THE SCRIPT®

Volume XI, Number 7 September 1981

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

19th Annual ITAA Summer Conference



Ana Borbon stepped in at the last moment to simultaneously translate the key-note address into Spanish *and gave us all a lesson in international poise* and panache



Conference Coordinator Marianne Fraticelli has reason to be pleased with her efforts — the conference was an "international" success!

Conference Kudos

Many people deserve thanks for helping to make the 1981 Summer Conference in Boston a success. They include: the Program Committee, who worked year round to prepare for conference week; over 130 marvelous workshop, panel and paper presenters; the ITAA staff in Boston, headed by our expert conference coordinator Marianne Fraticelli, and the staff back in San Francisco who "held down the fort" while the rest of us were away; Mike Ward and the local arrangements committee made up of members of the Boston area TA community; the cheerful, competent and helpful volunteers who lightened everyone's load when things got rough; Edie Bogusky, who did a super job coordinating the Connector Room; ITAA President Muriel James, the officers and the trustees who spent long, and sometimes trying, hours in Board meetings; the committee chairpersons and committee members who labored all day on Tuesday over Association business, past, present and future; Ana Borbon, Eugenia Calderon, Gloria Balbona and the others who volunteered their services as translators and literally saved the day (or night, as the case may be!) for those who spoke little or no English; the examiners who assisted in examining the largest number of CM, SFM and TM candidates in some years; the presidents of other TA organizations around the world who came such long distances to share in the conference in so many special ways; and finally, all of you who came as participants (despite the air traffic controllers' strike). Thank you each and every one. We love you all.



Judy Tuttle and her son



Executive Director Bob Andersen and Ted Bruce (Here you go Ted — you finally got your picture in the Script!)



Franklin Ernst, MD, winner of the 1981 Eric Berne Memorial Scientific Award for "The OK Corral"



Key-note speaker Norman Shealy enjoys a light moment with Steve Karpman



Tim Nissley enjoys planning ITAA's future at Long Range Planning Committee meeting

Keeping in Touch

The first open-invitation, cooperative, nonprofit mock orals workshop was held July 1-3, 1981 in Snowmass, CO. Participating were Laurie and Jon Weiss and Laura and Harry Boyd. Candidates in attendance were June Greiner, Chuck Ellwanger, Donna Jara, Jan Dybdal and Wayne Carpenter. Lots of fun, learning and beautiful surroundings were enjoyed by all. Look for future announcements of dates for the second annual cooperative mock oral workshop in Snowmass for summer 1982!

Michael Friedrich and Dr. Agnes Friederici, both RM's, are working as psychotherapists in private practice in Dusseldorf, West Germany. Since 1979, when they took a survival training course in the rugged coast mountains of British Columbia, Canada, they move their practice once a year to the Wilderness Camp of their survival trainer on the banks of the remote and beautiful Taseko Lakes.

They both conduct personal growth groups (in English and German) combined with the full sports and adventure program of Mike, their Canadian friend. Highlights are canoeing and hiking tours, but they have fun with lots of other activities too, ranging from Eastern and Indian martial arts to blackpowder shooting, archery and survival skills.

The daily group sessions are for better grounding experiences, joyful interpersonal relations and personal work in a nurturing, supportive environment that is close to nature and 150 miles away from the next trading post.

Michael and Agnes also do extensive outdoor work in various European countries.

International Members - We Need Your Help! First, we would like to know your special areas of interest/expertise so that we can call on our members outside the US when we do theme issues. Second, we are interested in reprinting/summarizing/translating articles from publications published by other TA organizations. If you come across an article you think might be good for the *Script,* please let us know. Also, if you are willing to be involved in summarizing and/or translating, indicate that too. Send to Robin Fryer, Managing Editor, c/o ITAA office.

The Winners of the 1981 Summer Fun Run are Jack Meagher (Missouri), Michael Madden (Pennsylvania), Tom McAllister (Indiana), Mike Ward (Massachusetts), Rosanne Lawson-Anderson (California) and Bob Anderson (California). Congratulations to each of them for, first of all, getting up so early on Sunday morning, and second of all, for actually running. How about you - won't you join this hearty crowd for their next jaunt? Remember, everyone who participates in the ITAA Fun Run is automatically a winner!

Brigitte Venker, RM from West Germany, writes that she is staying with her family in Indonesia. Although TA is already in use there, ITAA is not directly represented, so Brigitte offered a 101-type workshop.



Happy people attending a week-long workshop in Makaha, Oahu, Hawaii called "Training in Happiness." The workshop, held in June, was co-led by Art Greer and Ron Ching (seated in beach chairs). Participants included psychotherapists, a professional dancer, a private detective, a jet pilot, an orchid broker, a waiter, a lawyer, various business persons, a grandmother and a fifteen-year old. Everyone enjoyed the fabulous breakfasts prepared by Art and Ron and the delicious luncheons served by Betty Ching (far right).

