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IN THIS ISSUE

- 2012 Chennai Conference
Theme and Call for
Proposals
3
- Update on the *Transactional
Analysis Journal*
4
- Renewing Your Membership
Is Easy
6
- Experiences of Healing
Relationships
8
- Change and Growth in
Transactional Analysis
10
- In Memoriam:
Fr. George Kandathil
12

In the European Tradition, Franco-German Cooperation Is Born Among Transactional Analysts

by Dominique Vaquié-Quazza

Franco-German cooperation has two main goals: learning about transactional analysis beyond our own borders and using it as a way to bring together two different cultural communities.

In 2007, IFAT, the French TA association, and DGTA, the German one, motivated by then DGTA President Matthias Sell, decided to get to know each other better. As a result, German colleagues have been present since 2007 in French national venues, and French people have taken part in German events. This year, 2011, was the second time French transactional analysts were invited to lead workshops at a German TA conference. Such encounters have allowed us to create closer ties between transactional analysts in both countries.

In 2010, at the Saarbruck Conference, the small group of French participants discovered an interest in analyzing the evolution of transactional analysis from a historical perspective, as explained by Austrian professor Ingo Rath. One of us thought this could be of interest for our French colleagues and decided to translate Professor Rath's presentation for our French

journal, *Actualités en Analyse Transactionnelle*. Since then, the editors of the French and German journals have been working together more closely, letting each other know about articles of interest. In France, we were fairly well-informed about the Anglo-Saxon literature, because quite a few *Transactional Analysis Journal* articles have been translated and published in *Actualités*. But few articles had been translated from German, so the new Franco-German cooperation is gradually creating a new sensitivity. It is a labor of patience because of the differences in language and institutional modalities and especially because it means



French group at the Passau DGTA Conference
(from left): Jean-Pierre Quazza, Hélène Cadot,
Dominique Vaquié-Quazza, Maria Janko, Agnès
Le Guernic, Christian Devillers, Isabelle Jacquet.
Kneeling: Anne Ziegler-Abécassis.

leaving the comfort of one's linguistic community, where we know and are known by everyone.

I personally decided to take charge of this coming together, from the French side, because I am very attached to Germany, having lived there for quite a few years of my adult life. When I attend workshops by German colleagues, I feel right at home for several reasons. There is the TA frame of reference, the heritage from Berne, and also common influences of the times, both in terms of applications of TA in our

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the SCRIPT

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“Seeing the descendants of the two enemy sides talking so openly and intimately was to me deep proof of the highly humanistic dimension of transactional analysis, proof of the trust we can build with the protective settings we create with our transactional culture.”

professional practices and new knowledge from related disciplines, such as modern psychoanalysis and neuroscience. At the same time, I discover ways of thinking and doing things that surprise me and stimulate my reflections.

The most recent German conference, which a group of 12 French people attended, took place from 13 to 15 May 2011 in Passau, near the border between Germany and Austria. It was a feat in itself for many of us to reach that distant part of Bavaria, but our efforts were well rewarded as we discovered a picturesque little town, built on an island, surrounded by three rivers. Among the 12 French participants, seven led workshops related to the theme “Living in Relation, Relations in Life,” which is really at the heart of every field of application of transactional analysis at this time. To us, it was also reminiscent of the relational TA movement as developed by Charlotte Sills, Helena Hargaden, and others.

The Passau conference also afforded me a surprising experience. As a psychotherapist, I have observed throughout my career how much the trauma from the two world wars influenced the scripts of some of my patients. I had the privilege of attending

Annette Wyler-Krisch's workshop, during which she spoke of the same question seen from the German side. As the various participants shared their experiences, I was able to get a feel for the suffering of the German people post World War II. Seeing the descendants of the two enemy sides talking so openly and intimately was to me deep proof of the highly humanistic dimension of transactional analysis, proof of the trust we can build with the protective settings we create with our transactional culture.

And although we can and do study such serious topics, we also know how to party! In Passau, the party literally “tinkled” when we were invited on a tour boat entirely decorated with Swarovski crystal—amazing and sparkling beauty on the water! The French presenters were deeply touched to be invited on such a fairytale ship and really appreciated the care taken by DGTA's new president, Henning Schulze.

Let us hope our cooperation will grow increasingly solid and enable more and more people to benefit from the riches of our exchanges.

