INTERNATIONAL TRANSACTIONAL ANALYSIS ASSOCIATION VOLUME XVIII, NUMBER 9 DECEMBER 1988

The Script

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Global TA Action Projects Encouraged

by Claude Steiner

Eric Berne's wish was that the transactional analysis association be an international organization that expressed in its public behavior a commitment to socially conscious action.

In an editorial in the January 1969 *Transactional Analysis Bulletin* Eric expressed his opinion that TA was sufficiently well established to undertake a crusade of its own. He spoke about "the fashion among psychotherapists to disclaim moral judgments," and went on to say that "this does not sit well with all of us. There must be *something* worth fighting for." He postulated infant mortality as the "Basic Value Standard" and suggested that the First Crusade be against the Four Horsemen: War, Pestilence, Famine, and Death.

Twenty years after Eric's death, in his presidential address on January 7, 1988, Vince Gilpin proposed a way to bring Eric's wishes to fruition: Transactional analysts around the world would organize a variety of public acts centered around the first day of spring (in the northern hemisphere) — March 21, 1989 — to demonstrate their personal commitment to some form of social action that is consistent with and demonstrates TA theory or practice.

The title chosen for this event is Global TA Action because the words "Global" and "Action" are international and apply in almost every language in the western world. This is an opportunity to pay homage to Eric Berne by finding the action that combines a needed change with the theory and practice that Eric developed.

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For me, Eric's contribution to psychiatry (the art of soul healing) always implied a component of social action. His definition of a real doctor as someone who cures people rather than someone who has degrees from the right school, was an expression of populism and concern for people rather than for status. His insistence that group transactional analysis could be as effective in curing people as individual psychoanalysis had the same populist flavor.

But above all, the notion that everyone is born a princess or a prince and that destructive scripts are given to us by our ancestors only to be handed down by us to our descendants had implicit in it the kind of social action that was every transactional analyst's duty — helping people interrupt the passing down of scripts that damage humanity, children in particular.

We transactional analysts have the knowledge and skills to help stop the patterns of abuse and violence which if unchecked can lead to war, pestilence, and famine. We, along with millions of other people around the globe, can



make a difference so that our children have the chance to live beyond survival in a world which, if not completely free of the four horsemen, is at least effectively slowing them down.

Some of us may feel hopeless, particularly at this time of enigmatic politics, population explosion, and environmental degradation. However, to paraphrase Hillel: "If not now, when?" and "If not you and I, who?" To that end we each need to ask ourselves the question: What important problem would I like to work on, and how could I apply

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$3000 Available for Eric Berne Fund Grants

by Valerie Batts

The Eric Berne Fund for the Future (EBFF) has established a grant program to provide financial support to individuals, schools, universities, research groups, and other interested organizations for research, to promote the use and teaching of TA, to build worldwide unity, and to support professional standards. A Fund Distribution Committee solicits and awards grants. Current Committe members include Chellie Joines, Ilka Peck, Rosa Krausz, Lilly Stuart, Lois Walker, and Valerie Batts (Chairperson).

The deadline for receipt of grant requests is April 1, 1989. There are $3,000 (US dollars) available for this funding cycle. Priority for funding will be given to proposals that demonstrate an interest in evaluating the effectiveness of various aspects of TA theory. The Committee also welcomes proposals that support the development of measurable professional standards of competency for TA practitioners.

The Fund primarily supports the development of data regarding the effecitve use of TA around the world. The Committee is currently exploring the feasibility of the distribution of monies for other related purposes, such as international communication and translation.

In 1987 $335 was awarded to Linda Darlene Hargus, a master's-level graduate student at Humbolt State University in Eureka, California, for the purchase of copies of Heyer's Ego State Profile Questionnaire. She used the instrument along with a biographical questionnaire to compare ego state profiles of battered women versus non-battered women. Her results were as follows:

> Battered women (n=13) received ego state scores similar to those obtained by battered women in Roark and Vlahos's (1983) study. However, in comparing scores between the two groups (n=13 of non-battered, reentry women), there was a significant difference in only the Free Child ego state (pc.05). All other ego states were in the hypothesized direction except the Adult ego state. Battered women obtained a higher Adult ego state score than did her group of non-battered women.

Linda feels the grant helped motivate her to complete her graduate work. She reports that further investigation of this topic using a TA model may be forthcoming from a fellow student.

Priority for funding will be given to proposals that demonstrate an interest in evaluating the effectiveness of various aspects of TA theory.

There are four major criteria that grant proposals must address:

1) how the applicant program supports research in TA theory or practice within organizational, educational, or clinical settings;

2) how the applicant program extends communication regarding the use of established principles of TA to places, persons, and institutions that might otherwise be untouched by TA;

3) how the applicant program extends the impact of TA into a new area or builds a bridge between TA and other disciplines; and

4) what is unique about the applicant program, individual, or organization requesting funding.

In addition to these four criteria, proposals should address the educational or philosophical merits of the project and outline how ethical, fiscal, and administrative responsibilities will be assured. Grant proposals should not exceed ten pages and should include a one-page summary of the program's crucial details. A brochure outlining these and other specific guidelines is available from the ITAA headquarters.

At this time the Committee would benefit from member support in a number of areas. We need individuals who can translate the grant guidelines into other languages, especially Chinese, and who would then translate grant proposals into English. The Fund's resources are available to non-ITAA

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EDITOR'S COLUMN



by William Krieger

Are There Questions Yet Unanswered?

With this issue of *The Script*, 1988 comes to an end. I thought this would be a good time to review the editorial questions I've raised in the past year and to invite each of you to review your answers.

In the January-February issue I asked, "How do we in the ITAA avoid viscid leadership when everyone can't afford active involvement?" Berne defined viscid leadership as leadership that is responsible only to a special class of privileged people (e.g., those who can afford to attend conferences throughout the world). I have yet to hear a response to this complicated question.

In March I asked, "As you journey along the path from knowing, to doing, to being, where do you stop off to play? When was the last time you visited?" Do you still carry your favorite vacation spot with you each day and visit it, or have you taken to leaving it on the chest of drawers when you change clothes?

In April I asked, "What impact would it have on your life if you saw things as situations to deal with rather than as problems?" A good way to find out is to stop using the word "problem" and substitute the word "situation" instead. You'll find your quota of giggles will go up each day.

