INTERNATIONAL TRANSACTIONAL ANALYSIS ASSOCIATION VOLUME XVII, NUMBER 8 NOVEMBER 1987

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Erv Polster

A CONVERSATION WITH THE POLSTERS

On Being Happy and Doing Good Work



Miriam Polster

by Nancy Porter-Steele

Erv and Miriam Polster will be the keynote and special guest speakers at the ITAA Winter Congress in San Diego, January 12-17, 1987. The following interview was conducted at their home in La Jolla by Nancy Porter-Steele, a long-time ITAA member and the local host for the Congress.

Nancy: Perhaps you could tell us a little about yourselves to give our readers a sense of who you are as people and as therapists and teachers.

Miriam: Well, I have always been fascinated with the details of people's lives. From an early age I was a great reader of biography, which, although not clinical, is certainly insightful and may have inclined me in this direction. I trained as a psychologist after having been married to Erv for quite awhile, and he was certainly a profound influence.

Erv: I once wrote an autobiographical piece called "Stolen by Gypsies." I got the theme for it from listening to my mother's stories about children in Europe who were stolen by gypsies, not because of evil intentions, but because gypsies loved children, and what they loved they took. The children were raised in gypsy communities, but no matter how successful they were, these children wanted to go back home. I mention that story because it highlights my relationship to my mother, to whom I listened a lot. I didn't listen in the sense of obeying, because I rarely did that, but when she spoke I listened. I was called the quiet one in the family. So I was the great listener all my life. In therapy I join my listening with my perspectives, my responses, and my relationships, and I love that quality of the primal that comes with the therapy relationship.

Nancy: What do you mean by primal?

Erv: There's a spotlighting of the experience with a certain microscopic quality which makes everything relevant to everything else. In ordinary conversations what we say may be more or less relevant, depending on a lot of other things, but in therapy everything is relevant. The therapist has great impact on the other person's life, so it's more than casual agreement. It's in that sense that I mean primal: dealing with

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Peacewalking in the Soviet Union

by Gerda Lawrence

I was one of 230 Americans who joined this past June with 200 Soviets on the first joint Peacewalk from Leningrad to Moscow. Before I share with you some of my experiences on that journey, I want to talk about fear: reflexive, gut wrenching, archaic fear.

Fears in America

An eighty-year-old Russian-born friend and I saw a painting by Ilya Efimovich Repin entitled, "The Cossacks," which depicted brutal, leering, evil-looking men. As we looked at it my heart contracted, and my companion shivered. "Those are the faces I remember from pogroms," she said. I, too, shivered remembering how, as a child, I had been told to mind or "the Russians will get you."

Fear of Soviets and their social and economic system lies deep in the souls of many Americans who believe the "Evil Empire" could conquer us and destroy our way of life. Anything positive said about the USSR becomes at best suspect, and at worst treason. Even some of my liberal friends were dumbfounded that we got permission for our peacewalk. Many were afraid for my safety.

Fear of the Soviets has led to lack of knowledge about the country and its people, to suspicions, and to a tendency to assign motivations to their actions markedly different from motivations we assign to our own actions or those of our friends. This gulf can lead to mutual destruction.

Fears in the Soviet Union

The greatest expressed fear we encountered among the Soviet people is the fear of war on their soil. The memory of the horrors of the invasion during World War II lives on. A common greeting is, "Mir y drushba," which means peace and friendship.

I perceived no fear of Americans that is comparable to our fear of the Soviets and their system. Instead, I saw fear of those "who hear a different drummer," of the original, the spontaneous, the unpredictable, the uncontrolled. I asked a Moscow sociologist shaking with rage when confronted with dissidents we had invited to our hotel, "What are you afraid of?" He answered, "One has to nip such things in the bud. Those people have been known to do horrible things, and what they say is slander. I cannot bear it, and it cannot be permitted."

Such feelings have resulted in the many police-state practices we in America so abhor and which confirm our fears. Censorship, internal passports, restrictions on the free flow of information or on leaving the country are anathema to us. Many Soviets we talked with feel that the new policy of glasnost, or openness, will result in significant changes for the better. Let us hope so.

Peacewalking can be a powerful decontaminator. Daily ordinary interactions provide much new interpersonal and factual information.

Impressions from the Walk

I believe that one of the things we must do if we are to wisely manage the awesome forces of the nuclear age and not blow up the world is to reduce irrational fear. Transactional analysts reduce fear by decontaminating the Adult through information and by providing for the Natural Child both directly and through the Nurturing Parent. Peacewalking can be a powerful decontaminator. Daily ordinary interactions provide much new interpersonal and factual information. The Natural Child is reached through shared experiences such as tenting, singing, eating, playing, solving problems, hugging, dancing, even sloshing through rain or complaining together. On the walk we laughed, we loved, and we cared about each other, our mission, and all life on earth.

My strongest impressions now of the Soviet people is of their enormous warmth. The officials in charge made sure we had the best of everything available. The people we met on the roads and in the squares welcomed us with enthusiasm. They waited in the rain, often for hours, just to see us, to shake our hands, to get a smile, a hug, or an autograph, or to walk with us. In the ancient city city of Novgorod, crowds estimated at 50,000 greeted us. Even in villages we were stunned by the num-

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EDITOR'S COLUMN



by William Krieger

Life Is A Shopping Spree!

Life is a shopping spree in which every day we get to spend the seconds of our lives. Time is a finite commodity, yet we often value it less than money, an infinite commodity. How many of us ponder what we have bought with our time?

Because there is death, we each have a finite number of seconds and minutes to spend. Although in the end some of us will have ended up having more time than others, the rules of life make it mandatory that we each go off on our shopping spree every day and spend 24 hours — no more, no less. No one has more time or less time to spend each day than anyone else.

