THE SCRIPT®

Volume X, Number 9 November, 1980

INTERNATIONAL TRANSACTIONAL ANALYSIS ASSOCIATION, 1772 VALLEJO ST., SAN FRANCISCO, CALIFORNIA 94123

Theme Issue on Women and TA

Coming Together: The Evolution of Women in ITAA



In looking at the changing role of women in the ITAA, we wanted to acknowledge both the deeply personal nature of that subject for each woman and the larger organizational and cultural context in which the changes of the last decade have occurred. Pam Levin-Landheer seemed well suited to the task, not only because of her close association with women in ITAA, but also because of her background and expertise in developmental cycles. During the interview presented here, Pam was candid and thoughtful in her comments. We found the results to be stimulating, fun and touching. We hope you will too.

A Conversation with Pam Levin-Landheer

Robin Fryer, Script Managing Editor — Pam, you have been identified for some time now with the role of women in ITAA. How do you see that role changing?

Pam Levin-Landheer — to comment on that I need to go back before the 1970 Women's Caucus when Eric Berne was "holding court" at the Collins St. seminar. Most people probably know the stories about the roles the women were expected to fit into. If you didn't fit into one role or another, many of the men seemed to become very anxious and didn't know what to do with you. I came in 1966 and, at that time, it was difficult to be an attractive woman, and also to be smart and to make a contribution at that level. Women, although we were present at the seminar, did not really have a network or a consciousness about ourselves and each other. Instead, we'd just meet in corners and say, "Gee, how are you experiencing this?" or "Wow, I sure didn't like that."

RF - what was your relationship with Eric like?

PL - my initial reaction to meeting him was to stand there and quake. However, I soon became interested in confronting, in a subtle way, the invitations I kept getting to join this or that role. If I had an invitation to be a dancing girl, for example, I'd smile and say something smart. If I had an invitation to clean up the kitchen, I'd make a sexy joke. What I experienced from Eric was that he loved the Naughty Child.

Shortly after coming to the seminar for the first time, I decided I wanted to become a CM. People said, "Of course we'd like nurses to be CM's, but they always quit." I took that as a challenge and determined with my stubborn kid that I wouldn't quit. And then I watched while some of them tried to get me to quit!

Eric was very encouraging of me. He would often say that nurses are smart and, in his case reports from Mt. Zion hospital, he would talk about what nurses had noticed. I was very hungry for that level of reinforcement and especially coming from someone in his position. So, he was a mentor and supporter in that way. However, I soon discovered that that had its limits.

When I came up for my exam at the summer conference, I was flunked. I knew I had answered all the questions right so I was really upset and said I refused to flunk. They told me about this special category called "limited CM" which was designed for nurses. Now, I found out later that the Board didn't pass this category until Sunday and I took my exam on Friday, so obviously what was coming down had been decided before I had taken my exam. I think now that the point of the limited CM category was economic. They were afraid that the flood gates would open and all these nurses would go into private practice.

Anyway, I told them I didn't want to be a limited CM. I wanted to be a full CM. They said I could always appeal, but when I asked how to do that, they didn't know because no one had ever appealed before. Eventually they decided that you could appeal by going before another exam board. I did just that at the following winter congress and passed.

The night I flunked, I went to a party at Eric's house thinking for sure that he would want to do something about this injustice. When I told him about it he just said, "Well, they didn't pass me into the American Psychoanalytic Association and it didn't kill me!" I was very disappointed. However, in the following six months, I felt that Eric was watching me to see if I knew stuff and whether I was effective. One night, after I made an astute observation in response to a case he presented, he said, "You're becoming very transactional, Pamela!" I felt that at that point he gave me his blessing and that it was all right for me to become a CM.

When we wrote the article "Games Nurses Play," Eric said that the reason people don't take TA seriously is that at the beginning of papers on TA it doesn't say, "Supported by research grant #X to the tune of a million dollars." He felt that if it said that on the front of our papers, people would sit up and take notice. So that's what we decided to do. We submitted the article to the American Journal of Nursing and at the beginning it says, "Supported by grant A-1 from the International Transactional Analysis Association." To make it official, Eric bought me a soda. That's another example of the way he encouraged people's Naughty Child. He loved to poke fun at, or undermine the way things are, in favor of a way they could be better.

Eric asked me to look over *Sex in Human Loving* before it was published and ended up incorporating many of my comments. He always said that he was glad I had done that before it went to press rather than Betty Friedan getting a hold of it after it was published. I thought that was a very nice stroke. It was this collaboration which led him to suggest that I write a paper on women for the 1970 summer conference. The events of that conference and the beginning of the Women's Caucus are summarized already in the women's issue of the *TAJ* (January, 1977), so I won't go into them here.

RF - what happened after the 1970 conference?

PL - because of those events, it became clear that women were a real power to be dealt with. We met again and listed our demands. We were well organized and really had the ball rolling. Unfortunately, in 1971 the Board decided to create a Social Action Committee to deal with issues such as sexism, racism, ageism, etc. and the Women's Caucus was to be part of that committee. At that time I did not have the savvy to realize that was co-optation. After some confusion about what to do, I agreed to become the chairperson of that committee. It was a big mistake in that it essentially diluted the beginning sense of community that women had been develping. However, while the SAC became interested in other things, we were winning victories on other levels.

RF - it is now 10 years later and at this year's summer conference another Women's Caucus was organized. Tell us about that.

PL - there were two regular meetings and one meeting about women in business. I was really pleased at how much more conscious women had become. Back in 1970, when Eric Cheney, the official conference photographer, came into the room, it took a full 45 minutes for the women there to confront and deal with his presence. There was an intense fear of even mentioning it. This time it was immediate — "there's a man here. How do people feel about that?" It didn't take two minutes for us to agree that one man being there need not divert us from our purpose. In 10 years, women had shifted their focus from, "Oh my god, there's a man here," to "We're a community of women who have our work to do."

continued on page 2

Coming Together (continued)

RF - that shows a clearer sense of values, a sense of what is really important.

PL - yes, plus the strength of our community, united not to put men down, but to support each other. This year even calling it the Women's Caucus seemed to date it and make it less exciting for women. Instead, we found ourselves referring to the women's community or network, validating, at the same time, why a network of women is so different than, say, a network of teachers. What an incredibly dynamic, powerful, essential network a community of women is! We felt that, not only would we meet again, but that we are going to continue to keep the network alive and vital. We created ways right there to get in touch with each other and for women with particular interests to be in contact with one another. We made specific contracts for support and agreements for working together and seeing to it that certain things get done. We also decided to take that energy back to our own communities of women who want to work together.

RF - will you say some more about how a women's



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network is so essential and different?

