THE SCRIPT®
Volume XI, Number 2 March 1981
INTERNATIONAL TRANSACTIONAL ANALYSIS ASSOCIATION, 1772 VALLEJO ST., SAN FRANCISCO, CALIFORNIA 94123

***Winter Congress Wrap-up***

# Competency and Ethics

## *ITAA President Muriel James Addresses Winter Congress*

After recognizing and thanking the present and past Board of Trustees, the standing and ad hoc committees, the staff and Winter Congress Planning Chairperson, Jonathon Wagner, the ITAA president Muriel James addressed the congress as follows:

"Here in Washington, D.C. these last several days we have been considering the theme of competency. As I listened to various presentations, I became aware that this theme is one that concerns our ethical decisions. I believe that in the spirit of cooperation and caring we have become more aware of what ethical decisions are all about.

"To me, a decision is ethical if it enhances self-respect, develops personal integrity and integrity in relationships, dissolves unreal barriers between people, builds a core of genuine confidence in self and others, and facilitates the actualizing of human potentials without bringing harm to others.

"A decision is not ethical if as a result a person is exploited and used as an inhuman object, if human life is threatened for ulterior purposes, if barriers are built between people, if human potentials are belittled, squelched, or ignored, and if there is no possibility of free choice.

"Persons' value systems can be judged by how they relate themselves to all things. The ethical person establishes a practical, workable, concerned, and enhancing relationship with his **total** environment.

"Our survival and continuing development depend not only on how we transact with our fellow humans but also on how we relate to the rest of our environment. The inanimate world which includes rocks, sunsets, water, and air, and the animate world of living plants and animals are at our mercy. We have the power to enjoy them, to enhance them, or to destroy them. When we misuse them by polluting air and waterways, by rendering land barren, by causing the extinction of a species or upsetting the ecological balance, it is other people whose existence and continuance as a race is, in the long run, threatened. The exploitation of the environment unnecessarily can doom us to a tragic ending.

"Ethical persons do not discount problems or the significance of them. Instead they assume that they and others working together can solve them. They work on their own personal problems, community problems, and such worldwide problems as those caused by rats and disease that eat away at babies, and overpopulation and wars that bring death and hopelessness to millions of people. They can crusade, as Berne suggests, against the Four Horsemen — War, Pestilence, Famine, and Death — whose innocent victims are the infants of nations, and the resulting bleakness when aesthetic values are ignored and give way to ugliness. They recognize that apathy is consent in matters such as infant mortality, child beatings, urban deterioration, and unfair employment, education, and housing practices. They are indignant over the injuries and injustices suffered by humankind and work to change them.



"As I looked at the many historical documents here in Washington, D.C., I recalled the words of the Charter of the United Nations. These words call for our ethical decisions as individuals and as an organization:

'To reaffirm faith in fundamental human rights, in the dignity
and worth of the human person, in the equal rights of men and
women, and of nations large and small . . .'

"These words present a strong challenge and provide a clear focus. Therefore I am delighted to be working with you as we make ethical decisions about the present and the future of the ITAA."

# Winter Congress Panels Stimulate Thinking About Competency

By Mary (Sunny) Morriss

About one hundred Winter Congress participants treated themselves to a searching, frequently ambiguous, sometimes heated exchange of ideas about competence. As persons actively involved in mental health, where competence is often defined in negative terms (what is NOT competent), we sought to define our 'common potency' in positive, specific terms.

The Congress began with an address by Stanton Samenow on Thursday evening. Four panels met for three three-hour sessions on Friday and Saturday, discussing Ethical Issues, Legal Issues, Professional/Personal Issues, and Social/Community Issues. A fifth panel met for three hours on Sunday morning to discuss Spiritual Issues. Each panel had a recorder taking notes on what was said for this report to the membership.

This is a summary of what I and the other recorders heard. Our hope is to stimulate all of our thinking about competence. I am grateful to those who devoted their time and energy to observing, taking notes, and then transcribing their notes into a readable form for me: Ellen Andruzzi, Bobbie Barrie, Claudette Hastie-Beahrs, Lois Johnson, Renie Lee, Bob Morriss, Dave Sternbach, and Ed Zerin.

The Report on the National Conference on Competency-Based Certification defined competence as "... the overall quality in an individual that results in a positive outcome for the client." Webster's New World Dictionary (1959) defined competence as "sufficient means for one's needs," "ability, skill, fitness," and "power or jurisdiction." One consensus at the Congress said, "Competence is to be informed (educated, well-prepared) about the subject, to perform properly, and to secure the desired result." In nursing, competence is a "minimally safe practitioner." As a human being, competence is "meeting one's needs." Competence is integrity toward one's self, and then toward others — i.e., "congruence," or "active utilization (integration) of knowledge."

Questions raised and discussed in all of the panels included: who defines "positive outcome"? Who defines "proper performance"? Who defines "minimally safe"? Who defines competence? How can I gauge my own competence? As a mental health professional, how can I gauge my competence in the areas of each of the specific panels?

The Ethics panel (composed of Claudette Hastie-Beahrs, Morris Haimowitz, and Karen Lee) led discussions that asked: Is competence an Ethical issue? Is an unethical therapist therefore incompetent? Where does competence end and ethics begin? What is the foundation for ethical decisions? Do some ethical principles take precedence over others? In an ethics code, do we want to be broad or to be specific?

The Professional/Personal Issues panel (Ed Zerin, H.D. Johns, Charlotte Brown, and Tom Nissely) discussed: How do I gauge my own competence? When did I begin to feel competent, and under what circumstances? What are my personal/professional criteria for competence?

The Legal Issues panel (Lois Johnson and Dick Abell) led discussions on third-party payments and ways of dealing with those requirements. Also, how can we deal with the reality of economic monopoly through licensure? Who is competent to license? How do we choose what is, in our field, competent? How can people demonstrate competence?

The process of the Social/Community Issues panel (composed of Fanita English, Marion Weisberg, Alan Jacobs, and Felipe Garcia) and discussions demonstrated the questions with which they struggled: What are our goals? How do we define goals? How do we know when we are moving toward our goal(s)? How do we know what we know? How do we internalize what we know? How do we externalize (act on) what we know? How do I know in what fields I am competent? How can I (we) effect change from a powerless position? Who has power over whom, when, and why? What is social change? Do I want to contribute to social change? What are the risks of action/lack of action? What is the mental health professional's role in social change? How do I account for/deal with the evil in each of us? How can I deal with people as an "us"? How can we measure "help"? What is the distinction between "rights" and "needs"? How do I decide how to allocate my energy?

