



## Cornell Honored with 2010 Eric Berne Memorial Award

**B**ill Cornell requires no introduction. Through his editorial columns in *The Script* over the last 12 years, we had the privilege of meeting a man of extraordinary openness, knowledge, courage, and wisdom. For that, we give thanks, as Laurie Hawkes and Robin Fryer did so beautifully in the March issue of *The Script*.

However, to honor him with the Eric Berne Memorial Award is to recognize his highly significant contribution to the development of transactional analysis theory. The award focuses on Bill's writing about script theory, with particular attention to protocol and the somatic Child, combined under the title "The Relational and Somatic Organization of the Child Ego State: Expanding Our Understanding of Script and Script Protocol."

From the impressive volume of Bill's work, two articles and one book chapter were selected to illustrate this particular gift to the body of transactional analysis theory. They are:

- "Life Script Theory: A Critical Review from a Developmental Perspective." *Transactional Analysis Journal*, 18, 270-282, 1988.
- "Babies, Brains, and Bodies: Somatic Foundations of the Child Ego State." From C. Sills & H. Hargaden (Eds.), *Ego States* (Key Concepts in Transactional Analysis: Contemporary Views) (pp. 28-54). London: Worth Publishing.
- "Impasse and Intimacy: Applying Berne's Concept of Script Protocol (coauthored with N. M. Landaiche, III). *Transactional Analysis Journal*, 36, 196-213, 2006.

These articles and the book chapter appeared at different times over almost 20 years. They are, however, closely related, building on and enhancing each other. In the first article, Bill offers a critical review of script theory from a developmental perspective, but he does not stop there. An overview of selected developmental theories, followed by a careful inquiry into the major script theorists, concludes with a new and rich definition of script that incorporates health and pathology, rigidity and flexibility, and views script as offering a continuing opportunity to make new script decisions. It

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## It Isn't Going Away and We Can't Go Back

*On Living During the Uncertainty of a Hinge Time in History, a Way to Make Sense of It, and How to Respond to It*

By Jean Illsley Clarke

**L**amenting about the changing times in which we live, a distressed neighbor said, "I want my state back!" Actually, she is not going to get her state back, or her country, or her world, because, as the song says, "The times they are a changing." Transactional analysis is part of this vast change. We can't not be.

At the April Institute of Transactional Analysis (ITA) conference in Keele, United Kingdom, I listened to people talk about the need to look deeply at a Western-based theory as it is adapted (changed) to function in other cultures. I watched people, recognizing old structures that are no longer working, struggling to reshape or replace them. More changes. I sensed the discomfort and the excitement as people pushed to find new ways to make things work.

When faced with the confusion and discomfort of change, I need a model, a map, a way to understand and think about what is changing before I can feel comfortable with choosing my part of the action.

The map that is helpful to me comes from *Breakpoint and Beyond: Mastering the Future—Today* by George Land and Beth Jarman (1992). This exciting book, written by management consultants for leaders and managers, proposes and diagrams a three-part cycle of change in the growth of a company. I have created a slightly different diagram to help me use their insights to look at both my personal and our institutional situation.

Historically, the hinge times in history have involved dramatic changes in thinking. Consider the complex changes in understanding that accompanied the moves from the hunter-gatherer mind to the agricultural pattern, then the profound thinking change required to move into the industrial age.

Land and Jarman (1992) call the edges of the shifts from one age to another "breakpoints." It is not a one-day move but a gradual shift from the stability of our last age into the uncertain adjustment period before we pass the second breakpoint into the certainty and stability of accommodation to the technological age. We have passed the breakpoint into the technological age, but we are not yet there. "Today's change is not



just: more rapid, more complex, more turbulent, more unpredictable. Today's change is unlike any encountered before" (p. 4). Land and Jarman call this uncertain period "chaos."

Chaos is hard to live with, so how do people cope? Some pull inward and try to shut it out as much as they can, to keep their lives "normal." Some are fearful and try to banish the uncertainty by attempting to pull themselves and others back into the ways that worked in the past age. Some, accepting that what they invent may not work in the future, go about imagining new causal maps and creating new models that may work.

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## TA Is Alive and Well and Living in... France!

By Laurie Hawkes

**F**irst an apology for my title: I couldn't resist the reference to Jacques Brel. Of course TA, born in the United States, today lives in many countries.

For some reason not clear to me, transactional analysis seems more alive in France at this point that ever before. Not that our community is without problems, but despite the difficult current situation (economically), many people are interested in training, publishers are interested in transactional analysis books, and clients are interested in TA therapy.

### A Little History

Transactional analysis started in France with an American woman, Lynn Lindström, who started a TA group in 1974 in Paris. The following summer she brought together a group of French people (about a dozen) to attend the first transactional analysis conference in Europe (Villars 1975), which was organized by Mary Goulding. That year saw the creation of the European TA Association (EATA) and the Institut Français d'Analyse Transactionnelle (IFAT).

### TA Publications in French

In 1977, Raymond Hostie, in Belgium, created *Actualités en Analyse Transactionnelle*, which was modeled after the *Transactional Analysis Journal*. A substantial number of the articles in this French-language journal are translations of TAJ articles; others are translated from Italian, Spanish, or German; and a number are original articles written in French by French, Belgian, or Swiss authors. The editorial committee meets four times a year to discuss which articles to

include and to plan themes for future issues. Every other year, subscribers elect one among the original French-language articles of the 2-year period to receive the Raymond Hostie Award. This is a fitting memorial to the man who initiated the journal and was so important to the "first generation" of transactional analysts in Belgium and France.

Around the end of 2001, the Belgian organization passed on responsibility for the journal to IFAT, and the publishing house Editions d'Analyse Transactionnelle were created in France. From the beginning, Elyane Alleysson has been masterfully running the Editions, taking

care of the journal and other publications. "A publisher must constantly put out new books," she often says. Thus was Berne's *Principles of Group Treatment* finally published in French (2006), closely following *The Structure and Dynamics of Organizations and Groups* (2005). June of this year will see *Sex in Human Loving* added to the collection.

The Editions have also published original books. One of the most recent motivated me to write this article, actually. José Grégoire, a Belgian-French TSTA known for his vast knowledge in psychology (and other domains, such as mathematics,

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Successful examinees (CTA and TSTA) from various European countries right after the Paris exams in November 2009. Standing in the back are also the two exam organizers: Anne Noe (fourth from left, brunette) and Elyane Alleysson, who also runs the Editions d'analyse transactionnelle (fifth from left, blonde).

## To Belong or Not To Belong?

By Rosemary Napper

That is the question. And it is responded to by ITAA members when it comes time to pay their annual dues. How many membership organizations do you belong to? What keeps you paying your dues? How active are you and why?

I understand that Carlo Moiso suggested that to feel a sense of belonging is the most powerful motivator for human beings. I find Berne's (1963) thinking about membership valuable too. His categories illuminate layers of psychological meaning embedded in belonging as a member. Which of the following were involved in you becoming an ITAA member and which remain relevant for you today?

- **Birth:** I know of at least one person who is an ITAA member because of a parent's role in TA!
- **Conscription:** In my country, until the 1990s, many TA trainers told trainees that they should belong to the ITAA.
- **Election:** Past presidents are lifetime members of the ITAA.
- **Achievement:** Some people belong to get an award or take a TA examination and get/maintain a "licence" (although it is possible to do this without joining the ITAA).

■ **Voluntary:** Joining is optional but you want to!

I recently reviewed my memberships and subscriptions and was surprised at how many I have and how much I pay annually. It led me to consider the extent they do or don't enrich my life. Perhaps my experiences will stimulate you to think about your reasons for belonging to the ITAA.

Achievement is the original reason I joined four of the non-TA organizations to which I belong. With increasing regulation in the United Kingdom, that motivation feels like it is morphing into feeling like a conscript. These organizations provide recognition and credibility for my qualifications to practice in the UK and so are crucial to my livelihood. They are expensive, and I do not have time to participate much; I experience a passive niggles of resentment about their value for money. I left one last year because another organization provided similar, easier accreditation services. As I age and my work patterns shift, I envisage that in a year or two I will drop this one too.

Similarly, I belong to my national TA organization to verify my professional TA qualifications, to have a presence as a TA trainer/supervisor, and to connect with peers through the annual conferences. However, recent internal conflicts have led many of my peers to leave this organization, and I wonder whether I will also.

I voluntarily belong to a couple of local membership organizations—one for psychotherapists and the other for writers—because their fees are low and I appreciate the networking and unexpected possibilities that they provide. I rarely have time to attend their monthly evening talks, but when I do I like hearing the presenters' views and the chance to engage in pastime or professional discussions with colleagues.