PL - yes. I think to do that you can look at society as a whole and how it is structured. It has helped me tremendously to understand my anger being about the system of patriarchy, which oppresses everybody, but gives less advantage to women than to men. This system controls and organizes women's lives at all levels. We often hear that people are controlled by the class system and that what will liberate us is to have the ownership of the means of production returned to those who produce — the working class. However, what runs even deeper is the fact that patriarchy controls the means of production of the human race — pregnancy, childbirth, birth control, the birth environment, how newborns are treated, etc. All this serves to control women, the producers of the human race, and therefore, the human race.

Besides controlling and organizing women's lives, the patriarchal system strips women of a publicly continuous identity. I was born with my father's name, when I married I took my husband's name, when I got divorced and remarried I had to decide both times what to do about my name. The effect of this has been to cut me away from my community because, with every name change, people don't know how to get in touch with me. A network of women is so powerful because it is a beginning alternative to patriarchal culture, and in providing that alternative, gives women the position from which to become the makers of culture instead of the victims of it.

RF - I know healing, whether it be society, the earth or individual people, has always been important to you. How does that combine with your work on developmental stages?

PL - in the early 1970's, people in TA were talking about how someone develops a script. As I worked with people around their script issues, I realized that, before people can develop scripts, they have to develop. The process of development underscores all of script theory. Still, I felt there was something else I needed to learn and I didn't know quite what it was. I knew the importance of community, partly from being involved in the seminars and ITAA and partly from working with women. A small group — couples and singles, men and women — bought an old hot springs that the Indians had used as a healing place. No single tribe had been allowed to own the place. When there were conflicts between tribes, they would all gather there, cleanse themselves and go through rituals to restore peace with each other. We liberated the place, after 120 years of being a resort, and it now serves essentially its original function. People join the community to heal themselves. It was there that I began to learn about the cyclic quality of life.

I was away from any kind of modern consciousness. During the first winter there, if two cars went by in a week, it was a big deal. The mail was only delivered three times a week and the phone was out of order as often as it worked. I was beyond any production orientation and industrialization. All there was was nature.

RF - you weren't being bombarded by man-made rhythms.

PL - right. I was just getting into the rhythm of life. The heat was controlled by the amount of firewood you chopped. Most of the places used kerosene lamps or candles so daily life was organized around natural light. I began to get a feel for how things repeat. The sun comes up, the sun goes down, day after day. The grass turns green, the grass turns brown. The trees blossom, the trees wither. Winter comes, summer comes, year after year. The same cyclic quality was part of all of life and human beings living in that environment were living that rhythm.

It was against that backdrop that I began to look at the stages of development that I had been studying in people. I realized that, while I am a grown-up, I still feel like an infant occasionally when I want to lie in bed and have someone bring me, feed me, a warm cup of tea. And then, at other times, I feel like my life is organized around learning skills, just like kids 6-12.

At the time, I was writing my book, *Cycles of Power*, (available through Trans Pubs Book Club, due Fall, 1981) and I was very involved with the theory. I was interested in how, or if, it applied, to everyday life. So, I talked to the people in the healing community and I began to realize that, not only do we not outgrow the stages during which we develop our ego states as children, but that we repeat them and, each time we do, there is a particular power that we are developing. I found that, at regular, internal clock times, we repeat those six stages. I noticed, for example, a high correlation between stage one, the infant stage, and ages 13, 26, 39 and 52. When the developmental clock ticks around to stage one again, any unresolved script issues that remain will surface, giving rise to the scenes and acts which move the script drama. You can know and predict when your major stress points will occur. Knowing the developmental stages, you can then recognize the difference between the time when you need to kick back and not do a whole lot because you need to rebuild your whole being and the time when you really want to do something in the world.

All growth goes in cycles. We're no different from nature. We are part of the organic whole and we go through cycles just like grass and trees and animals.

As a matter of fact, I learned a lot about the cycles of the earth, the rhythms of nature and being a woman from my horse Susie. She was a beautiful mare who had had children of her own and had lived a whole lifetime at the hands of people of all descriptions. To see how she was mothering, nurturing, sexual, the ways she confronted people who didn't do right by her, the ways she took care of herself, and the incredible power she possessed, was a very touching, deep personal experience for me. We developed the kind of relationship where we were in tune enough that I could join her world. I could live her life and let her take me so, for a while, I could be a horse. Her up-front sexuality, how she would display to a male horse when she was in season, was incredible. She gave me a lot of role modeling about being natural and powerful as a woman.

RF - will you apply these kinds of cyclical, natural developmental cycles to the evolution of women's roles in the ITAA?

PL - I don't know how to do that other than personally. I definitely had the feeling this summer at the Women's Caucus of coming back to the same place except in a new and more sophisticated way. I had the same feeling of being fed, nurtured and supported that I had in 1970.

RF - are women in ITAA at a certain developmental stage?

PL - again, I can only speak for myself. In 1970, I was in an infant stage in that I was just born to realizing that a lot of what I wanted to change in my personal life was part of a larger picture — a political system with rituals, laws, etiquette, and so forth. I had just begun to understand that I was not alone, that it was not all my problem, my script issues, my not-OKness. Men had been very supportive and encouraging and, when I began to connect with the tremendous love and support of other women, I began an exploratory stage to get a feeling for other options. Then I began developing the ability to think about it, like a two-year old who is establishing boundaries and limits, testing what it means to be a woman and what it can mean as opposed to what I'd been taught. Now I feel like I'm in the latency stage, the 6-12 year old time, when I'm developing my Parent and my skills for changing. It's a coming of age. For me the main emphasis is connecting with the community of women so that I can learn the skills and develop the contacts I need to move on to a more effective level of being. A woman who is an isolated exception, even if she is wildly successful, can change little.

Through women, I am getting a totally different understanding of what work is. When I was a kid, women's work was pre-defined. It was something that was decided for you, not something you decided for yourself. It was housework, raising kids, supporting men and children in whatever they were doing in the world. It has been only recently I've realized that women have their work, their creative and artistic contribution to make to the world. Part of the sickness we experience in our culture today, I think, is a result of not having that contribution. Now, when I sit down to write, I feel that sense of community with women, the sense that I can have a part in changing the world so that it is a better place for all of us.

RF - it sounds like writing is a major part of your work right now.

PL - yes, in addition to *Cycles of Power* and other articles, my husband, Robert, and I are working on a book that takes a look at our need for stroking in all its different forms, from the cradle to the grave. We are molded and changed to fit different institutions in our society through our stroking need and how we meet it. In addition, we have just expanded our lives to include consulting and private practice both here in the Bay Area and in Ukiah, Mendocino County, in northern California. We are interested in "coaching" people, for instance, to make both individual and social changes so they are better able to cope with their own lives and to change their environment.



