

Conference Updates

New Conference Website
www.itaaconference.com

Early-bird Deadline: For reduced fees, be sure to register for the conference before 30 April 2010. Also register soon for the best rates at the Hotel Delta Centre-Ville.

Meet the First Generation: During the Wednesday opening come to hear anecdotes and stories about Eric Berne directly from those who knew and worked with him. If you are a first-generation transactional analyst who will be there, please contact Rosemary Napper.

Correction in Gala Dinner Fee: The cost of the gala dinner on Saturday night is \$85.

Deadline for Proposals: Send program proposals to C. Suriyaprakash at suriya.sunshine@gmail.com by 31 March 2010 or submit them online at www.itaaconference.com.

Continuing Education Credits: The United States of America Transactional Analysis Association (USATAA) will award credits (at a minimal charge) for each session that qualifies. Descriptions, leader credentials, and objectives will be provided for each qualifying session in the conference program. **Social workers:** USATAA, Provider #1149, is approved as a provider for social work continuing education by the Association of Social Work Boards (ASWB) www.aswb.org through the Approved Continuing Education (ACE) program. USATAA maintains responsibility for the program. **Counselors:** USATAA is an NBCC-approved Continuing Education Provider (ACEP) and may offer NBCC-approved clock hours for events that meet NBCC requirements. USATAA is solely responsible for all aspects of the program. **Psychologists:** USATAA is approved by the American Psychological Association to sponsor continuing education for psychologists. Full attendance is required. USATAA maintains responsibility for this program and its content. **Educators:** Continuing Education requirements vary by state and district. Please contact USATAA to determine eligibility for credit. **Please note:** All licensed professionals are urged to check with their licensing authorities to determine which CE credits will qualify for license renewal. **For answers to continuing education questions** contact www.usataa.org or USATAA Education Coordinator Mary Westphal at education@usataa.org.

Handicap Accessibility: The Hotel Delta Centre-Ville is handicapped accessible and has some rooms that are handicapped modified. *These must be requested at the time of room registration.* People with special needs should advise the registrars at annie.cariapia1@gmail.com OR cholenamountain@btinternet.com.

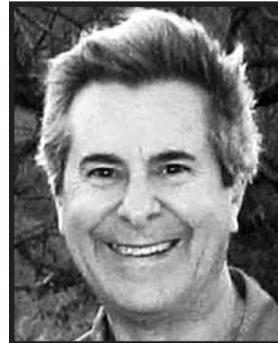
Day-long Symposia to Focus on Three TA Fields

During the Eric Berne Centenary Conference in Montreal, three symposia—like mini-conferences in themselves—will run concurrently on Friday 13 August. These events are designed to provide more in-depth presentations by some of the leaders in each field. The day will begin with a keynote speech by Trudi Newton for the whole conference, after which participants will choose which of the three symposia they wish to attend for the rest of the day. To provide you with more details about these exciting events, ITAA Script Editor Laurie Hawkes talked with Richard Erskine (clinical/counseling), Giles Barrow (education), and Sari van Poelje (organizations), the coordinators of the three symposia.

Clinical/Counseling: "Life Scripts"

Laurie Hawkes: Richard, I wonder if you could start us off by telling us how the idea for the symposia was conceived.

Richard Erskine: There have been several symposia at ITAA conferences in the past—among them one on ego states in Chicago, one on transference in Brussels, another on shame in Minneapolis, one on dissociation in Stamford—and they were all quite well received as a form of in-depth learning. And then these were usually followed up by a special issue of the *Transactional Analysis Journal* featuring papers on



Richard Erskine



Giles Barrow



Sari van Poelje

some of the symposium presentations. This time the idea for a clinical symposium at the EATA Conference in Prague and the ITAA Conference in Montreal was prompted by the upcoming publication of a new book on life scripts. And then the Montreal conference organizers got excited about the idea of expanding it to present symposia on the educational and organizational fields as well.

LH: So, although symposia are not part of every transactional analysis conference, but they aren't an entirely new idea.

RE: That's right. The purpose of these symposia is so that conference participants, rather than just attending shorter workshops that offer a smatter-

ing of information/experience on various topics, can coalesce their thinking around a more defined topic. So all or most people from the same field are in a common forum; they can all take part in a presentation about the same idea, have the same experience at the same time. Our hope is that this symposia will stimulate the thinking and clinical effectiveness of all who participate.

LH: So this year's clinical/counseling symposium is entitled "Life Scripts."

RE: Yes, and I think the topic is particularly significant for this conference, held in Montreal to celebrate the 100th anniversary of Eric Berne's
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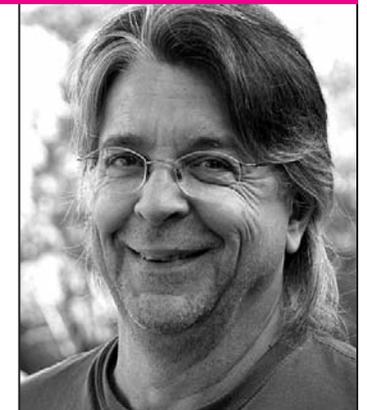
Aspiration and Resilience

by William F. Cornell

Author's Note: The following are excerpts from the keynote speech I gave at the Romanian National Transactional Analysis Conference in Bucharest on 27 November 2009. The publication of these excerpts mark my departure as editor of *The Script*, as our ITAA newsletter now moves into the able hands of Laurie Hawkes. It is fitting that I sign off with this speech from Romania, which I think captures the spirit I have tried to instill in *The Script*. It was more than 10 years ago that George Kohlrieser asked me to take on the editorship and transform the newsletter from an informational bulletin into a lively forum for the interchange of ideas and opinions—a "vital base" of exchange. Laurie was invited by Gianpiero Petriglieri to replace me. She is a well-known author in France of several successful transactional analysis books, in addition to her therapy practice, teaching at the Ecole d'AT-Paris-Psychothérapie, and her fine tango dancing. Laurie will bring a skilled hand and open mind to the pages of *The Script*. I hope you will join me in welcoming her on board.

I was very touched by the invitation to deliver this keynote address and more than a little nervous. Being asked to do an opening address to a group I don't know, a community I've never been in, made me ask myself, "What do I have to offer?" I wasn't entirely sure. During the preconference institute Mick and I did yesterday, someone described his thinking as like ping pong balls bouncing around inside his head. As I started to think about this speech, I had a lot of ping pong balls in my head too. But they are beginning to settle down now.

As I was preparing for the trip, I did some reading about Romanian history and culture. Of course, I wasn't sure if what I was reading would be what I would actually find. I came across an article by a Soviet dissident historian Mikhail Heller (1988), who described the Soviet effort to replace homo sapiens with something he called "homo sovieticus." The homo sovieticus was to be a new kind of person, created by social engineering and totalitarian force (pp. 20-27). The distinction between homo sapiens and homo sovieticus
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Thanks, Bill

In his first column as *Script* editor in January 1998, Bill wrote, "Of all the organizations I've belonged to, this one has my heart."

And it is with enormous heart and mind and spirit that Bill has guided this publication for the last 12 years, through immense changes in both the world (including 9/11) and our association. He has contributed his own insightful columns, moving articles, and spirited interviews, and he has encouraged others to do the same—prodding, cajoling, even insisting when he thought someone had something important to say. He has challenged us all to dig deeper for meaning, to embrace the rigors of inquisitive dialogue, to not be afraid of controversy in the service of truth. And you, our readers, have responded in ways that have made *The Script* livelier, more interesting, and more engaging.

Under Bill's editorship, *The Script* has stimulated our thinking about transactional analysis and the evolution of our theories and practice through articles, letters, and interviews reflecting the ideas of both our leading personalities and those who have had little visibility in the ITAA. All were welcomed with enthusiasm and encouragement. Bill has urged members to put themselves out there in *The Script* and has modeled by example through
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Understanding Overt and Covert Influences on Decision Making

How many decisions have you made so far today? And what did each involve? We often say that there are “big decisions” and “little decisions,” as if we know ahead of time the significance of the consequences of a particular decision. Many movies, short stories, and novels revolve around this notion, heightening our sense of ourselves as subject to chance and fate. How much consideration we give to a decision varies a good deal. What makes you think twice? How often do you catch yourself wondering “if only...”? In what circumstances do you find it impossible to make a decision? How fast do you make various kinds of decisions?



As professional transactional analysts—whatever our field of application—we were likely trained to believe that our Adult assessment and diagnosis of an individual, group, organization, or learning need leads to a range of options for interventions, between which we make an informed choice. Nonetheless, our favored approach within transactional analysis theories, our supervisor, and our past experience are just a few of the factors that can impact our Adult outside our awareness.

According to recent research (Fuchs, 2009), two thirds of the decisions made by organizations are poor ones. It is valuable for us as human beings, transactional analysts, and ITAA members to understand the factors this research identified as distorting our capacity to think straight. This is especially timely because many important decisions face us as an organization in the near future. For example, in the next few weeks, you will be invited to make a decision through voting on a measure put forward by the ITAA Board of Trustees (BOT). For the first time, the vote will be carried out electronically, via email (those members for whom we do not have email addresses will be sent a ballot as usual, with a 60-day return period). This is an exciting development in our worldwide organization, one agreed upon by the membership in the last bylaws election.