Welcome to New Members

NEW MEMBERS

MEMBERSHIP SPONSOR

SEPTEMBER 2011

Sascha Buchel Fernandez, Switzerland	—
Maria Ester Castillo Flores, Mexico	—
Valerie Cionca, Switzerland	—
Sanela Vokovnik Knez, Slovenia	—
Karen Danielle Waller, England	—

OCTOBER 2011

Rachel Curtis, United Kingdom	—
Caroline Carlicchi, India	—
Martin Loughna, United Kingdom	—
Emma Palmer, United Kingdom	—
Rajesh Venkadri, India	—



International Transactional Analysis Conference

by Susan George

The universe is a panoramic stage. Life is God's play: a divine sport of pure joyousness, freedom, and spontaneity. "Leela" (from the Sanskrit, meaning sport or play) or divine play is a central doctrine in Indian philosophy. Although creation is the outcome of the divine play, it is not directed toward any goal, and this "purposeless purpose" is a central attribute of Leela.

We are all players in this game of life. We have our entrances and exits, and from the moment we are born, we script our lives in ways that become self-fulfilling prophecies. Trapped in our unconscious life plans, we lose connection with our core—the joyous spontaneous Self of which we are but individuated sparks.

Winnicott's (1968) words reflect this concept. He writes,

Psychotherapy takes place in the overlap of two areas of playing, that of the patient and that of the therapist. Psychotherapy has to do with

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two people playing together. The corollary of this is that where playing is not possible then the work done by the therapist is directed towards bringing the patient from a state of not being able to play into a state of being able to play.

Taking this analogy further, every one of our interactions, personal or professional, is "the overlap of two areas of playing"—an opportunity to "end the struggle and dance with life," celebrating our uniqueness, learning from our mistakes, and regaining our real identity.

How can we alter our life's journey and reclaim our lost treasure by rewriting our scripts with awareness? How do we journey toward authenticity and autonomy, realizing that the journey is as important as the destination; a purposeless purpose in which joy is being and we sing and dance through life because that is the Way of the Soul?

We as players need to take full responsibility for learning, growing, and evolving as we play our roles as educators, counselors, organizational consultants/employees, therapists, parents, children, siblings, and so on.

So, let's be with Life—Let's Play!
Life is a song . . . let's sing it
Life is a walk . . . let's walk it
Life is a discovery . . . let's explore it

8-11 August 2012
GRT Grand, Chennai, India
Sponsored by ITAA and SAATA

Hosted by Poornam –
Institute for Holistic Development

Preconference:
BOC Exams and TEW
Postconference: Institutes

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Call: Susan @ +91 98401 23048 or
Radha @ +91 98400 51715

Life is togetherness . . . let's share it
Life is a dance . . . let's dance it
Life is an opportunity . . . let's use it
Life is relationship . . . let's be in it
Life is a gift . . . let's accept it
Life is wellness . . . let's feel it
Life is here. Life is now.
Life is . . .
Life—Let's play!

We hope you will think about how you might design a conference presentation around these ideas and submit your proposal by 31 January 2012 at www.itaaconference.com.

REFERENCE

Winnicott, D.W. (1968). Playing: It's theoretical status in the clinical situation. *International Journal of Psycho-Analysis*, 49, 591-599.

Update on the Transactional Analysis Journal

by Bill Cornell, Birgitta Heiller, and Jo Stuthridge

As the year 2011 draws to a close, we are happy to report a number of positive changes taking place with the *Transactional Analysis Journal*.

The first is that we are pleased to announce that Ann Heathcote is returning as a *TAJ* coeditor. Starting in 2012, she will be our fourth coeditor. Ann is returning after an hiatus of a couple of years (although she stayed involved to complete work on the July-October 2010 special Eric Berne centenary issue). We are very happy to have her back!

We are also expanding the number of reviewers on the editorial board. For the first time, several reviewers whose terms were expiring at years' end asked to stay on for another three-year term. Their offers have been happily accepted by the editors, as it often takes nearly 3 years for reviewers to come fully up to speed (reviewing and editing are skills with a steep learning curve). We are delighted to have experienced reviewers offering their expertise for a longer period of time.

Both of these changes are efforts to keep up with the increasing workload, which often takes the coedi-

"It is a mark of the success of the Journal that we receive a steady flow of new submissions. It is also a mark of success that more than half of the articles now come from authors for whom English is a second (or third) language."

tors past their limits of free time and good humor.

Another exciting development is that we have instituted a new format, which you will see in the April 2011 special issue devoted to ethics, edited by Sue Eusden and Bill Cornell. We invited discussant papers to several articles as a way to represent more accurately the perspectives of our different fields of practice and cultures within our membership. Feedback on this latest issue and its format has been very positive, so we will be experimenting with it in future issues.