My hope for this organization is that we become a model for our culture rather than an imitator of it.

RF - in closing, what directions do you think will be important for ITAA in the future?

PL - I have high expectations for ITAA. We have such an advanced level of development. We understand what people want and need and also how to communicate to solve problems. My hope for this organization is that we become a model for our culture rather than an imitator of it. I think we need to come back to that original naughty creativity that is part of Eric Berne's legacy. To be a really healthy organization, we need to be able to poke fun at our own structures and to create new ones. I hope and believe that women — and men — will continue to grow and develop, both individually and collectively, and that our work will enrich and enliven the organization as a whole. Liberation is for everyone. I look forward to being part of that process.

Keeping in Touch

Psychology Job Exchange — are you ready for a sabbatical, a temporary change from your present job? Would you like a chance for some renewing experience, to encounter new ideas and challenges, to develop new skills? Are you ready to live in another part of the world for awhile, to meet different people, to experience a temporary change of environment? Job Exchange is a registry for professionals who wish to keep their present jobs while taking up a temporary job somewhere else. Its basic service is to place you in contact with other professionals who are also seeking a temporary job exchange. Also, they soon hope to be able to provide written material designed to persuade employers to expedite job exchanges, (the advantages to an employer of a sabbatical system at no cost!), and information on registration and other requirements, etc. For additional information and a registration form, write Psychology Job Exchange, Box 1502, Kingston, Ontario, Canada K7L 5C7.

Congratulations to Ellen Andruzzi, MSN, RN, CM, who was recently admitted to the American Academy of Nursing. Ellen was one of 56 new fellows. The Academy is composed of registered nurses who have made significant contributions to the nursing profession.

Fanita English has done numerous workshops in Europe this year. She has been conducting a three-year training sequence at the Evangelical Central Institute in Berlin, and in June gave a workshop for the Odenwald Institute in Tromm, Germany. The Odenwald Institute specializes in training teachers at all levels and Fanita has been giving workshops there several times a year for the last few years. A major conference will be held there next November. She has also presented and trained at the Psychoanalytic Institute of Hanover and at the Medical Clinic of Hanover, Germany and will be going back there next year. She will be returning to Europe soon and will be giving a workshop at the principal Gestalt training institute there, the Fritz Perls Institute. She is a consultant there and is also on the editorial board of their journal, *Integrative Therapie.* Fanita has lectured at Heidelberg University in Germany and at Zurich University in Switzerland, where she will be lecturing again this month. In October she gave a public lecture in Paris.

Although she has not done much with other professional organizations in the US recently, Fanita has given lectures and workshops for AGPA (of which she is a fellow), AAMFT (of which she is a member), the Psychodrama Association and the Eastern Association of Humanistic Psychology.

We appreciate knowing what Fanita has been doing and how she is representing TA and ITAA around the world. We encourage you to let us know what presentations you have made to other professional groups and associations. Send to Robin Fryer, Managing Editor, c/o ITAA.

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The editors reserve the right to edit material submitted for publication for taste, accuracy and length. Letters to the Members Forum should be limited to 400 words. Editing will be done responsibly and in such a way as to preserve the intent of the author.



Art Greer (center) and training group from Makaha, Oahu workshop, enjoying an outdoor buffet lunch. Art co-led the workshop with Ron Ching.

Educators' Corner: the first activity of the newly appointed ad hoc Committee for TA in Education is to find out what interest there is in a column in the *Script* on education. This can only happen if the committee hears from educators using TA in public schools, colleges, private and parochial schools, head-start programs, pre-school programs, etc. Possible areas that might be addressed include: research supporting the efficacy of TA in effecting positive behavioral changes, reports of established courses or TA programs leading to advanced degress, anecdotal reports of beneficial outcomes, and novel applications of TA in schools and churches. Please turn your interest in TA and Education into activity and share your information with us. Send your ideas for expanding the impact of TA in our schools to the chairperson of the Committee, Al Freed, at 6501 Elvas Ave., Sacramento, CA 95819. If you are interested in becoming an active Committee member, along with Ken Ernst, Dorothy Jongeward, Otho Hesterley, Felipe Garcia, and Marge Freed, let Al know.

Correction on EATA Conference dates: the EATA Conference in Ronneby, Sweden will begin late Sunday afternoon, July 5 and end Saturday afternoon/evening, July 11, 1981. We regret publishing the wrong dates in the September, 1980 issue of the *Script.*

Marge and Al Freed spent six weeks during September and October on a TA workshop tour of New Zealand and Australia. The tour was sponsored by The Family Life Movement of Australia and arrangements in New Zealand were made by David Bateman Incorporated.

About Women

The news in **women's activities in Houston** is the growing Houston Area Women's Center. The center offers a shelter for abused women, information and referral, and workshops like "Dissolving the Marriage Contract." Rita Justice served on the Board of Directors of the Houston Rape Crisis Coalition, which now offers rape victim assistance programs through the Women's Center. If you are interested in starting a women's center or want to know more about how the Houston one works, contact Rita Justice, 6331 Brompton Rd., Houston, TX 77005.

The women of the Eric Berne Seminar meet periodically for an informal Friday afternoon pot luck that they laughingly call the "ladies luncheon." It is open to any woman who is a member or who has attended the Seminar. It is helping to give them a sense of community. They have noticed, for example, that at the seminar following one of their lunches, the women are much more active, up-front, Free Child and smart. It is also helping them get beyond some of the devisiveness they have felt as women in the seminar. When there is stress or tension in the Tuesday night meeting, women are often on different sides and sometimes really don't like each other. However, they have found that when they meet around the lunch table, they get a sense of their own community, that they are really women together and that they need and want to support each other.

Wanted: volunteer to go through print-outs and records to determine ratio of women to men who are certified members and who pass exams. There has been some concern that more women than men are being deferred on exams. We'd like to find out if that is actually true or not. If you are interested in helping, contact the Women's Caucus, c/o ITAA office.

Women key-not speakers at conferences — if you have suggestions to make about possible women who might be good guest speakers at future conferences, please contact Rosanne Lawson-Andersen, 2054 Filbert, San Francisco, CA 94123. Suggestions so far include: Adrienne Rich, Virginia Satir, Barbara Jordan, Gloria Steinem, Joan Halifax, Jean Houston, Joan Baez, Barbara Scher, and Jean Baker Miller.

Women's Network Directory

Deadline: February 1, 1981

Send to: Frances Bonds-White, 1713 Pine St., Philadelphia, PA 19103

If you would like to be listed in an informal directory of women who are willing to exchange skills, resources and personal support, please fill out the form below. The responses will be xeroxed and stapled together into a booklet that will then be mailed, at cost, to all women who are listed. The cost will depend upon the number of people who are involved and the prices of printing and mailing. A notice will be put into the *Script* when the directory is completed. If there are women in the Philadelphia area who are willing to get together the first weekend in February to help assemble the directory, please let Frances Bonds-White know when you send in your form.