Spiritual Issues (led by Nancy Porter and Curtis Steele) asked: Do I, as a mental health professional, deal with spirituality? How do each of us do this? What place does evil have? What is the difference between a "WOW" experience and spirituality?

Some qualities were consistently proposed as part of "that overall quality" of competence: 1) I have a vision — a vision of self and society, with an awareness and clarity around my own values; 2) my vision of self/others/society is congruent with how I live my life; 3) I am grounded in my right to be, my right to be me, and in others' right to be and to be themselves; 4) I am authentic in relationship, even when it is painful; 5) I am at peace with ambiguity, ambivalence, and the knowledge of evil in myself and others; 6) I have a certain humility: I know I can't change anyone, and I am comfortable owning, "I don't know"; 7) I observe

continued on page 2

# Members Forum

## Presenting Versus Examining: A Dilemma

Dear Editor:

The frequent announcements appearing in the *Script* for exáminers is of concern to me. I am also aware that confusion on the part of the program committee as to papers, panels and workshops for the Winter Congress was partially responsible for the fact that I did not examine in Detroit.

For members who are not in private practice, conventions must be carefully selected well in advance because of both financial and time commitments.

When I saw in the October *Script* that proposals for workshops and papers were replaced completely by panels, meaning that my proposals, along with others, were not accepted, I had already used up the day I could and would have spent in Detroit examining. This prevented me from responding to the letter sent out by the ITAA office urging certified members to go to Detroit to assist with exams.

Our examining process is dependent on our membership as no other licensing procedure is. ITAA has fought long and hard to develop a credible licensing process. It would be unfortunate if this accomplishment is negated due to poor communication about arrangements within the organization.

Sincerely,
Marti Minnema, SFM



**Richard Erskine tops Jon Weiss at Winter Congress**

Dear Marti,

I want to thank you for the proposals you submitted for the Winter Congress. They both sounded interesting and worthwhile. Because the theme of the congress was on the nature of competence, we accepted other proposals that were more in line with the theme. Eventually we produced a group of presentations which explored the theme in depth.

I appreciate the difficulty you had in scheduling your time off. I recognize that when you are not solely in charge of your time you do need to plan far in advance. Because of the quality of your proposals, I hope that you will continue to submit proposals for review for future conferences.

Jonathon Wagner
Chair: Sub-committee for Winter Congress



**Gloria Wax and George Imperato**

## TA and Spirituality:

Dear Editor:

I enjoyed Marge Reddington's and Iris Pearce's article on "Spiritual Development" in the December issue of the *Script.* I have participated in sessions with both Marge and Iris in the past and have found their work to be most effective. I think when psychology and spirituality are integrated, the results are greatly enhanced and change is faster and more permanent.

I think it is particularly significant that you saw fit to carry this as a lead article in the *Script.* I have been working for several years in integrating behavioral science and spirituality and am enclosing an article that was published in the *ACC Journal* ("Where Applied Behavioral Science and Religion Meet," *Journal of Religion and the Applied Behavioral Sciences,* Vol. 1, No. 1, 1979).

Thanks for giving this subject the space that it deserves.

Sincerely,
Arthur Beck, Jr.

## Definition of Competence

Dear Editor,

As I write this, I am just out of the final summary meeting of the 1981 Winter Congress which addressed the issue of competence from various viewpoints, including legal, social action, professional and ethical. The panels appeared to be somewhat stymied in seeking a definition of competence both in these various areas and in an overall sense.

It sometimes seems that educated people (and I like to think that I am one of these) have a basic belief that an answer **must** be both complex and difficult to understand in order to be valid. Berne and his followers controverted this, of course, but I think we need to always keep the tendency in mind.

Therefore, it is from this premise that I would like to offer my definition of competence. To me, it is **at least** a knowledge of what is right under the circumstances, an ability and willingness to do what is right in the **right way,** and congruence between one's ego states in the process. Congruence in this case refers to having each ego state available and cathecting them, when and as appropriate.

I've come to this notion in my own discipline in recent months and I am using it in judging myself and my colleagues. It seems to be working.

Sincerely,
Thomas McAllister, CFP

## Winter Congress Panels (continued)

accurately what works and what does not; 8) I am curious: I am growing personally and professionally; 9) I am effective: I set goals and achieve them; and 10) I know that I am familiar with, and able to use the basic body of information that defines the profession.

Specific skills mentioned included (and are not limited to): I have developed skills in some specialized part(s) of the field; I monitor what I am doing while I am doing it, and afterwards, and know if I have done it; I know when to keep my mouth closed (I listen to the question and answer it); I am open about myself, my issues, my values; I deal with internal dialogues so that they don't interfere with what I'm doing; I check out that I have the interest, energy, knowledge, and ability to do a piece of work; I make straight, clear, specific, achievable, measurable contracts; I know how to fulfill a contract; I know when to refer; I make sure social-level contracts are congruent with psychological-level contracts; I know the difference between different kinds of contracts: social-control, developmental, long-term, indepth; I know the client's history, Script matrix, injunctions, Drivers, and options; I indicate to the person receiving the service what the short and long-term risks of the proposed contract are; I educate and raise the level of awareness of the consumer; I have a system of supervision and review; I maintain good health; I know how to stroke and accept strokes; I know when/where/how to confront; I know how to nurture myself and others; I know when/how to use permissions; I have skills in decontamination; I have skills in helping a client recognize early decisions and patterns; I have skills in facilitating re-decisions; I have skills in supporting autonomy; I have skills in translating creative energies into action; I have skills in enabling; I have skills in dealing with process; I have skills in protection; and I keep up-to-date records, with long and short-term treatment plans.

People generally agreed that neither external validation (tests) or internal (personal, intuitive) judgments can protect the public from those who are incompetent or unethical. Still, some structures seem essential for ourselves, if not for the recipients of our services. And if we stay aware of the discrepancies between our visions and our validations, struggling with what it means to be competent, we may be able to keep from rigidifying the structures we do set up.