Voting involves you in making organizational decisions. In addition, an informal process of member consultation about the future of our organization will be presented in the next issue of *The Script*. And over the next few months, the ITAA Board of Trustees will be inviting you to dialogue through *The Script*, by email, and in person with your regional representatives and other BOT members about your ideas for the ITAA. Therefore, I want to present here some information about organizational decision making gleaned from Fuch’s research in the hope that it will support you, our members, in making personal and professional decisions as well as help us together to make sound decisions about the future of the ITAA.

Fuchs’s research found that decision making in organizations was prone to error for various reasons, including neglect of vital stakeholders, a weak or false consensus, railroading, unresolved conflicts in the final part of the decision making process, people making up their minds prematurely, and misuse of surveys and evaluations. The research went on to consider more deeply what might be happening with individuals and the group during decision making. I add to these findings some transactional analysis concepts in order to aid us all in making better decisions. The following four sections reflect the four key areas that Fuchs suggested we need to consider in order to improve our organizational decision making.

The “Rational” Aspects of Decision Making

The notion of prejudice or delusion when a contaminated Adult ego state distorts our thinking, feeling, and behavior out of our awareness is familiar to transactional analysts. The results of Fuchs’s organizational decision-making research pointed to the possibilities of a conspiracy of optimism, overconfidence, and/or a “herding” effect in the group leading to a bias toward the status quo. An example of this might be, “We have already sunk significant resources into a project, so we may as well continue.” Another common prejudice, perhaps reinforced by our schooling, is that decisions should be made solely on the basis of “objective” evidence or data, which can often be flawed (e.g., the results of poorly conducted surveys). It is clear that in a decision-making process, it is crucial to decontaminate the Adult ego state. Encouraging lively debate and healthy argument, with participants being willing to change their points of view, fosters such decontamination in groups (this was a feature of the last ITAA Board of Trustees meeting in Lima). Focusing on the individual and group capacity for finding solutions is vital. Accounting for a wide range of evidence and recognizing the limitations of data to support a particular decision is also crucial. The following three categories of factors impact our consideration of seemingly “rational” data.

The “Rational” Aspects of Decision Making

The “Nonrational” Influences on Decision Making

Some people profess that they ignore intuition, gut feelings, dreams, symbols, and metaphors whereas others swear by the value of such signs. Those who succeed in discounting these signals may block creativity or even dismiss seemingly nonrational signs by doing the opposite of whatever their hunch or dream suggests. In such a way fortunes have been lost in the stock market,

while those making organizational budgetary decisions might avoid declaring how they dreamed that they might be making a mistake for fear of appearing foolish. In transactional analysis, our concept of the Little Professor or the Adult in the Child (A₁) and Eric Berne’s studies on intuition all contribute to our emphasis on and understanding of the value of these aspects. Elsewhere (Bollas, 1987), discussion of nonconscious phenomena has widened our thinking about the nature of such “unthought knows.”

Some individuals rely on the nonrational without putting it alongside evidence and reality, thereby justifying their gut instinct without linking their A₁ intuition to their A₂ observation. Later they are likely to claim that they made their (bad) decision on a hunch, without acknowledging that they did not check out the evidence of their senses or what was known about reality. Decisions about marriages and business partnerships might rest on such delusional decisions and often provide the story line for films and novels as well as for gossip and pastiming.

Culture as an Influence on Decisions

When a group makes a decision together they may not acknowledge the influence of the organizational culture on their group identity, or they may ignore the clashes of culture that different individuals or subgroups (such as male and female or ethnic groups) bring to decision making. In our international organization we have the potential advantage and richness provided by taking into account and valuing the various national cultures represented in the ITAA. For example, in some Islamic cultures, such as Indonesia, decisions are made by complete consensus; everyone in the community must agree before a decision is final. On the other hand, the culture of our organization includes assumptions about time limitations and the etiquette from Western countries of majority voting. It can feel very difficult to go against the mainstream culture of an organization, even in transactional analysis communities, where it could be argued that to rebel is the ideology. But to rebel against rebellion can create an impasse!

The Impact of Power on Decisions

Sometimes power is overt and based on altruism or self-interest; sometimes power is covert and in the form of hidden agendas. Sometimes power has healthy consequences and provides direction and boundaries, whereas at other times it may make for conflicts and “turf wars” that lead to destructive competitiveness within a decision-making group. Status can also impact decisions, and in all organizations not only do some roles clearly and appropriately carry more power than others, but sometimes certain individuals exert personal power in ways that influence decisions in directions that are to the advantage of the individual but not to the organization.

Cognitive Dissonance with Regard to Making Decisions

DAD is an acronym for Decide, Announce, Defend (Fuchs & Wolf, 2009), which is how decisions are frequently formulated in a wide range of situations. It neatly sums up the role of the Parent ego state in some organizational decision making! Psychologist and author Carol Tavris (Tavris & Aronson, 2007) amusingly explores the justification for decisions and in an interview (Phillips, 2007) describes

what self-justification does: It sets us off on a course of action that moves us further and further from the original choice point

and then begins to blind us to the possibility that we were wrong. The danger is not so much in the first step we take off the pyramid, but in how far we have come from our original beliefs or intentions by the time we are at the bottom. (§ 16)

Most decisions have positive and negative consequences. When you’re making an important life decision for which there is no single right answer—as is the case so often in our lives—then that decision is going to be followed by huge post-decision dissonance. You will look for all the reasons to justify the decision you made and notice everything negative about the choice you rejected. If you are not comfortable with the decision you made, you may feel the need to disparage and criticize the people who took a different path. They are, after all, a constant reminder of the road you didn’t take. (§ 18)

There are limits to dissonance theory. It doesn’t actually explain everything in the world. However, what it does explain is why so many of us are not as open-minded as we think we are or would like to be. The stronger our intellectual, moral, political, or religious beliefs—the beliefs that most define us—the less likely we are to be open-minded about evidence or information that shows we could be wrong. People who, in addition, have vested economic interests in the status quo will be even more likely to dismiss evidence that might threaten their position. (§ 20)

In addition to the concept of contamination of the Adult ego state, transactional analysis beautifully pinpoints the stages of such dissonance in the discount matrix. This analysis can be used to provide us with a “how-to” process for making quality organizational decisions.

Accounting for These “Four Corners” of Decision Making

An “accounting-for-decisions matrix” builds on the 2006 Ken Mellor and Ritchie Macefield version of the “awareness discount matrix” and includes the four impacting arenas of (i) rational, (ii) nonrational, (iii) power, and (iv) culture when making organizational decisions. This can be extended to provide steps for group decision making represented by the acronym FEED (Fuchs & Wolf, 2009):

- Frame the problem
- Engage stakeholders
- Explore the issue
- Decision comes last, not first

In recent *Script* articles I have presented some of the context for current issues around the viability of the ITAA as an organization. In the next issue I will frame the problem specifically for you, the membership, to consider—and wherever possible I am engaging in conversation with members directly as well. To help us explore these issues, I will put forward optional scenarios for the future as a means of stimulating further dialogue through these pages and elsewhere.

In Montreal during the World Café, on Saturday morning there will be a facilitated forum in which we will engage in cross-cultural discussions of these options. Notes will be taken, and the facilitator team will then pull together this qualitative data, identify where the energy of members is constellating, and bring this to the board of trustees for organizational decision making. These decisions, some of which may require changes in the bylaws and the structure of the organization, will be brought back to members for voting late this year and into 2011.

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ITAA The Script

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Day-long Symposia

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birth, because, along with ego states and transactions, scripts has become the clinical transactional analyst's most important concept. It's also very special that the new book on scripts is coming out this year.

LH: Tell us more about the book. I understand it was originally to be the next in the series on "Key Concepts in Transactional Analysis: Contemporary Views" from Worth Publishing in the United Kingdom.

RE: Yes, the book began several years ago with a proposal to Charlotte Sills. She and Helena Hargaden were editing their book on ego states at the time, and the next in the Worth series was to be a book on life scripts. Charlotte asked me to take over the editorship, and I pulled together 14 authors to contribute articles. The result is called *Life Scripts: A Transactional Analysis of Unconscious Relational Patterns*, and it is actually being published by Karnac Books in 2010.

LH: And how will the clinical/counseling symposium interface with the book?

RE: Approximately half of the book authors will take part in the Prague symposium and half in Montreal, with some overlap.

LH: What will the day look like?

