INTERNATIONAL TRANSACTIONAL ANALYSIS ASSOCIATION VOLUME XVI, NUMBER 7 NOVEMBER 1986

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TWO NEW COMPONENTS TO BE DEVELOPED

Future Directions for the ITAA

by Ellyn Bader

In response to the report given by the Long Range Planning Task Force during the San Francisco Summer Conference in San Francisco, the ITAA Board of Trustees approved a motion authorizing the development of a new organizational structure for the Association consisting of three functional components: operations, research and development, and marketing. The motion calls for this structure to evolve over the next two years, and its main effect is to prompt the ITAA to develop the new components of research and development and marketing.

Why Develop These Branches?

After reviewing the current state of the ITAA, the Task Force recognized that not enough of our financial or people resources were going into stimulating innovative, new development of TA theory and applications. In fact, some of the most unique, valuable aspects of TA have lain dormant, without sufficient development. The result is that new learning has stagnated, and there have not been sufficient ways for advanced members to be involved in the evolution of TA theory. In establishing the research and development component, the ITAA will purposefully target resources toward preserving, recognizing, and developing innovative TA theory and doing so with excellence.



John McNeel will oversee development of business plans and recommend model academy as head of Research and Development



Ken Windes, new head of Marketing component, will implement worldwide focus groups to define member needs

The Task Force defined the purpose of the Research and Development component as studying, recommending, and implementing work which will:

1. stimulate the recognition, involvement, self-development, and professional growth of members;
2. support research and innovative developments in TA theory information and application; and
3. anticipate and prepare for future trends which will affect the consumption and delivery of TA services.

The need for a marketing component or branch also became clear. ITAA can no longer afford to rely solely on dues for developing new services. The marketing branch is designed to ethically develop new, non-dues sources of income which will help financially support new research and development efforts while

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The New Healthcare Marketplace: An Alarm Sounds

by Ron Ohlson

Editor's Note: In this article a USA member comments on important developments in the healthcare delivery system in the United States. We are interested in knowing how his comments relate to the future of healthcare in various countries/regions around the world where ITAA members practice. Write to The Script Members Forum, c/o ITAA office.

The wolf is at your door, and you don't even know it. Just when you thought you had a comfortable and secure private practice with reliable third-party payments, things are changing.

This wolf has various names: HMO (Health Maintenance Organization), PPO (Preferred Provider Organization), EAP (Employee Assistance Program), or IPA (Independent Practitioners Association). No matter what the name, it is soon going to send beads of sweat down your happy-go-lucky brow.

There are changes brewing in the healthcare marketplace, and unless you become aware and alert, you could see your private practice dry up almost overnight (Cummings, 1986; Cummings & Fernandez, 1984). For example, I have always had a good working reputation and relationship with schoolteachers in my community. Upon reviewing expenditures for healthcare, however, the school district found that a high percentage of insurance utilization was for mental health services. As a cost-cutting measure the district decided to contract for the delivery of mental health services, thus dropping mental health coverage from their insurance program.

There are changes brewing in the healthcare marketplace, and unless you become aware and alert, you could see your private practice dry up almost overnight.

Subsequently, a large national Employee Assistance Program was the low bidder on the contract, and with one stroke of the pen I was out of business with the local school district. People now obtain for free what they previously had to pay around $600 for if they came to my agency. And six sessions may be all they get. This policy affects 5000 personnel, and that is a big chunk of my market. And that is only the *first* chunk.

It not only *can* happen to you, *it already is happening*. Oh sure, you say, there will always be the working wealthy who can afford your services, and who prefer quality to price. They will stick with you, but are there enough to go around in the marketplace after the wolf has taken those big chunks? That remains to be seen.

So what can you do? Well, you have two options: One, you can wait and see what happens, or two, you can start getting acquainted with the options in the New Healthcare Marketplace.

Peter Boland is Director of Boland Healthcare Consultants and a nationally recognized authority on development of Preferred Provider Organizations. He states, "It is especially important for solo practitioners and small group therapy centers to learn how to deal effectively with large delivery systems, payors and purchasers because the 'rules of the game' are changing rapidly" (Boland, 1985). He points out that we are involved in a three-phase change in the Healthcare Delivery System.

Phase One is a **Provider Driven** fee-for-service delivery system. We are ending Phase One now. In this phase, the Provider bills the insurance company for the fee and is reimbursed at the "reasonable and customary" rate.

Phase Two is a transition phase called a **Provider-Purchaser Equilibrium** delivery system. In this phase, third-party payors such as health insurance companies attempt to curtail costs by either reducing compensated services or limiting the list of providers and fees.

Phase Three is known as the **Purchaser Driven** System. Here the Purchaser (corporations, school districts, governmental agencies, unions, etc.) simply bypasses the traditional third-party payor and *negotiates* with HMOs, PPOs, EAPs, or IPSs for a reduced fixed fee for health service. Freedom of choice legislation is a moot issue.

Suddenly competition is the name of the game. Even the insurance companies are competing for their share of the market. If you are going to survive, you are going to have to compete. You must learn about the new marketplace and the options available. It will be necessary to

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San Francisco, CA, USA 94123

TheScript

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EDITOR'S COLUMN



by William Krieger

If Not Now, When?

In a previous issue of *The Script* (August 1986), Dr. Steve Karpman raised an interesting call for more scientific research and decried the strong emphasis placed on training in the ITAA. It is an interesting fact that often the flip side of an individual's strong point is his or her weak point, e.g., the very intelligent person who rationalizes well. Perhaps the same is true of organizations. TA training and certification is of the highest quality. It is among the ITAA's strongest points, and we can be justly proud of this area while also recognizing the need for improvement. However, the flip side may be that it can, and yes does, lead to "hardening of the categories."

I believe it is possible for the ITAA to support research while not decreasing its support for training — or any other activity.