Brigitte expresses her appreciation to Val Garfield, TM, who agreed to grade the exams of those who wanted to become members of ITAA.

The workshop was sponsored by the clinical department of the faculty for psychology at the University of Indonesia and consisted mainly of the staff of the faculty, three "non-psychologists," directors of orphanages and the principal of a school for special education. She also conducted a second workshop at the Indonesian Community Action Council (where she works as a counselor) with expatriates from various countries.

Brigitte says, "Besides learning more about myself and TA in each group, I am now familiar with quite a few different English languages and accents! I feel good being part of the ITAA. Living in Indonesia gives me a feeling for the safety and comfort an extended family can provide. Coming from a Western culture, I think we just have to reach out and create healthy, big families for ourselves. I am looking forward to having Indonesian members in ITAA since I think we can only profit from the input of many different cultures."

Gail and Harold Nordeman of Cincinnati, OH report that the new officers of the Ohio TA Association (OTAA) are Stephen Emerick, President; Ed Perkinson, Vice-President; Charlotte Brown, Secretary; and Catherine Keifert, Treasurer.

The OTAA has been active for five years promoting state legislation for the purpose of licensure. In addition, it provides training, continuing education and a support network for its membership.

So far, OTAA is the only state TA organization. Gail Nordeman says, "I encourage you to explore the advantages a state organization might have for you and how this level of support invites greater support at the international level."

If you would like more information about OTAA, contact Gail Nordeman, 9656 Sycamore Trace Ct., Cincinnati, OH 45242.

Transactional Analysis People of Southern California (TAP) has been going for four years now. It has sponsored on-going activities and two successful conferences, each attended by more than 300 people. Recently, some new people have become interested in TAP and are bringing fresh ideas and enthusiasm to the organization. Activities to bring people together will be continued and a conference is planned in the near future.

Congratulations to three TAP members who were awarded PhD's last spring: Don Baham, Pat Allen and Jean Holloway. For more information, write TAP, Box 5482, Garden Grove, CA 92645.



Participants at Brigitte Venker's workshop in Indonesia enjoy getting into their Free Child

The Script
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Newsletter of the International
Transactional Analysis Association
1772 Vallejo Street
San Francisco, CA 94123
(415) 885-5992

Editor..... Ken Ernst, PhD
Managing Editor..... Robin Fryer, MSW
Book Review Editor..... Pete Pearson, PhD
Editorial Board (Sub-committee of Public Information and Professional Relations Committee): Les Kadis, Ken Ernst, Pete Pearson, Penee Field-Orfila

Deadlines: receipt in ITAA office on first of month prior to month of publication; i.e., Jan. 1 for February issue.

The Script is published monthly (except January and August) by the International Transactional Analysis Association. The subscription rate is $2/yr. as part of dues for all classes of membership. For information on dues rates for various membership classifications, contact the ITAA office (address above). Second class postage paid at San Francisco, California. POSTMASTER: send address changes to *The Script,* 1772 Vallejo St., San Francisco, CA 94123.

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.

Carlo Moiso, MD, CTM, President of the Italian Association for Transactional Analysis, has led several TA seminars and marathons sponsored during the last year by the Tessin (Switzerland) government. The programs were for supervisors and employees. In September, 1980, Carlo had a meeting with the President and five members of the Tessin government to discuss the uses and validity of the seminars and marathons. Although several other programs have been deleted because of cuts in funding, the TA program has survived and is now regularly scheduled. Good work Carlo!

We love the photographs that you have been sending us of workshops, conferences, and various gatherings. However, we have a special request. The nature of our printing process makes it very precarious to duplicate color photos - so, whenever you possibly can, **send us black and white!** Then you won't be disappointed to see your photos in the *Script,* but so dark or lacking in contrast that people are unrecognizable. Thanks.

The Fourth International Conference on TA in Organizations, held recently on the small but beautiful Mediterranean island of Ibiza, was a good demonstration that small can, indeed, be beautiful. A small, but enthusiastic group of management trainers and consultants met there for a week. They came from six European countries to learn, discuss and explore current TA theory and recent developments and to apply them to organizational situations.

Each of the invited American presenters led the conference for a whole-day session. On the opening day, Pat Allen got the group off to a good start with her WANT Training System. Claudyne Wilder (author of *Taking Charge*) presented her techniques of Organization Development. ITAA President Muriel James developed material from her book, *The OK Boss.* Taibi Kahler climaxed an exciting week with his Process Communication techniques.

It wasn't all work. Participants and presenters took advantage of the lengthy Spanish siestas to enjoy the sun and water.

This annual event was organized by Ron Clements, and potential participants can get information about next year's conference in Brighton, England (June 29-July 2) from him. Those interested in leading a workshop should also contact Ron, who offers them free accommodation and full board for their efforts. His address is 29 Paxton Gardens, Woking, Surrey GU21 5TS, England.