Being a winner involves the wise expenditure of the seconds of our lives. Eric Berne said winners are people who fulfill their contracts with themselves and the world — people who accomplish their declared purposes. I believe a winner puts as much thought into the purpose as in the "how." TA can give us little insight as to purpose; it can only give us some tools with which to accomplish this purpose.

Being autonomous, fully functioning, or self-actualized is not a goal or purpose for life. They are descriptions of psychological processes, not goals. The effective application of these processes can only be accomplished after the basic ontological (i.e., what is real), epistomological (i.e., what is true), and axiological (i.e., what is good) questions have been answered.

Winners have clearly defined goals and purposes for their lives (i.e., they know what they are going shopping for). The non-winner climbs to the top of the ladder only to find it is leaning against the wrong building, but "at least" the non-winner gets to the top of the ladder. The loser either doesn't attempt to climb the ladder, gets stuck on one of the steps, or keeps falling off.

Being a winner isn't a one-time decision or a one-time event. It is a continuous struggle to be effective in accomplishing your goal — to wisely spend the seconds of your life.

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Question for the Month: Do we need more consumer education? □

IN MEMORIAM

Gordon Haiberg, MD, CTM, died on June 18, 1987, after a lengthy illness. He was 61 years old. Gordon was a Clinical Teaching Member of ITAA for 25 years and the first physician to study TA with Eric Berne in the San Francisco seminars. He practiced psychiatry in Sacramento from 1967 to 1974 and was Vice-president of the Institute for Transactional Analysis, founded by Thomas Harris, author of *I'm OK, You're OK.*

PRESIDENT'S COLUMN



by Lucy Freedman

ITAA: Pilot Project for World Cooperation

As I write my last President's Column and get ready to let go of the role and responsibility of being President, I ask you to join me in reflecting on this "pilot project in world cooperation" that we are involved in as ITAA members. I plan to continue coordinating the Transition Team to a new ITAA, and I think it is important to ask, "What is the point of expending the time and energy on this change process — for me, for you, for the organization?"

While ITAA transforms into a more global, more effective organization, what hopes do we have for it? How is this change going to be more than just a restructuring of administrative systems? How will "the new ITAA" contribute to the growth and development of TA, of individuals, and of humanity?

The challenge, as I perceive it, is to explore the structure of human systems that support I'm OK, You're OK communication and relationships. Given the human needs identified by Berne — stimulus hunger, structure hunger, and leadership hunger — organizations play an important role in linking individuals into a social order. They will exist, whether good or bad, and provide opportunities to apply an understanding of human behavior to the mechanisms of society.

So many of those mechanisms take care of some people at the expense of others, are simply ineffective, or drain energy and resources, that the creation of successful, cooperative systems requires conscious and caring attention. The laissez-faire approach to organizations results in many of the worst examples of human relations.

The newpapers recently reported on child labor in the third world: organizations, businesses, societies that exploit the sharp eyes, quick fingers, energy, and submissiveness of needy young people; international trade that puts beautiful artifacts in the comfortable homes of people who have too much to eat, made by children in dark, poisonous, oppressive factories.

How is it possible that we are still struggling with inequities in our own association based on real and perceived needs and on economic, cultural, and geographic differences?

How is this possible in a world where the expertise of change agents and mental health workers often goes begging for lack of patronage? How is it possible that we are still struggling with inequities in our own association based on real and perceived needs and on economic, cultural, and geographic differences?

Eric Berne wrote that the way to measure the success of a civilization is to observe the conditions of its mothers (read "parents") and children, for therein lies the future. If we can create a viable organization for the development and application of transactional analysis, perhaps we can offer tools and hope to aid humanity in becoming healthy.

Radical ideas and actions (meaning that they go "to the root" of things) are needed to cut through the history and current state of civilization, to activate the resources that can solve global problems. By cleaning our own house first, by forging strong links with each other, by learning together how OK-OK systems work, maybe we can be part of the solution. No Rescuing, no Victimization, no Persecution. Maybe the contributions of Berne, TA theorists and practitioners, other positive methods of our age, and the linking of skilled people who care can make a difference.

The need is there. Can we bring out the potential of our international network to build a peaceful, productive world? If so, it will come from the combination of science and love which draws us to this work. It is this hope and commitment that gives meaning to being involved in the ITAA. Does this understanding motivate you as it does me? How are you making your contribution?

EXECUTIVE DIRECTOR'S COLUMN



by Susan Sevilla

Training and Certification Council Formed

Competency-based certification has been integral to transactional analysis and the history and development of the ITAA for the thirty years since Eric Berne first conceived of the theory. The Board of Certification (BOC) and the Training Standards Committee (TSC) have played key roles in the delivery of TA training and in the exam process. At their August meeting, the ITAA Board of Trustees approved the formation of a separate legal entity, a nonprofit professional corporation, which will encompass the BOC and the TSC. The purpose of this corporation is to protect and ensure the integrity of the training and examination functions while making them administratively independent from the ITAA.

The 1987 election ballot for officers and trustees, which was mailed to all voting members on August 31, contained a detailed informational statement regarding the formation of the Training and Certification Council of Transactional Analysts (TACCTA). Subscribers and Affiliate Members, who did not receive the ballot, are urged to write to the ITAA office for a copy of this important statement.

It is important for all members to understand the reason behind the formation of the new corporation. Since the ITAA is a nonprofit educational corporation which is tax exempt under Section 501 (c) (3) of the tax code, its activities must be solely educational in nature, with the goal of benefiting the public at large.