RE: It will begin with an introduction by me on "Life Scripts: Definitions and Points of View." Bill Cornell will then give a keynote entitled "Extra-familial Influences in Script Formation," which will be followed by another keynote by Birgitta Heiller entitled "When TA Script Theory Meets Real Life." We will then have a roundtable discussion moderated by me and including Jim Allen, Bill Cornell, Fanita English, Birgitta Heiller, Gloria Noriega, Rosemary Napper, Charlotte Sills, and Ian Stewart. Each one of them will discuss the concepts that he or she has written about in the new book. In the afternoon there will be six workshops: Bill Cornell on "Script

Protocol, the Transference/Countertransference, and Enactment"; Fanita English on "Script Development and Episcritps"; Richard Erskine on "Life Scripts: Unconscious Relational Patterns and Psychotherapeutic Involvement"; Birgitta Heiller and Charlotte Sills on "Life Scripts: An Existential Perspective"; Gloria Noriega on "Transgenerational Scripts in Action"; and Ian Stewart on "Closing Escape Hatches: Myth or Master Move?" Even with the addition of these smaller workshops, I have found that often people get so involved in and excited about what they learn through such a symposium that they need more time in small groups afterward. I think participants ought to have dinner together and continue talking for 5 or 6 more hours!

LH: I love that idea! I think you should propose it at the close of the clinical/counseling symposium and we'll encourage Giles and Sari to do the same.

Educational: "Cultivation, Growth, and Learning"

Laurie Hawkes: I understand you are in charge of planning and leading the Montreal symposium for educational transactional analysts. I wonder if you would share with us some of your thinking about it.

Giles Barrow: Well, to begin with, the root of the word "symposium" is "convivial discussion," a rather nice thought, it seems to me. The educational symposium is, therefore, designed to bring together transactional analysis educators from around the world to enjoy conviviality and stimulating discussion. The aim is for us to gather, greet, and create stories about our practice, theories, and hopes for developments in educational transactional analysis.

LH: Can you describe a little about how the day will go?

GB: Our symposium will be somewhat less structured than the clinical/counseling one as Richard has described it. We'll open with a presentation by me that explores the connections between the process of cultivation and the relational experience of teaching and learning. As the

day unfolds, participants will hear perspectives on what is happening internationally in the educational field, with contributions from a wide range of contexts, including stories from Sashi Chandran (India), Evelynne Papaux (Switzerland), Trudi Newton (UK), Jean Illsley Clarke (USA), Tomoko Abe (Japan), and Karen Pratt (South Africa). A second dimension of this event will be to cocreate a collective narrative of educational transactional analysis that highlights our heritage, identifies accomplishments, and scopes out possibilities for the future. The day is designed by educators, for educators, and for all those curious about how transactional analysis informs, illuminates, and promotes growth through learning.

LH: How do you see the symposium differing from a series of regular workshops on education?

GB: The focus of this particular symposium will be on dialogue. We will bring out the potential of a theme through a collaborative experience. In workshops—although this is not always the case—the emphasis is often on content, with the process being determined by the workshop leader. The symposium format promises something far more eclectic and democratic in terms of a learning model.

LH: What will the various presenters in your symposium be talking about? Are there novel points they will be bringing up?

GB: I am not too sure at this stage. The emphasis is for us to share stories about our practice and theory from around the world. We'll then draw out and describe what we see as the emerging challenges and hopes for transactional analysis educators. I am, myself, intrigued about what might happen. For my part, I am interested in bringing a specific area of my work and thinking to the symposium. In addition to my work as an educator and transactional analysis practitioner, I have also been running a small farm for the past 4 years. During this time I have become fascinated with integrating the craft of husbandry with the role of the educator. I think I am at a point where I'd like to contribute my observations as a way of opening up the symposium process.

LH: Are there any other points that are important to you?

GB: An important feature for me is that this event will provide a very clear focus for transactional analysis educators, which, in my experience, is an infrequent opportunity. We will be able to enjoy a day of abundance in the field!

Organizational: "Cocreative Organizational Change"

Laurie Hawkes: As the leader of the organizational symposium, what do you think is special about what you have planned?

Sari van Poelje: I think what's special is that we have formed a group of international Teaching and Supervising Transactional Analysts (TSTAs) who are going to give a modern take on Berne's organizational theory. It is unique in that we will have so many organizational TSTAs working together in an international context. We are also launching a new organizational book at the symposium and will be making a DVD of the workshops.

LH: How is the day organized?

SVP: There will be a general introduction on Berne's organizational theory and then workshops followed by an opportunity to obtain supervision.

LH: And what will the workshops be on?

SVP: There will be four workshops running in parallel: "Boundaries and Structure," with Nelly Micholt and Günther Mohr, is on the organizational structure of organizations and the influence of roles"; "Leadership and Membership," with Lorna Johnston and Valerie Redman, will consider how in order to understand leadership, you also need to know about how membership works; "Imago and Group Development," with Lucy Freeman and Jacques Moreau, will be about the psychological structure of organizations and how this influences group development; and "Dysfunctional Boundaries and Dynamics," by Sandra Wilson and me, will focus on the pathology of boundaries in organizations and how this influences dynamics.

LH: Tell me more about the supervision.

SVP: After the workshops there will be an opportunity to obtain supervision based on the theory that has just been presented. So participants will return to their workshops after the break and can bring in organizational cases they want to explore with one of the presenters as supervisor.

LH: Is there anything that you are particularly enthusiastic about in relation to the symposium format?

SVP: I think this is a unique opportunity to learn about Berne's organizational theory and its development and to enjoy interaction with other organizational transactional analysis practitioners. I am also really excited about seeing these teams of international TSTA colleagues in action.

LH: Is there anything else you want to mention about the organizational symposium?

SVP: Well, the new book will be on contemporary organizational theory and practice in organizations, a modern take on Berne's organizational theory. We expect it to be for sale in Montreal. For the book, every presenter is contributing an article on their current favorite organizational topic. For instance, Nelly Micholt will write about organizational role theory, Günther Mohr about systemic transactional analysis theory, and Sandra Wilson about cultural scripts. INTACT IP will publish the book. All the workshops will also be filmed, and we hope to make a DVD available soon afterward. The DVD will summarize all the plenary and workshop sessions.

We hope this preview of the Montreal symposia will encourage you to join us in Montreal. To register, go to www.itaconference.com.

Decision making

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Meanwhile, we will all have an opportunity to rehearse this organization decision-making process with email voting, and the diagram shown in Figure 1 may be useful in helping you note for yourself the factors in each of the four corners of the rational, nonrational, culture, and power.

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LONG-TERM MEMBERS

The ITAA would like to recognize Claude Marie Dupin and Lise Small, ITAA members since 1976 who were inadvertently left off the list published in the December 2009 *Script*.

<p>RATIONAL</p> <ul style="list-style-type: none"> + Create assessment criteria with uncontaminated A₂ + A₂ appreciation of counterintuition + A₂ recognition of complexity + Accounting for problem solving, personal capacity ± Gathering of evidence to account/discount - Prejudice: P₂ contamination - Delusion: C₂ contamination - Scientific/medical model of data "objectivity" 	<p>NONRATIONAL</p> <ul style="list-style-type: none"> + A₁ intuition: metaphors, symbols + C₁ gut feeling + Adult nonconscious, preconscious, and conscious processes ± P₁ imagination—stories ± Feelings - P₂ prejudice - C₂ delusion - Discounting out of awareness, existence, significance - Sympathetic/parasympathetic nervous system, i.e., fight/flight/freeze
<p>CULTURE</p> <ul style="list-style-type: none"> - Etiquette: dynamics, including games we accept - Character: aberrations allowed - Character: shadow of organization - Technics: how the structures support/cement the character and etiquette - Discounting: group-think ± Flexibility changes with times ± Cocreated by founder, leaders, and members + OK-OK climate/characters for individuals, groups, and tasks + OK-OK etiquette/behaviors + Technics: structures that support individuals to the best of their potential and tasks to the greater effect for the organization 	<p>POWER</p> <ul style="list-style-type: none"> - Symbiosis: 1st, 2nd order, competitive - Organizational game pentagon - Drama triangle of projective identification - Transference and projections - Power plays ± Personal, group, organizational, societal system powers + Winners' triangle: power to, role-boundaried, voice, contract + Integrity, autonomy, harmony + Emotional fluency <p style="text-align: right;">www.TAworks.co.uk</p>

Figure 1

++ Decision Making in Organizations: A Transactional Analysis Perspective

TA in the Asia/India Region

by Susan George

Over the last few months I have contacted members from India, Japan, Singapore, Korea, Bangladesh, Iran, and Turkey inquiring about activity in the region and what they see as the unique role of the ITAA. The latter question has been mostly responded to by "I will think it over and get back to you." I summarize here the information I have received so far about TA activities in this region, although it is not an exhaustive report as I have not been in touch with all TA practitioners or even all ITAA members in the region.

One of the active bodies in the Asia/India region is the South Asian Association of Transactional Analysts (SAATA), which has 122 members from India, Bangladesh, Iran, and Turkey. The SAATA Conference, hosted by Asha's Calicut training group and CIGI, was well attended. There were a number of interesting workshops using transactional analysis and other modalities and an excellent ethnic cultural program. While there were international presenters and participants, the highlight was the large number of participants from the local region, mainly Muslim, and this was their first exposure to such an event. We hope that this will help many of them break free of old limiting patterns and continue their use and study of transactional analysis both personally and professionally.