## Kudos and Quaccas

Dear Editor:

After writing you to state that I don't like Parent/Adult articles ("Spiritual Development," etc.) written without question marks and to suggest that we do away with articles in the *Script,* the latest issue arrived with the wonderously bright and useful Child/Adult article by Gerda Lawrence, the delightful article by Amy Kolander, etc.

So, tear up yesterday's letter and substitute this more good-natured one. I'm glad you got the message, though, on male pronouns and sexist disclaimers.

I'd still like to see *Script* articles kept to under 750 words. My preference is an expanded "Keeping In Touch" and "Members Forum", plus TA jokes, 4-line poetry, and special news. Also, I'd like to see a good idea column. It could include things like this: "If each reader would get his/her library to buy TA books, authors would be rewarded and the public would have access to TA information."

I'm off to New Zealand, Australia and Japan to work. I got a new underwater camera so Jeff and Maggie White and I will snorkel at Rottnest Island. And I will take on-land photos of the quaccas, wonderful little creatures about 12-inches tall that carry their babies in their pouches and are so tame that they run into cabins to jump on the beds. Between Perth and Tokyo I'm going to some islands near Bali where few tourists travel, and maybe I'll write you about what I see and do.

Love, Mary Goulding

***Editor's Note:*** *as always, we love feedback, both critical and appreciative. We think Mary's suggestion about getting libraries to buy TA books is great and we hope lots of you will follow up on it. We'd like to run a "good ideas" column too, but to do that, we need good ideas! So, all you clever people out there, how about it?*



**Mary Boulton and Bob Andersen buddy it up at Winter Congress banquet**


**The Script**
(ISSN 0164-7393)
Newsletter of the International
Transactional Analysis Association
1772 Vallejo Street
San Francisco, CA 94123
(415) 885-5992

Editor ..... Ken Ernst, PhD
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**Deadlines:** receipt in ITAA office on the first of the month prior to the 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 a year as part of dues for all classes of membership. For information on dues rates for various membership classifications, contact the ITAA office at 1772 Vallejo St., San Francisco, CA 94123. Second class postage paid at San Francisco, California.

*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.*

# POST SCRIPT

THE ITAA BULLETIN BOARD

**Please Note: the fees for Post Script Ads have gone up. New rates are listed below.**

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

**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.

*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

PLAN NOW ON YOUR NEXT WINTER IN SUNNY HAWAII, Jan. 4-8, 1982, in a workshop with Ron Ching, CPTM, and guest leader, for supervision, fine tuning of skills, "plorking" (playing/working). In Makaha, Oahu, on the ocean with swimming pool and Hawaiian beauty, hospitality. $300 for tuition/lodging. $75 deposit (non-refundable) to Ron Ching, 5290 Kalanianaole Hwy, Honolulu, HI 96821; (808) 373-4593.

FOURTH INTERNATIONAL CONFERENCE ON TRANSACTIONAL ANALYSIS IN ORGANIZATIONS - this year in the beautiful Mediterranean island of Ibiza. Presenters will include Muriel James and Taibi Kahler. Come to work, have fun and luxuriate from June 1-4, 1981. Details: Ron Clements, 29 Paxton Gardens, Woking, Surrey, England.

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Marty Walrath, R.N., M.S.W., C.M.
158 Maple, Altamont, N.Y. 12009 (518)861-6553

Fee: $175 - Individual $250 - Couple
includes meals and lodging Limit 15
To register: Send $75 deposit to Marty Walrath

The San Diego Institute of Transactional Analysis
presents

# THE POTENT THERAPIST PROGRAM

In this three week workshop, participants learn effective therapeutic techniques, practical skills in observation, and powerful approaches to communication. There is special emphasis on developing centeredness and personal power, which are a mark of the truly potent therapist.

The workshop features **Hedges Capers, Ph.D.**, and **Nancy Porter, Ph.D.** Hedges demonstrates the application of the Mini-Script concept and shares his knowledge of group dynamics. Nancy shares her experiences with Buddhist meditative techniques as well as her broad knowledge of Transactional Analysis in practice.

Date: June 8-26, 1981
Place: San Diego, California

For Information:
**Lee C. Overholser, Ph.D.**
**SDITA**
7636 La Jolla Blvd.
La Jolla, California 92037
Phone (714) 459-4368

# SPIRITUAL DEVELOPMENT



**Marge Reddington**

**A Workshop**
August 3-7
1981



**Iris Pearce**

This workshop will present our model of spiritual development, one we integrate with ongoing personal growth. We will introduce the stages of spiritual development and discuss some ways of recognizing each stage, its tasks and needs as well as its joys. Our emphasis will be on spiritual growth as a component of wellness and as an essential ingredient in balanced human development. Some topics to be covered will be: types of souls, the place and psychotherapy in spiritual development, healing of spiritual wounds, methods of distinguishing spiritual from emotional and physical needs, and more.

The workshop will be didactic and experiential. Participants are invited to share spiritual experiences. Opportunities will be provided for the participants to develop a practical plan for implementing these concepts into their lives.

- To be held in the Greater Boston Area.
- Cost: $350.00 & Room and Board.
- Sponsored by **The Champlain Valley Institute.**

For information and registration, contact:
**CVI**, 81 Main Street, Burlington, Vermont 05401
(802) 862-6589.