Finally, there are a number of virtual forums I voluntarily belong to, and with many I feel bombarded with emails that offer a mundane level of professional thinking, exploit private professional rivalries, and/or foster organizational games. A couple are TA based and have themed discussions that allow me to enjoy the stimulus of different minds—and sometimes even to join in.

As you can tell, there are several themes in what I write. One is time, another is money. Rosa Krausz (1993) wrote insightfully about how our relationships to time and money link powerfully with the OK Corral and how significant these factors are in the ways individuals impact the morale of an organization.

Bernd Schmidt (Schmidt with Messmer, 2005) wrote about "response-ability" in organizations; the ability of individuals and organizations to make a response is vital to a healthy organization. He suggests that (1) members values are central to their desire to respond to the organization and result in commitment, and (2) they need to understand what the tasks of membership involve and be competent to carry these out. The organization needs to be (3) authorized with the power and resources to respond with the services it provides and (4) to be clear about the requirements for and obligations of the members. These four aspects dynamically interact and find a balance in healthy-enough systems, and evidence is a satisfied membership, a clear contract between members and the organization, and the organization effectively and efficiently providing services. This results in a healthy symbiosis—a natural form of relationship linked by a mutual purpose that provides a common advantage. In contrast, individuals or the organization can become damaged if there is a dysfunctional symbiotic relationship in which responsibility is either not taken or is shifted somewhere else or, alterna-

tively, the discomfort that results from a symbiotic relationship is shifted somewhere else. Then potential cannot be activated or developed. Evidence of such a situation includes misplaced loyalties, unfounded criticisms of leadership or membership, overworking by a few members, belief in the usefulness of unsuitable solutions, and processes that have already proceeded so far and cost so much that an admission of problems or failure would expose previous faults.

**"What keeps you belonging?  
What response do you want  
from your organization? What do  
you know about the reasoning of  
those who do not belong?"**

Berne, Moiso, Krausz, and Schmid provide useful frameworks that we can use to consider candidly the current state of our organization's membership. I and other board of trustees members are informally asking members we meet, and those who have not renewed their membership—as well as TA practitioners who are not members—why they do or do not belong to the ITAA (90% of nonrenewals turn out to be oversight). Please write to me with your thoughts as well.

So far in these dialogues three significant elements emerge from those who belong—and are countered by those who choose not to belong.

**1. International Community.** Personal values, often shaped by living through World War II and/or the Cold War, have created a passion for the notion of international community. However, younger people seem to expect this in these days of no-cost Internet and do not have a sense of the value of being a member in order to express concern about international harmony. It is noticeable that the ITAA membership is largely over 50 years of age. The opportunity for an international conference seems to consolidate this longing for connectedness across the planet, and news of TA goings on in the world (via *The Script* and conferences) serve to support this sense of a global community. Both members and non-members seem proud that their psychology of choice has this global feature.

**2. Transactional Analysis Journal.** Many talk of the *TAJ* with pleasure, and some say that this is the only reason they belong to the ITAA. A few express concern that it is not sufficiently recognized academically because it is not referenced in academic journals nor is it research based, and some find the serious writing style inaccessible. Some working toward TA exams find it invaluable for referencing and have realized that it is both possible and easier to access by purchasing the *TAJ*disk (although this does not give them access to the most recent *TAJs*) or to take out a subscription. Those who do not speak English express irritation that English is the only language used in ITAA publications and on the Web site.

**3. Attachment to the Ancestors of TA.** Some members describe this as romantic, others as nostalgia, all speak with warmth and respect. Many members of 30 years or more clearly have their own identity interwoven with the ITAA. However, for more recent members, and those who do not belong, this sense of connection to the history and heritage of transactional analysis is often absent or shrugged off. When I ask about their trainers, and who trained their trainers, it is apparent that these individuals are at least seven generations from being trained by Berne. Our ancestry is not alive in their hearts and minds,



and their TA training may focus primarily on more recent writers and speakers.

Other reasons individuals are no longer members include severe illness, retirement, or death; in addition, there are a handful of individuals who have resigned angrily. Overall, as I write this (6 May), about 200 individuals have informally responded about belonging and are thus helping the board consider how to best shape the future in order to provide the three core services outlined above and, at the same time, attract both new and young people interested in transactional analysis.

So, to belong or not to belong is a question people ask themselves, and most make a considered choice. If you are reading this, then you are likely to be a fully paid-up member—or know someone who is! What keeps you belonging? What response do you want from your organization? What do you know about the reasoning of those who do not belong? Let us know your real reasons by emailing. The psychological level of the contract between you and this organization is likely to contain the most potent aspects and can help the ITAA become an organization providing real service.

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### Errata

In the March 2010 *Script* we published an article by Thomas Ohlsson entitled "Living the Life of TA" along with a photo of a poster in Chinese calligraphy that said "You are OK, I am also OK." Unfortunately, in the production process the photo of the poster was flipped, meaning that the Chinese characters were backward. Our sincerest apology to Thomas and those of our readers who read Chinese. We republish the poster here as it should be shown.



## What Eric Said to Me

by Carole Shadbolt

I cannot imagine where I would be if Berne had not said "hello" to me. The difference his ideas have made in my personal and professional life has been "revolutionary." I first came across transactional analysis and Berne in the late 1970s and early 1980s. I was working as a psychiatric social worker in a London psychiatric hospital that is world famous for its excellence in both the care of people with psychiatric illness and research into psychiatric conditions. Part of this hospital group is the colloquially named "Bedlam," where on its original site it has treated mentally ill people since the 1350s. When I was there, the explicitly dreadful and cruel conditions of the past had mercifully given way to a more humane treatment—or, one might say, the legacy of those far-off days had been given a more humane face. Nevertheless, essentially, implicitly, fear of mental illness and the ensuing prejudice was still there, just under the surface.

My time at that hospital was a paradoxical experience. It was a place of learning, development, and opportunity for the staff of psychiatrists, nurses, social workers, and occupational therapists. In stark contrast was the extreme mental pain, fear, and despair of the patients. It was not unusual for me to be watching Professor Hans Eysenck, world famous for his work on intelligence and personality, playing tennis in the court

outside my window while at the same time I was seeing a hopelessly lost young person whose life would probably be blighted by mental illness or poverty (usually both) and who might never know the ease that mental wellness and psychological safety brings.

During this time, my consciousness about social privilege and discrimination, partly based on the views of the anti-psychiatry movement and other political struggles of women and gay and lesbian people, was blossoming into awareness. I could not quite square the atmosphere of rarified privilege and knowledge in which I worked with the other side of the story, especially since I was a young woman from a poor, nonprivileged background who had failed her entry exams for secondary education because of class and parenting.

It was in this setting that I first came across transactional analysis. As was the custom in the hospital, along with the other staff, the psychiatric social workers were invited to lectures given by the best thinkers of the day. One day Aaron Beck (the founder of cognitive-behavioral therapy) came to speak, and scores of psychiatrists poured into his lecture. Perhaps true to form, I decided to go to a different lecture and so took "a road less traveled." I went to a small seminar given by a less important teacher about transactional analysis. And that, as the poem goes, has made all the difference. It was my first exposure to transactional analysis, and even though the presenter

described it as "a simple little theory," it came as a breath of fresh air to me, as if I were reunited with a half-remembered, vaguely familiar, once-important line or phrase from an old book or a long forgotten melody, one that had lodged deep in my mind and was now reawakened.

Around the same time, a friend who was deeply upset over the ending of a relationship had undergone a dramatic transformation after attending a transactional analysis therapy group. Something had worked! As a result of hearing about this "simple little theory" and being so impacted by my friend's change, I started my own transactional analysis psychotherapy journey, first as a client and then as a trainee at what was to become The Metanoia Institute. I learned that far from being a simple little theory, transactional analysis has great depth and absolute moral integrity. It has stood the test not only of time, but of rigorous, sometimes ruthless scrutiny. I do not say this lightly or from a sense of adaptation, because I also have had my struggles with transactional analysis. I have sometimes felt like a betrayer of this wonderful system, something I will say more about shortly.

Berne's passion for equality and his highlighting of the use and abuse of power became embedded in my consciousness, together with the view of anti-psychiatry writers such as R. D. Laing, Erving Goffman, Victor Frankl, Hogie Wyckoff, and Juliett Mitchell, to mention but a few. Berne's philosophy of OKness confirmed the lived-in experience of working in an institution and was revolutionary in tone. It came to life vividly as I worked with patients who suffered as much from labeling and prejudice as from the actual "illness" they had. I could not get out of my mind Berne's idea of open communication as I sat in ward rounds talking about patients who were on the other side of the wall, waiting and smoking and waiting for hours to be interviewed by the doctor and sometimes reported on by a nurse. Meanwhile, we, the "professionals," discussed their diagnosis, prognosis, treatment, medication, and care.