If I have learned anything during my short tenure as Editor of *The Script*, it is that there are always options. Few things are "either-or," and it is generally possible to have a win-win outcome. The reality is that the ITAA, as most organizations, has limited financial and other resources. I believe it is possible for the ITAA to support research while not decreasing its support for training — or any other activity. It does not have to be "either-or"!

Since this is an issue for all of us in the TA community, I invite your ideas for dealing with this situation so that we enhance research activities without decreasing training or other activities.

* * * * *

Question for the Month: If you won't put energy into dealing with this, who will? And if not now, when? □

PRESIDENT'S COLUMN



by Lucy Freedman

A Look At TA Organizational Culture

Now is a good time to think about TA and Organizational Development. The ITAA is beginning to reorganize itself and to invite participation by other organizations. While we make decisions about how to relate internationally, we can take advantage of our technical culture and apply some useful concepts.

Berne was writing about organizational culture over twenty years ago in *Structure and Dynamics of Organizations and Groups*. Technical culture is one of the three parts of group culture that he described. He defined technical culture as the part of a group's personality most like the Adult ego state. TA tools, such as script analysis, game analysis, contracts, OK-OK interactions, and strokes, are in the technical culture of the ITAA and all TA organizations worldwide. Some practitioners have also studied Berne's organizational script analysis and apply larger scale TA tools such as the three-part definition of organizational culture. These make up our technical culture.

The second part of culture, group etiquette, originates from the Parent, and deals with standards of behavior in the group. Within the ITAA Parent are beliefs that people are OK, and that it is OK to be autonomous, spontaneous, and intimate. Our standards of behavior include giving and getting strokes, asking for what we want, and respecting each other. Our formal ethics procedures are in our etiquette. We must now decide internationally how much agreement on etiquette will be needed to best promote the competent and ethical use of TA.

The ITAA's character is the energy and cohesion that drives it. The character of the group, the third part of culture according to Berne, is defined as "archaic," although I think it is also fun and includes those times when departures from the etiquette are permitted. The ITAA and other TA organization and regional conferences I have participated in have their own special characters as well as a shared character that pervades the TA world. Being what Berne described as a rather permissive culture (certainly true compared to prisons or corporations, as organizations go!), TA people tend to give themselves a fair amount of Permission to let go of old limitations and to express themselves. That's the fun part!

While we make decisions about how to relate internationally, we can take advantage of our technical culture and apply some useful concepts.

This book, affectionately know as "S&D of O&G," is not as widely known as Berne's clinical writings, yet it is a helpful guide for understanding what makes your organization what it is.

For example, as you consider the evolution of the TA group you are most connected with, who would you say was the euhemerist, or primal leader? What is the group cannon? What is its warrant? These ideas are tools that allow people to design an organization consciously and avoid the pitfalls of an unplanned organization.

Think of the significance in our TA organizations of Eric Berne's concept of leadership: He divided leadership into psychological, effective, and responsible. The leader who sways the people may be one person. A second may actually get things done, while a third has the official responsibility for it. We have all these functions in all our associations, committees, local training groups, societies, and seminars!

The three functions can be merged in one person, or can be widely dispersed. The greater the separation among the three functions, the more room there is for tension and internal agitation in the group. We are reminded of the importance of active communication and cooperative relating internationally among many leaders.

Organizational script analysis will be more than an academic concept for us. It is time to design contracts that work despite currency differences, language gaps, and geographical distances; to develop communication systems (on computers?) that allow us to hear and acknowledge one another; to decide on organizational boundaries and policies that result in a cohesive yet diverse entity; and to create healthy sources of TA knowledge and practice throughout our world.

In the interest of making a genuine contribution to society, let us continue to teach, learn, and develop TA theory. And above all, let us practice what we preach both personally and organizationally. Your analyses and comments — and active participation — will be most welcome. □

EXECUTIVE DIRECTOR'S COLUMN



by Susan Sevilla

TA Spreads To New Regions

This month I was pleased to learn that TA is blossoming in new areas of the world. In late September we received our first membership from the People's Republic of China when Jenni Hine of Switzerland sent in a gift membership for Mr. Zhang Cuiran from Chengdu, Sichuan. Mr. Zhang, the General Secretary of the Sichuan Provincial Psychologists Association, became interested in TA after attending a lecture on it. Our only question: He says, "It is safer to put my Chinese written address onto all letters to me, and as this is a special case, I hope you will be able to do it." Now, how do we program our computer to print Chinese characters?

In late August I received a letter from Sissel Knibe, of Haushiung, Taiwan. She writes, "In Taiwan, there are about thirty people who have gone through the 101 material and who want to take the exam. They would prefer to take it in Chinese if the ITAA has a Chinese-speaking Teaching Member who is willing to read the exam papers." Regretfully, I had to respond in the negative. At this point we have no Mandarin-speaking TMs. However, I was heartened to receive a prompt response from Ms. Knibe: "We expect Annika Bjorck (TM, Sweden) to come to Taiwan in the beginning of October. She will conduct a 101 and a 202 course. Both will be the first TA courses held here on the island. We are looking forward to them. The 101 has just been announced through the newspaper, and there seems to be a good response." I look forward to meeting Sissel Knibe at the Singapore Congress.

How do we program our computer to print Chinese characters?

You may remember reading in *The Script* (August 1986) about the Educational Management Training Program conducted for the Thai Ministry of Education by Jan Grant of Australia, a first of its kind in Thailand. The Program Committee invited Mr. Amnaj Boonsirvibul, Deputy Director of the Institute for Development of Educational Administrators, to participate in the January Singapore Congress, and he graciously accepted. He will serve as a keynote panelist speaking on the theme, "East Meets West," as well as present a workshop on "TA in Thai Education."