Benefits for ITAA Members Improved

Car Rental Rates Improved - one of the benefits that our members receive is discounts on car rentals. We have just been advised by National Car Rental that, effective July 1, 1981, the "National Attention Rates" were increased from 3% to 5%. These low rates at most locations include 100 free miles per day when returning the car back to the renting location. In addition, the 30% discount off current regular time and mileage rates has been increased to 35%. At non-participating locations, the 35% discount will be offered on current regular time and mileage rates.

In addition, Hertz, which also offers discount rates to ITAA members, has introduced new rates with unlimited mileage. You will also get a 5% discount on top of the unlimited mileage when you show your association identification. The unlimited mileage is available on both round-trip and one-way rentals. The advantage to this service is that you'll know your daily rental charge at the time you rent, regardless of the miles you might drive.

Remember: at either National Car Rental or Hertz Car Rental, show your ITAA membership card to benefit from these and other valuable discounts.

Benefits Improved on ITAA Hospitalization Plan - to help pay the increasing costs of hospital care, the benefits under the ITAA Extra In-Hospital Coverage have been increased by $20 in all categories. Now members under age 65 are eligible for daily cash benefits of $120, $100 or $80; members over age 65 are eligible for the $50-per-day plan.

The ITAA Extra In-Hospital Coverage pays members for every day they are hospitalized due to a covered illness or injury. It pays from the first day of hospitalization for up to one full year.

Benefits are paid directly to the insured with no restrictions as to how they are spent, and are paid in addition to any other coverage a member has.

A special Enrollment Period is now in effect until November 15, 1981 for the Program. During this time, all members are guaranteed coverage. No one will be turned down.

Members will receive complete details in the mail. If you have questions, contact the Insurance Administrator: Albert H. Wohlers & Co., 1500 Higgins Rd., Park Ridge, IL 60068.



Muriel James with conference participants at TA in Organizations conference at Ibiza.



Taibi Kahler (bottom left) and Ron Clements (next to Taibi) relax with participants at the Fourth International Conference on TA in Organizations in Ibiza, Spain.

The Gestalt and Transactional Analysis Seminar of Western Australia ("Thankfully known as GATASWA for those who are short of breath," says Maggie White) now has a membership of close to 300. Since the $10 a year subscription leaves them with a surplus after paying for ten newsletters, ten meetings (with wine and apple juice) and paying expenses for CM examiners to come from interstate, they have decided this year to donate *TAJ* subscriptions (and all back issues) to both their universities - University of Western Australia and Murdoch University. The chief librarians at both are delighted, and so are GATASWA trainees, as any member of the public can belong to Murdoch library for $1/yr. Trying to buy all the *TAJ's* can be a big financial headache for all but the wealthiest trainees, so they hope this will help.

The First Australasian Transactional Analysis Conference will be held in Glenelg, South Australia, October 15-18, 1981. This is an exciting, major development for TA in the Southern Hemisphere. There is a very stimulating program planned and, in addition, consideration will be given at the conference to the formation of an Australasian Transactional Analysis Association which may subsequently affiliate with ITAA. For more information, contact Graham Andrewartha, Impact Centre, 20 Kensington Rd., Rose Park, South Australia 5067.

Claudyne Wilder and John Venturella are using Transactional Analysis as part of the initial training in eleven 3-hour sessions designed to be the basis for the implementation of Quality Circles, an OD tool used to improve productivity. The sessions are spaced 2-3 weeks apart so participants have time to apply the knowledge taught and the new ideas they generate. Transactional Analysis is used to present optional ways of communicating.

One of the models taught is:

DEFINE PRESENT SITUATION ⟶ OPTIONS ⟶ DEFINE DESIRED OUTCOME

Small work groups list a present situation they want to change and the desired outcome they want to reach. The situation is passed onto another work group which generates options and then returns it to the group.

The total program includes:

1) An orientation to our company, Prime Computer, Inc., including a tour of manufacturing facilities and a slide presentation of Prime's Office Automation System.

2) Transactional Analysis concepts presented with exercises on how to apply the knowledge on the job.

3) Homework from *Taking Charge: Personal Effectiveness in Organizations,* by Claudyne Wilder. Employees are taught skills in brainstorming, problem-solving, work simplification. The overall objective is to have integrated natural work groups involved in improving work process, productivity and the quality of work life.

Additionally, the groups provide a sharing of appreciations and opportunities for exchange between supervisor/subordinate. Pre- and post- questionnaires are used to determine if people perceive any changes having occurred over the six month program. This is a pilot program with the overall objective of expanding this program to include field engineering and manufacturing.

Positions Available

Psychiatrist - flexible. To work with adolescents in substance abuse program in the San Fernando Valley or Denver. Send curriculum vitae to Dianne Neice, c/o M. David Lewis, MD, 6520 Selma Ave., Box 248, Los Angeles, CA 90028.