The multilevel training with the theme of "Ego States" brought together the trainers and trainees of South India to enhance learning, skills, and community building. This annual activity, initiated by Charlotte Daellenbach and Elana Leigh, has been an important forum for the growth of professional use of transactional analysis here.

As part of the Eric Berne Centenary Celebrations, the following have been planned:

- An annual Eric Berne Memorial Endowment Lecture: The first will be in Coimbatore in September 2010. One purpose of the lecture is to increase the visibility of transactional analysis among the general public, including through media coverage.

- A series of transactional-analysis-related activities during the first half of May 2010 in all cities where there are active TA groups. This is also aimed at spreading awareness.

- Translation of transactional analysis books into regional languages, beginning with Tamil and Hindi. This has been a long-felt need.

In India, transactional analysis activities fall into the following categories:

- TA 101s: There are a large number of these and they are well attended. The 101s are seen not only as stepping stones to further training but also as stand-alone workshops for personal/professional growth and change.
- Transactional analysis training toward a diploma or CTA or TSTA
- Public workshops that focus on enhancing personal development, learning life skills, and professional growth
- In-house training programs for corporations, schools, and colleges
- Social outreach programs
- Counseling and psychotherapeutic services
- Research leading to MPhil and PhD

The seeds for all of these activities were planted by Fr. George Kandathil, who established the Institute of Counselling & Transactional Analysis (ICTA) in the early 1970s. His trainees who were certified then established their own training groups, and now there are 4 TSTAs and 10 PTSTAs in South India. Organizations to further the study and application of transactional analysis have been established in Coimbatore, Chennai, Bangalore, and Palai. Asha, Coimbatore, established by P. K. Saru along with Suriyaprasanth and Mohan Raj, has carried transactional analysis not only outside the city but also outside the country to Bangladesh, Turkey, and Iran. T. S. Radhakrishnan in Chennai has carried TA training to Arungabad and Nagpur in North India. Transactional analysis is being effectively used in North India by Pearl Drego and Oswald Summerton for uplifting the less privileged in addition to other activities. Bangalore has a good

deal of activity, with five centers in addition to Athmashakthi, which was established by the Schiffs. This growth owes much to the contributions of Carlos and Saroj Welch and also the many people from various countries who have generously shared their expertise by traveling to the various cities. Special mention must be made of Julie Hay, Marijke Wusten, Charlotte Daellenbach, and Elana Leigh, who traveled to India annually.

Bangladesh has a group of about 15 trainees working toward CTA. Fifteen TA 101s (around 200 participants) have been conducted. Discussions are underway with Dacca University for a diploma course in transactional analysis.

TA 101s have been conducted in Iran. However, the 202-level training is being done only by distance learning due to certain practical hurdles. One trainee has attended the ITAA and SAATA conferences to enhance his learning.

Transactional analysis was originally brought to Korea about 20 years ago by Sam Park, who trained with Vann Joines. Korea now has its first CTA, Soo Hee Oh, who is looking forward to being a trainer soon. She is translating into Korean *Personality Adaptations* by Vann Joines and Ian Stewart and the Joines Personality Adaptation Questionnaire. Another postgraduate student, Young-A Kim, has been in training with Vann Joines for 2 years. She is a PhD student in clinical psychology, and her dissertation will compare redecision therapy and cognitive-behavioral therapy. There is a Korean Transactional Analysis Association, the president of

which is Jung Duk-Gyu; they have also expressed interest in translating TA books, including Richard Erskine's *Theory and Methods of an Integrative Transactional Analysis*.



Japan has four transactional analysis associations and training is being done at various levels. One of the cochairs of the ITAA Training Standards Committee, Tomoko Abe, is from Japan. Publications and translations of books are being done.

Turkey and Singapore also have training groups, and I hope to provide more information about those in the future. The ITAA also has members in China, Pakistan, and Sri Lanka.

Gathering information for this report has raised my awareness about how much work is being done in this region. I hope others in the Asia/India region will email me with additional details about their activities and also with their ideas about how the ITAA can contribute to the spread and application of transactional analysis. In this centenary year of Eric Berne's birth, let us work together to enjoy the benefits of using TA and also pass on to others what we have learned and experienced.

Susan George is the representative to the ITAA Board of Trustees from the Asia/India region. She can be reached at susangeorge4@yahoo.com.

Call for ITAA Board Nominations

The following positions are open for nominations. **Deadline: 31 May 2010.**

Officers (nominations allowed from any region and elected at large by all ITAA voting members)
Vice President of Internet (2011-2013)

Regional Trustee (nomination and election only by members of the region)
Europe (2011-2013)

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 or in the Guidelines (part of the official documentation) on the ITAA Web site at www.itaanet.org. Nominees are encouraged to read and understand these before accepting nomination.

Send nominations to the ITAA Secretary Steff Oates at steff@xxist.com.

Those who accept nomination to the above positions must email a written statement and digital photo to the secretary as soon as possible and no later than the 31 May deadline. Statements should be a maximum of 250 words.

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. Unopposed candidates will take up their positions following the membership meeting in August 2010. If there is more than one nominee for a position, a ballot will be sent to all voting members within 60 days of the close of nominations. The deadline for return of ballots is 60 days from the date sent. 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. The winning candidate(s) will take up his or her (their) position(s) on 1 January 2011.

Special Note: Günther Mohr has decided not to take up the vice president of development appointment. The board of trustees is looking to make a new appointment soon and would be interested to hear from anyone who has interest in the position. Please contact ITAA Secretary Steff Oates at steff@xxist.com.

Newest Release from TA Press

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Six Principles and Four Columns for the Future

by Günther Mohr

I have been working on ITAA's development in various ways since 1999, including as a member of the ITAA Board of Trustees from 2001 to 2007. I have had many enriching conversations with other ITAA members all over the world, especially at conferences in San Francisco, Sydney, Halifax, Utrecht, Oaxaca, Bangalore, Edinburgh, Istanbul, San Francisco, and Johannesburg. One of the conclusions I have come to as a result of these experiences is that transactional analysis needs to clarify its brand: How is TA seen in the world and what attributes do people inside and outside of TA organizations associate with TA?

One answer can be found in the decline in absolute and relative (to other methods) membership numbers of transactional analysis organizations. Another answer comes from the reluctance of accrediting authorities around the world to officially recognize TA. A third is the frequency and way transactional analysis is mentioned in publications in all fields. From these and other measures we can conclude that transactional analysis:

- Is not very well known
- Is seen as old fashioned
- Is considered to be superficial
- Is seen as easy
- Organizations are viewed as insider clubs with high barriers to entry and in-group language

Thus, many people conclude that it is not worth it to get involved intensively in transactional analysis or to study it deeply. Our current literature and programs also do not attract the attention of most developing therapists, consultants, coaches, and teachers.

In contrast, people who have gone through transactional analysis training have a very different view. They value their involvement in TA and feel supported, which suggests that the culture of training is far more important than any particular model or the canon of models transactional analysis offers. In fact, current clinical, organizational, training, and TA consumer satisfaction studies (Novey, 2002) agree. The culture of transactional analysis seems to be the essence of the method, not a model or a set of models.

So, what is the culture like in a well-designed transactional analysis training program run by a Teaching and Supervising Transactional Analyst or a Provisional Training and Supervising Transactional Analyst? And what might this tell us

about what could be the modern transactional analysis brand?

First of all, it is based on a pluralistic transactional analysis in which a broad variety of TA-affiliated persons from all fields have their place. For my part, I am committed to Berne and appreciate and honor that foundation. I am also committed to a here-and-now, living transactional analysis, and I am convinced that Eric Berne would be as well because of the principles and creative culture he espoused.

"One of the conclusions I have come to as a result of these experiences is that transactional analysis needs to clarify its brand."

These principles are inherent in transactional analysis (Mohr, 2005; Schmid, 1989):

1. Professional work in therapy, counseling, organizational development, and education is based on transactions. That basic unit of relationship and communication gives us both diagnostic information and the medium of intervention.
2. Transactional analysis is a humanistic approach, which means that we always assume and address the best in people.
3. Transactional analysis constructs practical models for social situations. We should do that for today's challenges (e.g., aging processes).
4. Transactional analysis is experimental, which means that TA people do not possess the truth but work with hypotheses and are able and willing to adjust to the situation at hand.
5. Transactional analysis relates to the context. Based on a common foundation, we have developed certain approaches and applications for certain fields.
6. Transactional analysis is pluralistic, integrative, and has an international cultural idea. Based on our humanistic and open frame of reference, we can develop and integrate impulses that arise from current discussions in society. From the beginning, transactional analysis has been stimulated by the impulses of its international community. TA nowadays has no local center; it is one of the first real

global movements and as such can serve as a model for others.

This TA identity is based only on principles, not on individuals or schools. In that way, it is open for the here and now as well as for the future. It is free from all organizational transference relationships. In addition, it is time to say good-bye to discussions such as "this is real TA and this is not TA." These discussions have already resulted in many people leaving the TA community and have kept young people from entering.