Name _____

Home Address _____ Phone No. _____

Work Address _____ Phone No. _____

Occupation _____

Special Interests _____

I would like to communicate with other women about: _____

_____

I would like to swap services with other women. I need: _____

_____

I am willing to do: _____

_____

POST SCRIPT

THE ITAA BULLETIN BOARD

Guidelines: send only clean, photo-ready copy in one piece (preferably a stat). Do not send copy in several pieces pasted on cardboard. No xeroxes please. Submitter will be billed for any additional work necessary to prepare ad copy for publication. Location of announcements is up to the discretion of the managing editor. Please note: since we use a 10% color screen on ad pages for background color, it is not advisable to use photos or fine line drawings in ads. Both will lose clarity with the color screen. Bold, clear copy is preferable.

Deadlines: first of the month prior to the month of publication. Please note that second class mail delays mean that the *Script* may arrive up to two months after publication in some parts of the world. Ads should include dates at least two months from the time of publication.

Dimensions and Fees: Post Script Ads
Eighth page - 4½" across X 3¼" down $100
Quarter page - 4½" across X 6½" down $175
Half page - 9½" across X 6½" down $300

Ads in the Post Script have not been specifically investigated and their publication here should not be taken by the reader to imply any endorsement by the ITAA.

Classified Advertising

FACULTY WANTED FOR 2ND NATIONAL CLERGY CONFERENCE ON TA IN HAWAII. June 25-July 1, 1982. May teach 8-16 hours of courses/workshops in wide range of subjects: clinical, church, religion, etc. Per hour fee; split fees on workshops. Send vitae, ITAA certification, course suggestions to Ron Ching, 5290 Kalanianaole Hwy, Honolulu, HI 96821. Deadline: Feb. 1, 1981.

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Presents the first comprehensive psychotherapeutic treatment system specifically designed to meet women's needs as women define them. Not simply an attempt to modify existing approaches, this volume suggests a system which alters therapeutic endeavors with women at their philosophic base.

"An interesting, very well written, important book. The sum is exciting and always relevant... I think all ITAA members will want to read it."
Mary McClure Goulding

THE ADOLESCENT DIARIES OF KAREN HORNEY
Karen Horney — cloth $12.95
Written at the beginning of the 20th century by a young woman who was to become a pioneer of psychoanalysis, these diaries are a supreme document of adolescence, written with insight, truth, and wit.

QUEST
The Life of Elisabeth Kubler-Ross
Derek Gill — cloth $11.95
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FAMILY THERAPY AND TA, Horowitz	$25.00
HOW TO USE TA IN THE PUBLIC SCHOOLS, Hesterly	$ 4.00
KICKING IT, Geisinger	$ 1.95
THE TRANSFORMATION, Leonard	OUT OF PRINT

SUCCESSFUL TEAM BUILDING THROUGH TA
Dudley Bennett — cloth $14.95
The author of **TA and the Manager** sets forth new ways to improve productivity and motivation. Shows how to conduct team-building sessions and provides self-scoring checklists and exercises you can use to develop dynamics on the job.

HOW TO BE A COUPLE AND STILL BE FREE
Tina B. Tessina and Riley K. Smith — paper $ 4.95
How to have autonomy in a loving relationship, as developed by the authors in their therapy practice, couples classes and workshops. A clear, gentle, and pragmatic method for problem solving where everyone gets exactly what they want.

FANTASIES CAN SET YOU FREE
Stan Dale and Val Beauchamp — paper $ 6.95
Transactional analyst and radio personality Stan Dale develops the premise that we can replace our negative fantasies, or fears, with positive ones that will transform our lives. He explores the awesome power of fantasy and its ability to give reality to our personal potency.

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Harry Boyd

Laura Boyd

1981 summer workshops in Aspen/Snowmass



FOR MORE INFORMATION CONTACT:
Boyd & Boyd Institute Programs
4502 Northridge Road
Norman, Oklahoma 73069
(405) 364-3146

June 29 - July 3; Examination Practicum for CM and PTM trainees

This week involves a two-day PTM and three-day CM intensive preparation for oral examination boards. Participants can receive supervision, professional evaluation, opportunity for personal growth, and advanced theory, as well as the experience of "examination" by one to three mock oral boards.

WORKSHOP FEE: June 29 & 30 (PTM's): $100
July 1 - 3 (CM's): $150 **DEPOSIT:** $ 50

July 19 - 24; One-week Training Seminar in Marital Therapy

Participants will be taught an approach to marital counseling based on our intimacy model. This model is both highly structured and intensive, and is designed to help couples (whether or not in crisis) to evaluate their relationship and facilitate desired changes. Special attention is paid to the factors that hinder the development of intimacy. Participants will learn a complete system for the diagnosis and treatment of marital dysfunction, and will observe us working with actual couples in each phase of this treatment program.

WORKSHOP FEE: $275 **DEPOSIT:** $100

July 20 - 24; One-week Workshop for Couples

This workshop will convene Mon. - Fri. 9 a.m. - 1 p.m. and will be limited to 8 couples. We will teach a model for pinpointing and resolving major obstacles to intimacy and commitment. Techniques for maintaining high-level intimacy will be taught, demonstrated and experienced. Afternoons and evenings are open to play, sight-see and otherwise enjoy Aspen/Snowmass. Couples may choose to attend afternoon evaluation and planning sessions.

WORKSHOP FEE: $350/Couple **DEPOSIT:** $100

July 26 - 31; One-week Training Seminar for Cotherapist Teams

In this workshop we will teach and demonstrate the unique skills and techniques required of and available to cotherapist teams. Teams will have the opportunity to experience under supervision genuine cotherapy, rather than alternate therapy. Attention will be directed to the development of the relationship between cotherapists and to such unique strategies as transference splitting, polarities, double-blind techniques, the game-play shift, and ricochets.

This workshop is limited to cotherapy teams.

WORKSHOP FEE: $250/Each Participant **DEPOSIT:** $100

August 23 - 28; Play and Intimacy Funshop for Grownups (and other professionals)

This workshop will be based on the theoretical and practical material on play and intimacy that we have developed. Attention will be paid to cultural and personal injunctions against play and intimacy and the pathology resulting from the exclusion of play. Participants will have the opportunity to examine and evaluate their personal limits around play and intimacy as well as the opportunity to learn and experience therapeutic techniques for treating play and intimacy issues in their clients.

WORKSHOP FEE: $250 **DEPOSIT:** $100

Room rates for all workshops in Snowmass condominiums will be $20 - $23/night for double occupancy.
Meals not included. Fully equipped kitchens in each condominium.
Variety of restaurants available.