During my 10 years of working in the psychiatric hospital system, I thought of Berne's writing often and wondered how different it could be if patients were consulted and "confronted" and taught game theory and told about script and had, in fact, been at the very seminar that had started it all for me. Sometimes I even said in ward rounds, "Why not ask the patient?" Sometimes they even did! So surprised was one baffled patient at being asked by the distant psychiatrist if there was anything she would like to ask him, the patient said, "Yes, Dr. Fellow, there is. Where are you going on holiday?"

It seems likely to me that Eric Berne knew firsthand about this process. After all, he had worked and trained as a psychiatrist in a psychiatric hospital. Berne, I imagine, stepped outside of an orthodoxy and system when he started to think for himself, and, as we know, his political ideas and innovations were rejected. Despite that, he stayed true to his heart because, I think, he understood how human beings work; he actually "got it," and I think he knew he did and thus believed in himself.

This is at the heart of what Berne said to, or rather modeled for, me at a time in my life when I too was raising questions about my professional and personal direction. Personally, I had come across this process as the child of a young woman who suffered a lifetime of mental illness brought on by only just surviving the London Blitz and having to bear alone the loss of a baby conceived "out of wedlock" at a time when there was little sympathy for her plight. Berne's revolutionary idea of script, and how to turn a "bad

"I learned that far from being a simple little theory, transactional analysis has great depth and absolute moral integrity."



hand" into a winning one, spoke volumes to me. I had, indeed, followed my mother to the mental hospital, but not as a patient!

Berne's story is inspirational to me in that he too had trouble in his life. He experienced discrimination and prejudice. He clearly knew loss in a number of areas, yet he found the courage to stand by what he saw with his patients and what he thought should happen in their troubled journey and his own to recovery. So, nearly 30 years later, I still use transactional analysis as a foundation for all of my psychological thinking.

Nevertheless, there came a time when I became aware of an orthodoxy within TA. I thought I saw and heard transactional analysis theory being used as a thoughtless dogma, with Berne's theory becoming a tired, clichéd lingo. To my eyes, a controlling process had set in that seemed to close down the very inquiry, innovation, and liveliness that had been so vital and at the very heart of TA theory. It seemed to replicate the system of rigid diagnosis and the ensuing inevitable alienation to which Berne had objected.

Since Berne's early death, transactional analysis has developed, deepened, and grown in some ways out of necessity. If a theory is to thrive, not merely survive, this must occur. For example, in my own work, using only behavioral contracts and set techniques has changed. Relational transactional analysis feels to me like a natural progression and development of Berne's clever theories of games, script, and ego states. As a result, I have sometimes felt like I was betraying Berne's desire for simplicity and accessibility and his understandable distaste for all things psychoanalytic. But as I think about psychoanalytic ideas, I see transactional analysis theory shot through with them. Berne's wonderful ideas reconceptualize attachment needs, repetition compulsion, self states, transference, and countertransference. So my now relational practice is rooted in transactional analysis theory, and never a working day passes that I do not think of some aspect of Berne's ideas and see what he may have meant.

Yesterday a beloved friend, also a transactional analyst, and I were enjoying Tchaikovsky's Piano Concerto No. 1, a much clichéd and overplayed piece of truly magical music. In the hands of the pianist to whom we were listening, it sounded fresh and unique, full of vitality and vigor. We thought that this was a wonderful metaphor for the journey many of us have undertaken since Berne first said "hello" to us. In the "right" hands, the familiar theory sings with life and energy.

Hopefully, like Eric Berne, for me it is not a matter of slavishly following TA techniques, rules, or dogma but of recognizing the glory in the theory, a theory that is strong enough to be used in many different and developing ways. Transactional analysis has been the university I never attended and has professionally and personally offered me a theory of social and political action so rigorous that it has taken everything I can throw at it and is still there, simple and full of quality and integrity. As am I.

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## News from Latin America

by Erich Kosloski



The history of transactional analysis in Latin America is still to be told. There seem to be no books to tell us how it all started, yet as I gathered information here and there, many tales emerged about the active people involved in teaching and practicing TA in the region. Even if the lack of official information leaves the curious reader with little to go on, I find it rather romantic and fun to hear many different stories—not all necessarily true or official, but all closely related to the values, feelings, beliefs, and thoughts of our own Latin identity.

There are currently two main transactional analysis organizations in Latin America. One is the Latinoamericana de Análisis Transaccional (ALAT), the Latin American TA association. ALAT is one of the cosponsoring organizations that hosted the international TA conference in Lima, Peru, in 2009. Most of its members are Spanish speaking. The other organization is União Nacional dos Analistas Transacionais Brasil (UNAT BRASIL), the National Transactional Analysis Union—Brazil. Most of its members are Brazilians and speak Portuguese.

These two organizations reveal that language is an important aspect of any group because it sets boundaries and helps build identity. There is one Portuguese-speaking country in Latin America (Brazil), and more than a dozen Spanish-speaking countries, including some that are bilingual (French, Dutch, and English). In that sense, language could be an important reason to have two transactional analysis organizations. Historical background also plays an important role because Brazil was colonized by the Portuguese, while most other Latin American countries were colonized by the Spanish.

ITAA members have started the process of forming a TA community in the Latin America region. I recently found out that former ITAA president Bill Holloway has been in Brazil for the last couple of decades. He played an important role in the ITAA because he began the Teaching and Supervising Endorsement Seminars many years ago when he still lived and practiced transactional analysis in the United States (and that is another interesting tale yet to be told). Bill married a Brazilian psychologist,

Maria de Lourdes, moved to Brazil, and taught transactional analysis for many years. In fact, he still practices TA along with his wife and associates in his clinic in São Paulo city.

Down south, in Argentina (and also in some southern Brazilian states), Roberto Kertez practiced and taught transactional analysis to many people, and he is an influential theorist on life positions. He currently teaches at a university in Buenos Aires. All of this seems to have started back in the 1970s, and once students became practitioners, they sought further education, mostly in the United States. Some became theorists themselves.

Among them are Rosa Krausz, Monica Levi, and Antonio Pedreira, all of whom are well-published authors in Brazil.

Transactional analysis training and certification have been offered by UNAT BRASIL and ALAT, both with their own unique standards and procedures. Although thousands of people have learned TA in the region, today UNAT-BRASIL and ALAT might have close to 500 members altogether.

Scientific research on transactional analysis has been done in Latin America, mostly in universities because they usually offer funding, infrastructure, and staff. Brazilian universities approved several researchers in both master's and doctoral programs. Currently, there are at least two major universities in Brazil and one in Argentina that offer TA postgraduate programs.

There are at least four transactional analysis conferences each year in Latin America. TA people are active and lively as they gather at these conferences, presenting their own praxis and methods and also getting rich contributions from presenters from other parts of the world.

All fields of transactional analysis are currently practiced in Latin America. A new and innovative field of practice, called judicial transactional analysis, has been started in Brazil by Rosa Krausz and Maria Garcia. This is offered by UNAT-BRASIL and the first class is about to graduate. Many lawyers, judges, and forensic professionals have profited from a whole new perspective that supports their practice as advisers, consultants, mediators, and so on. So this is also another rich story to be written and told about how transactional analysis is unfolding in Latin America. Stay tuned for updates!

Erich Kosloski, the representative to the ITAA Board of Trustees from the Latin America region, lives and works in São Paulo, Brazil. He can be reached at [erich.kosloski@gmail.com](mailto:erich.kosloski@gmail.com).

## Nominees for European Representative to ITAA Board

The following individuals have been nominated to fill the position of European region representative on the ITAA Board of Trustees. Election ballots will be sent to all voting members soon. The Election Campaign Guidelines (section 3.4 of the Guidelines Manual) can be found online at [www.itaa-net.org/itaa/Guidelines-Articles-I-II.htm#section2.3.1](http://www.itaa-net.org/itaa/Guidelines-Articles-I-II.htm#section2.3.1) and will also be published in the July 2010 Script.