Mr. Boonsirvibul writes, "It has been a great pleasure for me to get TA started in Thailand. As a result of our trip to ITAA and Jan Grant's workshop in Thailand last year, I have managed to incorporate TA as one of the core subjects in the educational management training program. And it is well-received too! Recently I met Abe Wagner when he conducted TA workshops for Singapore Airlines in Bangkok. We had an interesting meeting and have arranged that on his next visit to Thailand he will speak on TA to an audience of senior educational administrators."

Finally, for news of blossoming TA interest in another area of the world, Poland, see the letter to the Editor elsewhere in this issue. □

EDUCATIONAL USES OF TA COLUMN



by Jean Illsley Clarke

Games: A Potent Tool for Education

As part of the work for her Master's Degree in Human Development, Carole Gesme has experimented with using games to facilitate adult learning and growth. Carole is a Licensed Parent and Adult Educator, a Certified Chemical Dependency Counselor, and in training to be certified as a transactional analyst specializing in educational uses of TA. In this article she shares some of what she has learned about using games, particularly her game, "Ups and Downs with Feelings."

When I was teaching court-ordered adults, I found some of them to be hostile toward the material and the classes. In response to this, I learned that if I created games to support the course material, these adults learned faster, accepted the material, and had fun.

For example, one man asked if I had a game that would help him identify his feelings. He was in a program that was an alternative to prison, and had been told, "Start dealing with your feelings or go to prison." However, he could not remember his childhood feelings.

We played a game I created called "Ups and Downs with Feelings." First we played simple games to acquaint him with the feeling faces on the board. Then, carefully avoiding the word "feeling," I asked him to point to the face that showed how it was for him when his father abused him. He pointed to the face that showed rage and later to the face with tears.

He survived his family of origin by denying his feelings. Now he was being asked to give up that survival technique, and he seemed unable to do it. However, his body knew how he felt, and his finger could point to the picture. The game was a way around the Don't Feel message that had helped him survive the pain in his family.

Many adults believe that play is something children do, or something adults do only in their leisure time. They think that playing games and having fun are frivolous pastimes. The rule is to work first and have fun later. However, children know that play is serious business, because playing is their natural way of expressing themselves. It is their work. I find that encouraging adults to play one game each week provides a whole new arena of learning experiences. Playing games can be "serious business" for adults as well as children.

When I say, "Let's play a game," some adults respond to Critical Parent tapes that say, "Playing is not important," "Stop playing around," "She's only playing," or "Don't play with your food." Other people relax and are more able to learn because the invitation to play gives them permission and freedom to try new behaviors. Sometimes playing games allows people to make mistakes and not have to be perfect, or it allows them to trust that they will not be graded or evaluated. Some people also give themselves permission to feel awkward and fall flat on their faces, without fear of failure, when they are playing a game.

Sometimes playing games allows people to make mistakes and not have to be perfect, or it allows them to trust that they will not be graded or evaluated.

Play governed by rules or conventions is called a game. Games teach adults and children how to live together by following rules. When adults play my games, I notice several positive changes in social interactions, due perhaps to the following:

1. *Mutual involvement* — People playing a game are actively involved in a shared activity.
2. *Interactions* — Interpersonal communications are characterized by turn taking. "I've finished. It's your turn."
3. *Repetition* — Since adults can play games any number of times, they have permission to play out feelings and problems, and in the process, to learn new ways of dealing with them. They can repeat the activity until they are satisfied.
4. *Skill building* — Games are one way to learn new information.

Games, by appealing to the Child, offer new information to the Adult and provide the opportunity to update old Parent tapes. □

Thanks to Carole for sharing her experience of using games with adults. If you have an idea about education that you want to share in this column, please contact me at 16535 9th Ave. North, Plymouth, Minnesota, USA 55447.

TA PIONEERS COLUMN



by Katherine Dusay

Special Memories of Berne Recalled

Back in the late fifties and the sixties, people were first hearing about transactional analysis, and many professionals came to San Francisco to meet the innovative founder of this new theory. Nowadays, wherever these early pioneers are around the world, they savor precious memories of their personal encounters with Berne. I was fortunate to interview a few of them, and to each one I put the question: "What was a meaningful transaction you had with Eric Berne?" The following paragraphs summarize the first-hand accounts of Bob Goulding, Jack Dusay, Steve Karpman, and myself.



Bob Goulding: I first met Eric Berne in Carmel. During the fifties, there were two poker groups that used to meet, and I would sometimes play poker with Eric's. I had been doing my psychoanalysis in Baltimore during my psychiatric training and didn't know about TA. However, both of my analysts died, and I decided to come to the West Coast to complete my analysis. I made an appointment with Eric to see if I could finish it with him, and in the meantime I saw his book, *Transactional Analysis in Psychotherapy,* and realized he was involved in a new kind of therapy.

When I finally met Eric and told him I wanted to both complete my psychoanalysis and to learn TA from him, Eric said, "That would be kind of sticky." So, I decided I would rather be supervised in and learn TA. I trained with Eric between January 1962 and January 1964, meeting every Saturday morning for an hour, for which Eric charged $30. The amazing part was that I was serving at the Roseburg Oregon VA Hospital at the time and drove 600 miles round trip to Carmel each week to do training and supervision with Eric.

I remember how important and rewarding these sessions were and also how, during one of these Saturday morning sessions, we created the "I'm OK-You're OK" existential life position.



Jack Dusay: Eric had placed an announcement about the Tuesday night San Francisco Social Psychiatry Seminar meeting on the bulletin board at the University of California medical school where I was a psychiatric intern in 1963. My very first psychotherapy group ended at 7:30pm one Tuesday, so I loaded my tapes and tape recorder into my car and out of curiosity, went to Eric's apartment for the meeting.