THE ART AND SCIENCE OF RELATIONSHIPS

A Redecision and Systems Approach

June 8-July 3, 1981
Lake Lucerne, Switzerland

A month-long in-residence workshop focusing on couple, family, therapeutic and organizational relationships. Theoretical seminars, observation of our work, simulations, supervision and opportunities for clinical work will be included.

FACULTY:
Ruth McClendon, M.S.W.
Leslie B. Kadis, M.D.
Anne Kohlhaas
Birger Gooss, M.D.

COST:
$1300.00 or 2200 DM
(Room & board extra)

DEPOSIT:
$300.00 or 200 DM
(Accepted until
February 15, 1981)

CONTACT:

McClendon/Kadis
P.O. Box 190
Aptos, California
95003

or

Gooss/Kohlhaas
Stettinger Weg 4
D-7808 Waldkirch
West Germany

WEST LOS ANGELES GROUP THERAPY INSTITUTE
11665 OLYMPIC BOULEVARD
SUITE 300
LOS ANGELES, CALIFORNIA 90064
(213) 473-4463

TOM WILSON, M.D., C.P.T.M.
I am a psychiatrist certified by the American Board of Psychiatry and Neurology. I am currently an Assistant Professor at USC and have lectured and taught courses for USC, UCLA and the Los Angeles Group Psychotherapy Society. I am President of the Medical Staff at the Westwood Hospital in West Los Angeles.

Co-Director ROBIN HEIBER, M.A., L.C.S.W., R.M.
I am a Licensed Clinical Social Worker and a Regular Member of ITAA. I have had experience treating individuals and families as well as working with groups. I have assisted with workshops for the Los Angeles Group Psychotherapy Society and UCLA Medical Center.

The West Los Angeles Group Therapy Institute has been in operation since October 1974. Our focus is on training professionals to work with psychosis, especially schizophrenia, and other severe emotional disorders. The faculty works as a team and has been trained in reparenting and regressive techniques. Facilities of a widely known private psychiatric hospital are available for the purposes of training. The West Los Angeles Group Therapy Institute training program includes 101 courses and training towards ITAA CM membership. We also individualize programs for out-of-town trainees interested in psychosis and wishing to spend three days or more in intensive training with us. If you are interested, contact us at the above address.

Members Forum

From the Editors

With this issue we begin a new and exciting phase in the development of the ***Script.*** *In response to your feedback and requests, we have been steadily adding more features on people and on TA to the organizational news and information that we already publish. To give this new material some focus, we have decided to plan each issue around a theme. The theme of this month's* ***Script*** *is TA and Women. Upcoming issues will focus on themes such as education, prisons and creativity.*

While we hope to present varied and sometimes opposing views with regards to a given theme, we do not intend to be comprehensive in our presentation of a topic. Rather, our emphasis will be on having ITAA members share about themselves and what they are doing in ways that are stimulating and enjoyable for you to read. We know there will always be views and perspectives that won't be presented. When you see this happen, don't go away grumbling. Write to us, let us know what your view is and, when we can, we will share it with the rest of the membership in a later issue.

As always, we ***want*** *your input and ideas. Let us know what you think of our new format. And if you'd like to write for us, we'd be delighted to hear from you!*

A Message from Muriel

Dear Friends:

I was delighted to meet with so many of you that attended our Summer Conference. I was also very pleased that the switch of hotels necessitated by the San Francisco hotel strike was carried out so well.

My only regret about the Summer Conference is that I would have enjoyed having you all to my home on the Sunday prior to the convention. Invitations were sent through the office, but only to those who pre-registered. Therefore, some of you who might have come did not even know that it was being held.

At our conference in Washington, DC in January and at the next Summer Conference in Boston, I hope to renew old friendships and develop new ones.

Sincerely,
Muriel James

Dear Susan B. Anthony

Dear Susan B. Anthony:

My girlfriend says she won't marry me unless I become a feminist. What shall I do?

Eager to Wed

Dear Eager:

If you love her, go after her! She's a real find. It's great that you are interested in and value her position enough to consider what it means to become a feminist. Are you willing to examine yourself, to grow beyond sex roles to a relationship that is mutually supportive and mutually affectionate? Are you open to a lot of action, passion and drama in your relationship with her?

Eric Berne recommended therapy and other conversion experiences as the route to OKness. Becoming a feminist may be your conversion experience! Not only will you win your one true love, you will also gain credits for entrance into heaven.

There are a couple of things to be aware of, however. Watch out for the tendency of converts to become fanatic and true believers. Otherwise you will leave your girlfriend behind by playing "My Feminism Is Bigger Than Your Feminism." Also, which is greater, the "eager" or the "to wed"? If the "eager" is greater, you won't do so good as a feminist since you'll be doing it mostly to please your girlfriend.

However, if these pitfalls can be avoided, married bliss may lie ahead. You have nothing to lose but your shackles.

Best Wishes (and please send a slice of wedding cake to put under my pillow),
Susan B. Anthony

Susan B. Anthony will be available to answer your questions in each issue of the Script *and she would love to hear from you. If you have something you would like to ask her, write to S.B. Anthony,* Script, *c/o ITAA office.*

Non-sexist Writing Encouraged

Dear Editor:

We want to express our appreciation and to acknowledge those people who have, in writing for the *Script,* deleted sexism from their articles.

For those of you interested in some reading in this area, I can refer you to *Women and the Mass Media: Sourcebook for Research and Action* by Matilda Butler and William Paisley, Human Sciences Press. A recent review in the bulletin, *Leading Edge* (Vol. 1, #1), states, "The authors categorize media portrayals of women at five levels which they call the 'consciousness scale.'

1. 'Put her down.' Ads about dumb blondes, for example.
2. 'Keep her in her place.' Women in conventional roles.
3. 'Give her two places.' Women portrayed as employed and managing a home.
4. 'Full equality.' Male and female in ad, each wearing an Accutron watch with the caption, "Equal Pay. Equal Time."
5. 'Individuality.' Non-stereotypic. A man taking pride in polishing furniture, a woman filing a legal brief.Individual men and women are viewed as superior to each other in some respects and inferior in others. The dogmatism of level 4 ('Women must be equal to men') is unnecessary because individuals are not judged by their sex. Level 5 is included because the consciousness scale logically requires it, not because there are many level 5 images in the media."

Here's to more level 5 writing!

Love,
Maggie Northcott for the Women's Caucus

New CM Says Thanks

Dear Fellow Members:

As the newest Asklepieion trainee to earn Clinical Member status while incarcerated, I extend my appreciation to the entire membership for its support of the prisoners' scholarship fund.