MIND BODY

MIND BODY

MIND SPIRIT BODY

# 19th Annual ITAA Summer Conference

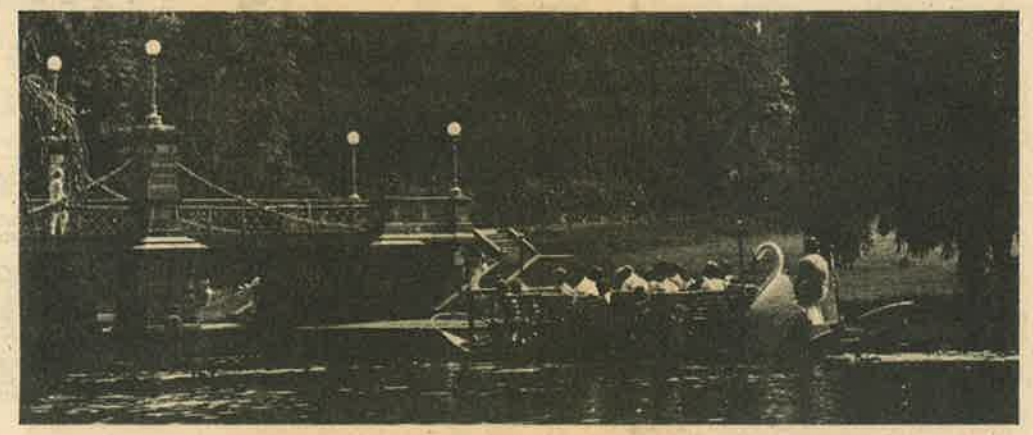
## KEYNOTE Speaker



### C. Norman Shealy, M.D., Ph.D.

Dr. Shealy is the founder and director of the Pain and Health Rehabilitation Center, La Crosse, Wisconsin. He is the founding president and immediate past president of the American Holistic Medical Association. His address, "Development of the Human Potential: Putting Spirit into Holistic Diagnosis and Treatment" will focus on the questions; "What is the highest possible development of the human personality from a spiritual or transactional point of view? Is it possible to measure "competence" in an individual's development of the highest human qualities?" He will also share his experiences in attempting to have people grade themselves on 15 characteristics which he thinks mark the highest possible human potential.





## 1981 Summer Conference SCHEDULE

**Monday, August 10th**

| | |
|---|---|
| 9:00 am - 5:00 pm | Pre-Conference Institutes and 101 Courses |

**Tuesday, August 11th**

| | |
|---|---|
| 8:00 - 9:30 am | Committee Chair Breakfast Meeting |
| 9:00 am - 1:00 pm | Pre-Conference Institutes |
| 9:00 am - 5:00 pm | 101 Courses |
| 9:30 am - 6:00 pm | Committee Meetings |
| 3:00 - 6:00 pm | Examiners Training Workshop |
| 7:00 - 8:00 pm | CM/SFM Examiners Meeting |
| 8:00 - 9:00 pm | TM Examiners Meeting |

**Wednesday, August 12th**

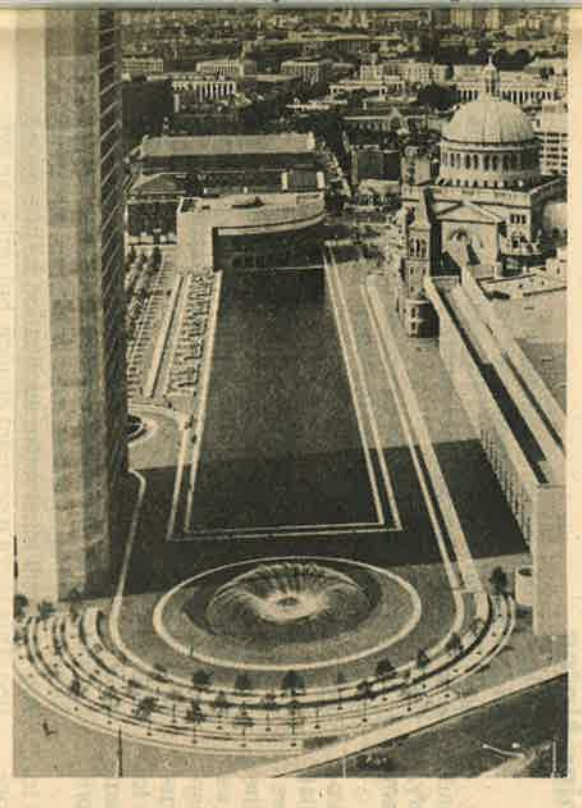
| | |
|---|---|
| 8:00 am - noon | Executive Committee Meeting |
| 8:00 am - 5:00 pm | Exams |
| 9:00 am - 3:00 pm | Film Festival |
| 6:00 - 7:00 pm | President's Cabinet |
| 6:00 - 8:00 pm | Family Get-Together |
| 7:00 - 8:00 pm | Welcome Party |
| 8:00 pm - midnight | Dance |

**Thursday, August 13th**

| | |
|---|---|
| 9:00 - 9:45 am | Opening Session |
| 10:00 am - noon | Workshops |
| 10:00 am - 1:30 pm | Film Festival |
| noon - 1:30 pm | Lunch Break — Women's Caucus |
| 1:30 - 3:00 pm | Network Meetings |
| 3:15 - 6:15 pm | Workshops |
| 6:15 - 8:00 pm | Dinner Break |
| 8:00 - 9:30 pm | Keynote Speaker |
| 9:30 - 11:30 pm | President's Reception Honoring Presidents of International TA Organizations |



## Conference Fees



## Pre-Conference Institutes

**Monday, August 10th**
9:00 am to 5:00 pm

**Tuesday, August 11th**
9:00 am - 1:00 pm

These day and a half long Institutes will be limited to twenty-five participants. Pre-registration is required.

Institute leaders this year are:

- Fanita English
- Rita and Blair Justice
- Marge and Ed Zerin
- Marge Reddington
- Shea Schiff
- Mary Goulding
- Lucy Freedman
- Jack Dusay
- John James
- Steve and Carol Lankton

Full descriptions of the Institutes will be contained in the program booklet.

Presidents of International TA Organizations

## Friday, August 14th

| | |
|---|---|
| 8:00 am - 1:00 pm | Board of Trustees |
| 9:00 am - noon | Workshops |
| 9:00 am - 3:30 pm | Film Festival |
| noon - 1:30 pm | Lunch Break — Women's Caucus |
| 1:30 - 3:30 pm | Workshops |
| 3:45 - 4:45 pm | President's Think Tank |
| 5:00 - 6:30 pm | Business Meeting |
| 7:00 - 8:00 pm | "Ten Year Member Club" Get-Together |
| Free Evening | In Boston |

## Saturday, August 15th

| | |
|---|---|
| 8:00 am - 1:00 pm | Board of Trustees |
| 9:00 am - noon | Workshops |
| noon - 1:30 pm | Lunch Break — Women's Caucus |
| 1:30 - 3:30 pm | Workshops |
| 4:00 - 6:00 pm | Workshops |
| 7:30 - 8:00 pm | Cocktails |
| 8:00 pm - 1:00 am | Banquet with Party and Dance and closing of Conference |

## Sunday, August 16th

| | |
|---|---|
| 8:00 am | Fun Run |
| Free Time | To say good-bye, have meetings, eat, etc. |