A second area of development involves the question of who the stakeholders are with regard to transactional analysis. The transactional analysis culture of today must be built on a broader number of "columns." At this point, the ITAA is a community only of and for transactional analysis practitioners and trainers. A future ITAA could be carried by at least four groups:

- Those who use transactional analysis professionally (therapists, trainers, counselors, educators, consultants, etc.)
- Clients and customers
- Universities that teach transactional analysis concepts in their courses
- Institutions (hospitals, companies, schools, etc.) that support the application of transactional analysis in their organizations

For example, in many countries there are universities that teach transactional analysis. In Germany alone there are the universities of Bremen and Hannover and the University for Applied Sciences in Deggendorf and Bremerhaven. Other institutions and companies use the same transactional analysis concepts applied by therapists and trainers, from large car companies to banks that work with TA consultants. I myself visited a large harbor company in India that had implemented a transactional analysis training program. In the clinical field there are institutions such as psychosomatic and psychiatric hospitals and rehabilitation centers working with TA therapists. Certified Transactional Analysts or Teaching and Supervising Transactional Analysts have a very good reputation because of their intensive education.

By actively involving and integrating all of these "columns," we could develop a firmer structure for the ITAA. One would not even need to be a trans-

actional analysis practitioner to be part of the professional dialogue. That would make the ITAA a vital organization in which topics of interest and relevance to the larger society could be discussed.

The "columns" in the new ITAA could be represented in the four major ITAA windows to world: our website, *The Script* newsletter, the *Transactional Analysis Journal*, and our conferences. For that to be effective, it is important to show the differentiated applications of transactional analysis in the fields of therapy, organizational consulting and coaching, education, and counseling. For example, *The Script* could have a section for each field, and in each issue there could be articles from all four fields to show the variety and power of transactional analysis. If, in the future, we have an e-journal for members, there would be the chance for readers to comment immediately on what they have read, and discussion groups could be established around certain topics considered in articles. For conferences we might choose from time to time to be located in a university, as we did with the Edinburgh conference.

Maybe in the future ITAA we could offer several types of membership. One would not have to be a transactional analysis practitioner to be an ITAA member. A manager of a company or the director of a hospital, for example, could join the ITAA and participate in special events, such as conferences related to his or her particular field. According to this, in Europe an international organizational transactional analysis conference is planned for 2011.

In this way and many other ways, the six principles and four columns I have described here could serve transactional analysis organizations in the future.

Günther Mohr can be reached at guenther.mohr@frankfurter-sparkasse.de.

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ITAA President Visits San Francisco Bay Area

ITAA President Rosemary Napper visited the San Francisco Bay Area for six days in February to meet with the staff (Ken Fogleman, Robin Fryer, Lee Beer, and Janet Chin) and local members, including staff liaison Carol Solomon, Inger Acking, Claude Steiner, Steve Karpman, Fusun Akkoyun, Fanita English, Gaylon Palmer, Muriel James, Leonard Campos, Elyn Bader, and Lucy Freeman. In addition, Fanita kindly hosted a meeting attended by 10 members, which is described below. Rosemary's quest was to develop relationships with members and to invite them to generate solutions for the future direction of the ITAA.

On the occasion of ITAA President Rosemary Napper's visit to the San Francisco area this February, local members were invited to attend an informal gathering/dinner at Fanita English's residence in San Mateo on Saturday 13 February. Those who attended included Rosemary, Steve Karpman, Carol Solomon, Gaylon Palmer, John McNeel, Phyllis Jenkins (as the California regional representative of USATAA), Inger Acking, Fusun Akkoyun, Vern Masse, and Fanita English. Vi Callaghan had planned to attend but was stricken with pneumonia; all expressed hopes for her prompt recovery.

A number of others, including current USATAA President and former ITAA President Lucy Freedman, were unable to attend due to other commitments, but she and former ITAA President Elyn Bader met with Rosemary the following week.

The meeting with Rosemary was quite informal because her intent was primarily to gather general personal comments and views about ITAA and its future. She indicated that eventually she plans to poll all ITAA members by publishing in *The Script* questions about scenarios for the ITAA in the future.

Rosemary received an earful from those of us who were there, but the general feeling was one of great appreciation for all the efforts she is expending in her role as president at a difficult time for the organization. Those who were present at the gathering indicated satisfaction at having participated, pleasure at the good cheer we experienced among us, and hope that we would see each other at the forthcoming Montreal conference in August celebrating the 100th year since Eric Berne's birth. —Fanita English

IN MEMORIAM

Maggie Chadwick

Maggie Chadwick learned to use transactional analysis to stir her marmalade in the making, to choose a pair of pink patent leather shoes to balance her sober business suit, to chair the regional health services in the north-west of England, and to inform her lifelong socialist political stance with a psychological understanding and how to. Sadly, she died suddenly on 10 January at age 63, an only child whose parents have outlived her. The funeral card had many wonderful pictures: one of a proud moment when she stood alongside Tony Blair and Bill Clinton.

The standing-room only memorial was testament to her capacity to make real relationships with people from all walks of life and all ages. She was described as "solid gold" by those who knew her when she was working to regenerate several run-down towns in the area. She came to transactional analysis when she was principal of a college and finding the role difficult. Her love of

learning took her from therapy to 10 years of training and supervision in which her wicked sense of humor wonderfully offset her serious mission to change the way society can limit the potential of individuals and groups. The day after she died it was announced that she was to become a national ambassador for diversity in public appointments.

Maggie turned around a deficit of £400 million in the last 4 years in her health service. Issues she brought to her transactional analysis training and supervision groups led this modest woman to be teased gently as being the "most important woman in Cumbria." She was a wonderful example of someone for whom the value of ongoing transactional analysis learning was of huge value in her everyday life, even though she had no interest in qualifying. Rather, she wanted to make a difference in her community. She had the frame of mind that was ideal for a voluntary job she had offered to do for the ITAA this year: to sort out the governance and to archive this online.

Her gusto and verve will be very much missed.

—Rosemary Napper

was actually taught as scientific fact to medical students in the Soviet Union. Heller observed that the "Soviet man" was shaped by "a series of traumatic shocks . . . a succession of agonizing, painful blows, both physical and mental" (p. 36). He argued that "from the outset the makers of the New Man realized that the infantilization of Soviet citizens must be universal, that it must embrace the entire population" (p. 36), carried out by systematic terror, authoritarian education, and collectivization. The right and capacity for autonomous function was crushed, so "infantilization is meant to turn the socialist country's population into children who are obedient, intimidated, devoid of initiative, and at all times awaiting instruction from above, from their parents' [i.e., the state]" (p. 40).

Paul Michelson (2001), an American historian specializing in Eastern Europe, draws on Heller's work and the literature on children of alcoholics to capture a sense of the impact of Soviet domination and Ceausescu's psychotic dictatorship on the Romanian people. He wrote that while Ceausescu pushed out the Soviets, he maintained the system and created what Heller called "an environment of madness." He described the echoing of the social system and the family culture, back and forth. Mimicking the environment of an alcoholic family,

"reality" was, and continues to be, chaos. . . . In such households, children don't know where they stand. . . . Uncertain of what will happen next many of these children become tiny, stiff soldiers always on guard, alert, anticipating problems for self-preservation. . . . The family's cohesion is welded together with criticism, violence, inconsistency, denial, and unrelenting stress. Survival replaces growth. (McConnell, 1986, p. 26)

Survival replaces growth—this is the heart of script formation.

Michelson (2001) argues that "because of an environment of maximum uncertainty and arbitrariness, the name of the game became survival and self-preservation" (p. 57). He concludes:

Unfortunately, in post-revolutionary Romania, life continues to be seen primarily in terms of "survival," in terms of social fragmentation, and stress-based existences. The almost primitive drive for survival continues to shape and motivate the values and decisions of the majority of the Romanian population. (p. 22)

Survival replaces growth. When I read that, it affected me, but I didn't know if that was what I would find when I was actually here. As I worked in supervision and the preconference institute over the last few days, I heard stories of childhood and family life that in many ways mirrored Michelson's and McConnell's descriptions. Survival replaces growth. We are in fields of endeavor that are devoted to growth. There was a moment in a piece of supervision we did on Tuesday when I had an image in my head; it was the image of the script matrix. I realize I probably don't need to draw it, that you are all wonderfully familiar with it, but it is shown in Figure 1.

This is a nice little diagram. It assumes a nice nuclear family, with the parents directly or indirectly in charge. But for the past two generations in Romania, many parents have not been in charge of their lives or families. The image that came to my mind during that piece of supervision was of a Romanian script matrix that looked like Figure 2.

