INTERNATIONAL TRANSACTIONAL ANALYSIS ASSOCIATION VOLUME XXI NUMBER 8 NOVEMBER 1991

The Script®

INSIDE

2 The Ideology of TA
ED Personal Update

4 Volume of Selected Articles
Give the Gift of TA

5 '92 New Zealand Conference
Details and Registration

8 Keeping in Touch
Tribute to Mel Boyce

TA FOUNDERS HALL OF FAME

Dorothy Jongeward: Born to Win

The following addition to our series on early founders in TA is comprised of excerpts of an article published in Cornucopia, *the college journal of Washington State University, Pullman, Washington, USA. Dorothy was honored along with five others in a special feature called, "Six Who Dared: Sciences and Arts Alumni Change the World" (Fall, 1990). It is reprinted here with permission.*

In the early '60s, Dorothy Jongeward began to be concerned about her neighbors. She had given up a brief high school teaching career and was living in a comfortable California suburb raising her three daughters. Many of her neighbors were also educated, talented women who had put their families first, but who were now ready to start or resume careers. But Jongeward discovered that many suffered from such lack of confidence and low self-esteem that they could not go for job interviews or even participate fully in their communities.

She began to believe that she could help these women turn on to their potential. Jongeward, whose education at Washington State University (WSU) had been in psychology and educational guidance, had continued to teach evening and extension courses. "I wanted to create something," she recalls. "I began gathering information on the psychology of women, to build a frame of reference for women so they could understand what was happening to them. I had been involved in several schools of psychology, but they were not *practical*. Transactional analysis was something these women understood and found immediately applicable to their lives."

Jongeward was interested in making changes in how people behaved and found TA useful. "I attended many of the early TA training sessions and seminars. I studied with both Berne and Fritz Perls and I combined the two therapies into a very good marriage. TA was primarily intellectual understanding, and Gestalt works at the feeling level," recalls Jongeward, who was particularly interested in the role-playing aspects of Gestalt theory. She became a certified ITAA Teaching Member and was also a licensed marriage and family counselor.

Enrollment in her evening classes, which she designed to help women prepare for jobs, exploded. Hundreds of women and men went through the training. Simultaneously she began an 11-year lecture career at the University of California, Berkeley, Extension, where her subject was family life. Demand for her lectures grew, and she eventually lectured at all the major California universities, as well as at many other schools, including WSU.

Jongeward played a prominent role in the TA movement. Her work opened it up to new applications, particularly in organizational development and education.



Dorothy Jongeward

Business people began attending her lectures and classes, and she was invited by the Bank of America to present courses to managers on communication. Her programs for corporations became focused on organizational communication, human relationships, and affirmative action. One of her seminars, entitled "Seminar about Career Women," was attended by over 500 Bank of America employees in the San Francisco Bay Area and in southern California.

Soon she was invited to lecture on

- *continued on page 3*

HOW DID I END UP HERE WHEN I WAS HEADED SOMEWHERE ELSE?

What Did I Say When the Doctor Said Cancer?

by Elizabeth Harris

I can say with conviction that the answer to the question, "What did I say when the doctor said cancer?," was very different in July 1984, when it was first presented to me, than it would have been before then. My return corner on the Drama Triangle was Victim, which will help you understand how those years changed what would have been my earlier reply into the one I actually gave: "What are 'we' going to do about it?" That is, I did not abdicate responsibility for my own health.

What had changed? Early in 1980 my son asked if I might want to go to a transactional analysis conference in Birmingham. I had not heard of TA, but after he explained a little, I indicated I would like to go. It was not far, less than 10 miles from home. I was to attend many other conferences in later years, many of them more distant, but in 1980 I was part of a double symbiotic marriage, and I did not travel alone—anywhere. I thought I had a good marriage, but I know, without going into details here, that most readers will understand if I say that we now have a better marriage.

Between 1980 and 1984 I attended so many courses and workshops that my curriculum vitae covers four lined sheets, and yet the message is simple. It has been said that "It takes genius to recognize the obvious," and Eric Berne certainly did that.

I have talked with hundreds of people who have been given the same diagnosis, and often the words I have found most helpful have come from TA writings.

Although the prognosis on my cancer was not too good, I started to set my short-term goals and wondered if I could be helpful in conveying some of my TA experience to others in similar crisis situations.

One of my first revelations was that I was not the only one with private conversations in my head. On many occasions since I have been moved to ask new friends, "How much punishment are you going to continue to give yourself?" when recognizing the reality of the pain caused by the shoulds, oughts, and musts.

While working through my treatment program I started to think again about setting up my future goals. I found that in 1984 there was little information available to concerned patients and no support group in the area in which I live. I contacted two people who had tried to set up such groups unsuccessfully. Some thought that I lived in an area not given to "movative" development. However, I decided on a five-year project to create a center and a network of groups in our borough, which is in the heart of England. I would have hesitated some years earlier—now I knew I could do it.