Staff Psychiatrist - part-time position, salary $22,514-$27,155, in the El Corado County Mental Health Services Program, California. Duties will include patient evaluation, psychotherapy, supervision of other professional staff, consultation with community agencies, and information and education to interested groups/individuals. Must be California licensed MD. For information, contact the Personnel Department, County of El Dorado, 330 Fair Lane, Placerville, CA 95667 or phone 916-626-2229.

POST SCRIPT

THE ITAA BULLETIN BOARD

Dimensions and Fees:
Eighth page - 4½" across × 3¼" down; $110
Quarter page - 4½" across × 6½" down; $195
Half page - 9½" across × 6½" down; $330
Classified - $7/line, minimum 3 lines, with each line being 75 characters long and spaces counting as one character.

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 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 screening. 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 ahead of the time of publication.

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.

WESTERN INSTITUTE FOR GROUP AND FAMILY THERAPY
262 Gaffey Rd. Watsonville, Ca. 95076

CALENDAR

One-week workshops: Nov. 8-14, 15-21
Jan. 17-22 (following Winter Congress)
Mar. 20-25. Fees: $500 w/room and board.

One-week workshops in Germany: April-May.
Freiamt, Konstanz, Hamburg, Bremen.

Two-week and four-week workshops in summer, 1982. Write Bob and Mary Goulding, WIGFT.

ON-GOING TRAINING for local therapists one weekend a month, beginning Oct. 10-11, 1981.

ITAA Winter Congress

January 13-17, 1982
Monterey, California

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.



TRAINING WORKSHOPS IN HAWAII 1982

JAN 4-8 **MANAGING FOR SUCCESS** *by RON CHING, PTM, and ANN CHANDLER, PTM*, in beautiful sunny Makaha, Oahu. For executives, administrators, salespersons, OD, SFM trainees. Tuition, lodging, meals (breakfasts & lunches) $400.

FEB 26-28 **PROFESSIONAL TRAINING WEEKEND FOR COUNSELORS AND PSYCHOTHERAPISTS** *by HARRY BOYD, CTM, and LAURA COWLES-BOYD, CPTM*, (Oklahoma), in Honolulu. Tuition $200.

JUN 25-26 **"BREAKING FREE" WORKSHOP** *by MURIEL JAMES, CTM*, in Honolulu. For laypersons and psychotherapists. Tuition $200.

TREATING THE ABUSING FAMILY (VIOLENCE & SEX) *by BLAIR JUSTICE, Pb.D., and RITA JUSTICE, Pb.D.*, in Honolulu. Tuition $100.

JUN 25-JUL 1 **NATIONAL CLERGY CONFERENCE IN TRANSACTIONAL ANALYSIS** with outstanding TA faculty of *ART GREER, GEORGE McCLENDON, GEORGE BARNITT, JACK LANDRUD, CHARLEY HARNEST, RITA & BLAIR JUSTICE, RON & BETTY CHING.* At Pagoda Hotel (all rooms with kitchenettes, color TV, air conditioning – studios, 1 & 2 bedrooms). Conference fee $150 (clergy spouses $75). Open to clergy and non-clergy.

JUL 2-3 **TRAINING IN REDECISION THERAPY** *by MARY GOULDING, CTM*, in Honolulu. Tuition and lunches $220.

AUG 23-29 **TRAINING IN HAPPINESS WEEK** *by ART GREER, CM, and RON CHING, CPTM*, in Makaha, Oahu. Tuition, lodging, meals (breakfasts & lunches) $500.

Advanced registration and $50 non-refundable deposit required.
VISA and MasterCards accepted (please add 5% service fee).
Make checks payable and send to: Ronald F.K. Ching
5290 Kalanianaole Highway, Honolulu, HI 96821. • Phone (808) 373-4593.

TRANSACTIONAL PUBLICATIONS

P.O. Box 3932 Rincon Annex • San Francisco, CA 94119

NEW BOOKS

BREAKING FREE: Self-Reparenting for a New Life
Muriel James **P $6.95**

A step-by-step program for breaking free from the psychological bonds of childhood and finding a new life. Provides numerous exercises, case histories, and personal anecdotes to aid readers in heightening self-awareness.

THE OTHER SIDE OF POWER
How to Become Powerful Without Being Power-Hungry
Claude Steiner **P $6.95**

A humane approach to power based on personal strengths rather than exploitation or manipulation.

FOUNDATIONS OF FAMILY THERAPY
A Conceptual Framework for Systems Change
Lynn Hoffman **H $20.00**

Weaves together the diverse themes and concepts around which family theory and therapy have evolved. A systematic and coherent overview of family therapy as it is practiced today.