To my good fortune, the scheduled presenter failed to show up that evening. Eric looked impatiently at his watch and asked, "Does anyone have something to present?" Being a newcomer, I was somewhat reserved, but when Eric asked again I thought "What the heck," and volunteered. I rushed to my car to get my tapes and recorder. Huffing and puffing back up the three flights of stairs, I banged the door ajar with my foot, and Eric exclaimed, "That's the cowboy approach! Just throw open the door and start shooting!" In less than a month, Berne had zeroed in on my greatest weakness as a therapist. He confronted me in the kitchen after listening to a presentation in which I had passively listened while one patient unfairly hammered away at another in the group. Berne told me, "Your mother told you not to say anything if you don't have something nice to say." From then on, I was able to pursue a career as a more active therapist, and I chose TA as my primary treatment approach.



Steve Karpman: I came to California from Washington, DC in the sixties because the word was out that there were exciting things happening in San Francisco. I wanted to be "where the action was" and to be exposed to the new and innovative psychotherapies. I chose to teach part-time at Langley Porter Psychiatric Institute at the University of California in San Francisco; there I met Jack Dusay, who introduced me to transactional analysis and Eric Berne.

My meeting with Eric and my exposure to TA focused many of my interests. It also turned out to be the realization of three major script decisions I made early on:

1. At age eight I decided I wanted to be an inventor.
2. In my high school yearbook I was quoted as "going to Duke University (North Carolina) and then to California to be a psychiatrist."
3. At Duke in my physics class I realized an intense interest in formulas and diagrams and planned to apply that to psychiatry someday.

When I met Eric, TA clicked for me. Eric took complex things and distilled them down to their central core by applying "Occam's Razor." Berne also liked formulas and made diagrams. He said, "Don't say anything you can't diagram." Since I am also a semi-professional artist, this had tremendous appeal for me.

Another meaningful message Eric gave me was that it is important to go the extra step in theory making — to think an idea through to completion until it has either a diagram, formula, list, or "catchy handle" that makes it immediately useful to people.

I was pleased. Eric Berne and TA were a perfect complement for me.



Katherine Dusay: Jack and I spent a fair amount of time with Eric in 1969. He seemed preoccupied and sad about some recent events in his life. We would drive to Carmel and take him on outings, telling him pleasantries and trying to cheer him up. That would work temporarily and then he would close off again.

One day we took him on a special adventure to Esalen; to our surprise, he had not been there before. As we sat in the dining room a few brave souls came over and tentatively asked, "Aren't you Eric Berne?" The word was out. More and more people came by, and Eric looked happier and joked, "I just look like him. My name is Joe Waterhouse." Eric was thoroughly amused by their interest and his antics.

Jack and I encouraged Eric to join us in the Roman mineral baths, about a five-minute walk from the dining room. He could hardly pull himself away from his fans. They followed us, and we all giggled on our mini-journey. We quickly undressed in the dim moonlight and silently slipped into the steamy baths. There was a reverent silence, almost

- *continued on page 6*

Conference Update

SINGAPORE NEWS

- Jessica Leong will take on-site registrations in Singapore dollars: 12 West Coast Avenue, Singapore 0512.

- Coincidence or destiny? The swimming pool at the Westin Stamford Hotel is actually three large pools all interconnected like so: CCC

- Graham Barnes' institute is titled "Therapy of Transactional Analysis." Employing altered states and trance, participants will consider new ways of seeing those ideas in TA which create tangles and binds. Starting with a comparison of Berne's ideas with those of Gregory Bateson and considering the ways in which Berne's theory was shaped by psychoanalytic thought, participants will look at ways in which these ideas bear on such issues as treatment, cure, control, and autonomy.

- If you would like to go to Australia after the Congress to see the final races of the America's Cup (first two weeks in February), TA Aussies have issued a warm invitation to other TA folks and will find you a place to stay with one of them in Perth. Anyone interested should contact WPATA, 136 Loftus Street, Leederville, West Australia, 6007.

- Facilitators for Professional Exchange Groups in Singapore (with a few responses still not in) are: Organizational TA in the Business World — Yoshitaga Moronaga, Japan, & Jeanie Duck, USA; Fatalism vs. Personal Responsibility - Natalie Garber, USA, & Ajith Damodaran, Singapore; Stress Management - Marjorie & Ed Zerin, USA, & Maggie White, Australia; Psychosomatics - Carol Morris, Canada, & Lee Peng Kok, Singapore; Spiritual Aspects of TA - Felipe Garcia & Ted Harrison, USA, & Father Eugene Fernandez, Singapore; Filial Piety in the 1980's and the Three-Tiered Family - Angelina Koh, Singapore, & Doris Haykin, USA; Western and Asian Child Rearing Practices - Jean Doolittle, USA, & Irene Yong, Singapore; The Clash of Old Values and New Values - What Ego States Need to be Cathected? - Suzanne James, USA, & Jessica Leong, Singapore; Culture and Its Impact on Script - Betty Lim, Singapore, & Elaine Childs-Gowell, USA; Death and Dying - Marye O'Reilly-Knapp, USA, & Sister Columba Howard, Australia

TA CONFERENCES WORLDWIDE

January 22-26, 1987 — Singapore. International Transactional Analysis Association — Western Pacific Association of Transactional Analysts Joint Congress. Contact: ITAA, 1772 Vallejo St., San Francisco, CA, USA 94123; phone: 415-885-5992.

July 3-4, 1987 — Chamonix, France. European Association for TA Conference. Contact: Christine de St. Pierre, 2 Square de Luynes, 78150 Le Chesnay, France.

July 30-August 3, 1987 — Chicago, Illinois, USA. International Transactional Analysis Association Summer Congress. Contact: ITAA, 1772 Vallejo St., San Francisco, CA, USA 94123; phone: 415-885-5992.

January 12-17, 1988 — San Diego, California, USA. International Transactional Analysis Association Winter Congress. Contact: ITAA, 1772 Vallejo St., San Francisco, CA, USA 94123; phone: 415-885-5992.

July 4-9, 1988 — Britain. European Association for Transactional Analysis Conference. Contact: Lilly Stuart, 106 Heathwood Gdns., London SE7 8ER, England.