In the May-June issue I inquired, "Are you active in your professional association and are you known as a transactional analyst?" I might add, when was the last time you referred to yourself as a transactional analyst?

In July I bemoaned the lack of letters in response to my editorials and asked, "Has your response been the response you wanted to respond?" I received responses, and I thank you. Keep those letters coming.

In August I asked, "When you put up a pot of coffee do you look forward to drinking the coffee or listening to the pot perk?" For those of you who have been listening to the pot perk, how about going the next step and noticing something new each day on your way home from work.

In the September-October issue I asked, "Do you recognize a good deal when you see one?" The deal is still available if you want to be a columnist, reporter, or feature writer for *The Script*. See the September-October issue for details.

In November I raised the question, "Are you willing to settle for ideologic survival?" To put it more bluntly, is the ITAA worthwhile enough to you that you're willing to put the energy into getting one new member and/or buying one colleague a gift membership?

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PRESIDENT'S COLUMN



by Vince Gilpin

One Year Down, One Year to Go!

We are at the end of the first year of my Presidency, and we are currently preparing for the conference in Hawaii, which will mark the beginning of the second year. This year started with the San Diego Winter Congress, at which we had an interesting and successful scientific program with Irving and Miriam Polster as guest speakers. In Rio we had not only a successful scientific program, but also a large conference attendance. In keeping with the theme, "Growth and Maturity: 30 Years of TA," we had a scientific program with over 60 presenters and over 450 participants from 14 countries outside Latin America. In addition, we had a TA 101 given in Portuguese. The Rio conference reflected the ITAA's determination to reach out to other national and regional organizations in the spirit of cooperation and mutuality.

One of the main themes of 1988 has been our emphasis on implementing the reorganization of the Association with a focus on affiliations. In that regard, we have all but completed negotiations for affiliation with the European TA Association (EATA), and the agreement has been sent to the EATA Council for ratification. When approved, it will be presented to the ITAA Board for ratification as well. After that, the EATA-ITAA affiliation will be official. There are other affiliation applications in process, and we hope in the next year to have other agreements formalized and implemented.

As the ITAA continues to progress through its reorganization, and we establish affiliation agreements with other regional and national organizations, it becomes even more urgent that we demonstrate an ongoing awareness and sensitivity to issues of global significance. We have distributed the information pamphlet about the Global TA Action Project and are receiving feedback from people all over the world about specific events that will be conducted as part of the Project. Information sessions about the Project were conducted at the San Diego, Blackpool (EATA), and Rio conferences. I anticipate full participation by TA people worldwide in making this project successful. Flo Olivier, Chair of the Social Action Committee, will coordinate the networking aspects of the Project. Her address is on the brochure

Of some concern to the Association in recent years is the low response rate we have had when members are invited to express opinions and to participate in the decision-making process. Notably, response to the Eric Berne Memorial Scientific Award ballot was so low this year that no Award was given. Response to the by-laws ballot was also minimal, and even response to the President-Elect and Trustee election this fall was only 26%. These low response levels leave the impression that the Association is really run by a small portion of the membership. Mailed ballots are intended to make it possible for all members to participate. We know the *The Script* is read, and yet we get the impression that information is primarily going out to members and only limited feedback is coming back.

In 1989 I wish to see the communication channels from the membership back to headquarters flung wide open.

In 1989 I wish to see the communication channels from the membership back to headquarters flung wide open so that your feedback can determine the work that is done by your Executive Committee, Board of Trustees, and administrative staff.

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EXECUTIVE DIRECTOR'S COLUMN



by Susan Sevilla

Another Year Gone By

December is here, and the year is coming to a close. It seems like just yesterday that it started! The following are some of the highlights of the year for me.

January: New President Vince Gilpin was inaugurated at the San Diego Winter Congress, where 177 members and interested professionals experienced advanced educational opportunities presented by Erv and Miriam Polster and many TA presenters. The Training and Certification Council of Transactional Analysts (T&C Council) began functioning officially, thus definitively and legally separating ITAA membership from certification and professional status. The T&C Council Chair, Landy Gobes, became an ad hoc Vice-President of the ITAA and participated in the Executive Committee meeting. Another fine *Journal* came out, this one a long-awaited theme issue on ego states that challenged and refined TA theory.

February: Board minutes, frantic clean up, and preparation for the work to come. We also recognized 158 new ten-year members and welcomed 10 new 25-year members into this fast-expanding club, bringing the total to 22. The ITAA modem became operational, and we began to receive on our computer screen by telephone. We also made a fax connection in order to take advantage of this valuable communications technique (telephone 415-775-4583).

March: My son Stephen was born, and my two-month leave was punctuated by weekly trips to the office and frequent calls at home. Back at the office the bylaws ballot was mailed out (and later approved!) asking the members to ratify a revolutionary reorganization of the structure of the ITAA.

May: My return to the office and loads of work to catch up on. Our one affiliate member, the German TA Association (DGTA), sent in 45 new members, bringing their ranks up to 809. Ted Novey of the Finance Committee further developed his "Phil l-2-3" financial budget and reporting template on Lotus l-2-3, spending many hours programming the document to fit our budgeting and reporting needs. Thank you, Ted!

June: We were all gearing up for the busy summer. We were happy to support the USA TA Association (USATAA) at their June conference in nearby Asilomar, where US affiliation had been approved.

The ITAA staff has worked hard all year, and it is one of your most valuable resources as an Association member.

April: The ITAA gave birth to its own new baby, the IBM 36 computer. Another quarterly issue of the *TAJ* was also "birthed," this one oriented around the topic of "TA and Children." By way of professional development, we participated in joint presentations at the conference of the American Group Psychotherapy Association, confirmed our status as a provider of continuing education units for the National Board of Certified Counselors, and sent a special invitation to 4,000 members of the Association for Humanistic Psychology asking them to consider joining the ITAA. We were delighted to receive confirmation from the Internal Revenue Service that the T&C Council tax status as a nonprofit professional association to ITAA was a main topic of discussion. Several ITAA development projects were in full swing: the newly released TA 101 commemorative videotape was selling well, and the new ITAA Mastercard from Maryland Bank was being promoted and widely ordered by members due to its attractive look (with the 3-circle logo), its low interest rate, and the financial benefit to the ITAA. We were also pleased to receive $2500 in non-dues revenue from our various US-member insurance programs. Several other development projects are being considered, such as the release and promotion of the Kahler Professional Stress Profile and the development of a new videotape on Bob Goulding.