PATHFINDERS Overcoming the Crises of Adult Life and Finding Your Own Path to Well Being
Gail Sheehy **H$15.95**

Creative and expanding paths through life's crises, by the author of Passages.

now in paperback

FEELING GOOD: The New Mood Therapy/Burns $3.95
FOCUSING/Gendlin $3.50

Shipping: add 5% ($1.00 minimum). California residents please add tax. Free bookrate shipping to ITAA members on prepaid orders of $25.00 or more. For airmail overseas, add 50% of the price of the books; any difference from actual air postage will be credited or invoiced.

TA Institute of New York and Connecticut

Director: Richard G. Abell, MD, PhD, TM

Training courses in preparation for board certification as a Special, Clinical or Teaching Member of the International Transactional Analysis Association

Ongoing weekly training groups in which elementary (101) and advanced (202) transactional analysis material will be combined with Gestalt theory and practice and the use of non-verbal methods. In these groups applicants will be taught in actual practice the clinical use of this material as well as its application in schools, churches and industry.

Supervision of trainees for certification by the International Transactional Analysis Association.

Once-a-month weekend training courses for board certification examinations.

Use of videotape for supervision of trainees and for therapy.

12-Hour Marathons once monthly.

Ongoing group and individual psychotherapy.

For more information, telephone or write Richard G. Abell, MD, 220 Central Park South, New York, NY 10019; (212)246-9160, or 25 Tower Road, Riverside, CT 06878; (203)637-2137.

Weekend official 101 Course given bi-monthly

II CONGRESO MEXICANO DE ANALISIS TRANSACCIONAL

MEXICAT

EDUCACIONAL • CLINICA • ORGANIZACIONAL • DEPORTIVA

Lo invitamos a asistir al Congreso Mexicano de AT, del 19 al 22 de Noviembre de 1981 en el Centro de Convenciones Internacionales de Acapulco, Mexico.

El Congreso ofrecerá doce talleres simultáneos, una clase de AT 101 y un entrenamiento para ser socio avanzado de CM/SFM.

Las conferencias en inglés incluirán un curso en Psico Danza que lo presentará Roberto Crema (Brazil) así como talleres dirigidos por Muriel James (USA), Gloria Balbona (Mexico) y Gunter Jursch (Alemania).

Las secciones plenarias permitirán una oportunidad para el intercambio de información y de experiencia en Campos Clínicos y Especiales.

Cuota de Inscripción: antes del 15 de Septiembre: $259; después de esta fecha: $300.

Esto incluye: inscripción al Congreso, cursos AT 101, talleres y secciones plenarias, hospedaje y desayuno por 3 días, transporte de ida y vuelta en autobuses especiales de la Ciudad de México a Acapulco*, una cena inaugural y un crucero en el Yate "Hawaiano."

*El autobus saldrá de La Sociedad Nacional de Psicología en la Ciudad de México (vea la dirección a continuación) el 19 de Noviembre a las 8 horas y regresará de Acapulco el 22 de Noviembre a las 12 horas.

Para hacer sus reservaciones, envíe un depósito de $50 lo más antes posible a Augustin Servin de la Mora, MPH, Sociedad Nacional de Psicología e Hipnosis Clínica y Experimental, AC, Ezequiel Montes 19-México 1, DF.

You are invited to attend the Mexican TA Congress, November 19-22, 1981 at the International Convention Center, Acapulco, Mexico.

There will be twelve simultaneous workshops, a TA 101 and training towards CM/SFM advanced membership.

Presentations in English will include a course in Psychodance given by Roberto Crema (Brazil) as well as workshops led by Muriel James (USA), Gloria Balbona (Mexico), and Gunter Jursch (Germany).

The plenarial sessions will provide an opportunity to exchange information and experiences in both Clinical and Special Fields.

Cost: $259 until September 15; $300 after that.

Fee includes: Congress registration, TA 101, workshops and plenary sessions, hotel and breakfast for 3 days, transportation in special buses from Mexico City to Acapulco and back*, reception dinner and a cruise on the Hawaiano Yacht.

*Departure from Sociedad Nacional de Psicologia in Mexico City (address below) will be on November 19 at 8am and return from Acapulco will be on November 22 at 12 pm.

To make your reservation, send a $50 deposit as soon as possible to Agustin Servin de la Mora, MPH, Sociedad National de Psicologia e Hipnosis Clinica y Experimental, A.C., Ezequiel Montes 19-Mexico 1, DF.

Members Forum

Organizational Change Takes Time

Dear Editor:

The use of TA in organizations suffers from the same problem other training methods for people improvement have suffered from in the past. The visiting expert runs a session of several days, and that's it.

As a manager, I participated in a number of these, with generally the same result. The group enjoys the sessions, learns from them and is all prepared to go back to regular work and really improve things. Then they find that the rest of the people they work with aren't ready for change, their boss isn't about to change, and in a month or so, it's like nothing had ever happened.