Bill Cornell, Birgitta Heiller, and Jo Stuthridge are the coeditors of the Transactional Analysis Journal. Comments on this article may be sent to Bill Cornell at wfcornell@gmail.com.

While it is a stimulating and exciting format, it requires significantly more editorial time and attention, which is another reason we decided to enlarge the coeditorial team and the editorial board.

It is a mark of the success of the *Journal* that we receive a steady flow of new submissions. It is also a mark of success that more than half of the articles now come from authors for whom English is a second (or third) language. This, too, places enormous demands upon the editorial process. The expansion of the editorial team is one step toward keeping up with these increasing demands.

The other important step in the evolution of the *TAJ* and in our efforts to maintain high editorial standards is a major revision of the submission and review requirements and process. These are now posted on the ITAA website and will be sent to each author upon receipt of a new manuscript submission. In this *Script* article, we want to provide some context for these new guidelines.

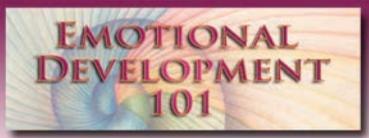
After a meeting of the editorial board members during the 2010 Montreal conference, we made significant revi-

sions to the guidelines for the editorial review criteria and process. These changes have been enthusiastically received by authors and reviewers alike. We have also been soliciting feedback from both authors and reviewers about manuscript preparation itself. This is an area in which the *TAJ* has been rather lax, often accepting manuscripts for review that other journals would have turned down as not being ready. This has increased the burden on the editors and reviewers and created frustration for authors, who have sometimes had to wait far too long to receive feedback on their submissions. We have taken this past year to develop a new process and craft a document that outlines the requirements clearly. The new submission and review requirements are a step “toward integrity, craftsmanship, and grace,” to use the words of Eric Berne. They are also an effort to guide authors much more carefully through the review and editing procedures.

There will now be four steps in the editorial process required for every manuscript.

Step 1. Managing Editor Robin Fryer will receive the manuscript electronically and check to make sure it includes a cover letter with contact information, a short biographical statement, and a release statement; that the manuscript is consistent with *APA Manual* style, including abstract, references, and quotations; and that it meets the criteria for word length and other essential details (all outlined in the requirements posted on the ITAA website). The paper will be returned to the author(s), who are responsible for making sure that the manuscript meets all the initial requirements. If not, the paper will not be considered for review.

**COMING IN
JANUARY**



**The Perfect
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Step 2. One of the four coeditors will review the paper for clarity and readability. If the paper is a translation into English, the quality of the translation will also be considered. The editor may return the manuscript for changes to improve its readability or may send it out to two anonymous peer reviewers.

Step 3. The reviewers will send their comments back to the coeditor overseeing that particular manuscript. The coeditor synthesizes the comments, suggestions, and critiques of the reviewers and sends the manuscript back to the author for revision in keeping with the editorial reviews. Virtually all papers require some rewriting at this stage. If the author(s), for whatever reason, chooses not to undertake the revisions, the paper will not be accepted for publication.

Step 4. When the coeditor receives the revised manuscript, it is sent on to Robin Fryer, who will do a final copyedit to prepare the paper for publication. The author(s) can expect to get a final set of proofs with further questions and editorial details for attention in this last step.

The *Transactional Analysis Journal* is committed to representing all fields of transactional analysis practice and all models of transactional analysis theory. We believe that this new process will continue to improve the quality of articles for our readers. We are committed to maintaining a lively and engaging journal that informs professionals both within and outside of the transactional analysis communities worldwide. 📍

Not getting your TAJ?

We have had reports that some members have not been receiving their *TAJs* in the mail. We are taking this matter very seriously and are investigating the mailing process to see if we can determine why this is happening. Unfortunately, there have also been production delays this year as well, but the April issue should be in members' hands by now and the July and October issues will follow shortly. If you have not yet received your April issue, please let us know by emailing Janet Chin at janet@itaaworld.org. We are working hard to get the *TAJ* back on schedule and to resolve the problems with mail delivery.

Renewing Your Membership Is Easy!

by John Heath

This is the time of year when we look forward to you renewing your membership in the ITAA. Doing so will make you part of a worldwide community of transactional analysts at an exciting stage in our history. Having come through major restructuring and preparations for the age of the Internet, 2012 looks likely to be a wonderful year for us.