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TRANSACTIONAL ANALYSIS IN PRACTICE



by Gloria Wax and George Imperato

Contributing Continuing Education Units, or CCEUs for Short

Poor us. It's that time of year again. We have to complete CEU documents for our state registration and for two national certifications. And now the Training and Certification Council of Transactional Analysts (T&C Council) is requiring CEUs — excuse us, CCEUs (Contributing Continuing Education Units). "OY VAY IZ MIR." Wouldn't it be great if we could have just one form that would go to all of our organizations documenting our CEUs? Oh well, such is the life of an active practitioner.

There has not even been any research that indicates that fulfilling CEUs creates better practitioners. Well, maybe there has not been any research that indicates fulfilling CEUs makes them worse. "GOD FORBID." Now as we think about it, it probably is very difficult to sit in a course, workshop, or seminar and not learn something new. There must be something to this CEU business. Almost every state requires them for licensure, and most organizations that are affiliated with some agency of health, education, or welfare also require them. We guess one reason that they do is that it gives them some credibility in the eyes of the consumer and other organizations. They can tell the consumer, or the big Parent in the sky or their head, or the insurance companies that those who carry their letters after their name not only had to meet stringent requirements for education, training, and to pass one or more exams, but they are also continuously upgrading their knowledge and sharpening their skills. We even heard that Jackie Mason watches videos of Alan King in order to learn new gags. That's CEUs?

Because our association is essentially a volunteer organization, the T&C Council is granting units to those of us who give time and energy without compensation to keep the organization going.

T&C Council has gone one step beyond CEUs. Because our association is essentially a volunteer organization, they are granting units to those of us who give time and energy without compensation to keep the organization going, such as examiners, exam coordinators and supervisors, trustees, and committee chairs for the ITAA and/or its affiliates and regional organizations. Sorry folks, running poker games doesn't count.

How can being the chair of a committee or on a board of a regional, national, or international organization help anyone be a better professional? It probably means that we get along with all types of people. How does that help anyone be a better professional? Being able to promote productivity with the variety of people in the ITAA probably indicates we are enhancing our people moving skills. That has to help if you are teaching, organizing, or therapizing.

Now that we think of it, we are glad that we are going to have CCEUs, we think? Anybody out there have a good copy machine, and some aspirin?

As always, these are our own thoughts, not those of *The Script*, the ITAA, or the T&C Council. Please send your responses to us at 168 Howard St., Dumont, New Jersey 07628, USA. □

PRESIDENT'S COLUMN

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One of the ITAA's biggest assets is the Vallejo Street building in San Francisco. It has been the Association's best financial investment over the years, and as an important source of income in recent years it has subsidized membership dues significantly (about $40,000 per year). This has been possible because we have rented a substantial portion of the building to a nonprofit organization. At the end of December, this group will be leaving to move to space that better suits their needs. We have been advertising for new tenants, but have not been able to attract the right tenant so far. It is possible that we may find a new tenant who requires more of the space than we have previously rented, which might mean relocating the Association's offices to a different section of the building. Without suitable tenants we stand to lose important income. We will continue advertising and need to be creative in our approach to using the space so that we gain the best advantages from it. We will keep you informed about further developments.

It is the time of year when many people prepare for the holiday season and send greetings of peace and goodwill to others in a spirit of unity and love. I wish you a holiday season full of love, contentment, and happiness, and may 1989 bring you Earth's richest bounty.□

EDITOR'S COLUMN

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And now it's December. Rather than ask another question, I will let you use this month to catch up on the unanswered questions from previous months. May the holidays bring great joy, peace, and contentment to you all. I'll be writing you again next year! □

EXECUTIVE DIRECTOR'S COLUMN

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July: Vince Gilpin and many ITAA members joined EATA for a fabulous Summer Conference in Blackpool, England, where the upcoming affiliation was discussed. Petruska Clarkson coordinated one of the biggest Training Endorsement Workshops in recent years, with 28 participants. Back at the office we prepared for our first international conference on the South American continent. The Editorial Board was faced with the dismal reality that no Eric Berne Scientific Award would be given in 1988 because less than 25% of the certified members had voted, not enough to make the election valid. Finally, we were dismayed to learn that our eight-year tenant, Saybrook Institute, would be moving out of the building at year's end, and we began to advertise for a new tenant.

August: The long-awaited Rio Summer Conference drew 549 participants, 402 of whom were from Brazil and other parts of South America and 147 of whom were from outside of South America. Translation Committee members Nelly Micholt and Jenni Hine worked diligently to have available membership and certification literature in Spanish, French, and Portuguese.

September: A riot of fall work after the conference, including an election ballot for the President-Elect and two new Board members. ITAA staff member Jackie Ward-Flaggs brought the second ITAA baby of the year, Antonio Jerome, into the world, and left us for her planned maternity leave.

October: The EATA affiliation contract was drafted. The Mexican TA Association, MEXAT, had an important conference this month, at which pivotal work was accomplished toward the upcoming jointly-sponsored ITAA/MEXAT/ALAT Winter Congress to be held in January 1990. Finally, a groundbreaking theme issue of the *Journal* on scripts continued the important process of updating TA theory.

November: The EATA contract was reviewed and prepared for ratification by the Board at their January meeting. The third quarter ITAA Financial Report went to the Board with a substantial deficit, causing us to reexamine our financial position for the fast-approaching 1989 year.

December: We are all busy getting ready for the Hawaii Winter Congress in Honolulu, where "Concepts of Self: East and West" will bring Japanese- and English-speaking participants together for a high quality joint educational program. At this writing, we have 110 participants already preregistered, 36 of whom are from Japan.

The **ITAA staff** has worked hard all year, and it is one of your most valuable resources as an Association member. While other associations experience a staff turnover of 50-75% per year, ITAA is pleased to again review for you your staff, listed by years of service:

Ken Fogelman (15 years) is your key resource for membership and billing inquiries and address changes or lists.

Jackie Ward-Flaggs (15 years) is your Director of Training and Certification and available for all membership issues.

Felix Messier (15 years) is our ITAA Comptroller, now officially retired but consulting for us on Tuesdays and Thursdays on all budget and financial matters.