## Network Groups

The Networks will have time to meet on Thursday afternoon from 1:30 to 3:00 pm. This is a chance to meet and talk with others who share your special interest in . . . Writing . . . Money . . . Pastoral Counseling . . . Education . . . Alternative Lifestyles . . . Spiritual Exploration . . . Aquarian Conspiracy . . . PTMs . . . Gerontology . . . Organizational Development . . . Substance Abuse . . . Nursing.



| | Pre-Registration* | On-Site |
|---|---|---|
| Members | $85.00 | $125.00 |
| Non-Members | $125.00 | $125.00 |
| One day fee | $35.00 | $35.00 |
| University students (full time) | $50.00 | $50.00 |
| Institutes | $95.00 | Pre-Registration |
| Student rates | $50.00 | Required |
| 101 Courses (French & English) | $85.00 | Please |
| 101 Courses | | Pre-Register |
| Student rates | $50.00 | for 101 Courses |
| Workshops (each) | | |
| 2 or 3 hours | $10.00 | $10.00 |
| Invitational theme | $15.00 | $15.00 |
| All day seminars | $20.00 | $20.00 |
| Youth Program | $30.00 | $40.00 |



## Travel Assistance

American Airlines has been selected as the Official U.S. Carrier for our Conference. To take advantage of their special assistance, call their toll free number 800-433-1790 (in Texas 800-792-1160) between 9:00 am and 5:00 pm and identify yourself as a participant of Star Number "S5358".

For travel assistance from outside of the United States, we have selected Pan Am as our carrier. We encourage you to use their services in making your travel plans.

## Connector Room

I am pleased to invite you to attend my first birthday party. Because of the warmth, nurturing and care that I have received, I have grown into a fine healthy baby. Please join me for breakfast conversation hours, games, massage, special events, etc.

Time: Monday thru Saturday

Place: Summer Conference
Boston
The Park Plaza Hotel

I need people to do specific creative things in the Connector Room. Do you play a musical instrument? Will you lead a conversation hour or a get acquainted or therapy group? If so, please contact Edie Bogusky,
5537 Waterman, Apt. 3W,
St. Louis, MO 63112
(314) 367-6199.
Thanks!

**Reach out and grab someone . . .** and bring them with you to the Summer Conference. You'll receive a $35 discount on your registration with one non-member. Call the ITAA office if you need more information about this.

Register early to participate in the PRE-REGISTRATION SWEEPSTAKES. The winner will receive **four free nights** in the Park Plaza Hotel. (See Program Book for details.)

*Enjoy Festival Month in Ottawa, Canada!*
before Summer Conference in Boston 1981

**FOUR WEEK RESIDENTIAL TRAINING PROGRAMME**
**July 6th - 31st, 1981**

An integrated Training Programme in Transactional Analysis and Psychotherapy.

FOR WHOM:
Psychotherapists
Counsellors
Clinical Trainees

PROGRAMME INCLUDES: Lectures, Demonstration, Practice & Supervision, Personal Therapy, Theoretical Review, Mock Orals — Weekends for relaxation

FEES: $1100.00 Canadian plus accommodation. (Accom. approximately $20.00 a day)

LOCATION: Campus of the University of Ottawa, Ottawa, Canada.

FACULTY:
Vince Gilpin - Course Co-Ordinator
Family Triangles and Life Scripts
Integrating Family Dynamics and Script Formation

Martin Groder, M.D. - July 8, 9 & 10
Understanding and treating patients with character disorder and other difficult patients.

Shea Schiff - July 14, 15 & 16
Passivity Confrontation and Re-parenting. The Cathexis approach to the treatment of Psychosis.

Richard Erskine and
Rebecca Trautmann - July 20, 21 & 22
The Integration of Racket Analysis Script Theory & Body Script work.

Steve Lankton - July 6 & 7
Psychological level communication
A systematic clinical application of Neurolinguistic programming.

Joseph Cassius, Ph.D. - July 27 & 28
Bodyscript Release: How to use Bioenergetics and Transactional Analysis.

Allan Jacobs - T.A. and Psychodrama
Carol Burra - T.A. & Family Therapy
Kit Stewart - Gestalt Therapy



CONTACT:

Transactional Analysis Training Centre Ltd.
P.O. Box 94, Kingston, Ontario, Canada K7L 4V6
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## Ethics Principles: Installment #4

The fourth principle of the ITAA Ethics Code reads: "Members of the ITAA should strive to develop in their clients awareness of and functioning from a position of dignity, autonomy, and personal responsibility."

This ethical principle is a consensus of Parent values implicit in much TA literature. A strong humanistic Parent is very evident in Berne's writing, as it is in books of most TA authors. Consequently, many individuals familiar with TA literature who approach a Transactional Analyst assume that s/he shares this basic orientation and it becomes a part of the unspoken contract unless specifically contradicted.

In this statement, the definition of "dignity" intended is that of "intrinsic worth" or the "quality of being esteemed." The Transactional Analyst then enhances realistic self-worth and self-esteem rather than a "formal reserved manner" which is another common meaning of the word dignity. "Autonomy" includes the qualities of awareness, spontaneity, joyfulness, and the capacity to be close to others without loss of identity. "Personal responsibility" here further emphasizes the individual's power to take charge of and own his/her own life, including his/her Parent values and his/her chosen response to authority. An ethical violation of this principle would occur when a clinician accepts an hysterical client's confusion and "inability to make decisions" at face value and encourages the client to enter into a long term dependency relationship in which "she makes all his important decisions for him." While it is ethical to meet a client's dependency needs in a crisis situation, this should be done in such a way as to foster the client's growth towards autonomy rather than undermine it. Another ethical violation of this principle would occur when a clinician operating personally from a "don't think" about the issue of abortion (the Church says it is wrong) undertakes counseling with an individual about whether or not to get an abortion with the secret agenda of dissuading the client from this "act of murder." An ethical therapist would clearly communicate his/her own value system as part of the contract-context setting process for addressing the issue, respecting the client's right to seek another therapist if the context didn't suit her.

— Robert Morriss

# Policy for Organizational Affiliation

### Adopted by Board of Trustees - August, 1979

A. To be considered, an applicant organization shall be a voluntary, non-profit, membership organization with purposes and practices compatible with those of ITAA.

B. Applicant organization shall submit, with application, an English-language copy of the Constitution, By-laws, Articles of Incorporation or similar documents and names and addresses of current officers.