By now (or soon) you should have received your renewal notice. Our new website at www.itaaworld.org makes it easy to renew online. Just click on <http://itaaworld.org/index.php/membership-a-services/membership-registration> to renew online before your membership ends on 31 December 2011. You can also renew your membership offline by downloading the registration form at <http://itaaworld.org/index.php/membership-a-services/offline-registration>. (If you have any questions, please contact Ken Fogleman at ken@itaaworld.org).

By anyone's estimate, interest in transactional analysis has held up well over the last 50 years and is still going strong. There are now professionally qualified transactional analysts in four different fields of application holding positions of authority and influence in

many walks of life and many countries. There are flourishing training programs, internationally recognized examinations, and countless initiatives all over the world that owe their inspiration to transactional analysis. This is a great legacy, and we can be justly proud of the part the ITAA has played in it.

Now we are a smaller association and a brother/sister organization to many other TA organizations. This has brought changes, and we are glad to embrace them. The ITAA now operates as a scholarly community and a networking organization. We communicate through the following channels:

- A monthly online members' newsletter, *The Script*
- A quarterly scholarly journal, *The Transactional Analysis Journal*
- An interactive members' website (www.itaaworld.org) offering access to a wide range of study material, including video, audio, and printed materials (in continuing development)
- An annual conference: In 2012 this will be in Chennai, India, 8-11 August
- A members' Internet discussion forum with a link on the ITAA website

- A responsive group of board of trustees and executive committee members who will gladly answer your inquiries (contact details on the website)
- An independently constituted Training and Certification Council that will help with matters relating to accreditation in transactional analysis (link via the main ITAA website and click on "Qualify")

As the organization that Eric Berne founded, the ITAA has a unique history and responsibility. We make it our continuing mission to represent the whole range of transactional analysis theory and application and to carry the global perspective. We do not endorse any particular theoretical slant within transactional analysis or any particular style of application. We hold true to the humanistic value that all people are of equal inherent worth because all are OK. We promote only the kind of psychology that is congruent with that ethical position.

If you are interested in psychological work at any level and want to play a part in promoting a sense of OKness in all people in the world, then please renew your membership and move with us into the New Year of 2012. We look forward to sharing our continuing journey with you. 

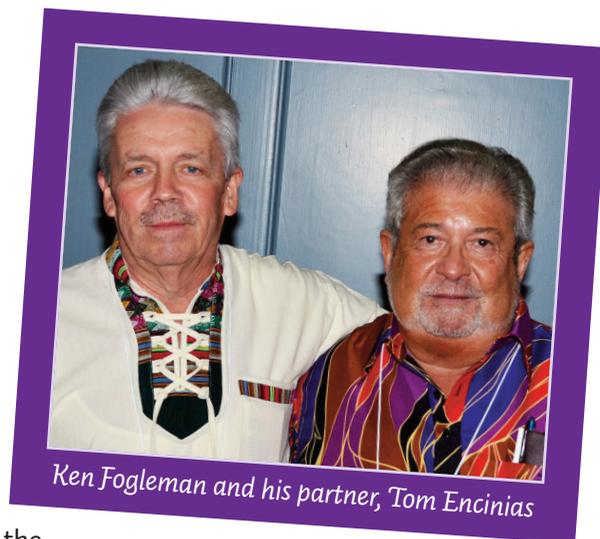
In Appreciation and Gratitude

It is with great humility that I acknowledge my deepest gratitude to John Heath, President of the ITAA, for traveling so far from his home in England to the USATAA Conference in San Antonio, Texas, and presenting me with a check in appreciation for my many years of service to the ITAA.

I wish to express my words of gratitude also to all those members who graciously and generously participated in the Kenneth C. Fogleman Appreciation Fund, which was motioned by a member of the ITAA Board of Trustees in Bilbao, Spain.

I was totally overwhelmed on hearing that I was invited to attend the USATAA conference to accept this most generous award. I shall be forever grateful for your appreciation and you shall be in my heart and thoughts for many years to come. The ITAA office doors may be closed, but the doors to my heart remain open. I can still be reached at ken@itaaworld.org. If I can assist you in any way, please contact me.

—Kenneth C. Fogleman, Pleasanton, California, U.S.A.



Ken Fogleman and his partner, Tom Encinias

Invitation to Bid on Hosting ITAA International Conferences

The ITAA Executive Committee and Board of Trustees are looking for transactional analysis associations to work with us on planning, organizing, and presenting the following conferences:

- The ITAA International Regional Conference in 2013, which is to be held in any part of the world outside of Europe (the EATA conference will be held in Europe on similar dates)
- The Transactional Analysis World Conference in 2014, which ITAA will hold in conjunction with EATA and AATA (formerly WPATA). This is a major transactional analysis event, and it is very prestigious to host a world conference. It can be held in Europe or outside Europe as long as it is in close proximity for a large number of European delegates.