Robin Fryer (14 years) is your Publications Manager, with all needed information about the Script newsletter and the TAJ.

Susan Sevilla (5 years) is your Executive Director, always available for any input, comments, or concerns you might have.

Ingrid Mezquita (4 years), former Executive Assistant, has just changed her job to encompass Conference Coordination.

Jose Rafael Romero (4 years) is our Mail Clerk and Office Assistant, working afternoons to help process the paper that moves swiftly through our hands.

Ana Quintanilla (2 months), our newest ITAA staff member, will be a primary resource and support to you when you telephone the office or request basic information.

* * * * *

That is my wrap up for this year; may we have many more years just as fine. Happy Holidays, and a Happy and Peaceful New Year to you all! □

TA 101 CALENDAR

December 10, 1988 — Buenos Aires, Argentina. Cost: $20 US dollars. Leader: Roberto Kertesz, CTM. Contact: Roberto Kertesz, ANTAL, San Jose de Calasanz 431, (1424) Buenos Aires, Argentina; phone 90-8898 or 99-6176.

January 8-9, 1989 — London, England. Cost: L55. Leader: Accredited trainer from "metanoia" institute. Contact: Dr. Petruska Clarkson, 13 North Common Rd., London, W5 2QB, England.

February 23-24, 1989 — Chapel Hill, North Carolina, USA. Cost: $100. Leader: Vann Joines, TM. Contact: Southeast Institute, 103 Edwards Ridge Rd., Chapel Hill, NC 27514, USA.

April 22-23, 1989 — London, England. Cost: L55. Leader: Accredited trainer from "metanoia" institute. Contact: Dr. Petruska Clarkson, 13 North Common Rd., London, W5 2QB, England.

June 24-25, 1989 — London, England. Cost: L55. Leader: Accrediated trainer from "metanoia" institute. Contact: Dr. Petruska Clarkson, 13 North Common Rd., London W5 2QB, England.

Certified Teaching Members and Certified Provisional Teaching Members of ITAA are invited to list free of charge information about TA 101s they are presenting. To be listed, please send the following information to ITAA Publications Manager, 1772 Vallejo St., San Francisco, CA, USA 94123: dates of TA 101, location, cost, leaders' names, and how to get more information. Deadline: first of the month prior to the month of publication. Note: we cannot accept tentative or open dates; please be specific.

Organizational News

Hawaii Congress News Flash

Anthony White, Provisional Teaching Member from Perth, Australia, will present a three-hour pre-Congress Institute in Hawaii on Tuesday, January 10, 1989. In the workshop, "Psychoseparation and the Two Ego State Model," White will demonstrate innovative work in a new and exciting therapy known as Psychoseparation. This model uses the transference relationship between patient and therapist as its primary tool for change. Although most psychotherapies equate transference with the formation of a symbiosis, Psychoseparation shows how to develop a transference relationship without a symbiosis, thus avoiding most of the problems historically associated with transference.

Mary Goulding has agreed to change the time of her "Workshop for Worriers" to Thursday, January 12. Mary's institute will be the last in the series of ten Pre-Congress Intensives which will reflect both basic TA theory and the most recent developments in the work of some of the TA experts who originally founded TA theory and practice.

Call or write to the ITAA Winter Congress for details on registration.

Fall Election Ends in President-Elect Runoff

The results of the fall election for President-Elect and two trustee positions were finalized on November 1. Because no single President-Elect candidate received a majority of the votes cast, there will be a runoff election between the two candidates who received the most votes: Julie Hay and Sheryn Scott. Runoff ballots were mailed in early November and are due back at the computer tabulation firm by January 7, 1989.

In the trustee race we are pleased to announce the election of two new trustees: Marta Hüsgen-Adler from Region III (Europe) and Robert Massey from Region V (USA). Congratulations to both of them and to all the candidates who ran in this election.

Hurrah for the Glue that Holds Us Together

As the end of 1988 draws near, one of the most enjoyable projects is evaluating our membership growth during the year and looking to see where our new members came from. I always like to go through our thick monthly packets of new members, feeling each application in my hands, thinking about each individual professional represented, and seeing who our new members are, where they live, and who sponsored them into ITAA membership. This is always a thrilling task for me, and it makes me thankful for our large group of advanced members who have done so much to help ITAA attract new members.

As I review our 1988 new member statistics, I find that, consistent with past years, most new members were brought into the organization by advanced members — 46% in 1988. This loyal and committed group of individuals is the glue that holds us together. We rely and depend on them, and they never let us down.

I want to take this opportunity to say "thank you" on behalf of the ITAA. In particular, I want to thank those of you who went above and beyond the call of duty in attracting and sponsoring many new members to the association. As in previous years, by far the largest new member sponsor was the German TA Association (DGTA), which brought in 69 new members during 1988. As for individual sponsorship, the following people deserve special recognition:

Michiko Fukazawa of Japan deserves our highest praise for sponsoring 12 new members.

Kudos to **Marcelo de Melo Lopes** of Brazil for sponsoring nine new members.

John Gladfelter of the USA did his part by sponsoring eight new members.

Kozo Rokkaku of Japan, **Pio Scilligo** of Italy, and **Robert Goulding** of the USA each sponsored seven new members this year, and they have each been instrumental in past years as well in helping attract new members to the ITAA.

Others to recognize and stroke for their work include **Lilly Stuart** of England (six new members), **Pat Allen** of the USA (five new members), and **Tony White** of Australia (six new members). Doing their part in sponsoring four new members each were **Gail Broady** of Australia, **Robin Maslen** of Australia, **Marialuisa Pisani** of Italy, and **Nancy Porter-Steele** of the USA. Sponsoring three new members each were **Vince Gilpin** of Canada, **Denton Roberts** of the USA, and **Jeff White** of Australia. Special recognition also to **Maria Teresa Romero** and **Gloria Noriega** in Mexico, for seeking alternatives — such as subscriptions — for their colleagues who cannot join as full members.

The ITAA would not exist if it were not for the work of dedicated individuals such as these. Our heartfelt and deepest thanks!

