



BOARD NOTES

The Season of Meetings

by John Heath



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By the time members read this, it will be July, and the 2011 World TA Conference in Bilbao will be upon us. As I write it is still a month away, and my preoccupation is not with the excitement of the conference itself but with the round of meetings that this brings. It is the time when the board of trustees (BOT) members meet face to face. For most of us it is the only time we actually get to have a live process of debate with each other. It is so different working together like that. It's the time when the organizing mind of the ITAA does its best work and sets the theme and pace for the whole of the year to come. It's also the time when I shall, as ITAA president, attend the EATA Council meeting. I am mindful as I prepare for these things that we, the BOT, do it all in the name of our members. So I shall be doing my best to see that you get good feedback from us as quickly as possible. Watch this space in August!

It hardly seems possible that it was a year ago that we met in Montreal for the Berne Centenary Conference. In fact, it is rather short of a full year because this time we are meeting in July, a month earlier than is usual in the

ITAA calendar. We do this in the spirit of neighborliness, to accommodate our EATA friends who are hosting the World Conference and traditionally meet at this time. Nevertheless, it is almost a year, and what a year it has been! For the BOT it began with the dramatic and unannounced departure of the president. I still struggle to understand why she did that, or at least why she did it without helping any of us to prepare for it. It was shocking in every sense of the word. Perhaps it is time to let that piece of history fade into obscurity. Mostly I have, but anniversaries do have a way of stimulating the memory, especially the first time around.

Though it started with a trauma and the year has been a time of major

New Website for the ITAA

www.itaaworld.org

The ITAA has a new address in cyberspace: www.itaaworld.org . Please visit the BETA version of our new website and send us your comments. Your feedback will be valuable in making it robust! Send your comments to webmaster@itaaworld.org . The full site will be up by September 2011.

change and very sad endings, this has been a vintage year in many ways. It could have been chaos, and it has been the exact opposite. Sometimes trouble brings out the best in people, and I certainly have seen the best side of a number of people during this time of transition. I told you all about the staff last month. They have been wonderful. I can't resist just one more story. Ken, after 38 years of working full time for the ITAA, faced with the task of leaving his job and closing the office around him, sorted out a new postal address for us, arranged storage for our files, and, above and beyond the call of duty, organized a bargain basement sell off of old stock and a car boot sale of redundant office paraphernalia. He sold everything except two large desks! It was amazing. You can't buy that kind of loyalty. It has to grow in relationship. I want to make that our specialty in the ITAA. Of course, we all want the ITAA to be a scholarly

community, active in the pursuit of excellence in our fields of application. But the added value, the bit you can't buy, is that we strive to do that in the context of real relationships. It's the second bit that makes us special. That's what draws the best out in people, and it is the real reason we are still here.

We have a long road ahead. Our task is not to ensure the survival of the ITAA. Our task is to see that the ITAA does something useful in the world. If we do that, then our fate as an organization is of secondary importance. I think that to do something useful is, actually, the best way to ensure that we survive. There are a number of tasks for us to accomplish that will set the scene for this. I'm focusing here on just two. They are the superordinate tasks of the day.

First, we must soften the character of the ITAA. I am talking here of character in the Reichian sense as a defensive structure. It's a kind of organizational-level script. We were once the only TA organization and for a long time by far the biggest and the richest. We grew an internal set of thoughts, feelings, and behaviors that reflected that grand position and an outer armor that spoke of strength and power. We still carry the reputation of being that organization. As president for a year now, I could cite numerous examples of how that does not serve us. I can't give details because that would not be respectful. But my experience is that I have sometimes acted with cooperative intent and have been received as if the ITAA wants to take over again. That's the way it is with character armor. It's the armor that other people see, and it determines how they respond. (By the way, mindful of my sophisticated audience, I

“Though it started with a trauma and the year has been a time of major change and very sad endings, this has been a vintage year in many ways. It could have been chaos, and it has been the exact opposite. Sometimes trouble brings out the best in people, and I certainly have seen the best side of a number of people during this time of transition.”

freely own that my own character armor may have a part in this. That's always going to be a factor for any of us, and working at getting the grit out of the balm is an individual responsibility we all must carry all the time.)

In practical terms, I want the BOT to make headway in Bilbao with our plans to reform the bylaws and internal structure of the ITAA. We need to shed some old and unnecessary hierarchies and go for a flattened management structure and a consultative, involving style. I also want to launch a new working group to look at ways of positioning ourselves to reflect the modern aspirations of the organization. This won't be a PR makeover, putting a new gloss on an old product. We have done the really important work already, and on the inside the ITAA really is different. But the packaging on the outside hasn't caught up yet.