C. Applicant organization shall provide ITAA a copy of the annual budget and financial statement; ITAA will provide same to applicant.

D. Applicant organization, upon approval of ITAA trustees, will become organizational affiliate for three years, extension subject to review at Board meeting nearest three-year time. If either ITAA or organizational affiliate decides not to renew, a statement of reasons shall be provided.

E. Applicant organization must have at least three ITAA certified members with dual status.

**A negotiation** between the organizational applicant and ITAA Executive Director for mutual cooperation and joint benefit shall be conducted. The Executive Committee shall approve the final agreement. The following are general guidelines for that negotiation. The Board shall review the agreement.

A. Develop financial fee structures that are mutually beneficial.

B. Negotiate organizational affiliate rights to translate and copy official ITAA materials.

C. Develop cooperation on cross-reference to non-ITAA publications in the country.

D. Develop cooperation for organizational affiliate to assume training standards functions through negotiations. The Training Standards Committee's approval must be obtained.

E. Develop a single contact through which all local questions are answered.

**Board of Trustees Observer** - the organizational affiliate has the right to delegate an observer to the ITAA Board of Trustees. An alternate may be designated by the observer. The observer will receive all non-confidential Board of Trustees information.

## Training Notes

### Attention: RM's Under CM/SFM Training Contracts

As a result of some months of productive work and action taken at the Winter Congress in January, some significant changes are occurring in the exam process.

The new form of the written exam has been prepared. It will consist of questions selected from a list of questions which are being sent to all sponsors. Candidates will be allowed three hours to write the closed-book exam. Monitored test sites will exist as they have in the past. If a candidate wishes an alternative to the assigned site, s/he may make arrangements with Jackie Ward-Flaggs at the ITAA office to take the exam under an approved procter. The exam will be administered Friday, April 24 or Saturday April 25, depending on the availability of testing sites.

Those candidates who prefer an oral alternative to the essay exam may apply to take an oral theory board. Questions will be drawn from the same pool as the written exam. Candidates may not take the theory board and the traditional oral exam the same day. The oral alternative to the essay exam will be available only at Summer Conference and Winter Conference.

All exam questions will be scored by objective criteria. Training will be held in Boston for those wishing to score written exams.

### Attention: PTM's

PTM's who wish an exception to take their exams for Teaching Member status without having successfully sponsored a second candidate to exams may be advised that the Exceptions Sub-committee will consider granting exceptions to those individuals who attend the PTM Contract Workshop as a candidate for exam and are recommended to exams by the three Teaching Members who staff the workshop. The PTM still must make application for the exception. This is not a contract change, but rather an avenue by which exception can be granted.

# Calendar

**August 12-16, 1981 ITAA Summer Conference, Boston, Massachusetts**

| | Exam Date | Location | Application Deadline |
|---|---|---|---|
| CM/SFM Oral Exams | April 8, 1981<br>May, 1981 Cancelled<br>July 5, 1981<br>August 12, 1981<br>September, 1981<br>October, 1981<br>October, 1981<br>November 8, 1981<br>November 8, 1981<br>February, 1982 | Nashville, Tennessee<br>Seattle, Washington<br>Sweden<br>Boston, Massachusetts<br>Caracas, Venezuela<br>Montreal, Canada<br>Adelaide, South Australia<br>Zurich, Switzerland<br>Yugoslavia<br>Perth, West Australia | January 8, 1981<br>February 2, 1981<br>April 7, 1981<br>May 12, 1981<br>June 1, 1981<br>July 1, 1981<br>July 1, 1981<br>August 11, 1981<br>August 11, 1981<br>November 2, 1981 |
| TM Exams | August 12, 1981 | Boston, Massachusetts | May 12, 1981 |
| PTM Contract Workshop | March 17-19, 1981 | Feriendorf, Twannberg, Europe | December 18, 1981 (includes payment of $100 non-refundable application fee) |
| Written Exam | April 24 or 25, 1981 | To Be Announced | April 3, 1981 |

**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.**

# Summary of Minutes of Board of Trustees

## January 16, 1981

**ITAA Headquarters** - to increase revenue, a portion of the ITAA headquarters building in San Francisco is being rented out. This arrangement appears to be a good way to offset expenses.
*Action taken* - the Board approved the renovation of the cottage in back of the headquarters building with the idea that it become another rental and income producing property for the Association.

**Educational Programs** - while the ITAA was founded as a non-profit educational corporation, its educational programs have basically been limited to two conferences a year. There is interest now in expanding this area in an effort to provide more educational opportunities for members, to expose the public more to TA and to develop and increase membership.
*Action taken* - the Board accepted a recommendation presented by Conference Coordinator Marianne Fraticelli to begin an experimental program in education and asked that she, along with representatives of the Program and Continuing Education Committees, investigate the possibilities and make a proposal to the Board at a later date.

**Regionalization of Board** - with the growing number of members living outside the US, there has been an increasing concern with how the make-up of the Board reflects our international nature.
*Action taken* - the Board approved regionalization of the Board of Trustees with each region being made up of approximately 300 members per Board seat and the International Relations and Nominating Committees were charged with developing a plan for implementing this regionalization for the 1982 elections.

**Certification** - on the advice of counsel and because of IRS requirements, there is a seeming need to separate the Certifying Committee from the Training Standards Committee and to make it administratively independent. This means that all policies relating to certification are the sole decision of the certifying body and are not subject to the approval of any other group. All financial matters related to the operation of the certifying component would be segregated from and independent of those of the professional society. The Executive Committee held a special two-day meeting prior to Winter Congress to discuss the IRS requirements and to consider how to implement a more effective certification process.
*Action taken* - on the recommendation of the Executive Committee, the Board formed a task force to develop a separate certification committee of the ITAA. Its members are Les Kadis, Norman James, Barbara Mueller, Ellyn Bader, Martin Haykin, Birger Gooss and Bob Andersen.

**Long Range Planning** - the Long Range Policy and Planning Committee felt that policy is something that should be put together by all committees and approved by the Board.
*Action taken* - the name of the committee was changed to the Long Range Planning Committee with Lucy Freedman as chairperson.

**Pharmaceutical Money** - the ITAA has been approached in the past by pharmaceutical companies offering financial support for ITAA programs.
*Action taken* - the Board agreed that ITAA can accept pharmaceutical money to support parts of our program, provided there are no strings attached. Final approval of the pharmaceutical project will rest with the Public Information and Professional Relations Committee.