I researched my subject thoroughly and had many discussions so that no one in authority had doubts about my initial plans. The first people who joined the group were responding to their own cancer diagnoses. Because of this they were authentic in their approach, excluding games and rackets. This led me to say that "It seemed that the best people had cancer." However, as the years progressed, all of the accepted group behaviors came into play, and my early script message "not-to-succeed or fail" tempted me to give up when the going was rough. There had been many times in the past when I had responded to that message, and during the five years I was sometimes very tired, sometimes had infections, and when someone hooked into my weakness I soon found myself playing that old tape.

I am grateful that so many people worked with me to create the center, which now is established enough that I do not have to work around the clock, getting up at 6:30 am and often not going to bed until 1:30 am. How did I manage that kind of schedule when I had cancer and was 57-62 years old? I often reflected that even people who were fit and well would have faltered. The answer is that I knew with conviction that the holistic approach works:

1. I constantly moved my mind in the right direction.
2. I meditated and received the benefit of spiritual help.
3. My body responded.

My script was that my final scene be

- *continued on page 3*

EDITOR'S COLUMN



by Gerald Cartmel

The Ideology of TA ('isms and all that)

It has been said that psychology is situated somewhere between physiology and philosophy. So, what attracted *you* to transactional analysis? And what motivated Eric Berne, founder of transactional analysis? Was Eric Berne an euhemeristic leader? Was Berne founder of an ideology? I wait with interest to read what Ian Stewart has to say in an upcoming book he is writing about Berne.

It seems to me that transactional analysis is substantially an heuristic model of psychology (Heuristic: applied to a system of education under which the pupil is trained to find out things for himself. *OED*) because clients are, in some sense, pupils who are taught to explore and analyze for themselves rather than being simply analyzed. Did TA gain rapid popularity because, with autonomy and self-actualization, heuristics reflected the emerging ideologies of the sixties and seventies, particularly in relation to feminism? And was there philosophical attraction in the concept of "I'm OK, You're OK" in contradiction to a Christian position of the "original sin"

Can TA theory be applied to the philosophical and metaphysical aspects of humanity?

and being born Not OK?

Where is all this leading? Previously I broached the subject of application of TA theory to war and international peace. Now I ask, can TA theory be applied to the philosophical and metaphysical aspects of humanity? The membership of the ITAA includes many devoted to the service of religion and humanity. I would like to hear and learn from you in direct application to religion. As a group you have been very quiet. Certainly the Q Model moved in the direction of metaphysics. I have asked myself why the philosophical postulates inherent in the Q Model were not welcomed into TA. Why was the work of Ed and Marjorie Zerin not picked up and translated into language compatible with TA? Is that one place where TA halted? In 1989 in Honolulu at the conference focused on "Concepts of Self: East and West," Dr. Yujiro Ikemi, founder and President of the Japan TA Association, spoke on self in philosophical terms, as did John O'Hearne, Raymond Corsini, and others.

Further, I understand the Student Movement was stimulated by the Cultural Revolution in China. Can someone compare Mao Zedung's rejection of the long established and rigid principles of Confucianism, and his possible return to some of them in his later years with the model of transactional analysis and ego states? Someone tell me.

If TA is simply a tool and not an ideology, then I have no reply to critics who say that some practitioners of TA are pharasaical in that they do not practice what they preach. I extend two invitations: One to Howard Douglass, Editor of the *TAJ*, to produce a symposium on the metaphysical implications of TA; the other to you, the membership, to write letters to the Members Forum saying what TA means to *you*. Is it a way of life or just another professional model or something else? If you have, in the past, been published in the *TAJ* or *Script* on this subject, please remind us with a reference to what you wrote. What was irrelevant to many of us then could be relevant to us today; timing is largely a matter of luck. And please, stay away from the critic'ISM of others! Now I come to think, my PC does not tell me I am an idiot; it just says, "drive not ready," then "replace file." The paradigm of TA and the metaphysics of the Age of Communication all rolled into one!

Quotation of the Month: "How can we know the truth unless there is a 'free and open encounter between all ideas,'" asks John Milton. "I cannot praise a fugitive and cloistered virtue, unexercised and unbreathed, that never sallies out and sees her adversaries."

John Milton: Aropagitica

EXECUTIVE DIRECTOR'S COLUMN



by Susan Sevilla

Personal Update

The Executive Director's column, like any other *Script* copy, must be submitted a full month prior to publication, so I therefore cannot relate to you the biggest news of November—the outcome of the annual conference, held October 23-27 in Stamford, Connecticut. Watch your December issue for news about happenings there.