Second, we need to sort out our stance on training and certification and, more concretely, the relationship between ITAA and the Training & Certification Council (T&CC). We

John Heath is ITAA President and can be reached at johnheath@itaa-net.org

the SCRIPT

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2843 Hopyard Rd., Suite 155
Pleasanton, CA 94588, USA
Fax: 925-600-8112
Email: ken@itaa-net.org
Website: www.itaa-net.org

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Managing Editor: Robin Fryer, MSW
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“Our task is not to ensure the survival of the ITAA. Our task is to see that the ITAA does something useful in the world. If we do that, then our fate as an organization is of secondary importance. I think that to do something useful is, actually, the best way to ensure that we survive.”

have separated our finances. We did this because the ITAA is no longer in a position to face fluctuating budgets that are beyond our control. This was necessary, but it is not enough. We may be separate financially and in terms of accountability, but as far as many members are concerned, we are merely different branches of a single membership organization. Our members deserve greater integration between the work of the ITAA and the T&CC than they currently are getting. I make no secret about that, and I have made this issue a priority for discussion and planning in Bilbao. I'm hoping for a blame-free discussion and the beginning of a new accord. From there I will look for a united approach to discussions with colleagues in other organizations about how best to organize the accreditation of competence in TA globally.

My colleagues and I will let the membership know how it all works out in Bilbao and how far we get. Come and say hello if you are there. If not, do please spare us a thought as you go about your TA work wherever you are. That will be strokes enough to keep us going. Many thanks. ☺

Now that *The Script* has gone digital, we hope you will take advantage of the opportunity to easily and quickly share news and photos of transactional analysis activities in your region. Send your submissions electronically to managing editor Robin Fryer at robinfryer@aol.com.

Coming in the Fall...



The Eric Berne Memorial Scientific Award Material

taught by Pamela Levin, TSTA

Ten Hours TA Certification Credit Available

10 one-hour-a-week classes via Webcast — Learn on *your* schedule

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2011 World TA Conference

“The Challenge of Growth”

Bilbao, Spain

7-9 July 2011

Universidad de Deusto

Sponsored by EATA, ITAA, and ATAA

Important Meetings

International Trainers Meeting: 5 July 10-13.30 (university auditorium), “Professional Standards and Accreditation in TA Worldwide: Today’s Perspectives”

EATA Council Meeting: 6 July

ITAA Board Meeting: 4-5 July and the morning of 10 July

ITAA General Membership Meeting: 8 Friday 13.15-14.15 (university auditorium)

Chennai Exams and Training

There will be CTA and TSTA exams in Chennai, India, in 2012 on 7 August (late afternoon meetings and evening theory exams) and 8 August all day.

There will also be a trainers’ meeting on 7 August and a Training Endorsement Workshop (dates to be determined).

Election Set for ITAA VP of Development

The ITAA nominating committee has announced that there are two candidates for vice president of development for the term 2012-2014. They are Susan George of India and Fabien Balli of Switzerland. An election will be held, with ballots going out to members no later than 30 July as stipulated in the ITAA Bylaws.

Voting members who have a "Consent to Use of Electronic Transmissions" on file with the ITAA will receive their ballots electronically; those who do not will be sent paper ballots. If you have not yet sent in your signed consent form, we urge you to do so immediately. Electronic voting is easy, fast, and saves the association a great deal of money. You will find the consent form on page 7 of this *Script* as well as on the ITAA website at <http://www.itaanet.org/itaanet/ConsentForm.html>. It needs to be returned to the ITAA either by mail to 2843 Hopyard Rd., Suite 155, Pleasanton, CA 94588, USA, or by fax to 925-600-8112.

In addition, due to a technical problem, Mandy Lacy's nomination for Australasian representative was not announced in the June *Script* with the other nominees for uncontested positions. She will be joining the board following the general membership meeting in Bilbao. (See page 6 for more information.)

Nominees for ITAA Vice President of Development

Fabien Balli

The Core of ITAA: The People. At the heart of an association, it is the men and women who organize events, define best practices, and commit to a common purpose. "To help advance the theory, methods and principles of transactional analysis" is the purpose of the ITAA. Founded by Eric Berne, our leader organization has brought major input to transactional analysis; it further shall boost the recognition and development of TA worldwide.



Developing Autonomy. To succeed with today's challenges, I wish to contribute to ITAA as vice president of development. I commit to setting up a continuing win/win dialogue between officers and members so that the members unanimously prioritize the information and needs to be raised to the officers, developing recognition and mutual aid between peers through an online community, and creating and strengthening links with education authorities and with other approaches.

Human Systems Engineer.