ITAA conferences normally take place during the first week of August. We are contacting all transactional analysis organizations to ask you to consider submitting a bid to host either of these conferences on behalf of your country.

For your offers and any questions, please contact Vladimir Goussakovski, ITAA Vice President of Operations, at v.goussakovski@gmail.com until 29 February 2012.

ITAA Award Nominations Sought

Hedges Capers Humanitarian Award

Muriel James Living Principles Award

Goulding Social Justice Award

Nominations Deadline:
1 January 2012

See the ITAA Web site at www.itaaworld.org or contact the ITAA at info@itaaworld.org for details on making nominations for these awards.

Contacting the ITAA

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Skype address: [ken.fogleman](https://www.skype.com/people/ken.fogleman)

Experiences of Healing Relationships

by John Heath

My notes this month are based on my experience of attending the USATAA conference in October in San Antonio, Texas. It was a wonderful event, and my attendance there achieved all I had hoped for. The conference theme was “Healing Relationships Everywhere.”

My main reason for going was to honor Ken Fogleman. He has now retired from full-time service after 38 years with the ITAA. I wanted to make a formal presentation to him in a context in which there would be a celebratory atmosphere and a groundswell of affection for Ken. A small party in his hometown near San Francisco might have been fun, but it would not have been like at a conference where there are friends from all over the place and members who know the name but not necessarily the man. San Antonio was the obvious choice in terms of timing and was a golden opportunity not to be missed. The organizers were really good to us and gave us a prime slot at the USATAA awards luncheon. It was my privilege to deliver some words of thanks to Ken and to present him with a check for just over \$3000 representing monies collected exclusively by member donation since we launched the fund in Bilbao in July. That’s a remarkable sum to have achieved given that we are spread all around the world and were not in a position to go and shake a collection tin under people’s noses as a gentle reminder. Thank you to all those members who contributed. You have helped us give Ken the kind of stroke he deserved.

Ken joined the staff of the ITAA in 1973. He was in his twenties and by all accounts had a huge “Afro” haircut in the fashion of the day. The hair apparently has been through several transformations since then, including a rather dramatic blonde phase, I was told. Over the years he worked with 19 of the 21 presidents that the ITAA has had, missing only Eric Berne himself and David Kupfer. This man knows more inside secrets than the FBI, and I’m pleased to report that I wasn’t able to persuade him to part with a single one of them. He is the soul of discretion and the very embodiment of modest loyalty. I was extremely touched to wave good-bye to Ken on your behalf. We will not see his like again.

Ken gave a gracious speech, for which he received a standing ovation. He acknowledged the major importance that the ITAA has played in his life. Clearly it is not an easy step to give up being at the center of such a unique organization, and Ken was open in saying how much he still misses all of that. His partner Tom, though, made it equally clear that he is enthusiastically retired and has plans to coach Ken in the art of having time to kick back and enjoy life. I wish them both well. They were delightful company and great fun. I’m sure they’ll keep the San Francisco area rocking for many years to come.

The main formal part I played in the conference was to join in a plenary con-



John applauds as Ken is honored for his years of loyal service to the ITAA

versation with Lucy Freedman about the relationship between our two organizations and the future of transactional analysis, including training. Lucy took the role of interviewer, and that left me with the real luxury of occupying the position of honored guest. Lucy was a skilled and generous interviewer. She made it easy for me to tell our US colleagues more about the ITAA’s position as a networking organization. It’s not been easy to rebrand ourselves as networkers, especially in the United States, where the ITAA was seen by some as an empire-building organization based in America but more interested in its influence overseas than at home. There is no doubt that the American transactional analysis scene has suffered because of that. Eric Berne’s grandiosity in calling his infant organization “international” because it had a member (or maybe two) in Canada has been widely acknowledged. As current president, I was able to say that I wish he hadn’t done that. I wish he had started an American organization first and then helped to build an international one when there was another national organization with which to cooperate. That would have given us a



John Heath answers question posed by Lucy Freedman in USATAA Conference talks.

history that is congruent with our mission now. But you can't change history, and who knows, perhaps transactional analysis would not have flourished at all in the radical mood of the 1960s without that slightly outrageous confidence of the self-appointed pioneer.