**Torsten Geck** of Hamburg, Germany, began his career in human resources almost 20 years ago and now works as an organizational consultant and management coach for companies and nongovernmental organizations. In the early 1990s he discovered transactional analysis and in 2003 took his CTA exam. Since 2006 he has been a PTSTA in the organizational field. He views transactional analysis as a powerful theory with many tools and maps for explaining what is going on in organizations and believes in improving professionalism by empowering awareness of making decisions in the best interests of individuals and organizations. He writes, "We transactional analysts demonstrate our strengths, values, and engagement for working with and within organizations and reflect this in the culture of our community. We

work to establish responsibility, clear structures, and powerful roles. I want to bring these qualities to the future of our community and work on the board as the representative for Europe. I understand that as a trustee, my role would be to communicate the needs of members of the TA community to the board of trustees and then organizational decisions back to our worldwide association. I am ready to facilitate organizational processes to reach our common goal of 'walking the talk' of transactional analysis: awareness, spontaneity, and closeness."



**Milly De Micheli** of Genoa, Italy, is a TSTA (education), a psychotherapist in private practice, director of a TA training institute that offers courses in TA counseling and humanistic approaches, and the author of several articles on TA published in Italy. She writes, "I am proud of being an ITAA member and have seen how enriching it is to meet people from different cultures and to exchange experiences in using, teaching, and sharing TA. For many years I attended TA conferences and trainers' meetings worldwide and acted as a CTA and TSTA examiner in many countries. This gave me a meaningful experience in comparing ways of training, and I have appreciated the high level of competence and creativity in using TA. I am interested in serving the ITAA as a trustee and connecting with people in various European countries.

This will be facilitated by my knowledge of the German, French, English, and Italian languages, which will help me liaise with people of many different backgrounds. Recently I served as a member of the task force for revising the TA 101 course. This was a stimulating experience because the task force was comprised of individuals from many cultures, and the experience of negotiating and sharing opinions in such a worldwide community was rewarding and will be useful to me as a trustee. I look forward to many more opportunities to engage with others to elicit their ideas. Together we can help our organization to grow and to benefit people in many ways."

### TAJdisk v3 CD

Over 1600 TAJ articles from January 1971-April 2008. Search by title, author, year, or content. View or print for personal use. £79 including delivery. Order at [www.tajdisk.co.uk](http://www.tajdisk.co.uk).

## ITAA Membership Meeting and Proxy Form

Members are urged to attend the 14 August 2010 membership meeting at 11:45 am in Montreal, Canada. 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 30 July 2010 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 14 August 2010 at 11:45 am in Montreal, Canada.

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

## Bylaw Ballot Results and Consent Form Responses

Thank you for your responses to the ballot proposing a bylaw change to reduce the size of the ITAA Board of Trustees; the bylaw amendment passed. Thank you also to those members who returned their form giving consent for the ITAA to use email for correspondence and future ballots. Doing so will reduce the cost of sending out necessary ballots and other important communications. **If you have not yet returned the consent form, please do so as soon as possible.** It is vital for the efficiency and effectiveness of the ITAA that the forms be returned so we know we are communicating with members in the most appropriate way. The form was published in the April 2010 Script as well as sent to members via email and regular mail.

—Steff Oates, ITAA Secretary

### Call for Examiners for Montreal

Both TSTA and CTA exams will take place before the conference in Montreal, with TSTA exams starting on the evening of Tuesday 10 August and continuing, along with all the CTA exams, on Wednesday 11 August. This is an appeal especially to all PTSTA members planning to attend the conference: We need examiners for CTA as well as people to be available as supervisees for TSTA exams. There will be examiner training and candidates' and examiners' briefings on Tuesday 10 August. If you can help, please contact BOC cochairs Lorna Johnston ([lornajj@telus.net](mailto:lornajj@telus.net)) and Anne de Graaf ([degraaf@planet.nl](mailto:degraaf@planet.nl)) or CTA exam supervisor Trudi Newton ([trudi.newton@btinternet.com](mailto:trudi.newton@btinternet.com)). A TEW will take place after the conference, from the early evening of Sunday 15 August to Tuesday 17 August; for more information contact Elana Leigh ([info@acis-online.com](mailto:info@acis-online.com)).

# ITAA Eric Berne Centenary Conference

## "TA in Action"

### 11-15 August 2010

www.itaaconference.com

MONTREAL  
2010

## Provisional List of Montreal Workshops

This list will be updated in the coming weeks; check the latest program on the conference Web site at [www.itaaconference.com](http://www.itaaconference.com).

**Alberto Jorge Close:** "Integrating the Biological Self, Psychosocial Self, and Spiritual Self for Healthy Well-being"

**Anita Mountain and Chris Davidson:** "Transactional Analysis in Action: The Contribution of TA to Conflict Resolution"

**Ann Heathcote and Marco Mazzetti:** "Eric Berne—The Man and His Times"

**Anne de Graaf:** "The Organizational Script Experience"

**Claude Steiner:** "The Heart of the Matter: An Afternoon with Claude Steiner"

**Curtis Steele/Nancy Porter Steele:** "Before Ego, Essence; Before Scripts, Karma"

**Graeme Summers:** "Cocreating Coaching"

**Isabelle Crespelle and Fanita English:** "Observation of Psychotherapy In Vivo"

**John Heath and Jamie McDowell:** "The Embodiment of Ego States: A Psychophysical Exploration"

**Kathy Laverty:** "Covering and Uncovering Shame: An Exploration of What It Means to Be Part of a Global Community"

**Laurie Weiss and Jonathan Weiss:** "A Developmental Perspective on Redecision and the Parent Ego State"

**Luis Aguiler and Vítalia Rodrigues:** "Transactional Action in Analysis"

**Brenda Schaeffer:** "Sexual Addiction and TA"

**Phyllis Jenkins:** "Redecision Therapy: The Next Generation"

**Sophie Slade:** "The Threads of Connection: TA and Imago Relationship Therapy"

**Thomas Ohlsson, Roland Johnsson, and Annika Björk:** "The Influence of Transactional Analysis in Taiwan and Mainland China"

**Angelique van Hest and Noline Snaas:** "Feel Free to Sing"

**Anne Teachworth:** "Psychogenetics and TA: The Star Trek Model of Couple Rescripting"

**Antonio Pedreira de Oliveira:** "Games Couples Play throughout the Loving Psychodynamics"

**Debbie Robinson:** "Ethics in Action: How Do We Decide What's Right and Find the Courage to Do It?"

**Del Worley and Janet Lee O'Connor:** "Identifying and Treating Addiction with Redecision Transactional Analysis"

**Diane Salters:** "Eric Berne Invites Clare Graves to His Party: Spiral Dynamics and TA"

**Georges Escribano:** "TA and Psychosociologie"

**Gordon Law:** "Action Research on Roles"

**Henk Tigchelaar:** "Pride and Shame in the Classroom"

**John McNeel:** "Redecision Therapy as a Process of New Belief Acquisition: Understanding the Power of Injunctive Messages and the Process of Their Resolution"

**Jürg Schlöpfer:** "Violence Begins with Words"

**Madeleine Laugeri:** "Coaching Organizations: What Difference Is Berne's Theory Making?"

**Lis Heath and Steff Oates:** "Deepening Game Theory: The Value of Enactment"

**Maria Teresa Tosi and Sabine Klingenberg:** "The Evaluation Network: Changing the Night Before the Exams"

**Sari van Poelje:** "The Hero's Journey: Script and Myth"

**Vern Masse:** "PTSD = Changing Nightmares to Dreams and Other Solutions for PTSD from a TA Perspective"

**Biljana van Rijn:** "Research Clinics: A Way Forward in Evidencing Effectiveness of Transactional Analysis Psychotherapy"

**Bruno Bolle-Reddat:** "Viewing FOX Schema in 3D"

**C. Suriyaprakash:** "Transactional Analysis of Transformational Leadership"

**Sashi Chandran:** "Contact and Contract Enhance Outcome"

**James Allen:** "Making Meaning in Community"

**Fuat Ulus:** "TA-oriented Prison Group Movie Therapy"

**Gaylon Palmer:** "Currencies as Interactive Addictions"

**Gillian Neish:** "Yes, We Are All OK!"

**Heather Fowlie:** "I Know Logically that I'm Not Stupid, but I Still Feel Like I Am"

**Leonard Campos:** "Cultivating Cultures of Courage with Transactional Analysis"

**Salma Siddique:** "Being Self with Other: Entitative Therapy Groups"

**Steff Oates and Sue Eusden:** "Two Men from Montreal"

**Stephen Karpman:** "Eric Berne's Brainstorming '202' Seminars and the World Peace Triangles"

**Tijana Mandic and Irena Ristic:** "Guided Movement Promotes a Creative Lifestyle"

**Vann Joines:** "Personality Adaptations Further Clarified"

**Moniek Thunnissen:** "Personality Disorders in DSM-V: What Can a TA Therapist Learn from This?"

**Manon Plouffe:** "Alice in the Virtual Wonderland: What Would Berne Say Online?"

**Janet Lee O'Connor and Del Worley:** "Redecision Transactional Analysis in Action"

## Berne, Montreal, and Me: Our Shared History

by Manon Plouffe

It is with excitement and pleasure that I invite you to join us for Eric Berne's centenary celebration in Montreal, the city where he and I both grew up. I imagine Berne would have been touched and proud to have the international TA community gathered together in his birthplace to celebrate him, his achievements, and the development of his theory.