In a recent legal review of ITAA's activities, it was brought to our attention that the functions of the TSC and the BOC do not benefit the public at large. Rather, they benefit the individual practitioner obtaining certification. Therefore, the BOC and TSC are more appropriately services of a nonprofit professional league. Although this issue had been a consideration in 1982 when the BOC was established, the additional step of creating a separate legal entity had not been taken. The new legal corporation that is now being formed is called the Training and Certification Council of Transactional Analysts (TACCTA). It will be tax exempt under Section 501 (c) (6) of the tax code as a professional (rather than educational) association.

The purpose of TACCTA will be to coordinate the work of the BOC and TSC. It will thus establish training standards and promote professional competence in transactional analysis, as well as arrange for the administration of certification exams. The Council will also conduct information services to enable members of the public to locate properly trained transactional analysts in their areas.

We wish to emphasize that the work of the BOC and TSC, and the agreements made with the EATA Council on Certification, will continue under the new Council. Please write us for further information or clarification as needed, or with comments of any kind. □

The Script

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Publications Manager: Robin Fryer, MSW

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ORGANIZATIONAL USES OF TA COLUMN



by Edie Bogusky-Beaujon and Jaap Beaujon

Contracting for Organizational Change

This month's column describes the organizational work done by Jeanie Duck of Jeanie Duck Consulting, Inc., Minneapolis, Minnesota.

In the early seventies when Jeanie was training with Muriel James and John James, they used a four-question contract:

1. What do you want to change?
2. What are you willing to do specifically?
3. How will others know when your contract is fulfilled?
4. How might you sabotage yourself?

Jeanie has found this contract useful in her work with organizations, and has added two additional questions:

5. What are the "goodies" in this for you?
6. How will you take care of yourself during this change process?

Jeanie added the fifth question because, "I found people making contracts because they thought they should do something, rather than because they wanted to or because they saw any pay-off in it for themselves. There needs to be a pay-off so they will stick with the contract until the change becomes automatic."

The sixth question was added because Jeanie thinks that many adults assume that, not only should they do something significant, they should be able to make changes without having needs or difficulties. Undergoing change, however, can be difficult as well as exciting and rewarding. Jeanie wants to make it clear that people need to attend to their own needs and that to take care of themselves is legitimate and important.

Jeanie has expanded this contractual idea into a method for designing large-scale organizational change. A team needs to look at various factors and to plan for as many of them as possible before the change occurs. To help in this process, she has developed the following questions to be considered by an organizational team:

- What is our vision of the organization in five to ten years?
- What do we want to create in this business?
- How do we want to feel working here?
- What has to happen by when for us to get there?
- What are the immediately discernable steps?
- What is available to make this happen?
- What is going on in the company, the industry, and the economy that we need to pay attention to?
- Do our systems support and help accomplish our vision objectives?
- Whose help do we need?
- Who are our major stakeholders?
- Do they seem themselves as winning or losing from this change?
- How might we and/or others mess this up?
- How will we know how we are doing?
- Who will be responsible for what?
- How will we monitor this process?
- What is in it for me?
- Why should anyone else buy in?
- How will we show our commitment?

Everyone needs to use the vision as a way to prioritize tasks and to generate excitement for themselves and the rest of the organization.

Working out the answers to these questions and making plans about how to inform, excite, and translate the answers to an entire organization involves substantial work. Jeanie estimates that executive-level managers down through first-line supervisors need to spend 25% of their time for the first twelve to eighteen months communicating the vision to the organization and showing others how to use the vision as a way to focus their own work. Ultimately, everyone needs to use the vision as a way to prioritize tasks and to generate excitement for themselves and the rest of the organization.

When Jeanie works with companies to help them design, implement, and monitor change, she is continually reminded that we need the healthy functioning of all three ego states, not only to achieve certain outcomes, but also to facilitate the change process. It is particularly important to make sure that the creativity, energy, excitement, spontaneity, and insight of the Child ego state are highlighted and reinforced.

In organizations there are many problems with logistics, processes, systems, and measurements that must be analyzed clearly and accurately. In addition, values, ethics, history, and nurture are all critical elements in making a company solid and productive. TA is useful in explaining this to people in organizations so that they see as legitimate and helpful the broad range of perceptions, skills, and qualities they and others can add to creating the desired state of the organization. Too often we think only in terms of financial goals; however, a balanced approach is not only necessary, it also delivers the best results.

Thanks to Jeanie for letting us in on how she uses TA for organizational change. We want to add that, in addition to the important questions Jeanie raises, another critical question is "Who in the organization is going to be asked these questions?" We would love to hear from you on these and other important organizational issues. Please send articles of 800 words to Edith Bogusky-Beaujon or Jaap Beaujon, Ierlandstraat #24, Aruba, or call us at 001-297-8-23035. □

PEACEWALK

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ber of people who came and showered us with kindness and gifts such as pins, handicrafts, and always flowers. We were taken into homes and feasted, often by people who had never before seen an American.

During our walk no one restricted us, a requirement we had negotiated before going. We went where and talked with whom we wanted, including dissidents, Jews, and even some Hari Krishnas. We had a film crew and a number of journalists with us, and all had freedom of movement. We even pulled off the first joint Soviet-American rock concert, held on July 4 in a large outdoor stadium in Moscow. Artists such as Santana and the Doobie Brothers performed, complete with sound equipment imported from Hungary because it is not yet available in the USSR.

The walk felt "right" (like a bulls-eye intervention that simultaneously reaches all three ego states). Our prayer now is that there will be a strong ripple effect that will influence many others in both countries to be less afraid and, therefore, more open toward and knowledgeable about each other. The world, and as we her citizens, deserve no less. □

MEMBER SURVEY ON TRAINING

The Training Standards Committee (TSC) has been charged with ensuring quality of training for all ITAA members. As a part of this effort, the recommendation of the TSC is that TMs and PTMs in all specializations:

____ 1. Examine at Level I or II at least once every two years at a conference
____ 2. Be on the Board of Trustees of the ITAA or any of its affiliates
____ or be a committee chairperson
____ or have two trainees pass exams biennially
____ or present theoretical workshops at conferences biennially
____ or write articles for the TAJ or books biennially
____ 3. Your suggestion: _____

Please rank the above proposed activities from one (most important) to seven (least important), or check the two activities you believe would be most helpful.