Instead, I want to take this opportunity to thank all the members who wrote me cards and letters of congratulations after the birth of my baby, Madelyn, on June 7. I appreciate your support and good wishes.

Madelyn is fine. Born at 10 pounds, 5 ounces, she was, in fisherman's lingo, a "keeper." She is now almost 20 pounds. By the time you read this, she will be five months old. She is what many like to call "a good baby" (aren't all babies "good"?). This means she sleeps 11 hours a night, has a cheerful and pleasant disposition, hardly ever cries (without good reason), and switches easily from breast to bottle so that I can work full time and nurse part time.

Madelyn's older sister, Allison (almost 6), loves her little sister, and Madelyn's brother, Stephen (3 1/2 years), is slowly adjusting to this interloper in his kingdom. Because both my husband and I have active, demanding careers, our personal lives have become a complex juggling act of jobs, kids, relationship, and making sense out of chaos. We have learned how to squeeze one million projects into our few rare hours at home, and to do a lot with nothing. This life style does not come without price: We pay more in day-care than many workers earn in a year.

Madelyn was a working woman during part of my three-month maternity leave. Because the work of the ITAA could not easily be put aside for three months, I brought her into the office several days a week all summer, beginning when she was two weeks old. She had a baby swing and a porta-crib in my office and seemed to enjoy sitting on my lap while I worked at the computer or in her baby chair on my desk watching me while I talked on the phone. During her one-week visit to the States in July, ITAA President Julie Hay enjoyed discussing ITAA business with Madelyn present. I dare say there is no danger of little Madelyn repeating any organizational business she heard during these meetings. She even participated in a professional conference in Washington, DC, in August!

All around me in the work force I see people like myself—professional, career-committed women who are choosing to have families later in life without sacrificing their careers. The era of the baby boomers having babies is called the "baby boom echo," and it is a real future trend. All the parents of preschool children that I know are employed outside the home. The labor shortage and economic realities make for a veritable cultural revolution.

And what of the environment and our responsibility as world citizens? I sometimes feel twinges of guilt at the realization that I am exceeding the maxims of zero population growth. Father George Kandathil of India wrote to me that "it is a beautiful act of worship to have a child now, when human life is treated so casually all over the world." I worry about the troubled times in the world and ponder what kind of world I am bringing my kids into. But then I look at Allison's or Stephen's latest skills or listen to Madelyn squealing her happy baby noises and I think of the words of Kahil Gibran in *The Prophet:* "Your children are not your children, they are the sons and daughters of life's longing for itself." Watching little ones grow and develop is a most rewarding path in the road of life. □

All the parents of preschool children that I know are employed outside the home. The labor shortage and economic realities make for a veritable cultural revolution.

Credit Cards:

Remember that you can pay certain fees to the ITAA by Mastercard or Visa (sorry, no American Express), including dues payment, the fee for receiving your publications by air mail, training and exam fees, and certain conference fees. Always include the type of credit card, the card number, the expiration date, and your signature. We hope this makes it easier for you to pay for certain ITAA services.

Advertisers Take Note:

Through *The Script* and the *Transactional Analysis Journal* you can reach more than 5000 ITAA members in 50 countries worldwide. For an advertising rate sheet, contact the ITAA office.

TAJ EDITORIAL BOARD ANNOUNCES OPENINGS FOR RESOURCE REVIEWERS

Applications are being accepted now for positions as *TAJ* Resource Reviewers for a three-year period beginning January 1, 1992. The deadline for applications is December 15, 1991.

Qualifications: Regular Membership in the ITAA or an associated organization and an advanced academic or professional degree.

Typical Duties: Evaluation of at least two manuscripts and one book review each year. In unusual cases a reviewer may be asked to evaluate more than two manuscripts if one is received in the reviewer's area of expertise. Attendance at conference meetings of the Editorial Board is not required.

Benefits of Participation: Gain valuable professional journal experience, including preparation for possible membership on the Editorial Board. Feel the pleasure of participating in ITAA activites, especially reading a published *TAJ* article that you have reviewed.

Action Required: Send a short note of intent to serve to Ann Moen, Publications Assistant, 1772 Vallejo St., San Francisco, CA 94123-5009, U.S.A., by the December 15, 1991 deadline. □

CALL FOR PAPERS

A special theme issue on organizational issues and TA is being planned. You are invited to submit papers that deal with uses of TA in relation to organizational issues, including those at the level of large groups, corporations, organizations, associations, states, and nations. Papers addressing issues of global importance, such as war, peace, politics, environmental issues, and social action are especially welcome. Please follow the guidelines for submission of articles printed on the inside front cover of each issue of the *TAJ* or contact the ITAA office for a copy of the guidelines. Deadline for receipt of articles is April 1.