August 1988 — Brazil. International Transactional Analysis Association Summer Conference. Contact: ITAA, 1772 Vallejo St., San Francisco, CA, USA 94123; phone: 415-885-5992.



View of the Singapore River

-We have a full schedule of pre-congress tours planned: a city tour, a bus trip to Malacca, and a harbor cruise on a Chinese Junk. During the congress, there are two children's excursions and two great tours for spouses. Write us for details! Trips require advance reservations and are subject to cancellation in the event of insufficient participation.

CHICAGO PROGRAM BOOK ADS DUE

The deadline for ads in the 1987 Chicago Summer Conference Program Booklet is February 1, 1987. The 7" X 10" booklet will be mailed to over 6000 ITAA members and other interested professionals. Rates are as follows: full page — $325; half page - $200; and quarter page — $100. For more information, contact the Conference Coordinator, c/o ITAA.

Call for Proposals

25TH ANNUAL ITAA SUMMER CONFERENCE
CHICAGO, ILLINOIS
JULY 29—AUGUST 2, 1987

Deadline: December 1, 1986. Please print or type.

Name (as you want it in the program, including highest academic degree and membership level) _____

Street Address _____ City/State _____ Postal Code _____

Country _____ Daytime Phone _____

Facility/Institution/Private Practice _____

Position: _____ Facility: _____

City: _____ State or Country: _____

Presentation

Title of Presentation: _____

Description

The selection committee requires two descriptions. Please enclose a 500-word abstract describing your presentation and a 50-word abstract which we will print in the program if your presentation is selected. The 500-word description will also be printed in the book of synopses of the Chicago Conference, so it must be typed neatly, ready for duplication.

Specifications

Conference Proposal For: ___ paper ___ panel ___ workshop ___ film

Note: Papers are 50 minutes. If workshop or panel, you may choose: ___ 2 hours or ___ 3 hours

Program Track or Interest Area: ___ Clinical Theory/Application ___ Educational Theory/Application ___ Management Theory/Application ___ Other (please specify):

Please state how this presentation is of interest to participants from other interest areas/tracks:

_____

_____

Number of participants: unlimited ___; limited to ___. Language of Presentation: ___

The level of information I will present is: ___ basic ___ intermediate ___ advanced ___ all levels

Co-presenters, if any. Please give name, address, and highest academic degree attained for each presenter, and please note: YOU ARE RESPONSIBLE FOR CONTACTING CO-PRESENTERS AND ENSURING THEIR ATTENDANCE OR REPLACEMENT

_____

_____

_____

Regular Members and Non-Members submitting proposals are required to include the written endorsement of an ITAA Advanced Member with their program proposal.

RETURN YOUR PROPOSAL TO: THE CHICAGO SUMMER CONFERENCE, ITAA, 1772 VALLEJO ST., SAN FRANCISCO, CA, USA 94123. PRESENTATION PROPOSALS MUST REACH ITAA BY DECEMBER 1, 1986.



Members Forum

Editorial Policy: We welcome letters to the editor (c/o ITAA office). In editing for taste, accuracy, and length, we make every effort to retain the author's meaning.

CHERNOBYL CONCERN APPRECIATED

Dear Friends:

Early this summer we received from you a letter showing your concern for us regarding the nuclear disaster in the USSR. On behalf of all our members, we in the Norwegian Association want you to know how much we appreciated this.

We received your letter early on during the crisis, when it was hard to tell the consequences of the disaster. It still is a disaster, but now we know more and are glad to report that life can go on rather normally for most people, even though great damage was done (most of it showing up in different kinds of food production).

At this point the most important support you can offer is that we know you still care and think about us. This also means that we think about you, and thus our TA family is strengthened.

Oddmund Teigen
for the Norwegian TA Association

GOOD POWER AND BAD POWER?

Dear Editor:

I have a few comments in response to Claude Steiner's letter about USA involvement in Nicaragua printed in the July 1985 *Script*.

It surprises me to read that the author of *Scripts People Live* and *The Other Side of Power* still believes in Good Power and Bad Power — and consequently in Good Wars and Bad Wars. Power is created by the irrational belief in obsolete, dust-covered ideologies like Marxism that had some value a hundred years ago. Ideologies are propagated and held alive by group hypnosis (political parties and their meetings), and are really believed by no one except those who profit.

Power is telling people that they neglect, abuse, and torture their children — from generation to generation. Power does not tell people that it tortures and oppresses people, that it is greedy for taxes, unjust and cruel, and makes people use alcohol, aggression, and crime in order to live their joyless and loveless lives. Power's laws are uncontrolled, shameless, and cruel experiments on human beings (Turner, 1976).

In my country, power recently set fixed prices by law for doctors' working hours, thereby extending working hours *ad libitum* for these and other people, or slave labor under the disguise of democracy. Another effect is that the mean age at death rapidly approaches sixty years of age - killing *Leicht Gemacht* (made easy).

The human mind has created machines like computers and other devices that can maximize, minimize, and optimize, among other functions. There is no longer any need for power-based irrational beliefs and a political headman system that has been obsolete for a thousand years. Computers can also be used to print out and publish the tax declarations of the Mighty. By sustaining the belief in Good and Bad Power the Game of the Mighty is kept going.

By the way, it is easy to see how the game "Two Superpowers Apply for World Supremacy" goes by simply looking carefully at the world map!

Lothar Sattler,
West Germany

Reference

Turner, W. (1976). Laws as uncontrolled experiments on society. *The Psychiatric Journal of the University of Ottawa*, 1, 47-50.

1988 EATA CONFERENCE CALL FOR PRESENTERS

Dear Colleagues:

The 1988 European TA Association Conference will be hosted by the British TA Association on July 4-9. As coordinator of the scientific program, I want to extend to ITAA members an invitation to present at this exciting meeting.

As you may be aware, EATA conferences have a reputation for high-quality presentations and thus attract participants from around the world. Through advance planning and inviting presenters this early, we hope to make the 1988 conference even better.