Remarks: _____

Your level of membership: _____

Please send survey to J. Ward-Flaggs, TA Training and Certification Council, 1772 Vallejo St., San Francisco, CA 94123

TA CONFERENCES WORLDWIDE

November 6-8, 1987 - Sydney, Australia. Australasian TA Conference. Contact: Jan Grant, 27 Edward St., Narraweena, New South Wales 2099, Australia.

November 20-21, 1987 - Dallas, Texas, USA. Second Southwest Regional USATAA Conference. Contact: USATAA, 9656 Sycamore Trace Court, Cincinnati, Ohio, USA 45242.

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.

January 30 - February 3, 1988 - Bombay, India. All India National Conference. Contact: Alka Nimkar, Taj Mahal Hotel, Personnel Department, Apollo Bunder, Bombay 400039, India.

April 6-10, 1988 - White Haven, Pennsylvania, USA. Eastern Regional TA Conference. Contact: ERTAC '88 Registrar, 261 Spring St., Cheshire, CT 06410.

July 3-7, 1988 - Blackpool, England. European Association for Transactional Analysis Summer Conference. Contact: Julie Hay, 25 Grant Rd., Wealdstone, Harrow, Middix, HA3 7SB, England; phone: 44 1 863 2501.

July 3-8, 1988 - Pacific Grove, California, USA. USATAA Summer Conference. Contact: Denton Roberts 424 North Larchmont Blvd., Los Angeles, California, USA 90004.

Call for 1988 Scientific Award Nominations

ITAA members are invited to submit nominations now for the 1988 Eric Berne Memorial Scientific Award. *The deadline for receipt of nominations is December 31, 1987.*

Established in 1971 to honor and perpetuate the memory of Eric Berne's scientific contributions, the award is given to the originator of a scientific concept. The contributions must be published in a professional bulletin, journal, or book at least one year prior to nomination, and must be judged to be a contribution to TA.

Each recommendation must include a one- to three-line statement showing how it qualifies as new theory and is thus eligible for the award. Please also include the nominee's name and the publication reference.

We welcome and encourage the nomination of worthy candidates for this award.

Margery Friedlander, TAJ Editor

Conference Update

Scholarships Available for Rio Conference

There are a limited number (10) free registration scholarships available for the 1988 Rio Conference, August 1-6 in Brazil. Please note that the scholarship is for free registration only, and does not cover travel, room and board, or pre- and post-conference institutes.

The scholarships are available to any ITAA member experiencing financial difficulty. While we recognize the significance of travel and living expenses, we hope that these scholarships will be helpful to people from countries with disadvantaged economic conditions and from countries previously under represented at conferences.

To apply, please send:

1. A statement of interest in TA, the conference, and/or the ITAA.
2. A statement of need, including income, source of income, and financial situation (personal as well as related to international banking restrictions and foreign currency exchange expenses).
3. A letter of recommendation from another ITAA member.

Applications must be postmarked by April 15, 1988, and should be sent to the Conference Scholarship Committee, c/o ITAA, 1772 Vallejo St., San Francisco, CA 94123.

POLSTERS

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elemental aspects of people and with a great sense of intimacy and absorption.

Nancy: Most of us think of you both primarily as Gestalt therapists. How did you get into Gestalt therapy and come to be so identified with it?

Erv: The problem in having a strong Gestalt identification is that people immediately think they know just how you work. It's very important, no matter what a therapist's orientation, that we not assume we know immediately what method that person is using. We are then open to the idea that the person's way of working is broader and deeper than the stereotypes of the method would allow.

Miriam: Sometimes you wind up having somebody come in for therapy who knows you're a Gestalt therapist, who would come and say she had to set up a dialogue between so and so, and she would set up two chairs. This happened with one of my clients, and she came in one morning ready to go through that routine again, and I said, "No, I think this morning you're going to have a talk to me."

Nancy: How did you happen to begin in Gestalt therapy?

Erv: I was originally psychoanalytically-oriented, in the early 50's. I lived in Cleveland, and it happened that a group of people whose work I respected invited me to join them when Fritz Perls came there to do a workshop with them. I liked what I saw, and I just stayed with it.

Miriam: My involvement came later. I went back to get my degree after raising my children to a certain age, and by the time I went back to school, which was in the late fifties and early sixties, I already had a fair amount of exposure to Gestalt therapy. It felt to me like the natural way to do therapy, and learning the new theories in graduate school didn't dissuade me from it.

Nancy: I know you have also had some contact with TA; how did that connection occur, and how does it affect your work?

Erv: My first connection with TA was through John O'Hearne, who invited me to co-lead a workshop with him. That experience reintroduced me to the idea that explanations that one can hang one's hat on are helpful in understanding something that has just happened, and that the happening itself may not do the whole job. It was very eye-opening. After that, both Miriam and I did some work with Bob and Mary Goulding. So we've had an acquaintance with TA, although I wouldn't claim to know it in great detail.

Miriam: My contact with TA has been mostly through Bob and Mary Goulding's work and writing. What I find most attractive about TA language is how immediately understandable it is. To that extent I think it makes for very good explanations and analysis.

Nancy: I'm curious what it's like for you, both as a couple and as individuals, to work together.