I coach organizations to a sustain-

able performance and was awarded "The Most Innovative and Out-of-the-Box Solution" at the Organizational Development World Summit 2010. I have been active in human resources and tourism. I also worked in organizing at the World Economic Forum and lead various committees, with up to €150,000 budgets. I apply in a variety of contexts competencies in training, communication, and information systems, adding to a leading-edge expertise in group dynamics.

I live in Switzerland and Canada and speak English, German, Italian, and French. I am a Regular Member of the ITAA with 330 hours of training, 60 hours of supervision, and 60 hours of therapy. More at fabienballi.net or in Bilbao.

Susan George

The ITAA is experiencing a period of flux and change. I see this as an opportunity to respond proactively and to move along a path that leads to meeting the current needs of the membership. In this context, the role of the vice president of development will be to design means for



the membership and the wider community to be actively involved in and to benefit from the spread and effective application of transactional analysis. The new website is one of the moves in this direction. While regional bodies take care of local training and certification needs, the ITAA can facilitate international networking so that its membership can personally and professionally gain from the worldwide advancements in transactional analysis.

I have served two terms as cochair of the training standards committee and am currently the India/Asia regional representative on the board of trustees. I brought to these posts my training as a scientist and psychotherapist and my experience as a teacher and administrator. I have passionately and effectively contributed with ideas and actions. In short, I have witnessed the changing scenario and been part of the new vision of ITAA that is evolving.

I am actively involved in the TA Study Circle, Madras, India, which focuses on the spread of transactional analysis to the general public. I am also actively involved in the founding and growth of the South Asian Association of Transactional Analysts, which focuses on professional development. I believe all these experiences will help me contribute to the ITAA as it puts into action its new vision. I am a Clinical Member of the ITAA and a Provisional Teaching and Supervising Transactional Analyst (P).

Election Campaign Guidelines

These guidelines are intended to assist in maintaining a spirit of collegiality and essential fairness in all ITAA elections and to keep the

amount of campaigning and electioneering for trustee positions within established procedures.

Endorsement of Candidates:

Individual members may endorse candidates for elected positions within the ITAA provided that such endorsement makes clear that it represents the personal view of the endorser. If such personal endorsements are made by individuals holding an elected, appointed, or honored position within the ITAA, such individuals may not mention their position within the organization as part of the endorsement. ITAA resources may not be used for the purpose of supporting any one candidate over another. The electioneering use of newspaper or journal advertisements is prohibited. The association's newsletter may be used to report the candidacy of members and election results provided that the report is included as a news article and all candidates for a nominated position are represented. The staff of the ITAA are to refrain from electioneering in any form, including making personal statements regarding the qualifications of any candidate.

Campaign Statements: Candidates may make written statements to appear in the ITAA printed election booklet. Such statements will be confined to a discussion of issues facing transactional analysis and the ITAA as well as a personal biographical sketch. Statements made by nominees for president-elect may not exceed 500 words; for other officers, statements may not exceed 250 words; and for members of the board of trustees, statements may not exceed 250 words.

Campaign Spending and Membership Appeal: Mass mailings on the part of a candidate for elected posi-

tion or on behalf of that candidate by other individuals or organizations is prohibited. While it is appropriate for nominees to elected positions within the ITAA to communicate their platforms and qualifications to the membership, mass mailings are deemed inappropriate because they create the possibility of unfair economic advantage for some nominees. Individual personal letters or phone calls to friends and colleagues are appropriate. Form letters or "Dear Colleague" type letters sent by an individual, or a group of individuals, to a group of persons on a mailing list are not acceptable practice.

Dissemination of Information on Electioneering:

The campaign procedures are to be published in *The Script* newsletter at the same time and along with the announcement of the nominating committee's selection of candidates for election. The ITAA central office will mail a copy of the election campaign guidelines to each candidate at the time their nomination is official. ⑤

TA Conferences

27-29 October 2011: San Antonio, Texas, USA. USATAA Conference. Contact: www.usataaconference.org.

2-5 November 2011: Merida, Yucatan, Mexico. Latinoamerican TA Conference/30th Conglat Mexico 2011. Contact: Martha Silva, Conference Logistics (marthaisilva@yahoo.com.mx); José M. Tafoya, Chairperson (email: iaoptimo@gmail.com); website: www.amatsc.org.mx.

Continuing & New Members of the Board

The following individuals will join or continue on the board because there were no other nominations for their positions. Steff Oates, who is currently completing her first term as ITAA Secretary, will continue for another term 2012-2014. I. A. Mohanraj, representing the India/Asia region, and Mandy Lacy, representing the Australasia region, will join the board following the general membership meeting in Bilbao for the term 2012-2014.