- Susan Sevilla

Directory Corrections Due April 15

In 1989 the ITAA will be publishing a new International Membership Directory. If you have changes you wish to make in your listing, please fill out the form below and return to the ITAA office *no later than April 15, 1989.*

* Please print or type *

Name _____ ITAA Membership Status

Highest Acadmic Degree _____ Professional Licence (if applicable)

Phone _____

Address _____

City/Country _____ Zip/Postal Code

Call for 1989 Berne Award Nominations

ITAA members are invited to submit nominations now for the 1989 Eric Berne Memorial Scientific Award. The *December 31, 1988* deadline is designed to give the Editorial Board time to consider all nominations at their January meeting in Hawaii.

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. 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

The Script®

Editor: William Krieger, EdD
Publications Manager: Robin Fryer, MSW

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Call for Officer and Trustee Nominations

The Nominating Committee is now accepting nominations for the 1989 election. The following openings are anticipated:

Vice-President of Operations
Vice-President of Research and Innovation
Vice-President of Development
Vice-President of Training and Certification
Secretary
Treasurer
Trustees:
one opening — Europe
one opening — other
Region V (USA) — one opening

Nominations require the name and consent signature of the nominee (it may be yourself), the name of the person making the nomination, and the name of the person seconding the nomination. Please use the form provided here. Send nominations to the Nominating Committee, c/o the ITAA office, by March 1, 1989.

1989 Election Nominees

Name of Nominee _____

Position Nominated For _____

Signature of Nominee _____

Person Making Nomination (plus address/phone) _____

Person Seconding Nomination _____

Date _____

Members Forum

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

IMPASSIONED PLEA FOR EXAMINERS

Dear Advanced Members:

I am regularly involved in exams (as exam coordinator, exam reader, exam board member, and candidate) and therefore in the frequent problems created by trying to find enough examiners.

I am very concerned because I have seen the same thing happening year after year, and the situation is getting worse. The lack of examiners and the pressure exam supervisors have to exert in order to get enough is moderately serious for Level I exams, and more serious for Level II. It is unnecessary to tell you what the negative consequences are for the organizers, the examiners, and the candidates.

For example, in Blackpool, England, where I was planning to take my TM exam, the exam supervisor told me the day before the exam, "I'm sorry, but I don't know if you can be examined tomorrow. We don't have enough examiners yet!" This is exactly the kind of stress a candidate does not need. I knew at least three people who had been phoning all over Europe to convince TMs to show up for that session. Similar situations occurred in Chicago and Rio, although in the latter, at the last miraculous moment, 21 TMs were available.

Another problem is that usually it is the same faithful people, dedicated to good and fair exams, who volunteer. That means that their commitment gets rewarded by being grabbed and "stuck," often for the whole day, because the others did not come. This results in tired, overworked, frustrated examiners who often serve on three or four boards in the same day. This isn't fair to them, nor to the candidates who deserve fit and available boards!

If all of you would participate, this would allow a maximum of 1-1/2 hours for each examiner to "contribute," and everyone would be able to relax or enjoy the sights of the conference location. Examiners also like to have fun!

I am not just talking about "volunteering," but about being honest with candidates. When we PTMs and TMs sign a training contract we commit to accompanying the trainee through the training process. If we willingly pocket his or her money for all those hours of training and supervision, we should also allow them to reach the last step of the years-long training process. Without examiners a trainee can never reach his or her goal!

We cannot examine our own candidates, but we can examine those of our colleagues, who are in turn there to examine our trainees. It takes 4 examiners to "make" a CM, and an average of 9 examiners (preferably 12) for a TM. This means 4 or 10 people were there for you. You might consider returning the favor by examining 4 or 10 times for their candidates.

My request is that each time you sign a training contract you commit yourself to examining 4 times (for a CM contract) or 10 times (for a PTM contract) as part of your responsibilities as a sponsor. If you are not willing to examine as many times as necessary to get your candidate passed, consider not becoming his or her sponsor, because you are not willing to see the job to the finish.

The Training Standards Committee decided not to make "serving as an examiner" a compulsory part of the TM training because we do not want to create an excess of rules and do not believe in coercion. We do believe in aware, responsible, committed trainers. I hope you will be present and active at future exam sessions.

Nelly Micholt, TM, Belgium, Co-Chair of Training Standards Committee

DEATH OF FINTA PRESIDENT MOURNED

Dear Fellow Members:

It is with great sadness that I write you of the sudden, unexpected death of Marjatta Andersson on October 28 in Helsinki, Finland. Marjatta had an undiagnosed brain tumor and was "sick" seven days.

I first met Marjatta in the spring of 1984. We had serendipitiously made contact, and after a four-hour breakfast, we decided she would take out an organizational certification contract with me. She had been using TA as a professional trainer for about ten years, having received her original training with Roy Colby, CM. She had taken the 101 in Oakland in 1983.

Marjatta brought professional TA to Finland. In addition to her own training she provided the organizing structure for TA training for others, both in 101s and in advanced training seminars.

In 1985 she founded the Finnish TA Association (FINTA) and served until her death as its first president. It is a growing, healthy organization because of her commitment, energy, and effort.

She was selected as the representative from Finland to the European TA Association (EATA) Council in 1987 and served with competence and distinction.

Marjatta had two current projects for expanding TA in Finland: 1) to organize and host through FINTA the first Scandinavian TA Conference in Finland (February 3-4, 1989), and 2) to establish a publishing company for translating TA books.

Marjatta lived life fully. She was a highly skilled and professional trainer/consultant and the managing director of her own firm. She was intelligent, engaged, committed, FUN, with endless energy and enthusiasm. She had high professional standards and ethics and personal integrity.

We worked and had fun and adventures together in Oslo and Stockholm, in Barcelona, Chamonix, and California, and in Rio as well as in Helsinki.

Marjatta was a valued friend and professional colleague. Our relationship enriched my life, and I am diminished by her death. I grieve for her husband and daughters and for all of us who knew her. I will miss her.

For those who want to contact her family, write Petteri, Tove, and Anna Andersson, Louhenkatu 4-6 B, 08100 Lohja 10, Finland.

Val Garfield, San Rafael, California, USA

HOW NEW CHARGE CARD SUPPORTS ITAA

Dear Susan (Sevilla):

In response to your recent mailing about the MBNA Gold MasterCard endorsed by the ITAA, how does using this card support our Association?