Erv: I think if you can manage couplehood without competitiveness, which is a big "if," to work in the same or similar professions can only support what is basically a good relationship.

Miriam: There's that sense of sharing, but not sharing. We share some of the dynamics of each other's lives and professions, but not all of the details, so there's both privacy and communion. It's a good balance.

Erv: Yes, I think we strike a good balance of living together and working separately. For example, in our training programs our working together creates a very rich experience, and we also have separate areas of emphasis and interest. We design the programs, and we lecture together, but we supervise separately. We alternate leading groups with each working with a group for three days, and then we exchange groups. At the end of the day we go home together, and that's a lovely experience. We also travel together quite a bit, and that's fun. I have never had a sense of feeling tired of being with her as a result of working and living together, and there's very little "ordinary" competitiveness between us. Neither of us thinks in terms of doing better or worse than the other.

Miriam: In that sense we're rather Adlerian. Our competitiveness is with our own baselines. I want to do better than I did a year ago. I want to be more than I was, but not more than Erv.

Erv: We do differ on some of our administrative decisions.

Miriam: And we do have some stylistic differences. But if it's clear that a decision is extremely important to one or the other of us, very often we will just honor that difference. I think that's a good working plan, based on the fact that we respect each other.

Nancy: Maybe you could say something about what you'll be doing at the ITAA Winter Congress?

Miriam: Sure. On Thursday night I give the Keynote Address, which will be based on my book, *Eve's Daughters: The Forbidden Heroism in Women*. This is a topic that has interested me for quite awhile. I'm tracing how behaviors considered heroic in men are perceived differently in women — in fact, they may be considered downright villainous! Our ideas of heroism are stereotyped, and both men and women lose as a result. I explore the origins of these stereotypes in terms of their functions in the anthropological and cultural conditions under which they developed. I think a new definition of heroism can develop that is not gender-specific, and I feel it's very important, because women need to think of themselves as heroic, to have a grand concept of themselves.

Erv: Then on Friday morning I'm going to discuss some of the ideas from my new book, *Every Person's Life is Worth a Novel*. The idea is to show the kinship between the novelist and the psychotherapist. We both see our work from the standpoint of fascination, drama, storyline, and the simple values of how a person goes through life as contrasted with values based on diagnostic criteria.

Miriam: On Friday afternoon we'll do a session together on co-leadership in psychotherapy.

Erv: And on Saturday I'm doing a workshop on "The Internal Dialogue," an idea which is also included in my book. So that's the shape of it.

Nancy: What are you most focused on in your current work?

Erv: You know, we've both realized a fairly simple wish lately, which is just to be happy and to do good work. We're not out to loaf; we want to do our work, to meet our responsibilities, and in that to be happy. I don't have a feeling I've been waiting all these years to be happy! I do think to be happy is a balance that most people find very difficult and interesting indeed.

Miriam: I don't want to sound as if happiness is a goal. To me, happiness is a by-product of doing things you enjoy, doing them well, and feeling that you're getting better. What we're referring to involves getting a sense of the human scale of what we do, of balancing work and play and rest. And it is not the goal; it is some sense of simply being in a way that produces that state we call "being happy."

Nancy — Yes, that is very important. Thank you for taking the time to talk with me. We will look forward to seeing you at the Congress in January. □

PRE-CONFERENCE SEMINAR
SCRIPT THEORY—THE LAST FRONTIER
A DAY WITH PATRICIA CROSSMAN

PART ONE POVERTY AS A SOCIAL DISEASE
The author of Permission and Protection will demonstrate an Alternative Script Matrix. She will discuss the destructive effects of Uncertainty on Family Systems, and how this relates to Script Theory.

PART TWO TRANFORMATION MYTHS AND FAIRY STORIES
HOW FAMILIES SURVIVE
A workshop for survivors using theatre, music & story telling as therapeutic tools.

ALSO The secret thoughts of Eric Berne as revealed by his Archives.

A PARTY TO FOLLOW!

LOCATION DELMAR ROOM, BAHIA HOTEL - SAN DIEGO
DATE TUESDAY, JANUARY 12th 1988, 8:30 - 5 p.m.
WORKSHOP FEE $75—$60 for early registration, Dec. 1st
TO REGISTER WRITE PATRICIA CROSSMAN
42 ARDMORE ROAD, KENSINGTON, CA 94707
OR PHONE 415-525-4192

Call for Proposals

RIO CONFERENCE * AUGUST 1–6, 1988

Jointly sponsored by the International Transactional Analysis Association (ITAA), Uniao Nactional de Analistas Transacionais (UNAT), and the Associacion Latinoamericana de Analisis Transaccional (ALAT).

Deadline: December 1, 1987. Please print or type.

See the August or September-October 1987 *Script* or write to the ITAA for a copy of the Call for Proposals form.

Members Forum

Editorial Policy: We welcome letters to the editor (c/o ITAA office), and in editing for taste, accuracy, and length our intent is to retain the author's meaning.

YOU ARE NOT ALONE

Dear Editor:

Thank you for your continuously rewarding articles. They are my favorite part of *The Script*. I am writing to remind you that you are not alone. You can trust that part of you, that drummer that is your heartbeat, the part that knows the emperor is wearing no clothes.

Perhaps as people realize how fragile our planet is, and how precarious our existence (because of private ownership of the earth's resources, including uranium), they cling to things they think they can control — making money, or inventing gimmicks that make money.

As we know, removing a person's defenses does not work. People require Protection before they can use Permission. I have found useful Protection in the form of education and inspiration from a nonprofit group that distributes, at cost, a wide variety of educational materials (primarily videotapes) to match any heartbeat. They are the Educational Film and Video Project at 1529 Josephine St., Berkeley, CA 94704, USA; phone: (415)849-1649. Ask them for a free catalog. Virginia Satir told me she uses their materials at every workshop she gives.