I have been energized and eager to be part of the organization of this conference for many months, but more recently I have been asking myself why I was so keen and what it meant to me. I thought it had to do with my pride at being French Canadian and my "racines Québécoises" (my roots from Quebec), some of which Eric Berne and I have in common. Gradually, I became increasingly interested in how Montreal and its "culture Québécoise" fit into the narrative of transactional analysis and how Berne and the making of his theory were influenced by it.

The first thing I found out was troubling. Berne had been discriminated against because he was Jewish and may have been bullied by French Canadian children as a child. He apparently left Montreal because he could not get a local hospital internship; only two places were available each year for Jewish interns in the Montreal area (he narrowly missed getting one of them). All of a sudden my pride turned into shame. Was it possible that Berne's life in Montreal was primarily characterized by xenophobia, oppression, and exclusion? Surely there were other narratives about more positive influences on him and, equally, stories about the influence of his own Jewish culture on the Quebecers.

After finding more stories of anti-Semitism in Montreal history, some of my confidence was restored when I read *Jews and French Quebecers: Two Hundred Years of Shared History* (Rome & Langlais, 1991), an enriching and poignant account of how Jews and Quebecers shared a small area of Canadian land from about 1760 and joined forces to combat pressures to assimilate into British culture.

Jewish people were the first wave of immigrants landing in Quebec around 1760. At the time, France was in the throws of surrendering the French Territories to Great Britain following their victory of "The War of Conquest." Quebec was the promised land. It was bilingual and welcomed many ethnic groups. It did not ask them to assimilate and disappear with the homogeneity of another culture. It was a land where they felt free to be themselves. The Jewish community and its neighbours (sometimes also partner) the francophone community, had a common destiny and shared history. They waged a parallel battle to preserve their language, faith, literature and custom" (p. xxi)

I also had the privilege of reading Berne's unpublished memoir, *A Montreal Childhood*, generously offered to me by his son, Terry Berne, who edited this sole autobiography of his father's childhood. The book will be launched at the Montreal conference and is a wonderful recollection of Berne's life as a child. In one passage, Eric confirms some of what Rome and Langlais suggested:

Very likely in those tumultuous years following the war, 1919-1929, Canada was the most peaceful country of them all. . . . It was free not only of the massacres of Eastern Europe and the riots, assassinations and inflation of Germany, but also of the Irish troubles which were rending Britain, and the lynching and gangsterism of our neighbor to the south. Even the ordinary crime rate was low, and the streets were secure both day and nights. So for a while the inhabitants of Ste. Famille Street were free to enjoy the progress of mankind. (Berne, in press)

In Berne's account, discrimination against Jews is apparent. However, his description of the cohabitation on Ste. Famille Street reflects that Jews, English, Irish, and French Canadians managed to coexist peacefully. Although the (male) adults apparently did not interact much with each other, they did not object to their offspring sharing the pleasures of childhood. Berne describes mothers as not being culturally different: "Mothers were all the same. They wore aprons and had flour on their hands and you never saw them except when they came to the door to call their kids." He also describes how he spent most of his formative years in the company of French Canadian maids who helped his mother run their household. His mother also generously and regularly donated money to Catholic nuns, who, in turn, helped poorer Jewish families. Thus, despite hostile relationships among the different nations, this was by no means the dominant story in the Montreal of Berne's youth.

So, although we cannot be sure what influences Montreal and its multicultural society had on Berne's pioneering theories, because we know the importance of context, it seems clear that Montreal played an important part in the making of a great man.

In researching Berne's relationship with Montreal, I too have had a unique opportunity to discover a richness to my history that I did not know existed. Eric Berne and I share so much more than just having lived in the same city. Whereas I had imagined that his vitality, sense of humor, and joie de vivre had been passed down to him from his Montreal compatriots, "Les Québécois," in fact, it may well have been the other way around!

I leave you to make your own sense of the connections between Berne's theory and French Canadian culture or how French Canadian culture has been influenced by what Jewish people brought to Quebec. Meanwhile, I will wait (im)patiently to meet with all of you who will be in Montreal in August. Together we shall create and add colors to the already existing mosaic that makes our worldwide transactional analysis community so diverse and fascinating.

Manon Plouffe can be reached at [member@plouffe.freereserve.co.uk](mailto:member@plouffe.freereserve.co.uk).

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# New Life from Old Roots for TA Associations

By Sari van Poelje



The following article is based on the keynote speech given by Sari van Poelje at the ITAA conference in Lima, Peru, in August 2010.

I have been an ITAA and EATA member since 1989, have filled many roles in these associations, and after 20 years am still inspired by TA every day. Transactional analysis has not only influenced me professionally, but it has changed my life in many ways.

Lately, however, I have been troubled by some dynamics in TA organizations. This keynote is my attempt to make sense of these dynamics using Berne's organizational theory and my experience as a leader and consultant in organizations.

Gloria Noriega talked in her Lima keynote about Eric Berne's script as a factor in the defensive isolation of TA. As an organizational Teaching and Supervising Transactional Analyst, I want to add a different viewpoint. Developing TA is not the same thing as developing TA associations. And to me, it is not only script but mostly the organizational structure of the associations that is hindering our development.

**Rhetorical questions to readers:** In your life as a transactional analyst, is your TA association close or far away to you? Do you experience your association as supportive for you as a transactional analyst? What do you experience as an important development in your TA association?

## Opportunities or Threats?

Over their life cycle, organizations change through the dynamics on their boundaries, for instance, economic crisis in the environment, demographics of membership, change of leadership, and so on. It is usually only with hindsight that we can see if these dynamics have been helpful in creating transformation or have actually confirmed a script pattern.

Among the things I have observed within TA associations are splitting into ever more schools/fields within transactional analysis, competition between different levels of associations and regions, and lack of clear contracting around roles and tasks. Regional and local associations are more often filling functions traditionally performed by the ITAA, such as direct member services, publications, and conferences. Members are increasingly focused on vocational and legal requirements. Some associations have fewer younger members while others are booming with young members. Leadership roles in some associations are blurring: For instance, in some countries training institutes are also associations, and their leaders are the same people. And leaders are under fire more, and some have opted to step down.

These could be normal processes in the transition to a new organizational paradigm, or they could indicate an escalation of script. Can we use Berne's organizational theory to identify next steps if they reflect a true transformation?

## Survival of an Organization

The purpose of any healthy organization is to survive as long as possible (Berne, 1963). In *The Structure and Dynamics of Groups and Organizations*, Berne mentioned three different types of survival:

- Physical: survival of the organizational structure
- Effective: survival of the ability to do organized work
- Ideological: survival of imago in members' minds

For physical survival, the roles of leaders and members must be clear and based on a supporting constitution and culture. There also needs to be a staff (apparatus) that works effectively. For effective survival there needs to be enough members to fulfill the necessary roles. To attract enough members, belonging is an issue. For ideological survival, the need of members to preserve the existence of the group (cohesion) needs to be stronger than the disruptive dynamics at the boundaries.

## How Are TA Associations Faring in Terms of Survival?

My observation is that TA associations are often distracted from their core purpose and functions by internal dynamics and psychological games. The core purpose of any association is to develop and maintain control of the legitimate practice of a profession and to safeguard the interests of its members and the public. Core functions are to:

- Develop and maintain accreditation
- Have a code of ethics and practice
- Develop and maintain recognition of the profession (e.g. research, publications, conferences, etc.)

Other functions may be nice to have but are not needed for an association to blossom and survive. For instance, as soon as the quality of accreditation is compromised (e.g., by inconsistent scoring because of lack of quality control over examiners or through in-fighting about criteria in different fields), we weaken the core of our association. As soon as our ethical practice is compromised (e.g., by decentralizing responsibility to local associations or even institutes and withdrawing the possibility of enforcing ethics through sanctions), we weaken our association. If we do not publish or represent transactional analysis at other conferences, we diminish our chances of survival.