In this world, the child or children in the family take care of the parents. Things are often turned upside down. I have heard over and over again here stories of the responsibilities, sometimes imposed, often taken on, by the children for their parents. These were families wracked by poverty, loss of control, dislocation, and fragmentation. Both parents had to work in order for their

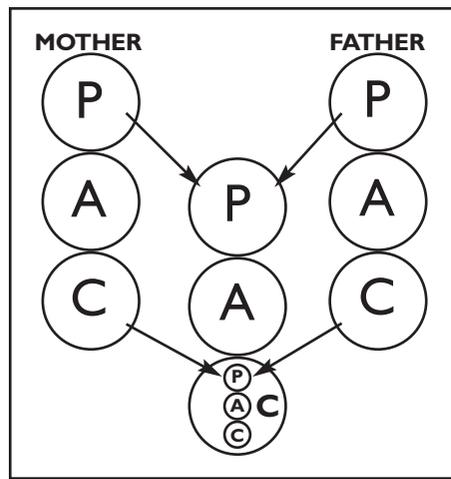


Figure 1
The Script Matrix (Steiner, 1966, p. 134)

families to survive. Children were responsible for the emotional stability and cohesion in the family system. They maintained safety and cohesion among siblings. These are scripts that don't fit nicely into a simple, nuclear family diagram.

Icons are important in the Romanian culture, and the script matrix is like an icon in our transactional analysis culture. The traditional diagram is a model of survival over growth, emphasizing the forces of adaptation and the force of our need for psychological defenses. These are important to recognize. But they are not sufficient. In one version of Berne's script matrix, he included what he called the aspiration arrow, a force that runs through the center of the diagram to represent an internal force that operates against script.

The force of what Berne termed aspiration calls out, "I want more; I am more than this."

I think it is so important in our work as therapists, counselors, educators, and trainers that we listen and look for the presence of aspiration. As Mick and I worked in the preconference institute, we asked over and over again, "What do you want? What do you think? What do you feel? What's going on inside of you? What's bubbling up?" That's aspiration: the capacity to hope, to imagine, to dream. Aspiration can motivate the desire to learn as a community. We have witnessed during our work here the remnants of the Soviet- and Ceausescu-era scripts that demand a single, same mind. And we have also experienced the vitality of hope, curiosity, and intelligence of this community.

When I was in the fifth grade, about 10 years old, I had my first male teacher, Mr. Davis. I think Mr. Davis knew I was in some kind of emotional trouble, though he never said anything. He also knew I was smart. Every Saturday morning Mr. Davis would drive me to the library, and he showed me how to use it. There I found a different world. During that year we moved, and I had to change schools. My new house was five blocks from the library. But every Saturday morning I got on my bicycle and road to my old school so that Mr. Davis could take me to the library.

Often in our work as therapists, counselors, educators, and trainers we are the Mr. Davis, perhaps the first person from the outside who says that things can be different. This is a place of honor, a place of privilege. And it is a place of responsibility. How do we form an alliance with the creative forces within our clients, a force I suggest is at the heart of script?

How do we develop a community of learning that supports the right to dream, the need to dream, to move beyond survival? In my thinking, this is a key part of the work of our transactional analysis communities. I think it is essential that we provide our clients with a context in which they can form deeper and more vigorous relationships.

Over the years, I have written about the idea of the "vital base" (Cornell, 2001, 2008), which is an effort to extend the idea of the "secure base" (Bowlby, 1979). We talk a lot in our teaching and literature about the importance of a secure base. From my point of view, this is a nice idea and a bit of fantasy. I think it often helps us feel good in our work to imagine that we can provide a secure base for our clients, but I don't think we actually can and I'm not sure we should. I don't

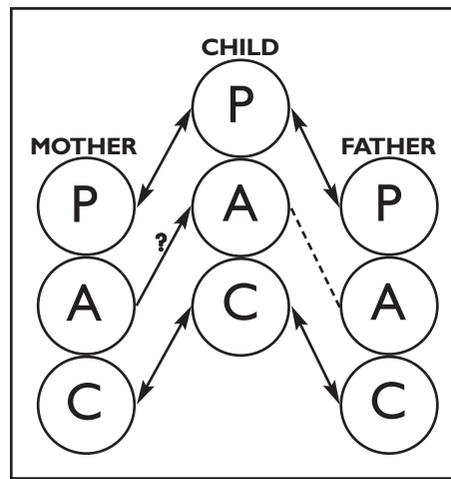


Figure 2
Inverted Script Matrix

think there is a lot of security in life. There certainly hasn't been much security in the lives of people in Romania. When we are growing and changing, we are constantly going through periods of insecurity. Insecurity is necessary for growth. I don't think there is significant growth without periods of destabilization and insecurity. And yet there is a delicate balance: too much insecurity freezes growth and fosters adaptation.

To provide a vital base is to provide a relationship that is as often challenging as it is comforting. This challenge goes in both directions. I challenge my clients, and my clients challenge me. Life challenges us both. Sometimes I disturb my clients, and sometimes they disturb me. But we keep engaged, we keep thinking, and we keep working. In the vital base is the capacity for challenge, uncertainty, and experimentation. Conflict, disappointment—each of these is an opportunity for growth and new understandings and the maturation of the relationship. Within a vital base, both parties have the opportunity and the responsibility for challenging one another's frames of reference.

I have thought a lot about this idea of the vital base as I have been working here in Romania these last three days. It has been a tremendously stimulating and moving experience. I have experienced a community with a tremendous vitality, a vitality that has held up against the odds. I have found a community with a keen intelligence. This vitality and intelligence is sustaining itself in the face of a history of loss, trauma, and oppression. I think this is a community that is still struggling to find and keep its own mind, to have its own voice. It is still, in some ways, haunted by the ghosts of previous generations of suffering, the forces of oppression, the violence of a totalitarian society, the insane belief that somehow everyone should be and think the same—that to belong, you have to think like everybody else. This is a struggle I have observed in this community—to have and express one's own mind—but it is a struggle that is bringing life to the community, and it is a struggle that has really touched me.

I think the transactional analysis community here is providing a vital base by which there can be difference, where there can be conflict but people can continue to be reliable for one another, where people can be invested in growth. Growth, not just survival. A growth-promoting community

welcomes diversity of thought and opinion. A vital learning community supports conflict and differentiation in contrast to acquiescence and sameness. Healthy conflict allows for the emergence of new understandings and autonomous thinking, in stark contrast to the history of conflict here that so often inflicted punishment, shame, and loss.

I want to finish by reading a quote that I read at almost every opportunity I have because I love it. It seems particularly appropriate here today. It is by Adrienne Rich, an American poet and lesbian whose writing is often informed by her right to be a woman, her right to be lesbian, her right to love, her right to be intelligent. She is a very important writer. This is from an essay titled "Women and Honor: Some Notes on Lying" (Rich, 1979, pp. 185-194). She writes about how a woman's sense of self has often had to be covered by lies in order to protect her self. Romanian society knows something about this sad fact. This quote is about love, a statement of the vital base:

An honorable human relationship—that is, one in which two people have the right to use the word "love"—is a process, delicate, violent, often terrifying to both persons involved, a process of redefining the truths they can tell each other.

It is important to do this because it breaks down human self-delusion and isolation.

It is important to do this because in doing so we do justice to our own complexity.

It is important to do this because we can count on so few to go that hard way with us. (p. 188)

We can count on so few to go the hard way with us.

This is what our clients ask of us, to go the hard way, to do the hard work. To do work that supports the capacity to think and to dream. I think that is what happens in a vital community as well, where we do the hard work together. This is where we find the commitment, the fellowship, and the intelligence to do the hard work together.

Thank you.

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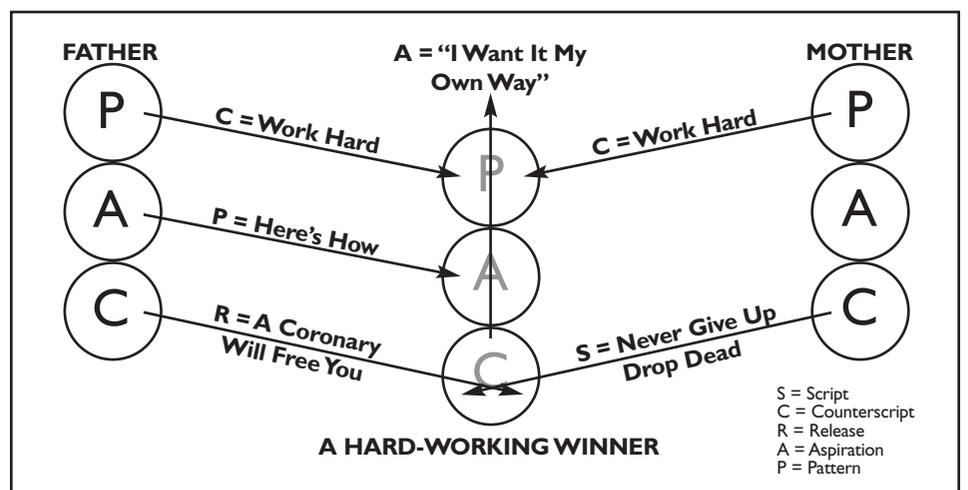


Figure 3
Script Matrix with Aspiration Arrow (Berne, 1972, p. 128)

Training Endorsement Workshop Reconsidered

by Elana Leigh and Trudi Newton

The Training Endorsement Workshop (TEW) has been the subject of interesting and challenging discussions over many years. In the early days, it was experienced as a serious evaluation whereby a candidate could be deferred or given recommendations that needed to be fulfilled before taking out a Provisional Teaching and Supervising Transactional Analyst (PTSTA) contract. This changed through the years so that the TEW became viewed as a workshop, not an examination. In this workshop, candidates were to be endorsed and/or given requirements or recommendations.