I am grateful to the many members who have had a part in my treatment and training and to Ken Windes, Clark Reed, Pat Dunbar and John Waldo, my exam committee, for reinforcing my belief that the ITAA is an organization of people who really care about people.

My gratutude to Barbara Mueller and Jackie Ward-Flaggs for their help, and special thanks to Marty Groder and Ted Harrison for providing the pathway (Asklepieion) and to Linda Willard for the many times she has lighted and lightened my journey.

Ron Lawrence, BSc, CM

Book Reviews

Therapy with Women:
A Feminist Philosophy of Treatment

by Susan Sturdivant, PhD
Springer Publishing Company, 1980. $13.50
(Available thru Trans Pubs)

Reviewed by Mary McClure Goulding

This is an interesting, very well written, important book. Susan Sturdivant takes a hard look at the explicit and implicit values and prejudices underlying the past therapies for women. She explains why a new philosophy is needed and then proceeds to give a new feminist philosophy. In the most valuable chapter, she discusses: "the value system of feminist therapy," "the nature of women," "interpretation of symptoms," "the focus of therapeutic interventions," "the role of the therapist," and "goals of feminist therapy."

I find jewels of ideas on each page. The sum is exciting and always relevant. Her 14 pages of references are the most complete I have ever seen on the subject and are invaluable. I think all ITAA members will want to read it.

Brief Mention

Women & Therapy: A Feminist Quarterly is a new journal for and by women. Betts Collett, CM, is the founding editor. The first issue, published by the Haworth Press of New York, will appear in the Fall of 1981. If you have a manuscript or are currently working on a project relevant to the journal, please contact Betts at 435 Split Rock Rd., Syosset, NY 11791. Tel: 516-922-7917.

1980 Women's Caucus Tenth Anniversary Meeting

The 1970 meetings of the Women's Caucus were characterized by hesitancy (Dare I attend a meeting only for *women*?), paranoia (I'll attend, but boy, will I pay for it later!), and doubt (I want to be here, but I don't want to have to be angry to do it.).

The 1980 meetings of the Women's Caucus had a very different flavor — heartful (Oh, it's so wonderful to see you again, dear friends!), relieved (I'm so glad women are getting together. Why didn't we do this sooner, longer, more often.) and hopeful (With this amount of joyful, natural support as a community of women, we can make the changes we want to see happen!).

The feeling this year was that, somehow, after a ten-year pregnancy, a real, working community had been born, a healthy, lusty, strong, adequate, effective core of women who are going to stay connected, whose arms will reach out across the distance of cities, states, and nations to hold each other in a network of powerful women, each of whom is committed to assuming personal responsibility for the health and well-being of the total network.

We exchanged names, addresses, phone numbers; we exchanged concerns and answers for concerns; we shared our interests and our dreams and we found other women who would help us to realize them.

Ideas flowed freely for things we felt needed to happen: a symposium on Women Power, discussions about being in a couple relationship or a single parent relationship, the need for women to educate women about women, the desire to teach/support each other around retirement, money, menopause, and the need to create a therapist's swap group.

We met again around a concern common to all of us — changing female scripting around money. We learned how we were scripted, how to think about it, what to do about it and where to go for help.

We set in motion the means by which we can maintain our community of active support. One way is the form in this issue of the *Script* which will help us create a women's directory. Another is a plan for future meetings. We created the image of a torch which we will carry to each conference, passed from the women who organize one meeting to the women who will organize the next one, each in turn carrying the legacy of past gatherings to serve as a foundation upon which to build the future.

What do women want for the decade of the '80's? Clearly, we want to be **together.**

A Women in Business Interest Group was identified at the Women's Caucus meeting and met during the Summer Conference in Oakland. Kristyn Huige, Frances Bonds-White and Laurie Weiss shared their impressions of GSA-sponsored "Women in Business Conferences" held in various parts of the country. A lively discussion followed about such areas as the need to define ones' self as a business woman, opportunities for networking, the need to seek out and pay appropriate business advisors (accountants, attorneys, publicity people, etc.), and the need to become financially literate. Many women are confused about how to work effectively with money and need the support of others to overcome this problem. Terri White, Marge Reddington and others shared their experiences of the excitement of mastering various elements of the business world. Information was shared about how to begin learning about money, investments and business planning.

The Women's Caucus met again at the Mid-West Conference (organizer: Frances Bonds-White) and will be meeting at the 1981 Winter Congress in Washington, DC (organizer: Marian Weisberg). All women in ITAA are encouraged to attend.

Calendar

January 14-18, 1981 ITAA Winter Congress, Washington, DC
August 12-16, 1981 ITAA Summer Conference, Boston, Massachusetts

Exam	Exam Date	Location	Application Deadline
CM/SFM Oral Exams	November 9, 1980 November or December, 1980 January 14, 1981 January, 1981 April 8, 1981 May, 1981 July 5, 1981 August 12, 1981 September, 1981 October, 1981 October, 1981 November 8, 1981 November 8, 1981 February, 1982	Brussels, Belgium South America Washington, DC India Nashville, Tennessee Seattle, Washington Sweden Boston, Massachusetts Caracus, Venezuela Montreal, Canada Adelaide, South Australia Zurich, Switzerland Yugoslavia Perth, West Australia	August 12, 1980 June or July, 1980 October 13, 1980 October 1, 1980 January 8, 1981 February 2, 1981 April 7, 1981 May 12, 1981 June 1, 1981 July 1, 1981 July 1, 1981 August 11, 1981 August 11, 1981 November 2, 1981
TM Exams	January 14, 1981 August 12, 1981	Washington, DC Boston, Massachusetts	October 13, 1980 May 12, 1981
PTM Contract Workshop	January 11-13, 1981 March 18-20, 1981	Washington, DC Europe	October 13, 1980 December 18, 1980 (includes payment of $100 non-refundable application fee)

All fees are due on or before the deadline for applying for an exam. All exam fees are non-refundable but will be kept as credit in your account if at least 30 days notice is given for cancellations. Otherwise fee is forfeited. Fees: $75 written exam, $100 oral exam, $30 all contract filing fees.

Stanton Samenow Winter Congress Keynote Speaker



The opening session of the Winter Congress, Thursday evening, January 15th will feature keynote speaker Stanton Samenow, Ph.D. Dr. Samenow is the co-author of a three-volume work, *The Criminal Personality*. The complete Winter Congress schedule, program, registration form and hotel information was published in the October *Script*. The Connector Room will be open for all participants beginning Thursday morning. You're invited to bring things to share (i.e. musical instruments).

See the October *Script* for Call for Proposals for the 1981 Summer Conference.