**Rhetorical question to readers:** What could you do to increase the recognition of transactional analysis in the fields in which you work?

In terms of effective survival, we need to maintain the enrollment of members, who have become more discerning, particularly as the economic crisis has forced many to review their alliances. People are looking for increased added value, not only personally but professionally. For instance, a fast-growing association such as the International Coaching Federation (ICF) is attractive to members because it offers accreditation that is also recognized academically and in business. Businesses are hiring coaches who have the ICF seal of approval, which gives ICF members a competitive edge. How can we create a similar competitive edge through TA association membership?

**Rhetorical question to readers:** How could your TA association be of greater service to you as a transactional analyst?

In terms of ideological survival, we need greater cohesion in these times of transition. Cohesion is the need of members to preserve the existence of the TA association (Berne, 1963). There is much to be said about this, but by and large, there are three strategies for increasing cohesion:

1. Interpersonal attraction (Festinger, Schachter, & Back, 1950), for example, increase interdependence between regions and interaction between members
2. Social identity (Tajfel & Turner, 1979), for example, create positive in-TA association identity and maximize inter-TA association differences
3. Social exchange (Thibaut & Kelley, 1959), for example, increase rewards of membership by linking to academic accreditation

The psychological processes that support belonging are:

- Social identification: recognition that your TA association is more important to you than other TA associations
- Social representation: willingness to abide by shared values, ideas, and beliefs

**Rhetorical question to readers:** What could your association do to make you feel it is very important to you?

## Transformation through Changing Organizational Structure

One way to support organizational transformation is simply to change the organization's structure. Sometimes function follows form and not the other way around. Given the dynamics we are facing in the TA world, we do need to adapt the structure of all of our TA associations to fit current needs—from what used to be a pioneer organization to a diversified network organization.

I will use the development of the ITAA to illustrate the possibility of such a change. The ITAA began as a pioneer organization. The leadership was autocratic and charismatic (Berne), and members experienced belonging through their relationship with the leader (e.g., via the San Francisco seminars). A pioneer organization works well as a start-up and in a simple, dynamic environment (Figure 1). A typical issue in such an organization is the power-oriented culture and the symbiosis between leaders and members, which makes succession difficult.

At the height of ITAA's power, it was more of a bureaucracy. The leadership in a bureaucracy is normative, and member belonging is created through compliance with rules and regulations. A bureaucracy works well in a stable environment that accepts centralization. One of the issues is a sense of meaninglessness and task orientation but a lack of passion (Figure 2).

The ITAA was also a diversified structure for a while. In such a structure, the leadership is target based, and belonging is created through the standardization of services, such as the *Transactional Analysis Journal* or exams. This kind of structure works well when servicing different countries and fields is required. However, results and cost management can become more important than members or investment in people (Figure 3).

Usually, the next step is a regional matrix. Leadership becomes based more on a professional or organizational expert, and belonging is created through the sharing of accreditation and ethical standards. A regional matrix works well when dealing with diverse, complex, and dynam-

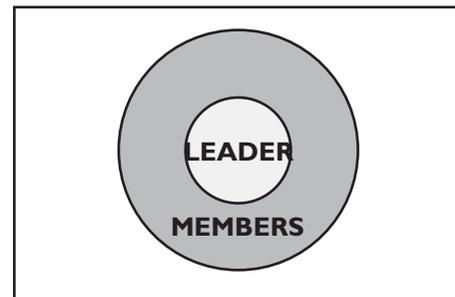


Figure 1: A Pioneer Structure

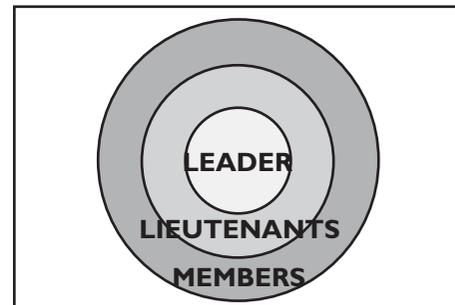


Figure 2: A Bureaucratic Structure

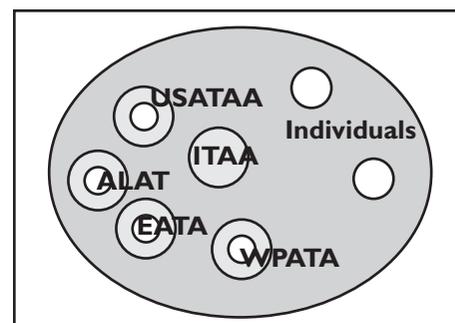


Figure 3: A Diversified Structure

ic professions. It creates membership, belonging, and cohesion at the local level while facilitating global action to realize core functions (Figure 4).

I believe creating a regional matrix should be our next step in terms of the future of the ITAA. We would have a board consisting of the presidents or a delegated vice president from each region. The board would be chaired by one of the presidents on a rotating basis. We can already build on a solid accreditation process, a shared ethical and professional practice code, our own publications, and conferences, which we would keep centralized.

We would need to change in the following ways:

- More focus on and acceptance worldwide of the centralization of core functions in a worldwide structure (accreditation, maintenance of ethical standards, increase recognition)
- Delegating to regions all other functions, including development, conferences, publications, and so on

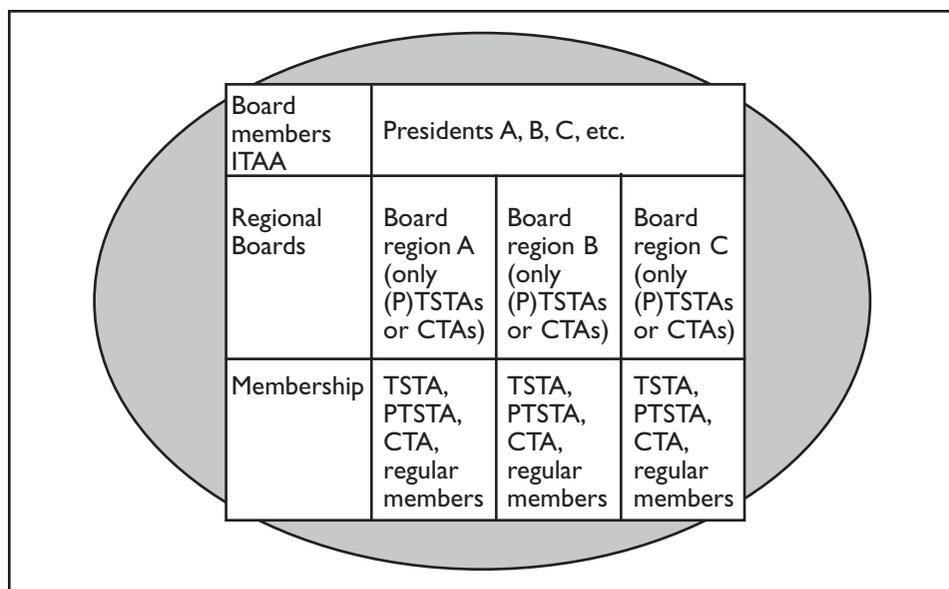


Figure 4: A Regional Matrix

## It Isn't Going Away

continued from page 1

I picture this as shown in Figure 1.

The squares on the left represent the old structures and ways of thinking. They look stable. But people who try to pull us back do not take into account the fact that ways of thinking and structures that worked well in the past did so because they were precisely attuned to the time; therefore, they cannot work well in the future. People who make new models need to remember that they may not work because we do not yet understand the future, and it is vitally important to assess the old structures and move forward the parts of them that will support the future.

Transactional analysis will change because, since we are living in the chaos time, it must change. How? In what ways? That is up to us. We can approach where we are with discontent and discomfort, or we can choose the excitement of the challenge. Martin Luther King said, "Whom you would change, you must first love, and they must know that you love them" (as cited in Neuhaus, 2001, ¶ 7). That applies not only to others, but to the parts of us that resist change.