Experience over some years has shown that this has proved to be confusing to both staff and participants. From the staff's perspective, some have said that they were not clear about how much they were evaluating participants (who are already endorsed by two TSTAs) and what their clear authority was and should be. For instance, if they think someone is really unsuitable or definitely not ready, their options are limited. For their part, some participants have reflected that they were expecting a rigorous procedure; others said they were told it was not an examination but a learning experience and therefore they were underprepared and received recommendations that both shamed and angered them.

Recently, we asked TEW participants to reflect on their experience after a month had passed.

That was all we asked—no prompts. All said that they experienced the TEW as an exam, even though they knew it was not. Some said, "The TEW is an exam in my fantasy." One person took this further and suggested it is an exam for two reasons. First, even though there is no deferral, the candidate who comes out with many or severe requirements will feel this as a failure; second, he said astutely, it is "an exam in TA philosophy." Staff are assessing candidates via presentations and supervision, as well as in discussions, while giving feedback to other candidates, and through the way the person is with others. In other words, they are looking for the qualities of a TSTA in embryo. Another participant expressed her sense of the TEW as a stage in membership, an initiation into apprenticeship.

So, when considering any proposed changes, we might want to ask, "Apprenticeship as what? If the TEW is perceived and analyzed by candidates as an exam, is that what we want it to be?"

This confusion continues to be part of our broad training community, wherein there is a general discussion about all levels of evaluation. So on a metalevel it appears that there are some trainers who have moved away from the old system to a desire to create a new system of evaluation that is more collaborative, more experienced based, and less evaluative in the form of examinations.

While all these positions are valid and the discussion continues, we are left with the reality, which is that all training bodies are responsible for

endorsing trainers to train. The business of training is becoming increasingly onerous because we not only must meet transactional analysis standards but, in many countries, national accreditation requirements as well. Being a trainer is a serious business with serious consequences, especially if something goes wrong.

"When considering any proposed changes, we might want to ask, 'Apprenticeship as what? If the TEW is perceived and analyzed by candidates as an exam, is that what we want it to be?'"

The first step in this lengthy process of training is the TEW. This is an evaluation process that provides the entrance point for PTSTAs. This should, therefore, have clear parameters and guidelines. We propose that the name be changed to "Training Evaluation Workshop" because this is a more accurate description of the process. Candidates are required to do the following before they participate in a TEW:

- Write up their training proposal outline. This demonstrates independent thinking about training, supervision, and ethical considerations. It needs to be endorsed by a TSTA who is not the primary supervisor.
- Complete x amount of supervision of supervision. This demonstrates their capacity to think about their philosophy, ethics, and practice of supervision on both a theoretical and practical level.
- Complete x amount of supervision on their teaching. This demonstrates their ability to think about their philosophy, ethics, and practice of teaching.
- Obtain two letters of endorsement plus a signed document indicating that the candidate has met all the prerequisites for the TEW; these are included with the TEW application.
- All the other requirements as clearly outlined in the Training Handbook.

The process of evaluation by TEW staff includes following the outlined procedure in the Hand-

book. After a thorough evaluation by both staff and candidate, the following occurs:

- The candidate is endorsed and may take out a PTSTA contract.
- Or the candidate receives recommendations for fulfilling certain requirements. These are given in written form to the candidate and the proposed supervisor and kept on file by the Training & Certification Council (T&CC). When these requirements have been fulfilled, the same supervisor writes a report stating what has been done and affirms that the candidate is now ready to be endorsed. This is sent to T&CC, which issues an endorsement, at which point the candidate is able to take out a PTSTA contract.

All paper work is kept on file by the T&CC. The person facilitating this process is to be nominated by the T&CC (it could be the chair of TSC with the TEW coordinator?). This completes the process of the TEW from beginning to completion.

Further discussion on these matters will take place in Montreal at the Transactional Analysis Certification Council level and other levels. Please send comments to Trudi Newton, ITAA Vice President of Training and Certification, at trudi.newton@btinternet.com.

Life Scripts: Unconscious Relational Patterns and Psychotherapeutic Involvement

Richard G. Erskine, Ph.D.

Just before the ITAA Montreal Conference

Integrative Psychotherapy Residential Workshop Sunday, August 1 to Saturday, August 7, 2010

This residential one-week workshop will present the theory and clinical practice of Integrative Psychotherapy. The workshop will focus on life scripts, unconscious relational patterns, unconscious prereflective patterns, nonverbal communication, introjection, and physiological survival reactions. Various methods of working within a supportive regression, involved therapeutic relationship and/or a caring body therapy will be taught/demonstrated. This workshop is for mental health professionals who want to apply theory in clinical practice and to enhance their effectiveness through identifying aspects of contact interruption, life script, and countertransference. There will be opportunities for case consultation. Richard will teach, demonstrate, and elaborate on the concepts in *Beyond Empathy: A Therapy of Contact-in-Relationship* by Richard Erskine, Janet Moursund, and Rebecca Trautmann (1999, Brunner/Mazel, ISBN 0-87630-963-5).

COST:

\$2,450.00 for tuition, room, meals; reservation fee: \$950.00 nonrefundable

LOCATION:

Kent, Connecticut (near New York City) at the Old Chestnut Inn, with spacious grounds, gardens, and swimming.

FOR INFORMATION AND TO REGISTER, CALL OR WRITE:

Institute for Integrative Psychotherapy, 500 East 85th Street, New York, NY 10028, USA; 212-734-5291 (phone); 212-879-6618 (fax); e-mail: IntegPsych@earthlink.net; Visit our Web site at: www.Integrativetherapy.com

The Institute for Integrative Psychotherapy is approved by the American Psychological Association to sponsor continuing education for psychologists and by the National Board for Certified Counselors. Other professional CE credits are also available. The Institute for Integrative Psychotherapy maintains responsibility for this program and its content.

Upcoming TAJ Issues

"Ethics" Coeditors:

Bill Cornell and Sue Eusden
Deadline for Manuscripts: 1 July 2010



"Learning from Our Mistakes"

Guest Editor: Charlotte Sills
Deadline for Manuscripts: 1 January 2011

Please follow the instructions to authors on the inside front cover of any recent issue of the TAJ and email manuscripts to TAJ Managing Editor Robin Fryer, MSW, at robinfryer@aol.com.

EXAM CALENDAR

Exam	Exam Adm.	Exam Date	Location	App. Deadline
CTA Exams	COC	7-8 Apr 2010	United Kingdom	1 Jan 2010
	COC	8-9 Jul 2010	Prague, Czech Republic	1 Mar 2010
	BOC	11 Aug 2010	Montreal, Canada	10 May 2010
	WPATA	11 Nov 2010	Fremantle, Australia	11 Aug 2010
	BOC	7 Jan 2011	Bangalore, India	7 Oct 2010
TSTA Exams	COC	7-8 Apr 2010	United Kingdom	1 Oct 2009
	COC	8-9 Jul 2010	Prague, Czech Republic	1 Jan 2010
	BOC	11 Aug 2010	Montreal, Canada	10 Feb 2010
CTA Written	All Regions (Non-Europe)	Your choice	Submit to Regional Exam Coordinator after paying \$50 fee to T&C Council	Your choice
TEW	BOC	15-17 Aug 2010	Montreal, Canada	15 Apr 2010
	WPATA	14-16 Nov 2010	Fremantle, Australia	13 Jul 2010
TEvW	EATA	1-3 Dec 2010	Barcelona, Spain	1 Jul 2010

*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 94558-2775, 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 News 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 94558-2775, USA. **COC Training Endorsement Workshop:** to take a COC TEW, contact the European TEW Coordinator, c/o the EATA office.



Living the Life of TA

by Thomas Ohlsson

I was born at the borders of time and land, after a world at war, in a country of peace. On our side of the fence were cows, milk, green pastures, complete families, and libraries with books that smelled friendly and old. On the other side of the fence, madness and fire had consumed cows, books, people, and humanity itself.

I was born in Sweden in 1946. The Universal Declaration of Human Rights was born at the United Nations in 1948, warning the world that unless we treat each other with dignity and respect, we will all perish by the next bomb. I remember the skyline of ruins in Hamburg when my family made a first holiday trip abroad in 1953. In Germany families has been killed or hurt. Their new children had only new books to read, with no smell of time.

Eric Berne was on the victorious side of the war. In the spirit of the UN Declaration of Human Rights he said, "I'm OK and You're OK." But he did not yet speak to me.