Warmly and sincerely,
Carla Haimowitz, Oakland, California

CHINESE MEMBER APPRECIATES CONFERENCE

Dear *Script* Editor:

After returning from Chicago, I have been busy answering questions about the conference and life in the United States. I have also been asked to give lectures on TA in some academic settings. My colleagues at the University and in the Psychology Association are eager to read the TA and other psychology materials I brought back from the USA. They congratulated me for my presentation at the conference and my Regular Membership in the ITAA.

For the last year the ITAA has enhanced my life both personally and professionally. I look forward to returning that gift by giving to the ITAA through my time, ability, expertise, and knowledge. I value TA theory, and enjoy the fraternity of different nationalities in the ITAA.

Zhang Cuiran, Chengdu, Sichuan, China

STUDY OPPORTUNITIES WANTED

Dear Editor:

I am studying nursing in Berlin, and wish to have as many practical experiences as possible. I have received permission from my school to undertake an eight-week practical training program abroad (to be paid for by the school). I am interested in transactional analysis, and would like to obtain experience in this area. I would prefer studying in New York City, New England, or California, USA. The most suitable time would be April 25 to June 19, 1988. Please send me the addresses of clinics, institutes, or colleagues to whom I might apply.

Beatric Otto
Friesenstr. 8, D. — 1000,
Berlin — West 61, West Germany

EXAMINERS NEEDED

We need qualified examiners who have or will complete the Board of Certification examiner training workshop before exams to help with Level I and Level II oral exams in San Diego, California on January 14, 1988. Please complete this form and return to Jackie Ward-Flaggs, PO Box 3932, San Francisco, CA 94119 by November 20, 1987 if you can help. Examiners' meetings and workshops will be held on Wednesday, January 13, and we ask that you attend.

___ Yes, I will serve as an examiner on the following exam and attend the Examiners' Meeting and Workshop: (check one):

___ Thurs. Jan. 14, San Diego, Level I

___ Thurs. Jan. 14, San Diego, Level II

___ I would like to serve as a supervisee in the supervision section of the Level II exam

Name and Membership Status
(Please Print)

Address and Phone Number

Grants Begin as Eric Berne Fund Passes $100,000 Mark

Two important events have occurred this year in the campaign to establish a foundation for transactional analysis.

First, pledges to the Eric Berne Fund for the Future passed the $100,000 mark as many additional ITAA members made gifts and pledges. Contributions from TA groups, associations, and friends have added to the total.

Second, the Fund Distribution Committee, under the direction of Valerie Batts, has begun making grants and awards. This Committee will soon announce their plans for an ongoing grant and award system. The first research grant of $350 was awarded to Linda Hargus, a Humbolt State University student, to assist her in a project entitled, "A Comparative Study of Ego State Personality Profiles: Battered Women versus Non-Battered Women."

We now have over $40,000 in pledges and gifts paid in and earning income to support grants and awards, to pay back the ITAA for seed funds advanced for the campaign over the last several years, and for current campaign expenses. This year $1,000 is available for distribution; $1,500 will be available in 1988.

Our honor roll of members and friends who have made gifts or pledges to date include:

R. Abell, M.T. Bach, E. Bader, G. Balbona, B. Bary. E. Bogusky-Beaujon, M. Boulton, H. Boyd, L. Boyd, C. Brown, V. Callaghan, J. Clarke, J. Concannon, B. Cornell, F. Dobkin, H. and J. Doolittle, J. Downing, J. Duck, J. and K. Dusay, R. Ente, R. Erskine, K. Everts, P. Falzett, A. Flick, L. Freedman, M. Fukazawa, V. Gilpin, L. Gobes, M. Goulding, R. Goulding, E. Childs-Gowell, J. and M. Hine, J. Hine groups, H. Hyams, N. and S. James, R. Johnson, R. and B. Justice, L. King, G. Kohlrieser, R. Krausz, R. Larsson, R. Lawson, J. Lourie, R. Maslen, J. Migdow, Y. Moronaga, T. Nissley, M. Northcott, T. and P. Novey, H. and I. Peck, S. Peck, E. and S. Perkinson, D. Roberts, S. Robinson, K. Rokkaku, G. Rubin, F. Scherk, S. Scott, S. Sevilla, C. Solomon, P. Smith, P. Thiess, J. Velde, A. Wagner, J. White, E. and M. Zerin.

We also continue to get support for fund-raising activities from the Hunt Foundation through Beatrice Hunt, RM.

Having reached these first goals, the development fund committee needs to reorganize in order to make plans for continuing this campaign, to begin contacting those interested in supporting this foundation as individuals or clients of TA leaders, and to begin seeking support from other charitable foundations.

The team that first organized this project in 1982 included Ted Novey, Denton Roberts, Abe Wagner, and Ed Zerin, with the cooperation of Susan Sevilla and the support of Norman James, then President of the ITAA. Without the interest, creativity, and commitment of time, energy, and money from this group, the Eric Berne Fund would never have come into existence. Carol Solomon and Janet Migdow also joined in adding their important contributions, and Jack and Katherine Dusay gave their names and support as Honorary Campaign Chairs.

Now the Fund needs to make a new start, with new names, new energy, and new ideas to integrate in with what has been done and to continue on to our goal of a perpetual endowment that will provide at least $100,000 per year of grants supporting growth and development in transactional analysis.