It does seem to me that transactional analysis does very well in situations in which it has a sense of pioneering zeal. I am thoroughly enjoying teaching TA, for instance, in Romania. This is a country with a very repressive history. Psychology was banned as a subject of study at university until after the overthrow of the communist regime in 1989. That is only slightly more than 20 years ago. Except in these last 2 decades, there has been no tradition in living memory of people being free to be interested in their inner life. Such an interest is still rather a brave declaration in Romania and, of course, intoxicatingly exciting for those who find it. In Romania transactional analysis is flourishing, like one of those hardy and prolific plants that take over a new piece of waste ground. Those plants tend to dominate for a few seasons and then give way to slower growing and more diverse species. In Romania we are enjoying the first growth spurt of a new life form taking hold in a new habitat. It will change. Others will arrive and want some of the ground we are so

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

far enjoying to ourselves. It is already happening, in fact. My call to action in Romania is that we should welcome them and let transactional analysis take its place among them. The truth, after all, is never going to be expressed in its most profound form in a monoculture.

The contrast between the situations in Romania and the United States could not be greater. In the latter, interest in the inner life abounds in multiple and diverse forms. The right of the individual to life, liberty, and the pursuit of happiness is held to be self-evidently worthwhile. Transactional analysis is up against tough competition and must show itself to be fit for purpose. My call to action to my American friends is to find those people who want their psychology to have soul as well as empirical validity. For me, the soul of TA comes from our ethical position on the OKness of all people and our emphasis on awareness, spontaneity, and intimacy as the direction of growth or cure. I think this is what makes our communities vibrant and powerful. There is nothing so far emerging as empirically valid in modern psychotherapy, for instance, that we cannot deliver in TA. And we can deliver it with the soul that comes from a true respect for and appreciation of the importance of subjective experience. Interestingly, subjectivity is the very thing that was excluded from empirical psychology in its struggle for recognition as a respectable scientific discipline. It can be our mission to put it back, and to do that we need to find the people who want to help us. Those people do exist. They are there in the United States, but they just don't know yet that transactional analysis is what they are looking for.

Charlotte Sills gave a beautiful keynote speech to open the USATAA conference. Her knowledge of the healing power of relationship is profound and convincing. She also spoke frankly about her views on the emergence of the International Association of Relational Transactional Analysis (IARTA), of which she is a founder member. She admitted that this is confusingly close in nomenclature to the International



Charlotte Sills gives keynote in San Antonio

Thanks to Dianne Maki and Lucy Freedman for the photos from San Antonio

Transactional Analysis Association and that the use of the word "international" may have arisen out of the same grandiosity that Berne himself was not able to resist in 1964. I must admit to some worries about the effect of all of that on the perceptions of our various TA associations, and Charlotte and I had a conversation about it afterward. She is an engaging and open-minded person and everything we could want in a TA professional. Naturally, it was an excellent conversation. We ended up being mutually curious about where this would all lead and, of course, we don't really know. Chaos theory tells us that in complex systems that are responsive but not centrally organized, a butterfly can flap its wings on one side of the globe and a tempest can be triggered on the other. When that unlikely event happens, it is probably most important to remember that the butterfly didn't plan it that way. It's just life doing its thing.

As well as the formal meetings in San Antonio, I had numerous informal ones. I was greeted and welcomed with respect and interest by everyone I spoke to and, as well as being a delightful personal experience, this is also testimony to our deep goodwill for each other and our desire to progress our particular form of psychological theory and practice.

I came away from the USATAA conference having had great fun, an interesting experience, and with a renewed energy and faith in the capacity of transactional analysis to heal relationships everywhere. That's the bull's-eye impact of TA at its best. **S**



Change and Growth in Transactional Analysis

by Richard G. Erskine

The following excerpts are from Richard Erskine's opening address to the World TA Conference in Bilbao, Spain, on 7 July 2011.

"Growing up is hard to do. No one ever tells you that growing up is hard to do. But, growing up is hard to do."

These words are from the 1965 teenage pop song by Ginger and the Snaps. It is an intriguing song because the lyrics capture what each of us has felt at various times in our life: growing up is hard to do!

To grow, to change what is familiar, is indeed "hard to do." It is an uncomfortable process because we may lose our reliance on the behaviors, habits, and/or relationships that have often become second nature to us. Old behavioral patterns and habits, even old relationships, provide a psychological structure that gives meaning, continuity, and predictability to our lives. Humans struggle to maintain a sense of psychological structure. We strive to have an idea of what is going to happen in the future.