Currently there is strong interest in the ITAA in promoting TA worldwide. I think one of the best possible promotions is a good conference, so plan to come to Britain to contribute your knowledge and skills to spreading TA in the United Kingdom, Europe, and other areas.

I am extending this invitation now because I know many of you will be planning your 1988 summer already, and I am hoping you will leave time in July to attend our conference. Please let me know as soon as you know if you are coming so I can begin planning for such things as panels. For instance, I am initiating a panel on "TA Theology;" what panels could you initiate? Please let me know what areas you would like to present on.

I look forward to hearing from you and seeing you at the conference.

Lilly Stuart

Editor's Note: The 1987 EATA Conference will be held at the Club Med, Chamonix, France, July 5-12, 1987. A special room and board registration rate of 3,000FF is available until January 1, 1987. Write Conference Coordinator Christine de Saint-Pierre, 2 square de Tocqueville, F-78150 Le Chesnay, France.

INTEREST IN TA ALIVE IN POLAND

Dear *Script:*

People and their behavior and motivations have been the object of my interest for many years. I have read as much as I can on the subject, including an interesting work on TA by Tom Harris, *I'm OK - You're OK*. It is the only American work on TA that has been translated into Polish.

I would like very much to become an ITAA member; however, dues payments are difficult since we are unable to obtain currency in US dollars. Also, I don't speak English, and this makes it hard for me to read serious elaborations on TA. (A friend is translating this letter for me.)

Although my interests have always been in history and in understanding social problems, I was compelled to pursue a profession that was better paid. I graduated with a Masters of Science in electrical engineering, and have been working in this field. My professional work and the handling of everyday problems occupy me greatly. Things are different for us in Poland than they may be for you. For instance, I finally received my own apartment, just before the tenth anniversary of my wedding. In comparison with others in my country, this is normal.

I would like very much to establish contact with some of your members who may have an interest in sharing ideas. I take the liberty of sending you two of my reflections on TA based on my reading of Harris' book.

First, it seems to me that when Parent and Child mingle, a new state called the "fanatic state" is created. Second, I would like to suggest that the TA Parent/Adult/Child division can be compared to the Holy Trinity. Has anyone ever used TA theory in the religious context to explain Christian principles and dogma?

Please direct interested members to correspond with me at the following address: 16/22 Gizbowska Str. App. 117, 00-132 Warszawa, Poland. Thank you.

Krzysztof Cichowski

SELF-REPARENTING INFO WANTED

Dear ITAA Members,

I would like to hear from anyone who is using the James method of self-reparenting, especially if you have groups starting this fall. Please write me at Box 356, Lafayette, CA, USA 94549 or phone (415) 283-2352. I hope to hear from lots of you!

Muriel James

FUTURE DIRECTIONS

continued from page 1

simultaneously identifying members' needs and distributing new services to support both our members and others interested in TA.

Who Will Create These Components?

The Task Force hopes that many members will become involved in developing these components in addition to the people who have already agreed to head up specific areas. The research and development component, managed during the initial phase by Bruce Loria, is now being coordinated by John McNeel. In the months ahead, John will oversee the development of business plans for this division, including how it will be staffed, how it will interface with current and new committees, and how it will run financially. He will also recommend a model for a professional academy whereby we can recognize members who make new and original contributions to the professional development of and research in transactional analysis.

The initial phase of the marketing component was overseen by Pete Pearson. This year he completed the marketing division's first project: a training videotape with Bob and Mary Goulding. This tape is now on sale (see September-October *Script*). It represents the kind of products we want to develop: ethical, high-quality products that educate our own members, introduce professionals outside the TA community to the power and uniqueness of transactional analysis, and generate a profit. Special thanks are in order to Bob and Mary for contributing their time and skill to creating this first training tape.

Ken Windes now takes over the marketing division from Pete. He will have his work cut out for him as he and others develop a strategic plan for organizing the marketing division. In addition, Ken will be planning and implementing worldwide focus groups in order to better define the needs and desires of members. To simultaneously conduct these groups in most parts of the world where we have members, he will need assistance from many members. Each group will address the same questions, and the meetings will be conducted in the same 3-6 month period of time. Please consider helping by applying your group skills to running this new type of focus group.

If you are willing to contribute your energy to helping create these new branches of the ITAA, please contact me at my new address: The Couples Institute, 445 Burgess Dr., Menlo Park, CA, USA 94025.

The road ahead is challenging, and we need your help. Won't you join us in creating our future? □

SCRIPT AD RATES

Sixteenth Page — $50.
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Institute for Integrative Psychotherapy
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Two Professional Training Workshops
with
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July 17-26 1987
Comparative TA Theory & Oral Exam Preparation
This ten-day advanced workshop is an in-depth comparative review of Transactional Analysis theory and is taught to provide a thorough understanding of how various TA concepts and viewpoints are integrated in practice. The workshop is designed for people taking their ITAA/BOC Level I & II (CM &TM) written or oral examinations in the coming year. We will provide an opportunity to review therapy tapes, clarify theoretical concepts and take a mock oral examination.

Aug. 7-16 1987
Integrative Psychotherapy Workshop
This ten-day workshop will focus on the theory and clinical practice of Integrative Psychotherapy. Concepts that may be covered include: treatment of Parental Introjects; regressive therapy and related developmental theory; group process; and our own unique treatment of *Body Script*. The workshop is designed for professionals in the mental health field who want personal work followed by an understanding of theory and treatment planning. An opportunity will be available for Supervision.