There has to be a continuous follow-up by a real expert, not by some company personnel training man/woman who took the course and is now an "expert." A surprising number of personnel people are now TA "experts" because they took some course, generally not even a good 101, and it certainly hasn't become a real part of their expertise.

Management has to believe in the concept and see that follow-up is performed. The time scale is generally over a year for real change to occur. This is illustrated well in Rensis Likert's *The Human Organization,* and in more detail by Marrows, Bowers and Seashore in *Strategies of Organizational Change.* In these cases, the change was demonstrated by effective indicators such as absenteeism, rates of output, detailed surveys, etc. The long time for change is clearly shown. This shouldn't be surprising since people themselves seldom change quickly.

With real management commitment, with a really good quality TA organizational development advisor, and at least a year, I think significant effects are possible. If it isn't done right, it simply adds to the general feeling that TA is just another faddish thing that will go away and be replaced by some other wonderful cure-all. People in organizations get pretty cynical about "management development," and just want to be left alone to do their jobs.

James H. Wiegand

More On Creativity

Editor's Note: *In the July* **Script** *we printed a letter from Katherine Wilson in response to articles by Alan Jacobs and Sue Gurowitz (May, 1981* **Script***). The articles suggested that becoming psychologically healthier does not necessarily diminish one's creativity and may, in fact, enhance it. Ms. Wilson's experience is just the opposite. Here is Alan's response.*

Dear Katherine:

The creative act is a thoughtful expression of intense feeling. It's possible to feel intensely about positive aspects of life as well as those which are very painful. Whenever I give up a negative aspect of my script, I float around in a kind of anxious limbo until I replace it. I've learned to wait through this process, at the end of which is usually a creative explosion.

Alan Jacobs

Searching for Berne's Foot Story

Dear Editor:

I need help. I recently went to a podiatrist and, while there, Berne's story about the foot problem came to mind. I can't seem to find it in any of his books, however, and I would like to know if any of your readers know what the reference for that story is.

Hopefully,
Genevieve Gross

Editor's Note: *we'd like to know the answer too. So, come on all you Berne trivia fans - how about it?*

Transactional Analysis Commune?

Dear Editor:

I'm writing to encourage a re-organization of the organization, principles and practices of ITAA. The following changes can make ITAA a more viable organization:

1. Change the name from ITAA to International Transactional Analysis Commune.
2. Move the headquarters to a rural location in a central state.
3. Change politically from a competitive hierarchy to cooperation and equality (eliminating the different levels of membership - work together on a common plane for the highest mutual benefit).
4. Replace ethics and scholarship with natural, intrinsic, organistic morality and creative intelligence.
5. Create a renaissance of the hipple spirit.
6. Eliminate the economic factor (the money/greed issue). Get out of doing business for primary monetary gain, particularly for the few, and get into the business of sharing the common experience of growth and living.
7. Turn the lights out on the "star" figures, and disenfranchise the authority power figures. The newest member (or non-member) might have more insightful experience, to which the oldest authoritative figure might be blind because of his/her own omnipotence and importance.
8. Replace the Summer Conference banquet with an orgy.

Temporarily,
Fred M. Fariss

PS - this letter is handwritten as a symbol of protest.

Dear Fred,

In protest to your protest, your letter has been typeset.

The Editor

Nominees for Officers and Board of Trustees

Ballots and candidate statements for the upcoming election will be mailed to all voting members in mid-September. The following persons were nominated either by the Nominating Committee or at the Business Meeting in Boston.

President: Norman James, PhD, Minnesota; Taibi Kahler, PhD, Arkansas.
Vice-President: Ellyn Bader, PhD, California; Mike Brown, PhD, Michigan; Leonard Campos, PhD, California; John James, MA, California; Ted Novey, PhD, Illinois.
Secretary: Richard Erskine, PhD, New York; Jeff White, DCP, Australia.
Treasurer: George Barnitt, PhD, Hawaii; George Kohlrieser, MA, Ohio.
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More Good Ideas Wanted

Dear Editor:

I would like to see the "Good Ideas" column cover all kinds of ideas, such as professional education, business, tax problems, promotion ideas - things that would help members with specific problems.

Jonathon Wagner

Editor's Note: *we think that's a great idea! If you have ideas, solutions, suggestions to contribute, send them in. How about listings of terrific, but unknown, vacation spots? Or a five-line description of a new technique you tried in group last week that worked miracles? Keep us in mind!*

One Yea, One Nay

Dear Editor:

I do not like the Susan B. Anthony section. If the writers signed their own names, I assume the quality would improve.

Fine idea to pass on suggestions of good books. (See July, 1981 "Good Ideas" column.) I like Barry Kaufman's *Giant Steps* and *To Love Is To Be Happy With.* I have used his techniques with exciting results. I find them particularly easy to learn and valuable in treating clients whose injunctions are "Don't think" and "Don't Grow." His personal philosophy is beautiful.