Steff Oates, Secretary

I have served as ITAA secretary since March 2009, over which time I have learned a great deal about the role and about the running of the ITAA. We are in a time of much change and, to my mind, much excitement about what the future holds for our organization. I am delighted to serve the membership under the leadership of recently elected president John Heath and with what I experience to be a competent and confident board of trustees.



I have 17 years of experience in serving TA organizations, beginning as editor of the *ITA News* (the former British TA association newslet-

ter) and then serving on the national training standards committee, as chair of that committee, and finally as chair of the UK national organization. I have also organized a number of conferences and run workshops at the European and international TA conferences.

I have been a committed member of the ITAA for around 15 years and enjoy the international conferences each summer, where I get a real thrill from being immersed in our global learning community.

I bring to the post good secretarial skills, responsiveness by email, and a capacity to organize complex tasks, such as teleconferences over nine different time zones.

Mandy Lacy, Australasian Representative

For the past 4 years I have been president of the New Zealand Transactional Analysis Association (NZTAA). I am a PTSTA-O and expect to do my TSTA exams soon. Recently, I moved to Sydney, Australia, to complete a master's degree in learning science and technology, expand my TA training and supervision practice,



and work within a large Australasian company.

I am passionate about transactional analysis, the four fields, and promoting TA as a theory and practice that is more relevant now than ever. As NZTAA president, I was enthusiastic about growing membership and providing robust membership services as well as ensuring trans-Tasman traditions and conferences for strong links to global TA organizations. I have also worked with colleagues to form a federal body that equates to ITAA and EATA, which sets the scene to strengthen and further develop TA in this part of the world.

I welcome the opportunity to be the Australasian representative to the ITAA Board of Trustees. It is vital for local, regional, and global TA communities to stay connected, be informed about each other, and ensure the momentum for continued TA growth, recognition, vitality, and credibility. I would also like to see TA qualifications increasingly recognized within local tertiary institutions and professional bodies. I am excited about contributing to keep TA current, its history strong, and its future even stronger. I am committed to representing Australasian members, to ensuring that the Australasian voice is robust, and that, in turn, this region is kept well informed about the ITAA.

I. A. Mohanraj, India/ Asia Representative

I am a PTSTA-O from Coimbatore, India. I see the role of regional representative to the ITAA Board of Trustees as to be the ambassador of the organization to the India/Asia region and to be the voice of the region on the board. I will work toward creating dialogue that will reflect regional demands and the changing scenario around the globe and to position the ITAA in these evolving scenarios.



This is a transition period for the organization. ITAA operations have now moved to the virtual platform. Professional global organizations are increasingly moving into this mode of functioning. My focus will be on working with the reality of the virtual system that is taking shape and to be part of the change process. I believe to sustain and grow, the ITAA must focus on training and certification. I will work toward having a unified central certifying body that will focus on certification and training quality and standards. ⑤

Contacting the ITAA

ITAA
Suite 155
2843 Hopyard Rd.
Pleasanton, CA 94588
United States
Email: ken@itaa-net.org
Fax: 925-600-8112
Skype address: ken.fogleman

Member Consent Needed for Email Balloting

Dear ITAA Member:

In 2009 the membership voted for electronic balloting for the ITAA. To be eligible to participate, the ITAA must have on file a Consent to Use of Electronic Transmissions, which you must fill out and return by either mail or fax. (Those who do not have email or fax capability or who specifically request a hard copy may still receive paper ballots.) Please fill out the form below and return to the ITAA by post at ITAA, 2843 Hopyard Rd., Ste. 155, Pleasanton, CA 94588, USA, or by fax to 925-600-8112. To participate in electronic balloting for the current election for vice president of development, you must return your consent form by 20 July 2011. If you have questions, please contact me at lcfan@me.com.

– Steff Oates, ITAA Secretary

CONSENT TO USE OF ELECTRONIC TRANSMISSIONS BY MEMBER OF INTERNATIONAL TRANSACTIONAL ANALYSIS ASSOCIATION, A CALIFORNIA NONPROFIT CORPORATION

In accordance with California Corporations Code §§20 and 5079 and Article 3, Section 8 of the bylaws of this corporation, the undersigned hereby agrees to the following:

1. The corporation may send meeting notices, annual reports, and all other materials to me by electronic transmission at the email address listed below.
2. The corporation may rely on communications sent by me to the corporation by electronic transmission from the email address or facsimile number listed below for any purposes, including action by written consent. I hereby certify that the corporation may reasonably conclude that I am the author of communications so sent.