Eric Berne (1963) called these cravings and strivings *structure hunger* and referred to them as a "psychological need" (p. 221) involved in how we

organize our perception of experiences (Berne, 1972). He also identified two other "particular needs" (Berne, 1966, p. 230): *stimulus hunger* and *relationship hunger*. These three hungers or psychological needs constitute a transactional analysis theory of motivation (Erskine, 1998). These nonconscious hungers are the motivations determining physiological, affective, cognitive, and behavioral responses to all of life's situations.

Berne (1964) wrote that the unique function of structure hunger is to establish equilibrium (p. 18). We crave equilibrium, stability, continuity, and predictability. Therefore, change is "hard to do." It is a challenge to relinquish our personal perspectives, frames of reference, or script beliefs because these mental structures maintain psychological equilibrium.

These psychological structures provide the sense of equilibrium that biologists refer to as *homeostasis*. Homeostasis is a biological and physiological principle that describes the tendency of a living organism to maintain equilibrium and stability. One way to understand homeostasis is to appreciate the delicate balance required in riding a bicycle: When gravity pulls the bicycle too much to one side, the person balances by shifting weight to the other. Homeostasis involves a balancing of the organism, a return to the familiar. When forces in the external environment stimulate change too quickly, there is an innate

reaction that counteracts pressures to change (Wolman, 1973). Homeostasis is the opposite of change and growth; it is a continuing balancing to maintain equilibrium. Growth and change is a challenge because human beings are pulled by two opposing forces: homeostasis and physis.

Physis is a Greek word that describes the source of our internal thrust for health and growth, the urge to do something different and novel, the aspiration to be fully ourselves and to have choice about our own destiny. It is because of physis that education and psychotherapy are possible, and it is because of homeostasis that education and psychotherapy are necessary. Without homeostasis we would constantly be expanding, changing, and growing beyond our capacity to maintain equilibrium. Without physis we would stay with the familiar, maintain old patterns, or even stagnate.

The challenge to growth—the challenge faced by transactional analysis professionals working in the fields of psychotherapy, counseling, education, and organizational development—lies in our capacity to help our clients and students balance the twin forces of physis and homeostasis. This challenge requires that we, in our human resource work, account for two opposing internal forces: On the one hand, we need to respect the unique way our clients and students make sense of their worlds, how they organize their experience,

how they manage to stabilize themselves, and how their behavior may seem to be the best choice possible in a given situation, and on the other, we need to foster their vitality, spontaneity, creativity, and aspirations.

Change has been an important and central word in transactional analysis: “What do you want to change?” “How will you and others know you have changed?” When I was first attracted to TA in 1969, it was because the therapeutic focus was on both understanding oneself and on the opportunity to change old attitudes, behavior patterns, and life scripts. Indeed, my transactional analysis psychotherapy in workshops with David Kupfer supported the chang-

“Without homeostasis we would constantly be expanding, changing, and growing beyond our capacity to maintain equilibrium. Without physis we would stay with the familiar, maintain old patterns, or even stagnate.”

ing of my former behaviors of shyness and passivity into a new life position of being responsible for my own feelings and interactions with others. However, when I see and hear transactional analysis being practiced, I wonder if too much attention is paid to overt change and not enough to the person’s unique way of making meaning, attempts at self-regulation, and history of interactions with others.

I have been impressed by Arnold Beisser’s (1971) paradoxical theory of change. The theory states that psychological growth occurs when we, and others, appreciate who we are. A person will not truly grow if coerced or pushed, even if that coercion is from oneself. Many people who come to therapy insist on changing some behavior or relationship pattern. They want to become different than they are. When pushed to change, even if it is from oneself, we resist. That resistance is a non-conscious urge to maintain homeostasis and equilibrium. Paradoxically, if the

other person is interested in our phenomenological experience, sensitive to our affect, and respects how we cope with life’s situations, then he or she fosters our own desire to grow.

The practice of transactional analysis may be much more effective in fostering psychological growth if we make the students’ or clients’ phenomenological experiences and relational needs central in the working relationship. We foster psychological growth when we understand and demonstrate appreciation of our students’ or clients’ various affects, styles of attachment, ways of making meaning, potential for shame, and personal aspirations—their way of being in the world.

I would like to share a story about my personal reaction to a demand for change and the resulting psychological growth that I experienced. My experience was not a homeostatic reaction like those that Beisser describes in the paradoxical theory of change; it was the opposite: It provided a sudden impetus to grow. When I was in the midst of my training as a clinical Teaching and Supervising Transactional Analyst, I attended a training workshop. The leader used a lot of behavioral confrontation (confrontation was prominent in TA practice then). He confronted me on some behavior (I do not remember what it was). I was hurt and shamed. I could feel myself cowering inside and becoming ready to adapt. Then, a unique feeling of positive energy surged within me. I surprised everyone in the group and myself when I jumped up and shouted, “Don’t try to change me until you know me!” As I sat down I turned to the women next to me and said, “And if he really knew me, he might not want to change me.”