**Continuing Education** - a letter will be sent to all TM's asking for their feedback about the following possibility for continuing education: a retreat for TM's only that would have three primary objectives - the connection of TM's to each other, continuing education for TM's, and fun with each other. TM's would be required to attend one of these retreats every four years and they would be held at pleasant spots around the world.

**International Relations** - ITAA seems to be moving towards a structure that is truly international and the power is shifting to the membership around the world. It seems that we will remain a family of individuals rather than moving in the direction of a federation. All members are equal members with responsibilities and requirements, but we will have organizational affiliates that will take part of the responsibility in certain areas. One of the problems resulting from this movement is language.
*Action taken* - the principle of the remission of conference fees for translators at the Summer Conference was established. Gloria Balbona and Fanita English will recruit translators for this summer's conference in Boston.



**ITAA Board of Trustees hard at work**

**Grievance Committee** - the committee asked that its name be changed to better reflect the concern for establishing and communicating a higher quality of professional practices among the membership.
*Action taken* - the name of the committee was changed to the Professional Practices Committee and its charge was expanded to include the phrase "To inform the membership regarding ITAA guidelines for professional practices."

**Guidelines for Professional Practice** - in the past, the Board has passed and the Grievance Committee has enforced a number of regulations about professional behavior, such as use of the logo, advertising, etc. It seems that this information is not generally known by the membership and so the Professional Practices Committee is going to gather it together, bring it back to the Board for re-approval and then see that it is put into the Training Standards Manual. Steps were also taken to differentiate the activities of this committee from those of the Ethics Committee.
*Action taken* - the following statements were approved:

When there is a flagrant violation of one of the sections of the ITAA Statement of Ethics, such as having sex with one's patient, then the issue is clearly an ethical one and should not come before the Professional Practices Committee but should go directly to the Ethics Committee for action.

When, however, there is a complaint or question concerning a more general aspect of professional practice, such as false advertising, misuse of the logo, or perceived mistreatment on the part of another member(s), then the issue should come before the Professional Practices Committee. Such complaints are assumed to be the result of an oversight or a lack of information on the part of the offending party. The individual(s) concerned is contacted and asked to take action to correct the situation. If the person(s) refuses then it becomes clear that the offending action(s) was intended and it becomes grounds for lodging an ethical charge. The charge is then referred to the Ethics Committee for action.

When there is not a clear violation, but rather a dispute between members, it should be handled by the Professional Practices Committee acting as a mediator. The Committee for Professional Practices must serve as: 1) a clearing house for disseminating information to the membership on guidelines for advertising, use of the logo, and fair treatment of other members; 2) as a source for mediation and resolution of complaints and disputes arising between members; and 3) as a preliminary body to the Ethics Committee in dealing with "grey" areas.

**Public Information and Professional Relations** - Irene Lee and Karen Gibson were appointed to the PIPR Committee.

**Continuing Education** - the Continuing Education subcommittee of PIPR was instructed to develop a plan by which members can apply for continuing education credits for their conferences. Anyone with ideas about this can contact Les Kadis.

**Membership Committee** - Richard Abell, Maryln Crossen, and Brenda Schaeffer were added as members of the committee.

**Ethics Committee** - Ron Olson (Alaska), Henrique Austregesilo (Brazil), Lisa Small (Paris), Jon Roman (Belgium), Sven Osterman (Sweden) and Elena Moiso (Italy) were added as members of the committee.

**Task Force on Philosophy and Goals of Training Standards** - Harry Corsover was appointed to the Task Force.

**Editorial Board** - the following people were added: for two years - Roberto Fontaine (Venezuela); for three years - Barton Knapp (US), Jo Lewis (US), Ken Mellor (Australia), Raymond Hostie (Belgium), Chip McGahey (US), and Michael Matze (US).

**Winter Congress** - the Winter meeting continues to be a deficit operation and the Program Committee has recommended that it be disbanded as it is presently run.
*Action taken* - the Board agreed to disband the Winter Congress as it is presently run by 1983 with the proviso that accommodations can be made for exams and for Board and committee meetings. A task force composed of Len Campos, chairperson, Laura Boyd and Ted Novey was appointed to report back to the Board with alternatives to the Winter Congress.

**Training Standards Manual** - the Board approved a recommendation from the Membership Committee requiring the Training Standards Committee to update the Training Standards Manual.

# Keeping in Touch

**The Association Suisse pour l'Analyse Transactionnelle** (ASPAT) was founded in Lucerne on November 22, 1980. The members of this Association are: ASPAT, section romance, ASPAT, gruppo della Svizzera italian and DSRTA, Deutsch-Schweizer Regionalverband fur Transactionale Analyse. After a rather slow start, TA is expanding rapidly all over Switzerland. The concepts of TA are taught to the staff of Swissair and to custom-house officers. TA introductory courses are being given to a wide audience, including nurses, social workers and, in Geneva, at the University level in the School of Education and Psychology. In addition, TA is being taught to the directors and staff of institutions for the elderly. There are now three PTM's in Switzerland: Konstanz Robertson-Rose, director of a training and research center in Geneva, Hanna Hyams, who is setting up a training center in Geneva and Mireille de Meuron, who has started a training group in Neuchatal.

## Dues Increase

At its meeting in Washington, DC in January, the Board of Trustees approved an increase in membership dues, effective April 1, 1981. Associate Regular Members will now pay $40, Regular Members will pay $55, Clinical and Special Field Members will pay $75 and Teaching Member dues will remain at $150.

**Jane Pace (CMT) and Ken Windes (CTM)** were married in New Orleans on April 26, 1980. Bill Collins (CTM), Edie Bogusky (PTM), Jean Maxwell (CTM), Marilyn Zalcman (CTM) and Lanny Goldfinch (PTM) attended.

**Positions Available** - two positions at the Assistant Professor level in the Department of Psychiatry and Behavioral Sciences, University of Oklahoma, Tulsa Medical College are available. Major teaching focus may be either in undergraduate level (one position) or in psychiatry residency (one position). Opportunity for mental-health planning, community involvement as well as some private practice. Contact Roger C. Good, MD, Chairman Search Committee, Department of Family Practice, University of Oklahoma, Tulsa Medical College, 2727 E. 21st St., Tulsa, OK 74114.