Electronic transmissions may be sent by email as follows and received by email or facsimile as follows:

By email: _____
[member's email address]

By facsimile: _____
[member's fax number]

3. I acknowledge that I have the right to have any communication transmitted to me electronically that is provided or made available by the ITAA in paper or other nonelectronic form.
4. I understand that this consent may be withdrawn only by my submitting a tangible, nonelectronic written notice of revocation of this consent, dated and signed by me, to the corporation at the following address: 2843 Hopyard Rd., Suite 155, Pleasanton, CA 94588, USA, Attention: Corporate Secretary. Any notice of revocation shall specify the effective date, and a duplicate may also be sent to the corporation's facsimile at 1-925- 600-8112, so long as the tangible, nonelectronic original signed copy is also delivered to the Corporation promptly.

This consent shall remain in full force and effect until I revoke it in writing and so notify the corporation in the manner specified above.

Date: _____

Member's Signature: _____

Member's Name: _____

Member's Mailing Address: _____



Resilience

by Kathy Laverty

As I sit here writing about what seems like an unthinkable season of life's storms, I am filled with memories of my childhood in South Africa. There, growing up in a chaotic family in the midst of the evils of Apartheid, I found comfort and strength from Salina, a beautiful Xhosa women of powerful structure who used to carry me on her back wrapped tightly in a blanket. I flee to the warmth of this memory of an early secure attachment; if I close my eyes I can feel the warmth of the African sun, and the smells of childhood come flooding back.

Returning to the present, I wonder how to find words to describe what has taken place, to create a narrative that reflects the earth-shattering events that have occurred in the Pacific region over the last few months.

A series of floods that began in December 2010 covered parts of Australia, primarily in the state of Queensland and its capital city, Brisbane. Thousands of people were evacuated from towns and cities, and over 200,000 people were affected. Three-quarters of the state was declared a disaster zone. The 2010-2011 floods killed 35 people in Queensland. They were followed by the 2011 Victoria floods, which saw more than 50 communities in west-

ern and central Victoria face significant flooding (see Hurst, 2011).

Thirteen-year-old Jordan Rice comes to mind: He died after insisting that his 10-year-old brother be saved from the flood waters before him. A wall of water pummeled the car he and his family were in. What courage and sacrifice in the midst of what must have been such a terrifying ordeal for one so young! Life in Australia is lived by and in the water, and it is hard to think that young Jordan died unable to swim to safety surrounded by raging water as far as the eye could see.

Eleven days later, on 22 February, I was preparing to have a Skype session with my primary supervisor, who lives in Christchurch. I received a text message informing me of the earthquake there (see "New Zealand's Darkest Day," 2011). I turned on the news and was speechless, unable to believe what I saw. My love and passion for learning had taken me to Christchurch, where I had met other transactional analysts and discovered New Zealand. The 6.3 earthquake had seriously damaged the youth hostel where I had stayed, and the beautiful cathedral stood in ruins as the nation tried to come to grips with the devastating loss of life. The current death toll is

estimated at 181. Knowing that my supervisor was alive was a comfort; I cannot describe the relief I felt knowing she was safe. But I grieved with a nation in shock

Seventeen days later, on 11 March, the 9.0 quake that hit Japan was powerful enough to shift the Earth on its axis and make it spin a little faster, shortening the day by 1.8 millionths of a second. (Gibbs, 2011, para. 1). The earthquake set off a devastating tsunami that sent walls of water washing over coastal cities.

"On Friday at 2:46 pm Tokyo time, the quake struck. First came the roar and rumble of the temblor, shaking skyscrapers, toppling furniture and buckling highways. Then waves as high as 30 feet rushed onto the shore, whisking away cars and carrying blazing buildings toward factories, fields and highways" (Fackler, 2011, para. 6).

The death toll from Japan's earthquake has now passed 18,000 (McCurvy, 2011). The world has watched and waited, holding its breath as the nuclear drama there plays out. The impact is unthinkable, and the images and questions about what has happened are overwhelming.

I belong to a PTSTA group that meets three times a year in Sydney,

New Zealand, and Tokyo. Each time we meet I stay with my friend and colleague Izumi Kadomoto. We have become close friends, and I have grown to love and respect her. I immediately reached out to her and listened to her recount her experiences; my heart ached as I grappled with my own sense of helplessness. I was amazed by her courage and resilience.

As I thought about Izumi, my heart went back to the land of my birth, where the meaning of community is lived out with fierce commitment. In her opening address to the 2008 World Transactional Analysis Conference in South Africa, Nozizwe Madlala-Routledge (2008) issued a challenge: “It would be interesting to see how transactional analysis, with its origins in radical social psychiatry, could bring together the contribution of politics, economics and the traditional African ethic of ubuntu—‘umutu ngumntu ngabantu’—which translates as ‘a person is a person through other people’ ” (p. 271). As Desmond Tutu (2004) wrote, “To be human is to affirm one’s humanity by recognizing the humanity of others in their infinite variety of content and form. My humanity is caught up, is inextricably bound up in yours. We belong to the bundle of life” (p. 20).