Margery Friedlander, Ridgefield, Connecticut, USA

Dear Margery:

I'm glad you asked. The ITAA will receive $1 per member for each account opened during the first year, and $6 per member for each account renewed during the second year. (The first year compensation is low because there are no member bank fees the first year.) The card program is free for us to implement, so it helps the ITAA be less reliant on dues income, which helps you by keeping dues low.

In addition, I like the fact that they print the ITAA three-circle logo on the card so that as the card is used we spread knowledge and awareness of the ITAA in a subtle way.

Finally, the fees and interest rates of this card are lower than many other cards, so it helps us provide a nice service to our USA members.

Susan

Dear Susan:

Thanks for your response. I'm glad to know about the benefits of the card for the ITAA, and want to pass on to other members that my experience with an MBNA card for another group has been exceptionally positive: They provide good support services, a 24-hour question line, and courteous and prompt response to queries about incorrect charges.

Margery

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)

To: _____
Name Degree

_____
Address

_____
City/State/Country Postal (Zip) Code

From: _____

Payment Options

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

2. Bill my ___ Mastercard ___ Visa Signature _____
Expiration Date _____ Card Number _____

Organizing and Staffing a Training Endorsement Workshop

The following requirements must be met in organizing a Training Endorsement Workshop (TEW):

1. Must be arranged and approved by the Training Standards Committee (TSC) of the Training and Certification Council of Transactional Analysts (T&C Council).
2. Must be staffed by Certified Teaching Members of the ITAA.
3. Must follow the format outlined in the TSC Training Manual.

TEWs are organized for after the ITAA summer and winter conferences and after the European TA Association (EATA) summer conference. On request additional TEWs can be organized in other geographical locations or at other times. The TEW lasts for 2½ to 3 days.

Organizing: The TEW Coordinator of the TSC approves all requests for organizing TEWs. The TEW Coordinator is a member of and appointed by the TSC and reports to the TSC chairperson(s). Because the person filling this position changes, it is advisable to send requests to the ITAA office for forwarding. The following information should be included in a request:

- dates and location of TEW
- name of TEW supervisor. This person is in charge of running the TEW and must have supervised previous TEWs or have a letter of recommendation from the supervisor of a TEW he or she has staffed.
- names of at least three TMs willing to staff the TEW. Staff must be Certified TMs, Instructor/Supervisor, preferably have been observers to the staff of a previous TEW, attend the full TEW, and commit to respecting the maximum ratio of one TM for every four participants. This might require contacting more staff members or limiting the number of participants.

Staffing: Any TM Instructor/Supervisor may request membership on a TEW staff. It is preferable that the TM first serve as an observer and then becomes a staff member at a following TEW. The requirement for being an observer is to attend a complete TEW. For TEW locations, dates, and the names of TEW supervisors, check the exam calendar in *The Script* or contact the TEW Coordinator.

Announcements and Registration: Having received approval from the TEW Coordinator, the TEW supervisor informs *The Script*, the *EATA Newsletter*, and other regional TA publications of dates, location, and contact person. To allow sufficient time for interested participants or staff to inquire, the announcement should be published at least six months in advance. (Participants must register three months prior to the TEW.) It is realistic to submit the information to the ITAA 9-12 months in advance. In most instances, registration is handled through the ITAA Credentials Department. □

Congratulations to Examinees and Examiners for Successful Exams

BLACKPOOL EXAMS

The Board of Certification and the EATA Council on Certification congratulate the following examinees who passed their exams in Blackpool, England, July 3, 1988. In addition, the BOC and COC are grateful to those who volunteered to be examiners for these exams.

Examinees Passed

Level II (Organizational)
Nelly Micholt

Level I (Organizational)
Christine Chevalier
Hans Reuter

Level I (Clinical)
Marina Caravella
Graziella Cavanna
Manfred Guhrs
Goran Krafft
Phil Lapworth
Christine Lister-Ford
Raffaele Mastromarino
Matthias Morgenroth-Marwedel
Carla de Nitto
Anita Saisi
Christine Shearman
Maria Teresa Tosi
Johanne Villmow-Feldkamp
Bernd Kreuzburg
Adrienne Lee
Kjell Norden
Juliette Pollitzer
Johanna Posentrup
Werner Rautenberg
Christine de Saint-Pierre
Pio Scilligo
Eric Seynaeve
Ian Stewart
Francoise Tachker
Oddmund Teigen
Anne Waters

Examiners
Level I
Lasse Ahnby
Hans Bergstrom
Hans Buerki
Gudrun Brandenstein-Auer
Joyce Chesterton
Nicole Duhamel
Jose Frazao Duarte
Wilfredo Galliano
Jenni Hine
Ingrid Knuth

Level II
Petruska Clarkson
Tom Frazier
Maria Gilbert
Angelika Gloeckner
Vann Joines
Gisela Kottwitz
Arlene Moore
Thomas Ohlsson
Bernd Schmidt
Margaret Turpin

RIO EXAMS

The Board of Certification wishes to congratulate the following examinees who passed their exams in Rio de Janeiro, Brazil, August 3, 1988, and to thank the examiners who made the exams possible. Thanks also to Level I and Level II volunteers who participated in the Level II exams, particularly the translators.

Examinees Passed

Level II
Manoel de Maria Texeira
Noeliza Lima

Level I
Elane de Assis Ribeiro

Level II Exam Supervisor
Petruska Clarkson

Level II Examiners
Sheryn Scott
Annika Bjorck
Leonard Campos
Margery Friedlander
Felipe Garcia
Val Garfield
Vince Gilpin
Landy Gobes
Natalie Haimowitz
Morris Haimowitz
Gysa Jaoui
Roland Johnsson
Bruce Loria
Stephen Karpman
Robin Maslen
Octavio Rivas Solis
Denton Roberts
Laurie Weiss
Jonathon Weiss
Marian Weisberg

Rovers
Marilyn Zalcman
Rebecca Trautmann

Examinees Passed

Level I
Elane de Assis Ribeiro

Level I Exam Supervisor
Ian Stewart

Level I Examiners
Vilma Cortez
Margarete Alves de Boni
Regina Balau
Robert Massey
Charles Mc Farren