Cost: $1,200.00 for each workshop—tuition, room and meals included
Deposit: $300.00 for each workshop: non-refundable
Location: Near New York City—The Old Chestnut Inn with spacious grounds & swimming.
For more information and to register contact:
Richard G. Erskine, Ph.D.
Institute for Integrative Psychotherapy
500 East 85th Street, New York, N.Y. 10028 • Tel. (212) 734-5291

EXAM CALENDAR

Exam	Exam Date	Location	Application Deadline
Level I (CM/SFM) Exams	November 9, 1986 January 22, 1987 April 23, 1987 July 28, 1987	Brussels, Belgium Singapore Chapel Hill, No. Carolina, USA Chicago, Illinois, USA	October 17, 1986 October 21, 1986 January 22, 1987 April 30, 1987
Level II (CTM/SFTM) Exams	January 22, 1987 July 28, 1987	Singapore Chicago, Illinois, USA	October 21, 1986 April 30, 1987
Level I (CM/SFM) Written Exam	Nov. 7 or 8, 1986 March 13 or 14, 1987 July 10 or 11, 1987 Nov. 13 or 14, 1987	To be announced To be announced To be announced To be announced	August 8, 1986 December 15, 1986 April 13, 1987 August 17, 1987
Training Endorsement Workshops*	January 19-20, 1987 August 3-5, 1987	Singapore Chicago, Illinois, USA	October 16, 1986 May 4, 1987

NEW CERTIFIED MEMBERS AND TEACHING MEMBERS

August 13, 1986, San Francisco, California

(Note: CTA = certified transactional analyst specializing in clinical applications; CTM = certified teaching member)

Ellen F. Arnold, MSSW, CTA, Nashville, Tennessee
David Bemis, MSSA, CTA, Charlottesville, Virginia
Gene Critchfield, CTA, Greenwood, Indiana
Brian Dobson, MRCPsy, CTA, London, England
Leisha Douglas, MA, MEd, CTA, Katonah, New York
Maria Gilbert, MA, CTM Inst/Sup, London, England
Robin Hobbes, CTA, Cheshire, England
Gary Hobbs, PhD, CTA, Albany, New York
Barton Knapp, PhD, CTM Inst, Devon, Pennsylvania
Charlotte Sills, MA, CTA, London, England
Margaret White, BA, CTM Inst/Sup, Floreat Park, West Australia

BOC THANKS EXAMINERS

Special thanks to the following people for devoting time, energy, and skills to the Level I and Level II exams in San Francisco, California. The BOC looks forward to working with them again.

Richard Abell
Ted Bruce
Wayne Carpenter
Val Chang
Elaine Childs-Gowell
Petruska Clarkson
Harry Corsover
Janet Dybdal
Sue Fish
Margery Friedlander
John Gladfelter
Landy Gobes
Natalie Haimowitz
Charley Harnest
Jan Hennig
Kristyn Huige
Gotfred Jacobsen
Lucie King
Kenneth Knight
Gail Lerner
Josephine Lewis
Joan Lourie
Robin Maslen
Janet Migdow
Carol Morris
Ed Perkinson
Sue Perkinson
Nancy Porter-Steele
Suzanne Robinson
Michael Ryser
Alan Simpkins
Alice Stevenson
Ian Stewart
Os Summerton
George Thomson
Rebecca Trautmann
Stan Tsigounis
Gloria Wax
Jon Weiss

NEW HEALTHCARE MARKETPLACE

continued from page 1

qualify for inclusion in panels of preferred providers. Or groups of you will have to get together and form Preferred Provider Organizations, and you will have to spend money on marketing.

You will justify your work to the Purchaser through a process of utilization review. Your fee will be negotiable and competitive. You will learn to do effective short-term therapy with most of your clients because that is all they can pay for. You will sharpen your skills and credentials because purchasers are going to buy the best they can for the least amount of money. Hospital affiliation, diplomate status, National Register, ACSW, ASECT: all will be important. The doctorate may become the entry-level degree for the new marketplace.

What concerns me most is that so few of you are aware of what is happening. You are asleep, and unless you wake up quickly to the issues and alternatives, you will lose out. The market is volatile and will change rapidly in the next two years.

Here is what you can do:

1. Read professional trade journals — they are all talking about this issue.
2. Read the references for this article.
3. Start talking with colleagues about options.
4. Attend workshops. The ITAA Program Committee is considering possible workshop offerings for Chicago on how to survive in the new healthcare marketplace. To express your interest in attending such workshops, contact the Program Committee, c/o ITAA.

This is an invitation to action. The wolf is at the door. No kidding! □

Ron Ohlson, PhD, lives and works in Anchorage, Alaska, USA.

References

Boland, P. (Ed.). (1985). *The new healthcare market: A guide to PPOs for purchasers, payors, and providers.* Homewood, IL: Dow-Jones Irwin.

Cummings, N.A. (1986). The dismantling of our health system. *American Psychologist*, 41(4), 426-431.

Cummings, N.A., & Fernandez, L.E. (1985). Exciting future possibilities for psychologists in the marketplace. *Independent Practitioner*, March, 38-42.

Get The Word Out — Rent the ITAA mailing list for publicizing your activities: $60 for all members and subscribers; $40 for all certified members. Contact Ken at the ITAA office for details.

BERNE REMEMBERED

- continued from page 3

church-like, in the solemn air. Eric began to chuckle. The others chimed in. For the rest of the evening, Eric became his "old self" again — laughing, cutting up, meditating on his big toe, "holding court," and getting lots of strokes. □

When I began thinking of doing these interviews, I came up with a list of dozens of TA "pioneers" who would be fascinating to interview. I chose these three whom I know well to begin with, but I am hoping that we will hear from many more of you out there who have "Eric stories" to share. Please send your reminiscences about your personal contact with Eric to me at 2709 Jackson St., San Francisco, CA, USA 94115.