If you are for this idea, if you want to learn about the fascinating area of fund raising and work with good people, call a member of the Committee or an officer or trustee and join our team. If you want campaign brochures, buttons, posters, or balloons to play with, call 312-729-5133. □

EXAM CALENDAR

Exam	Exam Date	Location	Application Deadline
Level I (CM/SFM)	November 5, 1987 November 7, 1987 December 1, 1987 January 14, 1988 April 6, 1988 July 3, 1988 August 1988	Sydney, W. Australia Bad Soden, W. Germany Perth, W. Australia San Diego, California White Haven, Pennsylvania, USA Blackpool, England Rio de Janeiro, Brazil	September 2, 1987 August 7, 1987 September 1, 1987 No Deadline January 6, 1988 April 4, 1988 May 2, 1988
Level II (CTM/SFTM) Exams	November 7, 1987 January 14, 1988 April 6, 1988 July 3, 1988 August 1988	Bad Soden, W. Germany San Diego, California, USA White Haven, Pennsylvania, USA Blackpool, England Rio de Janeiro, Brazil	August 7, 1987 No Deadline January 6, 1988 April 14, 1988 May 2, 1988
Level I (CM/SFM) Written Exam	Nov. 13 or 14, 1987 March 11 or 12, 1988 April 6, 1988 July 8 or 9, 1988 November 11 or 12, 1988	To be announced To be announced White Haven, Pennsylvania, USA To be announced To be announced	April 13, 1987 December 11, 1987 January 6, 1988 April 8, 1988 August 12, 1988
Training Endorsement Workshops*	August 3-4, 1987 January 17, 1988 April, 1988 July 1988 August 1988	Chicago, Illinois, USA San Diego, California, USA White Haven, Pennsylvania, USA Blackpool, England Rio de Janeiro, Brazil	May 4, 1987 November 10, 1987 January 13, 1988 April 4, 1988 May 2, 1988

* *Please contact Jackie Ward-Flaggs at the ITAA headquarters for more information.*

All fees due by application deadline. All exam fees are non-refundable, but will be credited to your account (except oral application fees paid each time applying for oral exam) if at least 30 days written notice is given for cancellation. Otherwise fee is forfeited. Fees: written exam - $90 US/Canada ($10 administrative fee deducted for cancellations received prior to 30 days deadline); all other countries pay $15 written exam recording fee to BOC and $35 to reader/scorer. Orals applications: $75, non-transferable. Oral exam - $50. Contract filing fee: $30. All fees must be paid in US funds.

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FRIDAY (April 8th) • *DIAGNOSIS & TREATMENT OF ADULT VICTIMS OF CHILDHOOD SEXUAL ABUSE* - R. Erskine & R. Trautmann

ERTAC '88 INVITATIONAL INSTITUTE

• *WOMEN'S DEVELOPMENT: AGES & STAGES - Issues in Therapy, Education and Work* - F. Bonds, C. Napierkowski & S. Robinson

SATURDAY (April 9th) "RITUALS, PRESCRIPTIONS & METAPHORS IN BRIEF & SYSTEMIC THERAPY" - Joel S. Bergman, Ph.D., Senior Faculty Member of the Ackerman Institute for Family Therapy.
Author of *"FISHING FOR BARRACUDA: PRAGMATICS OF BRIEF SYSTEMIC THERAPY"*



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June 20 - 25/88 Cost: $1200 Cdn.

BUNNY S. DUHL
"From the Inside Out: Self, Family and Other Systems"
July 6 - 26/88 Cost: $2750 Cdn.

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Nov. 10 - 30/88 Cost: $2750 Cdn.

Note: $100 Canadian = $80 U.S. (approx.)

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ITAA Announces
A Professional Skills Video Library
Volume 2
Introduction to Transactional Analysis (TA 101)



Eric Berne, MD
Founder of TA

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Jack Dusay, MD
Fanita English, ACSW
Jean Fowler, LCSW
Mary McClure Goulding, MSW
Robert Goulding, MD
Natalie Haimowitz, PhD
Morris Haimowitz, PhD
Ted Novey, PhD

Introduced by **Muriel James, EdD**

The 25th Anniversary Summer Conference of the International Transactional Analysis Association, held in Chicago in July 1987, featured an introductory TA course coordinated by ITAA founding member Jack Kaufman, DSW, and co-taught by several of the original founding members and pioneers of the organization. All are currently Certified Teaching Members of the ITAA.

Now you and your trainees have the opportunity to experience this commemorative course yourselves; the 12-hour course, recorded live, has been edited down into a 4-hour video-tape featuring a number of valuable training segments, covering topics such as:

- ego states
- life positions
- scripts
- structural analysis
- discounting
- group dynamics
- strokes
- rackets
- transactions
- time structure
- games
- definitions, philosophy, & development of TA

This video can be used to enliven your own TA 101, or as training material for your groups and presentations. It is designed to be shown by topical segment. It contains excellent definitions, explanations, basic material, and examples, as well as stories and anecdotes. You might also wish to allow a client to view the tape as "homework."

The TA 101 course is required for Regular Membership in the International Transactional Analysis Association, and it is a prerequisite for advanced training leading to certification in TA. For individuals in areas where live TA courses are not available, this video can be invaluable. It may be used in conjunction with independent study and combined with a written exam, which, if successfully passed, will satisfy the TA 101 requirement for membership or filing a TA training contract.

This the second in a series of educational offerings planned by the ITAA to assist psychotherapists and educators in their personal and professional growth. We request your input on the usefulness of this tape and ideas about what future tapes would directly benefit your practice.

Our Guarantee

If, after viewing this videotape, you are not completely satisfied that this is a valuable learning tool, simply return the tape to us within 21 days of receipt and your investment will be totally refunded, without question.

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Keeping In Touch

REGION I — PACIFIC, ASIA, AFRICA, ISRAEL

Masanori Kano, President of the Japan TA Association, writes that he has recently been to Seoul, Korea, several times to give training courses in large companies there. In addition, his book on TA is now available in a Korean edition.