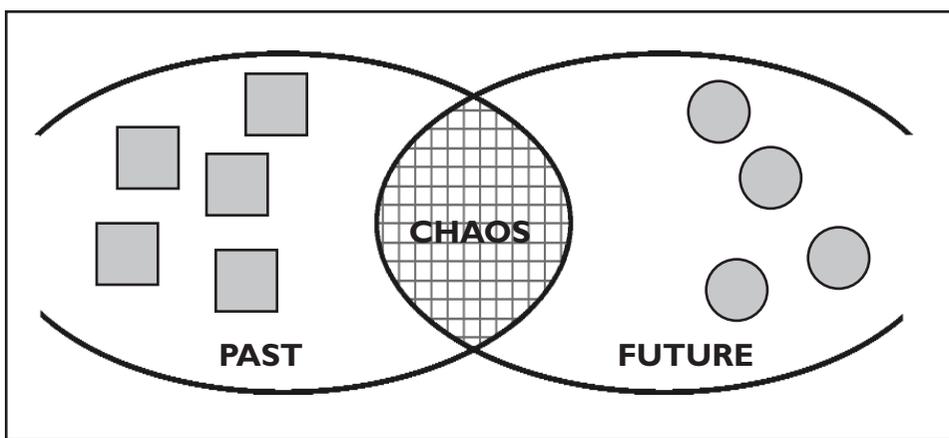


Figure 1: Chaos: The Time When the Past and the Future Overlap

## New Life

continued from page 1

- Leadership based on trust and contracts (instead of command and control)
- Worldwide push to increase membership cohesion and attraction

**Rhetorical question to readers:** What can you do to contribute to the development and growth of your TA association?

Please let us know your views by writing to *The Script* (robinfryer@aol.com) or me (sjp.intact@gmail.com).

Sari van Poelje is an internationally recognized coach, manager, and consultant and a Teaching and Supervising Transactional Analyst (organizational). She has been working on the interface of people and organizational development for 24 years in a variety of roles and companies (e.g., Shell, Singapore Airlines, ASML, KLM, Transavia, Berenschot, EMI). She is currently managing director of Intact (International Training and Consultancy) and has published several books and articles on learning, leadership, and organizational development.

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Eric Berne offered us great permission to invent, to innovate, to create. We can view Berne as rebellious and choose that as our institutional script, or we can recognize him as a pioneer and move with that exciting energy.

Consider the dedication of the *Breakpoint* book: "Today, across the planet, millions of people are creating a future different from the past. Your individual efforts are moving us to a time when the world will truly work for everyone. We dedicate this book to you."

A sign on the wall of my daughter's office reads: "There is no change without some discomfort." I will add, "And there can be great joy."

Jean Illsley Clarke is a parent educator and author of books and curricula for parents and parent educators. She is the winner of the 1995 Eric Berne Memorial Award for her work in the area of applied transactional analysis in parent education. She can be reached at [jjconsults@aol.com](mailto:jjconsults@aol.com).

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## Cornell EBMA

continued from page 1

moves away from seeing script as dysfunctional by definition and returns to the idea of script as a story and a process that has the potential to be both helpful and unhelpful.

In the book chapter, Bill challenges the view of the Child ego state as a fixated repository of childhood experiences and the infrastructure for characterological games and defensive scripts. He backs his position by introducing ideas consistent with contemporary neurophysiological research and studies of infant/parent interaction. Based on these considerations, he suggests that the Child ego state emerges from a matrix of implicit, affective, and motoric systems of pre-ego organization and motivation. This does not contradict Berne's view of a Child ego state containing historically rooted distortions and defenses but includes in Child ego state functioning a wealth of affective and procedural forms of knowing that enrich daily life and relatedness.

In the third work, Bill considers impasse as not only an intrapsychic but also an interpersonal process, a stalemate created when the unconscious relational patterns of partners in a relationship come into play. Building on Berne's description of an infant's primal image as a presymbolic, nonverbal representation of interpersonal transactions—later called "protocol"—Bill describes protocol as "ongoing, unconscious templates for making judgments about the significant figures and encounters in our lives." Protocol, unlike script, is not based on adaptive or defensive decisions but is felt and lived in the immediacy of one's body. Protocol, again unlike script, cannot be cognitively changed or redecided. It can only be brought into awareness, understood, and lived within.

Each of the three works individually offers a revised and restructured picture of Berne's original thinking, with particular focus on the concepts of script, Child ego state, and protocol. Each concept benefits enormously from such robust reexamination, perhaps none more than the often overlooked Bernean notion of protocol. Together these works create a cohesive new picture of the somatic Child ego state, operating within a revitalized script that, in turn, is relationally based on protocol. In 1988, Bill reenvisioned the idea of script as an emergent property of living. In his subsequent articles he built on this foundation with an in-depth examination of the Child ego state and Berne's relational concept of the protocol. In this way, he both honors and enriches Berne's original thinking.

We live in a time of accelerated new discoveries and change. Any theory risks becoming dated if

left untouched. Much to his credit, however, Bill's does not. He challenges us to rethink theoretical concepts by introducing a wealth of knowledge and information from domains outside of transactional analysis and by revisiting Berne's original ideas in the light of new understanding. By doing so, he fosters a continued evolution of transactional analysis theory, thus making sure that transactional analysis remains relevant to contemporary thought.

Charlotte Daellenbach with Laurie Hawkes, Elana Leigh, Charlotte Sills, and Servaas van Beekum

**ITAA WEBSITE:**  
[www.itaanet.org](http://www.itaanet.org)

## TA in France

continued from page 1

philosophy, sciences, history, etc.), just gave us *Les orientations récentes de l'analyse transactionnelle* [Recent Orientations in Transactional Analysis], which is a gem. This wonderful little book manages to summarize six recent directions in transactional analysis in clear, precise language: psychoanalytic, integrative, relational, body-relational, cocreative, and narrative. A chapter is devoted to each, with attention focused on the most relevant concepts for each conceptualization: transference and countertransference, ego states (José's area of specialty), group work, and protocol, to name a few. I am not the only one to hope that, for once, a French book will be translated into English!

The Editions has come up with three other great ideas. The first is the *Classiques*, which are seven volumes of out-of-print articles, many of them from the early *TAJ*. The second is the index on the Web site of the Editions ([www.editionsat.fr](http://www.editionsat.fr)). Anybody visiting the site can access the index and explore all the authors published by *Actualités* or search by themes. This is an invaluable resource when researching any TA subject. The third and most recent innovation is that articles in out-of-print issues of the journal *Actualités* are now accessible in PDF format for a small fee. For any first-time order, scanning the article to create the PDF takes a few days, but one can GET it! Not so long ago you had to know someone who had the whole collection of *AAT's* and do an illegal photocopy.

Other publishers have also been active, which is an advantage, because the readership is potentially larger. In the 1990s, hardly any new transactional analysis books were on the market here. Yet in the last 3 years, at least six books have been published by national publishers.

So, transactional analysis is quite alive in Paris and the rest of France. When we talk with colleagues from other methods, they seem not to fill their practices as easily as do certified TA therapists. This has been the case for a long time, though I am not sure why. Something about the description of transactional analysis in books, perhaps, causes people to contact the TA association to find a TA therapist—as well as the way transactional analysis speaks to people with its apparently simple concepts and its optimistic outlook. And now, there is a sort of revival, with requests from publishers asking practitioners to write new TA books.

I suspect this is so in other countries, too, and would love to hear or read about such developments. Where else is transactional analysis "alive and well and living in . . .?"

Laurie Hawkes is a Teaching Transactional Analyst who lives and works in Paris, France, and the editor of *The Script*. Please send news about TA in your country or region to her at [hlaurie@noos.fr](mailto:hlaurie@noos.fr).

## TA CONFERENCES WORLDWIDE

**9-10 JULY 2010:** Prague, Czech Republic. EATA Conference. Contact: Blanka Cepicka at [info@eataprague.cz](mailto:info@eataprague.cz).

**11-15 AUGUST 2010:** Montreal, Canada. Eric Berne Centenary Conference (ITAA). Contact: [www.itaaconference.com](http://www.itaaconference.com).

**10-14 NOVEMBER 2010:** Fremantle, Australia. 20th WPATA Conference. Contact: Linda Gregory at [lgregory@iinet.net.au](mailto:lgregory@iinet.net.au) or [www.wpata.com.au](http://www.wpata.com.au).

## EXAM CALENDAR

Exam	Exam Adm.	Exam Date	Location	App. Deadline
<b>CTA Exams</b>	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
<b>TSTA Exams</b>	COC . . . . .	8-9 Jul 2010 . . . . .	Prague, Czech Republic . . . . .	1 Jan 2010
	BOC . . . . .	11 Aug 2010 . . . . .	Montreal, Canada . . . . .	10 Feb 2010
<b>CTA Written</b>	All Regions . . . . .	Your choice . . . . .	Submit to Regional Exam Coordinator after paying \$50 fee to T&C Council	Your choice
<b>TEW</b>	BOC . . . . .	15-17 Aug 2010 . . . . .	Montreal, Canada . . . . .	15 Apr 2010
	WPATA . . . . .	14-16 Nov 2010 . . . . .	Fremantle, Australia . . . . .	13 Jul 2010
<b>TEvW</b>	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.

