional Analysis and "A Course in Miracles": Theo van der Heijden, Utrecht, The Netherlands
- Archetype and Fairy Tales: From a Social to a Psychological Understanding: Jack Denfeld Wood, Grandvaux, Vaud, Switzerland

### Congratulations to Successful Examinees

Sydney Australia, 26 November 2006

Amanda Lacey, CTA (O)  
Charlotte McLachlan, CTA (P)  
Gabriela von Kanel-Fyfe, CTA (P)

## EXAM CALENDAR

Exam	Exam Adm.	Exam Date	Location	App. Deadline
<b>CTA EXAM</b>	BOC . . . . .	8 Aug. 2007 . . . . .	San Francisco, USA. . . . .	8 May 2007
	BOC . . . . .	29 Sept. 2007 . . . . .	Coimbatore, India. . . . .	29 June 2007
	BOC . . . . .	19 Oct. 2007 . . . . .	Wellington, NZ. . . . .	19 July 2007
	COC . . . . .	16 Nov. 2007 . . . . .	Neustadt, Germany. . . . .	1 Aug. 2007
<b>TSTA EXAM</b>	BOC . . . . .	8 Aug. 2007 . . . . .	San Francisco, USA. . . . .	8 Feb. 2007
<b>CTA Written</b>	All Regions . . . . .	Your choice . . . . .	Submit to Regional Exam Coordinator after paying \$50 fee to T&C Council	Your choice
<b>TEWs</b>	BOC . . . . .	12-14 Aug. 2007 . . . . .	San Francisco, USA. . . . .	12 April 2007
	BOC . . . . .	30 Sept.-1 Oct. 2007 . . . . .	Coimbatore, India. . . . .	30 May 2007

\* 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, 2186 Rheem Dr., #B-1, Pleasanton, CA 94588-2775, 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, 2186 Rheem Dr., #B-1, Pleasanton, CA 94588-2775, USA. **COC Training Endorsement Workshop:** to take a COC TEW, contact the European TEW Coordinator, c/o the EATA office.

# KEEPING IN TOUCH

## ASIA/AFRICA REGION

### Asha's Diploma in Transactional Analysis:

The first batch of oral exams for the diploma course offered by Asha Counselling and Training Services was held on Saturday 24 March 2007 at Asha in Coimbatore, India. Three candidates—Chitra Ravi, Jayalakshmi Mukund, and Sailaja Manacha—took the exams and emerged victorious. They were conferred the Diploma in Transactional Analysis Psychotherapy. Asha envisaged an intermediary accreditation between the TA 101 and becoming a Certified Transactional Analyst (CTA). Trainees undergoing the regular CTA training, after two years of training and fulfilling certain stipulated hourly requirements, can apply for this exam. The written and oral exam is on the same lines as that of CTA. Even though the course has no formal recognition from a university, it is a valuable mid-course stock taking for the trainees who aspire to do the CTA. Asha Team is proud of this accomplishment. We specially thank P. Kunhunni and Anna Chandy who gave their precious time and energy as external examiners. C. Suriyaprakash and I. A. Mohan Raj were internal examiners and P. K. Saru was the process facilitator. We look forward to many more trainees benefiting from this course in the years to come. (More details at [www.asha-net.com](http://www.asha-net.com).)



Asha Diploma in TA group: (seated from left) P. K. Saru, Anna Chandy, and P. Kunhunni; (standing from left): C. Suriyaprakash, Sailaja Manacha, Chitra Ravi, Jayalakshmi Mukund, and I. A. Mohan Raj

The Singapore TA Association (STAA) is holding its third annual conference on 10-11 October 2007. The keynote speaker will be Charlotte Sills, and there will be nine concurrent workshops with presenters Charlotte Sills, Jan

### San Francisco Area Consultation/Support Group with Fanita English

For therapists, counselors, and educators, using transactional analysis, cognitive, psychodynamic, group, and other modalities. Will meet bimonthly starting 15 September with Fanita English in San Mateo.

Reduced fee for  
USATAA members.  
Inquiries after 18 July  
[Fanitae@aol.com](mailto:Fanita@aol.com) or  
650-685-8418.



Participants of the one-day workshop organized by IITA during the visit by July Hay and Günther Mohr

Grant, Tony White, Os Summerton, Pearl Drego, Lee Yee Sing and Liu Hung (in Mandarin), Kim Samsa, Theresa Yin (in Mandarin), and Kong Seet Mui, Yvonne Lek, and Jessica Leong. The conference is organized by STAA and the Berne TA Center of Singapore. All transactional analysts and transactional analysis enthusiasts are encouraged to attend. For details, contact [berne.spore@pacific.net.sg](mailto:berne.spore@pacific.net.sg) or visit [www.staa.org.sg](http://www.staa.org.sg).