Mary Goulding

Editor's Note: *as a result of Board of Trustees action in Boston, the Susan B. Anthony column is being discontinued.*

Training Notes

Finalization of the CM Written Essay Exam is in process. Members can send any additional questions, suggestions for revision/rewording of current questions or other feedback to Claudette Hastie-Beahrs, 3006 NE Bryce, Portland, OR 97212 by October 1, 1981. A bibliography of resources for exam preparation is also in process. Suggested books, *TAJ* or *TAB* articles for the bibliography may also be sent to Claudette.

Book Reviews
Brief Mention

How To Be A Couple and Still Be Free, by Tina B. Tessina, MA and Riley K. Smith, MA, Newcastle Publishing Co. Inc., North Hollywood, CA. This innovative and enjoyable book presents a new model for coupling - based on the needs of today. The core material is a startlingly simple cooperative problem-solving process designed to insure that each participant gets exactly what he/she wants - without compromise. Impossible? Read it and see. Well written.

Everybody Counts, by Peter Blum, PhD, CMT. A TA self-help book for math aversion, it is designed to help people identify and deal with negative feelings about math so that they can learn to do it more easily. Includes examples and exercises to help readers identify psychological blocks and how they were formed. Useful for people 13 years and older, or for parents to use with younger children. Available from the Math Counseling Institute, 4518 Corliss Ave. N., Seattle, WA 98103 for $6.95 plus $.75 handling (Washington residents add $.35 sales tax).

El Analisis Transaccional (Introduction to TA) by Rudiger Rogoll has just been translated from German into Spanish. It is available from Biblioteca de Psicologia No. 71, Editorial Herder, Barcelona, Spain.

Ego State Models by Pearl Drego has recently been published as a pamphlet. The article, originally printed in *TASI DARSHAN,* Vol. 1, No. 4, is based on Drego's book *Towards the Illumined Child - An Indian Study of Ego States.*

Calendar

January 13-17, 1982 ITAA Winter Congress, Monterey, California
August 4-8, 1982 ITAA Summer Conference, Snowmass, Colorado

	Exam Date	Location	Application Deadline
CM/SFM Oral Exams	October 1981	Montreal, Canada	July 1, 1981
	October 1981	Adelaide, South Australia	July 1, 1981
	November 8, 1981	Zurich, Switzerland	August 11, 1981
	November 8, 1981	Yugoslavia	August 11, 1981
	December 6, 1981	Sao Paulo, Brazil	August 30, 1981 For information, contact Sofia Caracushansky
	January 13, 1982	Monterey, California	October 15, 1981
	February 1982	Perth, West Australia	November 2, 1981
	March 13, 1982	Wellington, New Zealand	December 14, 1981
	April 7, 1982	Rome, Italy	January 7, 1982
	May 1982	Brazil	February 1982
	July 4, 1982	Wellingen, West Germany	April 5, 1982
	August 4, 1982	Snowmass, Colorado	May 4, 1982
	November 7, 1982	Brussels, Belgium	August 9, 1982
	January 1983	Mexico City, Mexico	October 1982
	July 1983	Italy	April 1982
TM Exam	January 13, 1982	Monterey, California	October 15, 1981
	August 4, 1982	Snowmass, Colorado	May 4, 1982
Written Exam	March 25/26, 1982	To Be Announced	December 28, 1981
	September 24/25, 1982	To Be Announced	July 15, 1982

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.

Ethics Principles: Installment #9

Services to clients will be discharged with full responsibility to existing laws of the state or country in which the practitioner resides.

This principle contains both a rule and a dilemma. As a professional, you operate within the jurisdiction of the law of your country, state and municipality. The purpose of the law is to put into rules what most people would agree to be the "Common Good." (This is the tradition in the Western Liberal Democratic world.)

A dilemma arises should there be a law which, in your own personal or professional value system, contradicts good psychotherapy practice or would require that you act against your own personal moral code.

Example: you work in a state or country in which abortion has been recently declared illegal. You believe a woman has the "right to choose." How do you approach a client who anticipates getting an abortion?

Example: you work in South Africa and your client intends to break the law in order to fight a political battle for his/her human rights. What do you do?

Example: suppose you are seeing a client who intends to commit a crime of violence and informs you ahead of time. What is your responsibility in this situation?

First, it is important to decide whether the interests of your client can be put above the law. Second, if a breach of the law comes out of a joint awareness between you and the client of his/her options for behavior, you are not responsible for your client's violations of the law. However, you are accountable for all that you do with a client, both to yourself and to the law. Therefore, you must live with any consequences that arise out of knowledgeable actions vis a vis a client.

If you are not working under a contractual therapy agreement with a client, other rules apply. This is because, as an agent of an institution (such as a prison, or therapeutic community), you are hired to carry out its purpose. You are thereby working under a dual contract with responsibilities to both the setting and the client. Under conditions where your loyalty is pulled in two directions, the same principles apply.