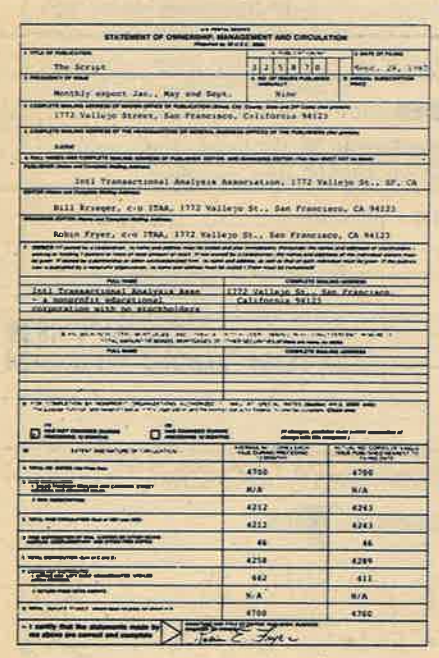


Alka Nimkar

The All India National Conference will be held January 30 – February 3, 1988 in Bombay. The theme of the meeting is "TA and New Society." If you are interested in serving as faculty for the conference (cost of stay will be covered, but not travel), contact Conference Co-convenor Alka Nimka, Taj Mahal Hotel, Personnel Department, Apollo Bunder, Bombay 400039, India.

REGION III - EUROPE

Italy, Yugoslavia, and Finland were the sites for summer seminars on the Q Model given by Marjory and Ed Zerin. In Rome at the Scuola Superiore Di Analisis Transazionale, where students enroll in a four-year post-doctoral TA training program, the 21 seminar participants were clinicians in psychology, psychiatry, neuropsychiatry, or neurology. In Zagreb, the 27 participants from the Yugoslav TA Association all practice as psychologists or physicians in institutions. In Finland the nine participants were associated with Integro, a consulting group offering TA training programs to Finnish companies. Several of the group were also members of the Finnish TA Association and the ITAA.



STATEMENT OF OWNERSHIP, MANAGEMENT AND CIRCULATION

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	4212	4243
	46	46
	4258	4289
	442	411
	N/A	N/A
	4700	4700

John E. Fryer



Marjory and Ed Zerin with participants from the Yugoslav TA Association

TA in Finland — The first 101 in Finland was organized in March 1986 by Marjatta Andersson and given by Val Garfield. Following that, in May 1986, the Finnish TA Association (FINTA) was established. The first 101 sponsored by FINTA was given in November 1986, and there have been two more given since then. In addition, FINTA has sponsored eighteen days of advanced TA training in Finland. In July 1987 Finland was accepted into the European TA Association, and M. Andersson and P. Utria were elected to the EATA Council. There are currently nine people in Finland with advanced training contracts, and at least ten members of FINTA are registered for the RIO conference. Good work, Val Garfield (trainer and sponsor) and FINTA members!

REGION IV — LATIN AMERICA

Bernardo Aguilera-Ballesteros, SFTM, writes in response to the "Year of the 101" that he currently teaches seven to eight 101s a year to teachers, couples, homemakers, students, doctors, businesspeople, psychologists, and others. He first gave a 101 in 1979, and since then has given 64, primarily in Caracas, Venezuela. Bernardo, who runs 202 seminars in Caracas and Valencia, is an SFTM in the ITAA, the Latin American TA Association (ALAT), and the Venezuelan TA Association (AVAT). He is also Director of the Instituto de Desarrollo de la Comunicacion Interpersonal (CONAT), the former President and now Board member of AVAT, and second Vice-President of ALAT.

REGION V — UNITED STATES

Natalie Garber Tyler and John Tyler were married August 29 at the Peace Pagoda in Western Massachusetts at a small family wedding. They would love to hear from their many ITAA friends. The Chicago Conference was the first ITAA summer conference Natalie has missed in ten years (due to John's daughter's wedding and preparations for their own). John and Natalie are in private practice together in Belchertown, MA.

Betty Gumpertz writes that she recently gave a "mini TA course" from a wheelchair to an audience of nurses in the convalescent hospital where she was staying after a recent accident. "I was a patient as well as a teacher. Nurses in the group had primarily seen me as semi-dependent and usually in a wheelchair. It was quite a shift of roles." The discussion centered on the interlocking of authority and dependence, presented as Parent hooking Child to the exclusion of Adult, and how nurses and aides can stay clear of behavior that reinforces that pattern when dealing with people who are realistically dependent.

"We discussed the constant need for stroking of Adult behavior, within practical limits, and avoidance of 'phoney' nurturing. Then we talked about personal experiences, with lots of sharing and exchange. TA concepts were quickly assimilated." Betty indicates that the most unusual thing about teaching from a wheelchair is the startling difference in eye contact, and, as she says, "I missed being able to draw the traditional TA circles and arrows myself."

We are pleased to report that Betty is now returned home and to part-time practice, having traded wheelchair for cane.

Stephen R. Lankton (editor) has announced the publication of *The Ericksonian Monographs, Number Two: Central Themes and Principles of Ericksonian Therapy.* Steve was a faculty member, along with Drs. Ernest Rossi and Jeffrey Zeig, for a two-year hypnotherapy training series conducted at Zist Training Institute in Munich, West Germany. In addition, Steve was recently voted Fellow in the American Association of Marriage and Family Therapy.

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. Includes a one year's subscription to the *Transactional Analysis Journal* (published quarterly).

Affiliate Membership — $50. 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!

1. Send a: ____ Subscription ($30) ____ Affiliate Membership ($45)

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Name Degree

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Address

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1. ____ Check enclosed; total amount: $_____. Please note: Payment must be in USA dollars drawn on a USA bank.

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