My jumping up and shouting something so bold was a great moment of psychological growth for me, a far more important change than mere behavior the group leader was requiring. I stood up for my own integrity. I expressed my own experience. I was being fully myself rather than cowering or adapting. It was a self-actualizing experience that has stayed with me all these years.

Richard G. Erskine, PhD, has been involved in transactional analysis as a clinician, trainer, and supervisor for 4 decades. He has twice been a corecipient of the Eric Berne Memorial Scientific and Memorial Awards for his contributions to the theory and practice of TA. He recently received the European Transactional Analysis Association’s Gold Medal for outstanding service to the TA community. He may be reached by email at IntegPsych@earthlink.net. The full text of this speech entitled “The Challenges of Change and Growth” can be found at www.IntegrativePsychotherapy.com.

This important experience of self-expression has influenced both my professional and personal life. I practice, write about, and teach the importance of knowing our clients’ or students’ phenomenological experience prior to making explanations or interpretations or engaging in behavioral or attitudinal change. I frequently say to myself, “I know nothing about this other person’s experience.” Therefore, I must inquire over time to learn and really know what it is like to live his or her life.

When we truly understand the other person, perhaps we will not be invested in having him or her change but will instead validate and appreciate him or her as he or she is. This is what Carl Rogers (1951) meant with the concept of *unconditional positive regard*. Our genuine interest in the other people, valuing them for who they are, and our continued inquiry into their phenomenological experience is the highest form of what Claude Steiner (1974) calls a *stroke*. This is the application of our transactional analysis philosophy of “I’m OK, You’re OK.”

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continued on page 12

Father George Kandathil



Fr. George Kandathil, SJ, the founder-director of the Institute for Counselling and Transactional Analysis (ICTA) in

Kochi, and known in the transactional analysis community as the “Father of Transactional Analysis in India,” passed away on 7 November 2011. He was a Teaching and Supervising Transactional Analyst (psychotherapy). He was 91 and healthy but death silently snatched him away while he was sleeping.

Fr. George was born into the well-known Kandathil family in Kerala. After his studies he joined the Jesuit order of Catholic priests and was ordained in 1954. Being a promising intellect, the Jesuit community sent him to the United States for further studies. There he became “wedded” to transactional analysis and remained a “loyal partner” to TA for more than 4 decades. During that time he helped thousands of people in India to live in peace and good relationships.

Among his activities, he built a panoramic center called the Institute for Counselling and Transactional Analysis, or ICTA, to house his “partner” in India (at Kochi). It was his friend and mentor Muriel James who laid the foundation stone for the building. Many Western transactional analysis experts have visited ICTA. Thousands of people were trained in the applica-

tion of transactional analysis concepts there, and some of those trainees were accredited with ITAA and went on to start centers for TA studies elsewhere in India. They continue even now to do the good work initiated by Fr. George.

Fr. George, who held a doctorate in philosophy, was also an expert in theology. Unique in his thoughts and behavior, he was attracted to the then booming transactional analysis movement and received training from the first generation of transactional analysis experts. Simple in his lifestyle, consistent in his approach, loving toward flora and fauna, he lived the life of a good Christian. Being a philosopher and creative thinker, he contributed to the development of transactional analysis concepts in India, including with his pet theory about “Triology,” an application of TA within a developmental framework.

On completing his worldly assignments, Fr. George left us peacefully. The transactional analysis community in South India bid him a tearful “adieu,” and he was laid to rest at the Jesuit cemetery in Calicut, Kerala, India, on 8 November 2011.

Condolences may be sent to www.ictaindia.org.

Change and Growth continued from page 11

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Call for Volunteers

We urgently need your help to breathe new life into the following ITAA committees:

The conference committee has the inspiring task of organizing the 2012 Chennai Conference together with our colleagues from the South Asian Association of Transactional Analysts (SAATA). The conferences for 2013 and 2014 are also coming up, and initial preparations will begin once sites have been selected.

The membership coordinating committee has an important task, especially now that the ITAA office has closed. Help our members to feel connected.

The scholarship grant fund committee has not been active in the last few years. We need to reinvigorate it because our members need this kind of help.

For all offers and questions, contact ITAA VP of Operations Vladimir Goussakovski at v.goussakovski@gmail.com.