In some areas, for example, you would be required by law to report a violation anticipated by a client. You must decide this on a case by case basis and are, at the same time, accountable to laws and institutional rules.

Sometimes, the resolution for a practitioner must be to follow a law and, at the same time, work to change it. In a benevolent, liberal country this may be possible. Those who live under dictatorships do not have this opportunity and then must weigh personal risks against their own sense of personal and professional integrity. This may even mean deciding not to do certain kinds of work.

Marian Weisberg

Examiners Needed for TM, CM, SFM Oral Exams

January 13, 1981
Monterey, California

We need examiners for the Teaching, Clinical and Special Fields Member oral exams. Please complete this form and return to Jackie Ward-Flaggs, PO Box 3932, San Francisco, CA 94119 by November 15, 1981 if you can help. If we do not have enough examiners, fewer people will be able to be examined. *Please consider participating so that all applicants can be examined.*

We also need TM, CM and SFM trainees (who are not being examined) to participate in the TM exam process on January 13, 1982 by bringing tapes and training problems for the TM examinees to supervise. If interested, please contact Jackie Ward-Flaggs immediately.

Please indicate which exam(s) you will be able to participate in as an examiner:

____ (TM's only) TM exams, Wednesday, January 13, Monterey, California and the Tuesday evening examiners' meeting at 8pm.

____ CM/SFM exams Wednesday, January 13, Monterey, CA and the Tuesday evening examiners' meeting at 7pm.

____ Yes, my room at the hotel may be used for the exams.

I took the examiner training workshop at

_____

Name and Membership Status

_____

Address

_____

City/State/Zip

_____

Phone

Reminders

Presentations/Articles to Other Professional Organizations - we are always interested in hearing from you about TA presentations you have made at conferences sponsored by other professional associations or articles you have had published in other professional journals. Please let us know when, where, what and by whom. And if you haven't written or presented to some other group recently, how about considering it? If you would like some brochures describing ITAA and its services, to take with you to display at meetings, just contact the ITAA office.

Frustrated Over Slow Delivery of Your *Script*? If you will send us the cost of air mail postage ($3/yr US/Canada, $10/yr all others) and your correct mailing address, we will put you on our *Script* special mailing list. Send to Robin Fryer, Managing Editor, c/o ITAA office.

The Statement of Ethics and the "Procedures for Handling Ethics Charges Within the ITAA" are available upon request from the ITAA office.

A Bit of Glory Restored to Headquarters Cottage

Those of you who have visited the ITAA Headquarters building in San Francisco will remember a quaint little cottage behind the main office building. One of the original owners of the property built that building for use as a laboratory, in which he worked with chemicals to invent a process which was important in the development of refined sugar.

A subsequent owner used the space as an artist's studio, and since we took over the property in 1975, we have been using it as a storage shed for Trans Pubs, a rather inglorious use for such a noble history.

Now a degree of glory has been restored to the cottage. The ITAA Board of Trustees, at its January meeting, authorized the remodeling of the building, not only to restore some of its charm, although that certainly has happened, but to serve as an income-producing source for the Association. That remodeling will have been finished by the time this is in your hands, and we now have a charming, one bedroom garden apartment which we are able to rent. A tenant has been found and already, repayment of the reconstruction loan has begun.

All of which brings us to this final point: the Building Fund of the ITAA can always use any contributions which you care to make. There are always repairs and items on which routine maintenance is required. The contributions are tax-deductible, and always welcome. You may use your annual dues notice, or simply send a check to the attention of the Executive Director.

Boston August 1981



(L to R) Lorenzo Reyes, Roza Sanchez, Fanita English, translator Eugenia Calderon, and Ana Borbon at Fanita's Institute



Vincent Lenhardt makes his presentation while Carlo Moiso looks on at the special President's Panel on National Scripts



ITAA President Muriel James



John Hancock, patriot, listens intently at Committee Chair breakfast



Steve and Carol Lankton demonstrate real teamwork in their workshop



Les Kadis



Former ITAA President Ruth McClendon helps TASI President Os Summerton on with his sash at the International Presidents reception. (L to R) Augustin Servin, Sociedad Nacional de Psicologia e Hipnosis; Emilio Said Diaz de la Vega, Mexican TA Institute; Vincent Lenhardt, French TA Association; (behind Os and Ruth) Carlo Moiso, Italian Association for TA; Janne Blarke, EATA; Ana Borbon, Dominican Republic; Alberto Rocha Tavares, Brazilian TA Association; and Juan Jose Tapia, ALAT.



Jon Weiss uses body language to make a point at committee meeting



Harry Corsover



Humberto Blanco



Claire Stefanik and Raymond Hostie "building rainbows" at Welcome Party



Bethany Schachtner