Kathy Laverty, CTA, PTSTA, lives in Sydney, Australia, where she works as a psychotherapist with individuals and couples and specializes in long-term therapy. She has served as the Australasian regional representative on the ITAA Board of Trustees since 2009. Kathy is also a PTSTA trainer and supervisor at ACIS Australia. She can be reached at kathy.laverty@yahoo.com.



My experience of Izumi is that she stood with great dignity and resilience in the face of the disaster in her home-

land. She has demonstrated that she has the ability to contend with the overwhelming impacts of the aftermath of such destruction. I’d like to share with you some of the words she wrote to me: “In Tokyo, a part of our life is getting back the ordinary pace, although the scratches of the earthquake are still vivid in many places. Cherry blossoms opened in the last weekend. The pale pink colour is so beautiful and looks sorrowful. My days may be somewhat inconvenient, but full of discovery about life and relationships. That must be a gift from the disasters” (I. Kadomoto, personal communication, 14 April 2011).

For me the ability to belong to the diverse and rich transactional analysis community is the lifeblood that infuses me with passion and hope. It is through the intermingled moments of learning and grappling with theory and practice that I experience the other, which is indeed a privilege. I am left with questions about how we as a community can support those who have experienced so much loss.

One way is to help support Paula Partington, a PTSTA in Christchurch. She is involved in a program called Ride to Resilience, which involves a series of 2-3 hours of sessions with horses to help the long healing process for Christchurch and her people. Natural horsemanship and equine-assisted techniques offer relief workers and traumatized individuals the opportunity to be “carried” and to experience

trustworthy rhythmical movement beneath them on a horse. A trust fund has been established, and if you wish to find out more, you can contact Paula at paula.equilibrium@gmail.com.

In these people I see resilience and physis intermingled with the capacity to give and the courage to live a fearless life filled with ubuntu. We transactional analysts are interconnected as a community of people, and as we stand together in support of one another, reaching beyond our own frames of reference, we can make a difference and find resilience in the face of global environmental challenges.

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An OK-OK Communication Model

by Karen Pratt

For the past 6 years, some of my most rewarding work has been using transactional analysis with health care workers here in South Africa. Transactional analysis is part of a Care for Health Care Workers program and offers the carers new options for communicating in healthy ways as well as for caring for themselves. The concepts I use in this program include strokes, life positions (as windows on the world), functional ego states (Temple, 1999), the drama triangle (Karpman, 1968), and the winner's triangle (Choy, 1990). The challenge in this work is to enable the health care workers to understand the practical application of TA thinking so they can make changes in their personal and work environments. For most health care workers, English is their second or third language, and these workshops are often the first time they have been exposed to concepts describing intrapsychic and interpersonal shifts.

I began to develop ways of making the functional fluency model (Temple, 1999) easily accessible. During a panel discussion at the 2007 San Francisco TA conference, I described using two sets of hoola hoops on the ground to represent Parent, Adult, and Child ego states. Rich learning comes from asking small groups to do role plays of

challenging work situations, after which the whole group positions the players in their respective hoops/functional modes. By making visible what is going on intrapsychically as people shift ego states, they are able to experiment with “standing in different hoops” and playing with the behaviors, words, and tone of voice that might accompany their new mode.

I wanted to link the five positive modes of communication with the healthy “I’m OK, You’re OK” (I+U+) life position as well as to incorporate a visual representation of the integrating Adult. In reflecting on various ideas related to the integrated/integrating Adult, I particularly resonated with Tudor’s (2003) description of the integrating Adult as “an expansive Adult ego state which characterizes a pulsating personality, processing and integrating feelings, attitudes, thoughts and

behaviours appropriate to the here and now—at all ages from conception to death. This present-centered state of the ego has the ability and capacity to act autonomously (with awareness, spontaneity and intimacy), to laugh, have fun and be silly, to learn, to develop and maintain a critical consciousness, to aspire, to express ambivalence and disappointment, to have a sense of community feeling, social justice, spirituality and much, much more” (pp. 201-202).