EXAM CALENDAR

Exam	Exam Date	Location	Application Deadline
Level I (CM/SFTM)	January 12, 1989 April 13, 1989 July 1989 August 1989	Honolulu, Hawaii White Haven, Pennsylvania Europe (EATA Conference) Oakland, California	October 14, 1988 January 12, 1989 April 2, 1989 May 2, 1989
Level II (CTM/SFTM) Exams	January 12, 1989 April 13, 1989 July 1989 August 1989	Honolulu, Hawaii White Haven, Pennsylvania Europe (EATA Conference) Oakland, California	October 14, 1988 January 12, 1989 April 2, 1989 May 2, 1989
Level I (CM/SFM) Written Exam	March 10 or 11, 1989 April 12, 1989 July 14–15, 1989 November 10–11, 1989	To be announced White Haven, Pennsylvania To be announced To be announced	December 9, 1988 January 12, 1989 April 14, 1989 August 14, 1989
Training Endorsement Workshops*	January 15–17, 1989 April 15–17, 1989 July 1989 August 1989	Honolulu, Hawaii White Haven, Pennsylvania Europe (EATA Conference) Oakland, California	November 8, 1989 January 16, 1989 April 2, 1989 May 2, 1989

* Please contact Jackie Ward-Flaggs at the T & C Council 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 60 days written notice is given for cancellation. Otherwise fee is forfeited. Fees: written exam - $90 US/Canada ($20 administrative fee deducted for cancellations received prior to 60 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: $40. All fees must be paid in US funds. Candidates must allow six months between taking their written examination and applying for the oral examination. Requests to hold BOC exams must be submitted early enough to allow for review by the BOC, and if approved, to allow for notice to be posted in the Script at least six months prior to the exam date. All fees are due by the applications deadline.

OCTOBER 1988 NEW MEMBERS

New Member	Sponsor
Borsig, Su	Sue Fish
Braun, Agnes	—
Cottrell, Steven	Maria Gilbert
Edwards, Maria	Janice Barkley
Elicio, Domenica	Pio Scilligo
Flores Guzman, Maria	Gloria Noriega
Flores Olivo, Juan	Emilio Said
Garnet Rank, Michael	Vann Joines
Gordon, Melody	Pat Allen
Grace, Lynn	Lois Johnson
Johnson, John	Saroj Welch
Kirkdorfer, Kathryn	John Gladfelter
Lehman, John	John Gladfelter
Li Pira, Maria	Pio Scilligo
Miller, Victoria	Vince Gilpin
Multari, Maria Teresa	Pio Scilligo
Nelson, Barbara	—
O'Donohue, T.M.	—
Paniagua, Francisco	—
Pastorella, Anna Maria	Raffaella Guglielmotti
Pischetsrieder, Gerd	Fanita English
Walford, Robin Peter	Adrienne Lee
Wilfer, Laurie	Pat Allen
Yonezawa, Katsuko	Kozo Rokkaku

TA GLOBAL ACTION

continued from page 1

some aspect of transactional analysis to the solution to that problem?

The following are some examples of possible TA Global Action projects:

* In a community where people have become polarized around the issue of drug abuse, with one faction advocating tough legal approaches such as law enforcement and imprisonment and another advocating social work, teaching, counseling, job development, and rehabilitation, a "Day of Understanding" could be organized with the theme of "I'm OK, You're OK." Opposing sides could meet to hear speakers and to talk in small groups with TA leaders about each other's point of view with the goal of developing a united strategy.

* In a public area where erosion or deforestation has been occurring, a TA gorup could organize the planting of an Eric Berne Memorial tree grove with a prominently displayed plaque containing a significant Berne quotation.

* A contest could be organized for the best design of a poster about emotional child abuse using a TA-based slogan. The poster would then be printed and sold or distributed for posting in prominent places.

* A store-front walk-in playschool named after Eric Berne could be started with an inauguration date of March 21, 1989. Volunteers could be invited to play cooperative games with the children and to teach TA principles to them.

Other ideas are up to you, and when you come up with a good one, I suggest that you meet with a group of about eight others and develop a timeline and a plan of action. Submit a copy of your action plan to the ITAA so that we can keep in touch with you as well as put all the projects in touch with each other. Let's do it!. □

$3000 AVAILABLE

continued from page 1

members, and we would appreciate suggestions of persons and/or organizations to contact outside of the ITAA who might be interested in applying for funding.

Continuing to develop TA principles and practices is the major goal of the Eric Berne Fund. By contributing to the Fund through a donation of your money, time, or suggestions, ITAA members invest in the future of TA and of our organization. By setting aside part of the funds received for grants, the ITAA financially supports this future while creating a strategy for promoting the growth of its principles and practices around the world. Forward any information or inquiries regarding the Eric Berne Fund Distribution Committee to Valerie Batts, PhD, Chairperson, c/o the ITAA office. □

TA CONFERENCES WORLDWIDE

January 10-15, 1989 — Honolulu, Hawaii. ITAA Winter Congress. Contact: ITAA, 1772 Vallejo St., San Francisco, CA 94123, USA; phone: 415-885-5992.

April 1989 — Delhi, India. TASI Conference. Contact: George Kandathil, ICTA, Cochin University, P.O, Cochin 682 022, Kerala, India.

April 16–18, 1989 — Whitehaven, Pennsylvania, USA. Eastern Regional TA Association Conference (ERTAC). Contact: Fred Clark, 261 Spring St., Cheshire, CT 06410, USA.

May 19–21, 1989 — Regensburg, West Germany. DGTA Conference. Contact: DGTA, Samerbergweg 7-8260/Az, West Germany.

July 3-7, 1989 — Zagreb, Yugoslavia. European TA Association Conference. Contact: Professor Jasna Srdar, University Hospital "Dr. M. Stojanovic," Vinogradska 29, 41000, Zagreb Yugoslavia.

July 31–August 7, 1989 — Oakland, California. ITAA Summer Conference. Contact: ITAA, 1772 Vallejo St., San Francisco, CA 94123, USA; phone 415-885-5992.

SCRIPT AD RATES

Send only camera-ready copy. Deadlines: first of month prior to month of publication (September 1 for October *Script*; no issues printed in January, May, or September.)

Sixteenth Page — $50.
2" x 3"

Eighth Page — $90.
Vertical: 2" x 6"
Horizontal: 4-1/2" x 3"

Quarter Page — $170.
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Nine-Sixteenths Page — $370
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Three-quarters Page — $490.
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Vertical: 7 x 12-1/2"

Full Page — $625.
9-1/4" x 12-1/2"

Classified Ads: $2/line, 5 line minimum.