# In Memoriam: Alice Stevenson

Alice Stevenson died at home on 15 February 2010 after a valiant fight with cancer.

She started her transactional analysis training with Margaret Turpin and Michael Reddy in 1977, and Michael remembers that “she stood out from my trainees as ‘different,’ even a bit rebellious early on, or, more politely put, challenging, which, of course, was one of the things I most liked about her, alongside all the charm and humor and professionalism.”

In those days we all trained like “journeymen,” traveling to find our teachers and training workshops, and she found the Gouldings, George Thomson, Ellyn Bader and Pete Pearson, the McClendons, Richard Erskine and Rebecca Trautmann, the Schiffs at Cathexis, Marge Reddington, Emily Ruppert, George Kohlrieser, Bill Cornell, and so many more. She became a CTA in 1979 and then a TSTA and enthusiastically continued her learning and development, actively involved in therapy, TA training, and promoting TA in the United Kingdom the rest of her life.

I first got to know Alice well when she was chair of the Institute of Transactional Analysis in 1981. I saw how gracious and humorous she was as she welcomed new members into the council. She greeted everyone with a smile that invited you to feel at ease, an insightful observation that showed she really knew you, and often a glass of wine for those of us who visited her home in Kent. She made us feel the warmth of her generosity and the delight of being with her. Listening to her long funny stories about people and their foibles lulled us into a world where we knew that she would not let us get away with anything that was phoney or not true to ourselves. Her bright wit and wicked sense of humor challenged and delighted us. When we sat together in workshops or meetings, Alice would always turn and whisper some outrageous funny joke or observation, and I would splutter with laughter and get looks of disapproval while she grinned innocently. I always said that had we been in school together, she would have gotten me into such trouble.

We became good friends and TA sisters. She called me “Queen of the North,” and I called her “Queen of the South.” She mischievously suggested we use the acronyms QON and QOS after our names in a conference brochure alongside our other qualifications to see if anyone would notice. They didn’t, and we laughed about it for years.

With her trainees, clients, and colleagues she was able to share her love of life and transactional analysis. She ran a training program in South East England for more than 25 years, later with Suzanne Boyd and Mellie Lewin. She always

taught that what mattered to her was “the relationship space between me and thee.” She knew the art of confronting people with insight mixed with humor and urged us to be the best we could be.

In 1985 she became EATA president and enjoyed the rich multicultural world of our international TA community. From its inception, Alice was a member of the United Kingdom Council for Psychotherapy, serving on its registration board and the professional affairs committee.

Alice, Ian Stewart, and I shared a commitment to facilitating transactional analysts to be the best they could be, and together we devised the Professional Excellence Workshops. We ran these together for 15 years, two or three times a year until Alice’s loss of health last year meant she had to retire. Alice insisted that we incorporate people’s personal growth with their increased professional expertise and included social contact time, play, and generous hospitality into the program. She integrated this same philosophy in her own special “pasta group” for PTSTAs and TSTAs; she delighted in them developing new ideas and was willing to learn from them as well as with them. Alice was always at every TA conference, trainers’ meeting, exam site, AGM, and party.

EATA awarded Alice their Gold Medal for outstanding service to the TA community in Sweden in 2003. In her interview with me for the *EATA Newsletter* she said, “What happens between us, client and therapist, is more important than anything I can do myself.” This was also true of her attitude to training and life in general. If you were with Alice, you were part of the story, the intuition, the tears, and the laughter. She was wise, witty, compassionate, and generous. “I try to be a model for my students and fellow members, just like being a good friend to my husband and a good mother to my children.” Alice was a beautiful woman who touched our lives with joy. She was deeply loved by transactional analysts all over the world, and we shall miss her.

—Adrienne Lee

*The following are excerpts of comments made by Steff Oates at the Cumbria, UK, conference at the end of February.*

Alice would have loved it here today. Alistair’s keynote on the potential of creativity reminded me so much of her. Her playfulness, her wit, her outrageous sense of fun combined with a vehement sense of social responsibility has placed her firmly in my heart and mind—and I’m sure the same is true of many others. Lis Heath told me this morning, “I will always remember Alice saying to me ‘Carpe Diem—seize the day!’ ” That was Alice for you!

## Berne Childhood Memoir to Debut at Montreal Conference

One of the Montreal conference events that we are most excited about is the launch of a new book by Eric Berne. What, you say? How is that possible? His son, Terry, who edited the book, writes the following:

*A Montreal Childhood* is an unpublished memoir by Eric Berne about growing up and coming of age in Montreal, the first new book by him since his death in 1970 and his only existing purely autobiographical text. It tells the story of his life on Ste. Famille St. during and after World War I up until his entry into McGill University to study medicine. The book, which was found among Eric’s papers after his death, offers a humorous, affectionate, and multifaceted portrait of his childhood in an immigrant neighborhood while focusing on his own coming-of-age, family life, friendships, and education. His father was a well-known Montreal doctor, and the book includes an appendix about his experiences working among Montreal’s poor as well as a severe critique of the medical profession of his time for not taking into account the particular effects that poverty and even gender add to normal life. The book reveals many facets of Eric’s character, including his intellectual and psychological development, and offers his first observations and experiences that led to his later thinking about the interactions among his fellow human beings.

Terry Berne will be at the conference with other members of Eric’s family and will take part in the “Eric Berne Family Presents” special event moderated by Carol Solomon on Thursday afternoon.



Born in 1932 in Springfield, Illinois—coincidentally also the birthplace of Bart Simpson and family—Alice managed to combine the serious business of helping people to change with a healthy regard for finding humor in the ridiculous. In my experience, she was a master of the bull’s-eye transaction. Alice’s strokes hit home, as did her generosity in opening up her family home to trainees such as myself who traveled a long way to work with her. Despite arriving late in the evening, I would be met with a warm fire, a drink, and always fresh flowers in my room.

Alice worked hard and played hard, with an uncanny knack of knowing the appropriate time for each. She was adamant about good manners, often chiding the training group if we were not so welcoming to newcomers. She taught and lived transactional analysis, never missing an opportunity to use the theory to help her understand people. She also happily received and was excited

about her trainees developing new ideas and teaching her.

I once heard it said that people are not dead until everyone who knew and remembered them was also dead. I know that the generous, lively spirit of Alice lives on in me and in countless others who were blessed to have known her.

20th AUSTRALASIAN TA CONFERENCE  
10-14 NOVEMBER 2010  
ESPLANADE HOTEL  
FREMANTLE WA

### FROM WPATA PRESIDENT RHEA HOOPER

The organisers of the 20th Australasian TA conference are providing us with a great opportunity to catch up with colleagues, enhance and expand our knowledge and working practice of TA, and celebrate in November at the Esplanade Hotel in Fremantle, Western Australia. The conference is shaping up to be a feast of thought-provoking stimulation. Our organisers have put together a fabulous programme, which will address all fields of interest. Both keynote speakers are experienced practitioners in their own fields—Adrienne Lee is a psychotherapist with qualifications and experience in TA and NLP, and Russell Harris is a GP and author specializing in ACT. Along with these keynote speakers will be papers and workshops providing opportunities to explore TA in your roles as counselors, psychotherapists, educators, and organizational practitioners. So whether you are someone with an interest in TA, are currently studying TA, or someone who has completed training and been practising for many years, there will be many opportunities to enrich your TA experience.

### FROM THE CONVENORS

We look forward to your company at this 20th Australasian TA conference. Especially exciting will be the introduction of the Australian TA Association (ATAA) for the first time at this conference. There are lots of beautiful places to see if you are from overseas or interstate, and there will be tours that you can book to see the west. Please visit [www.wpata.com.au](http://www.wpata.com.au) for more information. Convenors: Linda: [lgregory@iinet.net.au](mailto:lgregory@iinet.net.au); Jan: [xcoleman@bigpond.com.au](mailto:xcoleman@bigpond.com.au); Judy: [judmor@iinet.net.au](mailto:judmor@iinet.net.au).

### HOTEL AND SURROUNDINGS

The Esplanade Hotel is Fremantle’s four-star international jewel of WA’s premier harbourside city. Fabulous restaurants, lobby bar, pools, spas, and saunas, all in the heart of Fremantle. Fremantle is just 20 minutes from Perth and is rich in history, tradition, and culture. “Freo” is famous for its museums, seafood, sunsets, and cruises on the Swan River.

### CALL FOR PAPERS

Please contact Tony White at [agbw@bigpond.com](mailto:agbw@bigpond.com)

### REGISTRATION

Visit [www.wpata.com.au](http://www.wpata.com.au) for registration, accommodation, and proposal details