U.S. POSTAL SERVICE
STATEMENT OF OWNERSHIP, MANAGEMENT AND CIRCULATION
(Required by 39 U.S.C. 3685)

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☐ HAVE NOT CHANGED DURING PRECEDING 12 MONTHS ☐ HAVE CHANGED DURING PRECEDING 12 MONTHS (If changed, publisher must submit explanation of change with this statement.)		

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11. I certify that the statements made by me above are correct and complete. SIGNATURE AND TITLE OF EDITOR, PUBLISHER, BUSINESS MANAGER, OR OWNER: Robin E. Fryer

Ethics Committee Report

At the recent Summer Conference, the Board of Trustees unanimously accepted the new Statement of Ethics and Procedures for Handling Ethics Charges as submitted by the Ethics Committee. We, as a Committee, are most pleased with both of these products and appreciate the careful and concerned response many of you gave us in our planning. The newly accepted Statement reflects the suggestions and questions you posed to us.

Each month the *Script* will print a column from the Ethics Committee discussing one of the 13 ethics principles in the new Statement. These will continue until each of the principles has been presented. A brochure is also being developed which will contain the complete Ethics Statement. This will be available to the full membership at a future date.

We remind you that the purpose of the Ethics Committee is to hear complaints concerning alleged unethical behavior and to resolve such issues. Our functioning is never punitive and is more often educational than disciplinary.

Laura W. Boyd
Ethics Committee Chairperson

Ethics Principles: Installment 1

"These principles represent a consensus of Parent values, Adult data and Child rights."

1. *An ITAA member acknowledges the dignity of all humanity regardless of physiological, psychological, sociological or economic status."*

This principle is a philosophical introduction to the Statement of Ethics itself rather than a specific "rule" or suggestion for appropriate professional behavior. It states again in more formal language the basic concept in Transactional Analysis of "I'm OK — You're OK."

Training and Exams

Certified Members - July 6, August 6, 1980
Manfred Adler, MD, Pirmasens, West Germany (CM)
Martha Huesgen-Adler, DrMed, Pirmasens, West Germany (CM)
David M. Barker, BSc, MIPM, Sussex, England (SFM)
Isabelle Crespelle, MA, Montmorency, France (CM)
F. Roderick Dail, EdD, BA, BS, New York, New York (CM)
Ulrich Dehner, Dipl Psych, Konstanz, West Germany (CM)
Jacques Dekoninck, Psych, Rixensart, Belgium (SFM)
Sally Dierks, BS, Wayzata, Minnesota (SFM)
Daniela Dilthey, Dipl Psych, MA, Berlin, West Germany (CM)
Jean W. Di Motto, MSN, Milwaukee, Wisconsin (SFM)
Mary Ellen Frost, Wabash, Indiana (CM)
Henk Van Den Heuvel, Ermelo, Netherlands (CM)
Jennifer Hine, MADT, Founex Vaud, Switzerland (CM)
Meyer Ifrah, MA, Versailles, France (CM)
Gysa Jaoui, MA, Paris, France (CM)
Erling Jensen, Espergaerde, Denmark (CM)
Fred M. Jessen, Dipl Psych, Konstanz, West Germany (CM)
Janice Kilian, BA, Little Falls, Minnesota (CM)
Elizabeth Kleinewiese, Berlin, West Germany (CM)
Tijana Dj Kosanovic, MA, Kent, England (CM)
Nobuaki Kuniya, MA, Fujisawa-Shi, Japan (CM)
Gerda Lawrence, MSW, LCSW, Los Angeles, California (CM)
Vincent Lenhardt, PhD, Paris, France (CM)
Gail Lerner, BSN, RN, Overland Park, Kansas (CM)
Carol Morris, BA, Ontario, Canada (CM)
Steve Newell, MSW, San Antonio, Texas (CM)
Richard L. Park, DMin, New York, New York (CM)
Roy Perrott, MA, London, England (SFM)
Keri Phillips, BA, MA, Cert of Ed, Sussex, England (SFM)
Marialuisa P. Picozzi, PhD, Milano, Italy (CM)
Ute Rupprecht-Schampera, Dipl Psych, Munchen, West Germany (CM)
Susan Smith, MSW, BA, Fremont, California (CM)
Lilly Stuart, Dipl Psych, London, England (CM)
Colin Tatton, MA, Birmingham, England (SFM)
Stanley Tsigounis, PhD, Leonia, New Jersey (CM)
Ann Wallace, MS, BA, Solvang, California (CM)
Bernhard Wydra, Dipl Psych, Bamberg, West Germany (CM)
Manuela Ziskoven, Social Psych, Varel, West Germany (CM)

PTM's Returning to CM Status
Jane Stennett, PhD, Metaire, Louisiana
H.J. Schulte, MD, Scottsdale, Arizona

Reminders

Special Mailing List - if you send us the cost of postage ($7.50 outside the US, $2.50 US/Canada) we will send you the *Script* by first class air mail. Send check for correct amount and current mailing address to Robin Fryer, Managing Editor, c/o ITAA office.

Call for Papers for Special Issues of TAJ - there will be two special issues of the *TAJ* in the next year. The April, 1981 issue will be on **research**; deadline for papers is December 15, 1980. The July, 1981 issue will be on **techniques**; deadline for papers is March 15, 1981. Please see the September, 1980 *Script* for more details. The *TAJ* really wants to get articles for these special issues, so consider writing one!

The Procedures for Handling Ethics Charges within the ITAA are available upon request from the ITAA office.

Ombudsman Appointed

At its meeting in August, the Board of Trustees passed a resolution presented by the International Relations Committee which creates an ombudsman post. The person in this position will be available to ITAA members, particularly those in the international community, who would like to contact someone to act as a facilitator in the case of unresolved conflict. The person who fills this post will advise the Board regarding the needs of members and will act as a facilitator for individual members and ITAA. The International Relations Committee appointed Marian Sruh Weisberg to the post. She can be reached by writing 1 West 85th St., New York, NY 10025, USA.

Applications of TA

Program for Women Incorporates TA for Organizational Results

By Lucy Freedman, CM, SFM

Programs for women in organizations have involved ITAA members as leaders and participants throughout the last decade. The combination of feminist networking, and the principles of TA takes the renaissance in women's consciousness far beyond gripe sessions, behaviorist re-training, or patronizing lip-service which plague some attempts at personal/professional change.

During this past year, I have spent one week every month collaborating with two non-TA women on a program which takes middle-management women in all the modal administrations of the US Department of Transportation away from their offices, freeing them to interact, test new behavior, confront their limitations, and learn intensively.

The core subjects of the program are Power and Strategy, Management Problem-solving, Career Development, communication skills, and self-awareness. Along the way, topics like women's internal barriers, tokenism, management theories and risk-taking are included. For two days, the participants are pumped full of new ideas, experiences, and information. They then start to apply and use it through discussion, small-group work, management problem resolution, and innovative simulation activities.