### July Hay and Günther Mohr Visit IITA in India:

July Hay, TSTA (O), past president of the ITAA and EATA, and Günther Mohr, TSTA (O) from Germany, visited the Indian Institute of Transactional Analysis (IITA) in Palai, Kerala, India, on 29 January 2007. IITA President Sr. Annie Maria, TSTA (C), welcomed Julie and Günther, and Father George Kandathil, who is known as "the father of TA in India," felicitated the visitors. IITA members used the opportunity to update their learning in transactional analysis theory. Julie conducted a session in the morning on contracts, especially as they relate to organizational contexts, and she dealt with miniscript and driver behavior in the post-luncheon session. Günther presented a session on rackets and discussed the 4 Zoom model for effective transactions. Marina Rajan Joseph, MD, CSTA, and Prof. Joby Cyriac helped as translators. About 50 members from different parts of India participated in the experiential and interactive sessions, including university professors, businessmen, advocates, physicians, students, insurance agents, insurance officers, and homemakers. Most had already taken TA 101 courses, and many were advanced students of transactional analysis. A few of the participants were certified by the IITA as Certified Specialists in Transactional Analysis (CSTA), and two recently certified members of IITA received their Certificates of Award during the event.

Fatma Torun Reid, local host and coordinator for the 2006 Istanbul conference, published an article entitled "Reflections on the 2006 Transactional Analysis World Conference in Istanbul: 'Trust and Uncertainty in the 21st Century'" in *Meet Turkey: Incentive Magazine*. The article in the September 2006 issue included several photos from the conference and described how the local group worked to organize the conference, some of the events that featured the city and its sights, and a little bit about transactional analysis and the ITAA.

Abe Wagner reports that he is training three different groups in Cairo, Egypt—all related to the oil industry. Their response to transactional analysis has been excellent. He intends to introduce it to circles beyond the corporate culture and says that he has never met nicer, kinder, friendlier people than those he met in Egypt. (Our thanks to the USATAA newsletter, *USATAA-Net*, for permission to reprint this information.)

## NORTH AMERICAN REGION

Bill Cornell, with Frances Sommer Anderson and Steven Knoblauch, taught a master class on "Body Transference and Countertransference" on 18 April 2007 at the American Psychological Association's Division 39 conference, "On Clinical Momentum," in Toronto, Canada. Division 39 is the psychoanalytic division of the APA. Bill also published an article, "The Intricate Intimacies of Psychotherapy and Questions of Self-disclosure," in the *European Journal of Psychotherapy and Counselling* (Vol. 9, No. 1). This was a special issue devoted to "Relational Psychology in Europe" and was edited by Helena Hargaden and Joseph Schwartz.

## LATIN AMERICAN REGION

The Latin American TA Association (ALAT) is holding its 27th Congreso Latinoamericano de Análisis Transaccional on 14-17 November 2007 in Guatemala. The theme will be "Reflections and Contributions Toward Peaceful Cohabitation." The president of the conference organizing committee is Dr. Rolando Paredes, [rolando.paredes@gmail.com](mailto:rolando.paredes@gmail.com) and the contact person is Edgar Ramírez, [eamirezg@gmail.com](mailto:eamirezg@gmail.com).

## EUROPEAN REGION

The next French national conference, organized annually by the Institut Français d'Analyse Transactionnelle (IFAT), will take place at the Ecole Normale Supérieure in Lyon, France, on 10-11 November 2007. The theme is "Is It Autonomy or Utopia?" and the opening

speaker will be Marco Mazzetti. For general information, e-mail [armelle.brunot@wanadoo.fr](mailto:armelle.brunot@wanadoo.fr); to register, e-mail Ludovic Pithon at [lp.congres2007@orange.fr](mailto:lp.congres2007@orange.fr).

### Research Help Sought

C. Suriyaprakash writes, "I am pursuing my PhD research in the field of transactional analysis and leadership and am excited about the possibility of contributing my little bit for the scientific temper of transactional analysis. For this I need help from any quarter possible. As part of my work, I plan to measure ego states, life positions, stroking patterns, and drivers and correlate them with leadership styles of organizational managers. I would like to obtain any literature on these topics, including theoretical bases, instruments, and tests. I have access to the *TAJ*, so what I need is literature from other journals or, more importantly, doctoral dissertations about these areas of transactional analysis and their publications. Please send your references and resources to [suriya.sunshine@gmail.com](mailto:suriya.sunshine@gmail.com). As a result of helpful responses from transactional analysis colleagues, I have a few references and instruments already, but I wish to research more before I decide on a specific topic. I am open to developing a new one, if needed. Any conceptual and procedural inputs for that is also welcome." Suriya can be reached at [suriya.sunshine@gmail.com](mailto:suriya.sunshine@gmail.com).

**ITAA WEBSITE:**  
[www.ita-net.org](http://www.ita-net.org)



Seventh-year training group in integrative transactional analysis with Richard Erskine in Bilbao, Spain. The group was organized by Amaia Mauriz-Etxabe.