In the 1960s I was an exchange student, first in West Germany, then in the United States. I got a "German family" and an "American family." My German "mother," during one dinner, looked deeply into my eyes and told me, very seriously, "You must believe me, Thomas, we did not know about the Jews." My American "mother" during

one dinner told me, apologetically but very seriously, "You see, Tom, we don't like Europe—we lost too many of our best friends there."

I was in Germany, and in America, because my mother—my real, Swedish mother—told me, "Your future is in the world, go out and find it!" I obeyed without initial enthusiasm. Today I am grateful for her push. In Michigan I met Maureen, a Malacca Strait's-born Chinese Nyonya from Malaysia. Some years later we got married and have stayed that way ever since. So, I also have a Malaysian family, complete with 200 cousins. Cheong Soo Keng, the family progenitor, put his wife and five children in a boat in China's Fujian province and set sail for Malaysia in the late 1700s.

In the United States, Maureen was like me, an exchange student with the American Field Service (AFS). AFS was started by a group of ambulance drivers during the first Global Madness, World War I. Later they hoped to prevent future wars by letting young people live for some time in foreign cultures, form friendships, and bring home the message: "They are good people, the same as us."

Eric Berne did not find me during my American year in Kalamazoo, but he cannot be blamed. My mind at that time was set on becoming a civil engineer, like my father. But Kafka, Strindberg, Kierkegaard, Buber, and Sartre did not seem to endorse engineering, so in 1970 I unknowingly transcended Berne's example, left my father's footsteps, and switched my career to psychology. And within a couple of years, posthumously, Eric Berne finally did say "hello" to me. I was then well prepared to listen to him, having already learned that we must all live well together or die.

Lund University during the early 1970s provided a psychology education with roots in biology and psychoanalysis. One of our teachers, Staffan Modén, also taught existential and humanistic psychology and related forms of psychotherapy. My classmate Roland Johnsson and I were intrigued. This was not an all-knowing expert curing passive patients; this was promoting better and richer lives while maintaining equal human values and responsibilities between therapist and client. To us, Carl Roger's client-centered therapy was the first therapy that seemed both practical and ethical.

Modén introduced transactional analysis in our class in 1972. I believe he had then participated in some training with Thomas Harris. The reaction when Modén started drawing ego state circles on the board for our group of 20 almost psychologists was immediate and devastating. We students thought we knew all about id, ego, and superego, and we could discuss vicissitudes of libidinal instincts while standing on our heads, if required. Our intellectual (?) victory was swift and merciless. Putting circles around (debatable) Freudian concepts and claiming originality! O, Sancta simplicitas! What next, ego state hamburgers?

But doubt lingered. Staffan, one of our best teachers, could not be laughed away. If he thought transactional analysis was worth teaching, there must be something to it. When he started a self-experience group based on TA, I joined. And there were transactional analysis books in the library and bookstore, some even in translation. Eric Berne started to talk, directly to me, and I answered him by underlining and writing exclamation marks, smileys, and comments in the margins. Here was a mean, straight-talking therapy cowboy who made a lot of sense!

And, what was more, transactional analysis seemed to offer hope to provide what was yet missing in our education: A learnable and doable

active therapy with clear direction and the same respect for the client as we had found in Rogerian client-centered therapy. Roland and I were then in the process of developing a comprehensive model of existential philosophy, social awareness, humanistic psychology, and practical psychotherapy (which we published as "the Responsibility Model" in 1974 and wrote a book about in 1977). The basic building blocks of the model were in place—could transactional analysis be the therapy we were searching for? We decided to find out. During our final year before graduation, we wrote to all psychotherapy training institutions we could find, mostly in the United States. The most informative and polite answer came from Bob and Mary Goulding at the Western Institute for Group and Family Therapy in California. Roland and I decided to prolong our education with one semester of transactional analysis study in America. The summer before going (1975) I also took part in the first European transactional analysis conference in Villars, Switzerland, where then ITAA President Jack Dusay spoke to us through a monkey mask and Ted Novey taught my TA 101 course.

Then Roland and I flew to New York and bought a blue Volkswagen fastback that was held together by pieces of string in Greenwich Village for \$200. We drove it to Massachusetts (to visit Arnold van Westering), Ohio (to visit Bill and Martha Holloway), to Michigan (to visit my American family), to Los Angeles on Route 66, and then to Watsonville. And we learned transactional analysis. On 30 October, 1975, during a party on the WIGFT veranda, Roland and I announced the formation of our own institute—IFL, the Institute for Life Therapy—to be based in Malmö, Sweden. Bob and Mary, and all our classmates, cheered, toasted, and signed our foundation document.

Then happened our lives as transactional analysts. Eric Berne had spoken. Thousands of clients, supervisees, and students and 34 years later, IFL is still here. The foundation document hangs on its wall. Roland's wife, Annika Björk, joined IFL early on, and the three of us are going on, still working. We talk and talk to people in psychological pain—depressed, compulsive, addicted, criminal, timid, lonely, aggressive, pleasing, workaholic persons. We support and supervise the helpers in hospitals, social service agencies, treatment centers, schools, institutions for the elderly, and rescue workers of many kinds. We train and educate, and we research to find out what works. We write and we study. Sometimes we travel far away to teach and to learn. Why do we work so hard? Obviously, as Graham Barnes taught us long ago, to eat, to survive by offering something to others that they find useful enough to give us money for, so we can buy food. But also for the satisfaction of learning by doing, living in a way that sheds light on the mystery of life before our learning time is over.

I never met Eric Berne in person. Sadly, he passed away when he was younger than I am now. Yet I can by now be counted in the first international generation of lifelong professional transactional analysts: From the moment I left the university and started working as a psychologist I knew and used Berne's creation, transactional analysis. I became a CTA (then called CM) in 1977 and a TSTA in 1984, and "transactional analyst" is still on my name card. Not "cognitive," "CBT," "psychodynamic," "existential," "integrative," or any other kind of transactional analyst, just "transactional analyst." Not because I consider other learning unimportant. On the contrary, I believe that transactional analysis must be seen in the context of other theories and methods, and the more knowledge the practitioner has, the better. (As Alexander Pope put it, "A little learning is a dangerous thing, drink deep or taste not the Pierian spring there shallow draughts intoxicate the brain, and drinking large-

ly sobers us again.") But transactional analysis is an entity of its own, and it has sufficient theoretical and practical scope to serve as a practitioner's major frame of reference, if the practitioner is well trained and oriented in other related fields of knowledge.

In closing, I would like to list some of the reasons why I remain an active transactional analyst almost a professional lifetime after Eric Berne first said "hello" to me:

- TA has a wide enough and deep enough theory to serve as a major psychological and therapeutic frame of reference.
- TA is a method that can serve well as the practical component of the "responsibility model" (with more fundamental components being existential philosophy, humanistic psychology, and "third force" psychotherapies).
- TA has a psychological terminology with high heuristic value, that is, a clear and illuminating language for complex emotional and relational processes.
- Transactional analysis proper and game analysis are unique and highly useful tools for understanding and dealing with here-and-now processes between people.
- Script analysis is a unique and highly useful tool for understanding and dealing with repetitive, long-term life processes motivating present behavior.
- TA is teachable and learnable. Sometimes a little transactional analysis learning can indeed have far-reaching personal consequences. (Hearing a TA 101 participant say he has given up some life-threatening habit because he has learned about games moves me to goose bumps every time).
- TA has a well-developed professional training and examination system.
- TA is universal. Beyond cultural differences there are the same kind of interpersonal processes that make people everywhere happy or miserable, and transactional analysis can be understood and used everywhere.
- When everything else fails, there is a bottom line to follow in TA, easy to state and even to mock, but enormous in its simplicity: "I'm OK and You're OK." Or, as stated in the scroll I got from an old calligraphy master in Qingdao, China: "You are OK, I am also OK."

Thanks, Bill

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sharing his own experiences, his views on theory and practice, his personal reactions to national and international tragedies or events, his questions and doubts about work and life. All of these have fed the relationship between our readers/members and the ITAA and made it richer and more real.

The job has not always been easy. It has taken countless hours and considerable energy, and there have been times when controversies or problems have worn his patience thin. But, while you can't please all readers all the time, over the years the responses have been overwhelmingly positive and deeply appreciative of what Bill has contributed as editor. Certainly, he has never been one to inspire tepid feelings. There is an expression in French for a very neutral person: "incolore, inodore" (without color and odor). That is exactly what Bill is not, and *The Script* is the better for it.

We would have wished Bill to continue as *Script* editor much longer. But he wants time to devote to other projects now, especially his own writing. And in his inimitable and insistent way, he has challenged me (Laurie) to step up, to accept the invitation from Gianpiero to become the next *Script* editor. I do so with a sense of excitement, a little trepidation, and immense gratitude to the man who has left such large shoes to fill.

Thank you Bill, on behalf of the entire worldwide TA community for what you have given us and what you have helped us to become. And we hope that as you do more writing, that occasionally you will continue to contribute to these pages!

—Laurie Hawkes, Incoming Script Editor, and Robin Fryer, Script Managing Editor



Thank you, Eric Berne, for all the long hours you spent writing the books that still speak to us!

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