TA is most useful in the self-awareness and communication skills components, and in processing the experiential activities so that participants can clearly understand and communicate about how they behave, particularly under stress.

I lead a session on the final day, using the concepts of Permission, Protection and Potency, which pulls together the week's experiences and provides a framework for each woman to respond to her internal fears and guilts in a positive and productive way. Without actually engaging in clinical work, I use TA language to identify intrapsychic options to be used as a basis for future personal development. Some participants have gone on from there to become involved in a therapy process; others find this to be a concrete tool to use on their own and with friends. This session is immediately followed by discussions about building a personal support network and a closing "stroke circle." Each woman is given positive strokes for a full minute (a rare experience for most) while another writes down what is being said — just in case she can't take it all in at the time!

The high we end on doesn't stand alone. Although TA is not necessarily explicit throughout the program, its principles are stressed in all the highlights.

For those who might be interested in designing similar personal/professional development seminars, I would like to share some of the key elements of the program in a little more detail.



My colleague Lida(Jinx) Melia conducts an anecdotal session on the first day which confronts the sex-role script issues women face, such as the tendency to avoid risk, to consider strategizing immoral, to live in an ideal rather than the real world, to believe and obey what we are told and to seek approval.

Later on during the first day there is some sociometry activity, which is unusual in management training programs. Right brain, intuitive functioning is used to bring out the psychological dimension, or group imago, shown by the way people position themselves in the room. It is fun to tease the group out of traditional expectations that management training takes place at a conference table.

After the first day when the women have said, "Oh yes, I believe and behave in a cooperative, win-win manner," we put them through a simulation activity where they discover, nine times out of ten, that they are easily hooked into win-lose, beat-the-others behavior. This heightens the motivation to learn and explore.

We talk explicitly about the informal system present in the male-dominated organizations in which women work. We confront many myths and give examples of how the game is played. Later we facilitate a discussion of ethics and morality, because we do not believe women should succeed by simply accepting the "ole boy" way of doing things. We make sure that participants gain a new recognition of what has been going on around them and why they so often get left out of it.

We help these middle-managers dream and to become more specific about their dreams. Career development is done in a context of excitement, inspiration and then, in a hard, planning mode. This segment was designed by Martha Spice, whose work in prosperity consciousness contributes a great deal to the high goals the women set for themselves.

Each day the class does some work on identifying and solving a management problem of line importance in their agencies. The steps include definition of desired results, organizational analysis based on Richard Underhill's, as yet unpublished, model of conceptualization and creativity, force-field analysis, step-by-step planning and a final role-play of presenting the solution to an appropriate high official in the agency. Participants have returned to work and implemented their plans, in some cases gaining high visibility and support from top management.

The week sometimes seems like a pressure cooker and we often wish we had more time. However, we make the best of the group's resources and plant seeds that appear to be surviving the transplant back into the day-to-day realities of the organization. The feedback about success among participants is growing all the time.

The sponsor of the program, DOT Assistant Secretary Ed Scott, pointed out recently in a television interview that we stress doing a skillful, strategic job of accomplishing management goals, rather than simply focusing on the rights and career of the individual. Our success in communicating that is demonstrated not only by managers' willingness to send their employees off for a week, but also by the active support we've been receiving from the very top-Transportation Secretary Neal Goldschmidt — and from the requests coming in from other organizations requesting that we do the program for them. The organization wins and the women win.

Guest Editorial

Loving, Limits and Letting Go

By Ginny Stewart

1980 is here, finding us having elected two women presidents of ITAA, awarded the Eric Berne Memorial Scientific Award to three others, published the Women's Issue of the Transactional Analysis Journal (Jan., 1977) and elected our current Board of Trustees composed equally of men and women. Many wonderful women have actively involved themselves in personal, political and professional growth in a multitude of ways, ways unique to each woman. Some men are willing to call themselves feminists and all have been affected by the changes that have taken place in the bedroom and the board room. Our Association reflects both the international urge for recognition by women, and the triumphs and tragedies that accompany the movement toward the integrated whole that is maturity.

Since Eric Berne responded to Pam Levin's challenges about *Sex in Human Loving* by asking her to present a paper on women at the 1970 Summer Conference, and the exciting formation of the Women's Caucus, there have indeed been some changes — and some things that have not changed. It is to our credit that there is no question about whether this process will continue. We are, and will be, taking our rightful place in the creation of the means to personal growth and social change. As we celebrate the women of ITAA, it is time to acknowledge the special contribution women make. Feminine traits are frequently derided (often, sadly, by feminists), but the message intended here is that we benefit by reaffirming our vital qualities.

Love is an expression of caring that is most certainly not limited to women, but it is one which originates in the bond between mother and child. Much of our daily effort is dedicated to clarifying the distortions that occur in that primal relationship. And, in so doing, we pay tribute to the importance of the relationship. The giving of time and attention that is loving has been viewed as the special role of women. Our message in recent decades is that our role is much more than that. Our grief is that, in giving, we are too often depleted. As we work to create a balanced exchange, it is crucial that we not lose sight of what the exchange is about—that love is life giving.

The classic feminine definition is passive and receptive. To passively receive is to be acted upon. To actively receive is to participate in the exchange. And yet, even the classic feminine role that we decry finds its finest expression in the unconditional acceptance of another and in the belief that each of us is loveable and worthy of love.

Limits are the boundaries necessary to create systems and they are both prescriptive and restrictive. As women establish guidelines for inclusion and break down barriers to exclusion, new systems are created. In refusing the limitations of the past, we



have begun to redefine the character of the structures with which we organize our lives.

Structures that are formed for the purpose of achieving goals become deformed when the goal is achieved. This kind of deformity has been the subject of many of our Association's recent debates. A contribution that stems from the feminine experience is that the strength of the structure comes not only from the appropriateness of the goals, but also from the way the structure is formed. Women have traditionally provided the emotional connections that allow families to cohere and, to the extent that these connections or limits are flexible, the family thrives. As we reassess our goals, we must also pay attention to the way we connect with one another. The manner in which we arrange our connectedness is a crucial part of forming structures which will endure.

Letting go is the relinquishment that is the ultimate feminine paradox. We hold our children close in order to let them go, and we cannot let them go unless we have held them close. In a similar way, we are letting go of our traditional beliefs and supports in order to stand on our own. Letting go is not unlike falling into a void, and it is an act of faith to believe in landing on one's feet. To shift from security defined by external supports to security that we define internally requires that we rely on the ability to let go that, as women, we have learned in a different context.

It is only by relinquishing that we are genuinely able to receive and only by letting go that we get what we want and become what we are. To have faith in our femininity is to accept our own special qualities. This is our challenge, our contribution and our reason for celebration.

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