## Susan B. Anthony

Dear Susan B. Anthony:

We've just returned from the Winter Congress and while we were there, we had a terrible argument. We never made an agreement about being faithful to each other when we married twenty years ago. Both of us have been involved in TA for several years and now she says her body is her own and she wants to do what she pleases with it. We've never had trouble with this in the past, except for a brief episode of mine, but that was years ago. We want to be liberated, but this is too hot to handle. Help!

Sincerely,
Frustrated and Faithful

Dear Frustrated and Faithful:

Too bad a lovely conference was spoiled by your argument.

The question of who own's a woman's body has been of great interest for centuries. Most modern women feel very strongly that their body is their own. Marabell Morgan, Jesse Helms and the Moral Majority are not, however, in agreement with this position.

I do not know that TA has taken a stance on this question directly. However, it would seem to be consistent with the idea of autonomy. Perhaps we can ask the editor of the *Script* to take a poll on this subject.

Owning one's own body does not necessarily mean being unfaithful with it and all she may want to do with her body is to take showers alone. Have you asked her directly what she plans to do with her body?

Remember what Eric Berne said about straight talk as opposed to communication. You know, liberation is not license, and if this is too hot to handle, is it also "too hot not to cool down?"

Good luck,
Susan B. Anthony

**The University of Macerata, in Italy** (Institute of Psychology and Pedagogy, directed by Professor Ferdinando Montuschi) now requires TA training in the three-year program for a Doctoral Degree in Research (for PhD people who wish to be university professors). In Italy, the Department of Education and the Department of Health approved a four-year Specialized Course in Clinical Transactional Analysis and Social Transactional Analysis. The course is directed by Maria Teresa Romanini, MD, CPTM, President of SIMPAT, and is being carried out with the collaboration of the Chair of Child Neuropsychiatry of the Rome University, the Chair of Psychiatry of the Catholic University of Rome, the Chair of Pedagogy of the Macerata University and the Chair of Forensic Medicine of the Catholic University of Rome.

**First Belgian TA Conference,** Brussels, November 10-11, 1980. The conference was organized on the initiative of the two Belgian TA associations, the Vlaams Instituut voor Transactionele Analyse and the Association Belge pour l'Analyse Transactionnelle. The conference was a success in terms of the large number of participants, the smooth organization and the high quality of the presentations. There were 160 participants, a good showing for a first conference. Most were from Belgium (many from Brussels), but there was also an important Dutch delegation and representatives from France, England, Italy and the United States.

The organizational committee consisted of Solomon Nasielski, Raf Van Parys, Antoinette De Mol and Mil Rosseau. Mil was the coordinator and did most of the work. The call for papers and workshops was generously received so that a variety of presentations by qualified people was presented. There were 24 workshops, 6 papers and 2 panels. Because of the large number of participants and simultaneous activities, a lot of room was needed. The Sheraton Hotel in Brussels proved to be a good choice. The people at the reception desk and the seven translators did an excellent job and received many positive strokes for their work.

The majority of the workshops and papers highlighted clinical aspects of TA, but there were also 11 Special Fields presentations. According to many participants, the quality of the presentations was as high as at any European conference. This seems promising and plans are underway for the second Belgian TA conference.

## Book Reviews

***100 Ways to Enhance Self-concept in the Classroom***
**By Jack Canfield and Harold C. Wells**
Prentice-Hall, Inc., Englewood Cliffs, New Jersey
1976, $9.95 paperback
Available through Trans Pubs
*Reviewed by Robert E. Crawford*

This treasury of ideas for teachers has many positive values. Its exercises and/or projects are workable. They divide into seven groups: building an environment of positive support, my strengths, who am I, accepting my body, where am I going, the language of self, and relationships with others. The exercises have both freshness and creativity.

Solid psychological insight informs the material. Persons with TA background will detect familiar concepts and sense common assumptions. While such excellence is difficult to sustain throughout an entire book, these authors have not struck a false note anywhere. Of use to more than classroom teachers and parents, the book can supply any therapist with creative ideas for group (or even individual) work in the all-important area of enhancing self-concept.

The cartoons scattered throughout the book are on target. The richest bonus, however, is the short quotations, from widely varied sources, that briefly summarize the significance of an exercise. One fable of an Indian dervish's positive response to an unjustified beating will aid me evermore.

In today's highly hyped publishing market, this is a rare book. Its claims are straight-forward, not inflated. Because its insights and techniques are useful beyond primary or secondary classrooms and the home, it warrents wide circulation. The volume includes a functional index and an excellent annotated bibliography of resources. The latter reveals the range of humanistic scholarship which informs the authors.

## TA Goes On The Slopes With Norwegian Ski Team

During the past summer, the Norwegian Ski Federation sponsored a week of training in TA and related disciplines for their national teams (the Jumpers and Alpine Ski team). The program was arranged by Arne Myhrvold, vice president of the Federation, who is in training for Special Fields membership. The workshop was led by Graham Barnes who was assisted by Gunnila Masreliez-Steen, clinical psychologist and CM trainee of Stockholm, and Myhrvold.

The teams did ski training each morning on the glacier Fotunbeimen in Norway, and in the afternoon and evening worked on personal contracts to resolve script issues, to create trust and cooperation, and to engage in trance work and play.



Norwegian ski jumpers at Fotunebeimen, Norway, at the end of June, 1980!.

The Norwegian teams have performed much better in regional competition than in the Olympic games and world championships. The teams and their coaches decided to combine psychological training with physical training. Arne explains:

"We are using TA to create a better climate for the team by developing a high positive stroke economy and to develop cooperation among team members as a way to enable each player to become a winner. I wanted to start this training to change what I've seen happen during the past 10-12 years. Some of the best competitors systematically fail when the competition is important by getting ill two days before the competition starts, forgetting their equipment or by having accidents."

The Alpine team will meet with Graham and Arne in late November at Schnatrl in Italy. Both teams will meet several times next year for sessions with Gunnila, Arne and Graham.

Three small changes in procedures for hearing ethics issues have been made since August. These are included in the "Statement of Ethics" and the "Procedures for Handling Ethics Charges Within the ITAA" which are available upon request from the ITAA office.



**Harry and Laura Boyd**

Thanks to Laura Cowles-Boyd for the Winter Congress photos in this issue