In seeking a way to help people understand the integrating Adult as having flexibility and choice and the



South African health care workers explore ego states using the OK-OK communication model

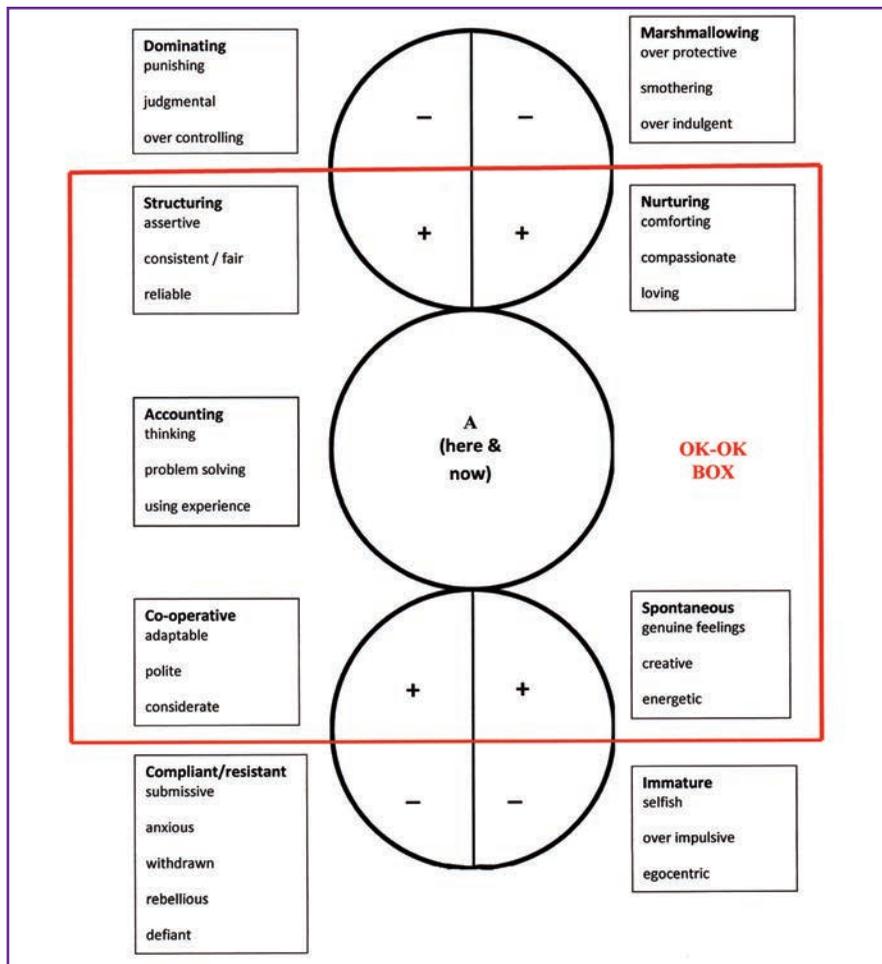


Figure 1
OK Communication with the OK-OK Box (adapted/modified from Temple, 1999)

ability to “dance in the moment,” I drew a box around the Adult and the two positive modes of Parent and Child. I called this part of the diagram the OK-OK box (see Figure 1). Transactions from any of these modes keep both parties OK.

I further developed the visual image created by the hoola hoops on the floor with string tied horizontally across the Parent and Child circles and cardboard labels identifying the

Karen Pratt, PTSTA-E, works as a trainer, coach, and Appreciative Inquiry facilitator in South Africa. She can be reached at kpratt@mweb.co.za.

various aspects of those ego states. I then demonstrate being in the integrating Adult by standing in the center Adult hoop and tapping with one foot into the modes of being structuring, nurturing, cooperative, or spontaneous, keeping one foot firmly planted in the Adult hoop. People easily see that the old idea of “always being in Adult,” which seems to imply monotony and seriousness, looks very different when there is a dance going on in response to moment-by-moment changes in the dynamics of interacting with others. One person in a training group described the integrating Adult as the conductor of an orchestra who makes sure that all the players are in harmony.

By adopting a wide stride—with one foot in Adult and the other stretching into the unhelpful modes of dominating, smothering, or being compliant, resistant, or immature—and then showing how that pose is inevitably unstable and will lead to both feet landing in the unhelpful modes, people have a visual understanding of moving out of current awareness in Adult and rubber-banding (Stewart & Joines, 1987, pp. 111-112) to outdated patterns wherein one or both parties are made not OK. People are able to see that their point of growth is to stay in the OK-OK box. They inevitably start to realize which functional mode they need to develop to keep them “in the box.”

The health care workers I’ve worked with enjoy role playing and standing in the hoops. They quickly see when someone steps “out of the box” and then work out different options for transacting that will keep them “in the box.” When I add the drama triangle (Karpman, 1968), people notice that when they adopt a drama triangle role, it takes them out of the OK-OK box and comes from an unhealthy life position. They see that stepping back into the box will shift them into the winner’s triangle (Choy, 1990) and that communication from there is situated in the positive modes of Parent and Child, chosen moment by moment from the integrating Adult.

It has been delightful to see how easily people make sense of the model depicted in this way and the practical impact it makes in their lives. I also have a lot of fun in my spontaneous Child creating the visual image of “dancing in the hoops” to help people to remember it.