SPECIAL OFFER FOR ITAA MEMBERS
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—Janet Hranicky, Ph.D., Psychologist and Consultant, Simonton Cancer Center

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—Jack Panzeca, Vice President, United Artists Communications

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—Terrence F. McGuire, M.D., Professor of Psychiatry, University of Texas, San Antonio, Texas, Psychiatric Consultant to NASA

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Keeping In Touch

REGION I — PACIFIC



The Singapore 202 Group, shown above with sponsors Jeff and Maggie White, includes six clinical and two organizational/educational trainees, most of whom began their training in 1985. Group members Irene Yong, Betty Lim, Angie Koh, Jessica Leong, Eugene Fernandez, and Tom Yeo say, "We are excited about the upcoming 1987 Winter Congress in Singapore and extend a warm welcome to everyone to come and enjoy our sunshine, colorful traditions, and warm hospitality.

REGION III — EUROPE

ATTENTION EUROPEAN EXAM CANDIDATES

Until now, European candidates for the BOC Level I Exam have been required to pass the "old style" written paper, containing thirty-five questions and completed on an "open-book" basis.

This is now to be changed. In the future European BOC candidates at Level I will have to complete a written "long case study," in the same format as for COC candidates, to a passing standard before being endorsed to the oral exam.

The cutoff point for submission of the old-style thirty-five question written paper will be the exam in Chamonix, July 1987. Any European BOC candidate wishing to submit the old-style written exam must do so in time for it to be marked, and passed, so as to allow the candidate to take the oral exam at Chamonix. So long as the written exam has been passed in time for Chamonix, the candidate can take the oral exam at any future oral exam venue without being required to submit a "long case study."

Exceptions: BOC realizes that notice of this change may be short for some candidates. Therefore, BOC trainers or trainees in Europe wishing to extend the cutoff date until the November 1987 BOC exam in Europe are invited to apply to the BOC for such extension, which will normally be granted.

REGION V — USA

Stephen and Carol Lankton recently received copies of their new book, *Enchantment and Intervention in Family Therapy: Training in Ericksonian Approaches.* It is published and sold by Brunner/Mazel.

ALL REGIONS

Directory Corrections Needed — A new International Membership Directory will be printed in 1987. Deadline for corrections and/or updates to reach the ITAA office is *February 28, 1987.*

Theme Issue on Power — The *TAJ* is planning a theme issue on power. The deadline for articles is January 31, 1987. See the inside back cover of the *TAJ* or contact the ITAA office for instructions to authors.

Women's Caucus — Over seventy women shared about their lives in a circle of healing and connection at the Women's Caucus meeting held during the San Francisco Conference. One outcome was the creation of an Action Network to inform those who are interested about timely responses to various issues that affect their lives. If you want to work with the network, send your name to your regional representative or to Sheryn Scott, 601 E. Wapello, Altadena, CA 91001.

TA 101 CALENDAR

November 1-2, 1986 — Pemberton, New Jersey, USA. Cost: $60. Leader: Bruce Loria, EdD, CPTM. Contact: BCHG, 1 Pleasant St., Pemberton, NJ, USA 08068; phone: 609-267-5164. Note: Any ITAA member can attend for $15. ITAA and Eastern Regional TA Association membership subsidy available to attendees.

November 8-9, 1986 — Sequim, Washington, USA. Cost:-$100. Leader: Pat Jarvis, MD, CTM. Contact: Peg Blackstone, 157 Hardwick Rd., Sequim, WA, USA 98382; phone: 206-775-1377.

November 19-20, 1986 — Nashville, Tennessee, USA. Cost: $90. Leader: Vann Joines, MDiv, CTM. Contact: Alice Jeffries, Southeast Institute, 103 Edwards Ridge, Chapel Hill, NC, USA 27514; phone: 919-929-1171.

December 12-13, 1986 — Okemos, Michigan, USA. Cost $50. Leader: Denise Coburn, CPTM. Contact: Denise Coburn, PO Box 237, Okemos, MI, USA 48864; phone: 517-349-1974.

February 28-March 1 and March 21-22, 1986: London, England. Cost: L80. Leader: Lilly Stuart, CPTM. Contact: Lilly Stuart, 106 Heathwood Gdns., London SE7 8ER, England.

March 26-27, 1987 — Chapel Hill, North Carolina, USA. Cost: $90. Leader: Vann Joines, MDiv, CTM. Contact: Alice Jeffries, Southeast Institute, 103 Edwards Ridge, Chapel Hill, NC, USA 27514; phone: 919-929-1171.



Celebration of success in developing a contract for BOC/COC mutual recognition of exams. Participants in the negotiations held during the August 1986 Summer Conference in San Francisco included (from left) Lucy Freedman, Alice Stevenson, Charlotte Christoph-Lemke, Kozo Rokkaku, Ian Stewart, Patty Falzett, Gloria Wax, Felipe Garcia, Valerie Chang, and Vince Gilpin. George Imperato was behind the camera!

TMs Take Note — The Training Standards Committee is looking for people to lead Training Endorsement Workshops. If you have an active training program and are willing to help, please contact Jackie Ward-Flaggs, c/o the ITAA office. TEWs will be held in connection with conferences in Singapore, Chicago, the USA East Coast, France, Italy, and Brazil. Your participation is important.

GIVE THE GIFT OF TA THIS HOLIDAY SEASON

Having trouble thinking of gifts for friends and relatives?
Do you know someone you would like to see become a member of ITAA?
Want to help ITAA grow in the New Year?
Then, give an ITAA subscription or membership to someone special!

Subscription — $30. Benefits include a year's subscription to the *Transactional Analysis Journal* (published quarterly) and *The Script* newsletter (published nine times a year).

Affiliate Membership — $45. This is a general interest level membership which indicates support for the humanistic goals of ITAA. Benefits include a year's subscription to the *Transactional Analysis Journal* (published quarterly), *The Script* newsletter (published nine times a year), a membership directory, reduced conference registration, group life and health insurance options (for USA members only), and car rental discounts.

To announce your special gift, the ITAA will send a holiday gift card from you to each person you sign up for a subscription or membership. In addition, if you request it, we will also send information about membership categories leading to possible certification in TA.

So, don't delay — this year, give the gift of TA!

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