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WHICH IS OUR BIRTHRIGHT

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THE IMPERATIVE SELF

The first Certification Training outside of California. This new training is the fruit of years of research by Leslie Cameron-Bandler, co-developer of NLP. Imperative Self therapy reaches individuals at that hidden depth, the heart of their personality (their "Imperative Self"), that has eluded all other methods, and offers a way of working with your self or another person in a truly respectful and holistic manner. It represents a profound therapeutic breakthrough. This 24-day training helps prepare participants for Imperative Self Analyst certification. You will learn ...

- To understand yourself and others at a depth you might not have guessed was possible.
- To experience personally and to design for others, interventions that promote thriving life fulfillment.
- To use this new holistic approach as a foundation for therapy and life enhancement.

Dates: Feb.17-20, Mar.17-20, Apr.14-17, May 5-8, June 17-25. Hartford, CT area.

Trainer: Richard Clarke, Ph.D., who is one of only three trainers authorized by Leslie Cameron-Bandler to present the Imperative Self training at this time. The other two authorized trainers, Metha Singleton and Art Giser, will be guest presenters.

To register or for information about these or our other trainings please contact:

New England Institute for Neuro-Linguistic Programming
RFD #3-TS, Pratt Corner Road
Amherst, Massachusetts 01002-9805
(413) 259-1248

SPACE IS LIMITED IN THESE TWO TRAININGS.
PLEASE REGISTER EARLY TO RESERVE YOUR PLACE.

Keeping In Touch

REGION I — PACIFIC, ASIA, AFRICA

The 1989 Transactional Analysis Society of India (TASI) Conference will be held the first week of April in Delhi, India. For more information, contact George Kandathil, ICTA, Cochin University, P,O, Cochin 682 022, Kerala, India.

REGION III — EUROPE

The Fifteenth Annual European TA Association (EATA) Conference will be held July 3-7, 1989, in Zagreb, Yugoslavia. The Conference theme is "Cooperating for Better Living." The Call for Proposals and preregistration deadline is December 15, 1988. For more information, contact the Conference Coordinator, Professor Jasna Srdar, University Hospital "Dr. M. Stojanovic," Vinogradska 29, 41000 Zagreb, Yugoslavia; phone 38-41-574-666, ext. 239 or 38-41-572-837 (after 18.00).

REGION V — USA

The Eastern Regional TA Association (ERTAC) is planning a conference for April 16-18, 1989, at the Mountain Laurel Resort and Conference Center (formerly Hershey Resort) in White Haven, Pennsylvania. The theme of the conference will be "Developmental Theories and the Clinical Process," and the keynote speaker will be renowned developmental theorist Dr. Fred Pines. Exams will again be offered (written and oral for CTA and TM, Teacher and Supersivor) as will a Training Endorsement Workshop. For more information contact Fred Clark, 261 Spring St., Cheshire, CT 06410, USA.

ALL REGIONS

15th Annual Midwinter Program for Psychiatrists — Focus on Panic and Anxiety. January 22-27, 1989, at Incline Village, Nevada, USA. Sponsored by the Office of Continuing Medical Education, UC Davis, School of Medicine, 2701 Stockton Blvd., Sacramento, CA 95817, USA; phone: 916-453-5390.

7th World Congress of the World Association for Dynamic Psychiatry — Theme: "The Borderline Syndrome from a Holistic View of Man, Science, and Society." To be held March 17-21, 1989, in Berlin, West Germany. For more information contact Deutsche Akademie fur Psychoanalyse e.V., Wielandstrabe 27/28, D-1000 Berlin 15, West Germany.

The Eighth World Congress of Psychiatry will be held in Athens, Greece, October 13-19, 1989. For more information, contact Congress Secretariat, 4 Eginitou St., GR-115 28 Athens, Greece.

Keep Us Up To Date - Please put us on your mailing list for newsletters, flyers, brochures, and announcements — we'd like to know what's happening in your part of the TA world. And, if you send us your newsletter, please let us know if we have your permission to reprint items from it in *The Script*. Send to Publications Manager, c/o ITAA office.

The Statement of Ethics and Guidelines for Handling Ethics Violations Within the ITAA are available on request from the ITAA office.

WARM FUZZIES

Congratulations to ITAA staff member Ingrid Mezquita on her promotion to Conference Coordinator. Ingrid has been with the ITAA since 1984 when she began in a part-time temporary student position. Six months later she applied for and was hired as Executive Assistant, a job she has done outstandingly well since then. In that position she became familiar with all aspects of the office, including the conference work. We are extremely pleased that she has agreed to take on the Conference duties while continuing to fulfill some of her administrative functions. Ingrid is married and has two daughters, Veronica (almost 4) and Jessica (almost 2).



Mark Your Calendar!

International Transactional Analysis Association
27th Annual Summer Conference
August 2-6, 1989
Oakland, California, U.S.A.

Wayne Keller of Sedro Wooley, Washington, is the proud author of "Lectionary Workshop Workbook, Cycle C," published this last fall. Keller believes that worshipers should be drawn into the worship experience as active listeners, respondents, and participants, and his workbook is designed to promote that process.

Jeanie Duck, EOM, MSE, announces that she is only the second person in the history of the Boston Consulting Group (which has offices in 11 cities around the world) to be hired in as a partner. In her new position she will work on "how to implement change in an organization." Among her clients will be some of the biggest companies in the world. She has recently traveled several times to Europe, and also to Singapore, Australia, and Hong Kong. In addition, she developed and wrote a two-day "Vision College," a workshop with a workbook designed to empower the work force and help them understand the thinking and behavior of organizations. This program is being translated into five languages, and 20,000 people will be going through it in the next 2 years.

Editor's Note: *Please write us with news about your own awards, accomplishments, celebrations, and reasons to be congratulated!*

Happy Holiday Greetings From The Script Staff



Bill Krieger
Editor



Robin Fryer
Publications Manager



Susan Sevilla
Executive Director's Column



Vince Gilpin
President's Column



Jean Clarke
Education Column



Bill Cornell
Clinical Column



Edie Bogusky and Jaap Beaujon
Organizational Column



Carol Morris
Committee Column



Gloria Wax and George Imperato
TA in Practice Column