See page 12 for References

Successful Examinees

11-12 NOVEMBER 2010, RÖSRATH/KÖLN, GERMANY

Shustov, Dimitri (TSTA-P)
 Head, Mark (TTA-P)
 Hunter, Hansruedi (TTA-P)
 Achermann, Daniel (CTA-O)
 Arndt-Storl, Anke (CTA-E)
 Badzinski, Erika (CTA-C)
 Bischofberger, Urs (CTA-O)
 Bohr, Tanja (CTA-C)
 Bolliger, Martin (CTA-O)
 Bühler, Daniel (CTA-C)
 Fauth, Silvia (CTA-P)
 Fritze, Dorothée (CTA-P)
 Giacomini-Rutishauser, Antonia (CTA-E)
 Grütter, Christian (CTA-O)
 Hagedorn, Barbara (CTA-C)
 Jungbluth, Elke (CTA-C)
 Kernland, Tanja (CTA-O)
 Lyngra, Marit (CTA-P)
 Miletic, Elizabeta (CTA-C)
 Moosburger, Maria (CTA-P)
 Newall, Esther (CTA-P)
 Pfister, Waltraud (CTA-E)
 Rinnert, Ulrike (CTA-C)

Sachsenmaier, Dagmar (CTA-C)
 Schmucki, Erich (CTA-P)
 Schneider, Nikola (CTA-C)
 Siedhoff, Ursula (CTA-E)
 Stoparic, Maja (CTA-P)
 Varan, Yvonne (CTA-O)
 Wagener, Hanna (CTA-P)
 Werner, Anette (CTA-C)
 Williams, Nick (CTA-P)
 Zucker, Markus (CTA-C)
 Local Exam Supervisor: Irmgard Voshaar

11-12 NOVEMBER 2010, PARIS, FRANCE

Binet, Mireille (TSTA-P)
 Gillessen, Jeannine (TSTA-E)
 Guelfucci, Véronique (TSTA-E)
 Pauwels, Claudine (TSTA-C)
 Basarte, Dominique (CTA-E)
 Chevrier Comte, Rosy (CTA-E)
 Dind-Ferrer, Nubia (CTA-E)
 Jaeger-Both, Catherine (CTA-P)
 Merlili, Véronique (CTA-P)
 Pirvu, Ioana Maria (CTA-P)

2-3 DECEMBER 2010, MILAN, ITALY

Aiello, Cosima (CTA-C)
 Amoroso, Giuseppe (CTA-P)
 Banks, Katie (CTA-P)
 Battisti, Clara (CTA-P)
 Bionaz, Annarita (CTA-C)
 Cighetti, Laura (CTA-C)
 Diano, Alfredo (CTA-C)
 Fabrizi, Fabrizio (CTA-E)
 Filanti, Sara (CTA-P)
 Giovannini, Daniela (CTA-C)
 Lesmo, Chiara Maria (CTA-O)
 Mandaric, Ivana (CTA-P)
 Merlini, Francesca (CTA-O)
 Perret, Valérie (CTA-C)
 Procopio, Renato (CTA-E)
 Ricci, Laura (CTA-C)
 Sarale, Gloria (CTA-C)
 Tremonte, Giuseppe (CTA-C)
 Zaniboni, Marco (CTA-C)
 Zuykova, Nadezhda (CTA-P)

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EXAM CALENDAR

Exam	Exam Adm.	Exam Date	Location	App. Deadline
CTA Exams	COC	5-6 Jul 2011	Bilbao, Spain	5 Apr 2011
	BOC	26-27 Oct 2011	San Antonio, Texas	26 Jul 2011
	BOC	29 October 2011	Nelson, NZ	29 Aug 2011
	COC	10-11 Nov 2011	Louvain-la-Neuve, Belg	10 Aug 2011
	COC	17-18 Nov 2011	Neustadt, Weinstr., Ger	17 Aug 2011
	BOC	7-8 Aug 2012	Chennai, India	7 May 2012
TSTA Exams	COC	5-6 Jul 2011	Bilbao, Spain	5 Apr 2011
	COC	10-11 Nov 2011	Louvain-la-Neuve, Belg	10 Aug 2011
	COC	17-18 Nov 2011	Neustadt/Weinstr., Ger	17 Aug 2011
	BOC	7-8 Aug 2012	Chennai, India	7 Feb 2012
CTA Written	All Regions (Non-Europe)	Your choice	Submit to Regional Exam Coordinator after paying \$50 fee to T&C Council	Your choice
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	BOC	30 Oct - Nov 1	San Antonio, Texas	30 Jun 2011
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