The Script

Editor: Gerald Cartmel, MB
Consulting Editor: Robin Fryer, MSW

The Script (ISSN 0164-7393), the newsletter of the International Transactional Analysis Association (1772 Vallejo St., San Francisco, California, USA 94123; phone 415-885-5992) is published monthly except January, May, and September by the International Transactional Analysis Association. The sub-scription rate is $10/year as part of dues for all classes of membership; *The Script* is not available by separate subscription. For information on dues rates for various membership classifications, contact the ITAA office at the above address. Second-class postage paid at San Francisco, California and additional mailing office. POSTMASTER: send address changes to *The Script*, 1772 Vallejo St., San Francisco, CA 94123.
© 1991 International Transactional Analysis Association, Inc.

DOROTHY JONGEWARD

continued from page 1

human relationships and presentation skills at The Executive Seminar Center, a federal training ground for executives in Berkeley. Her popular lectures were attended by federal executives from across the country. Again she experienced an explosion of demand. In a very short time, she was lecturing across the country to a host of companies and in Europe, Africa, and Australia.

Jongeward founded the TA Management Institute, which prepared teachers and provided seminars nationally for many businesses. The Management Institute was replaced by Dorothy Jongeward Associates about five years ago.

Jongeward has published eight books. The most popular, *Born to Win* (co-authored with Muriel James), sold three-and-a-half million copies and was reprinted again last year; another, *Women as Winners*, was also very well received. Her others, written for more specific audiences, were aimed at managers and trainers. As each book was released she experienced a new burst of interest in her work.

In semi-retirement now, Jongeward continues to write. Books underway include *Winning at Love: How to Find and Be a Permanent Partner*, which suggests common principles followed by happy marriage partners, and *Winning Ways with Your Boss*. Her work as an organizational consultant continues as well. Metropolitan Life Insurance Company, Gallo Winery, and other companies continue to ask for coaching for their corporate leaders, management training seminars, and team building assistance. At Metropolitan Life, Joe Mullen, Vice-President of Western Group Operations, gives Jongeward much of the credit for a 20 percent growth in revenues and a 12 percent increase in profits in the past five years. "Dorothy's team leadership process has turned a lot of people around," he notes.

Jongeward played a prominent role in the TA movement. Her work opened it up to new applications, particularly in organizational development and education.

TA has been criticized on several grounds. Its easy, colloquial vocabulary opens it to abuse by nonprofessional therapists and makes it seem too simple, even glib, to some. In addition, its foundations are essentially intuitive, a fact some experimental psychologists find disquieting, although not too different from many other psychotherapy techniques.

Jongeward responds to these views by saying, "If people can connect with TA and can put it to use meaningfully in their lives, that's what is important. TA is very practical. I saw it come alive. It gives a frame of reference so that people can talk about things they could not talk about before. The colloquial language is really a shorthand. Even small children, whole families really, can learn to use it to communicate."

Jongeward enjoys illustrating her points with the story of a family that had undertaken TA therapy. After several sessions, a sharp conflict occurred between the parents and the children. Reverting to old behavior patterns, the parents sent the children to their rooms and retired to the kitchen to regroup. Soon a paper airplane fluttered down the hallway toward the kitchen. The parents opened the missive to find three ego state circles scrawled on the paper; the tiny Adult circle was completely overwhelmed by two gigantic circles labeled Parent and Child. A TA plea for reason. Communication resumed. □

CANCER DIAGNOSIS

continued from page 1

enacted as I slowly died with my family and friends around me at 58 years old. I am now 63.

I have talked with hundreds of people who have been given the same diagnosis, and often the words I have found most helpful have come from TA writings. In our groups we do not give advice on what we think others may need; we listen and respond to each individual.

The Dudley and District Cancer Support Groups became a registered charity and expanded to include the Midland Cancer Resourse and Information Centre. We now have a comprehensive library with information from international as well as national sources, and I hope that the Centre, with its network of groups in our area, will continue to support others until cancer is no longer a threat to our lives.

Friends asked me what would happen when my goal was achieved, and quietly I resolved not to move the goal posts, deciding that I would relax, take my time, and set new targets. You will not be surprised to know that when I was forced into a situation that meant I had to extend my five years by four months I reached "burn out," and it has taken many months to recover. Now I am writing a book about my five-year experience, and I decided that having been a member of the ITAA and ITA (Institute for Transactional Analysis) for ten years I want to share this article with you and to thank the many friends I met along the way. I hope to renew my connections with you in the future. Meanwhile, as current statistics say that one in three people in a lifetime will be given a cancer diagnosis, I will be glad to hear from anyone who needs information.

Elizabeth Harris lives and works in Dudley, West Midlands, England. □

DEFINITIONS: YAVIS Syndrome

An acronym for young, attractive, verbal, intelligent, successful. A half-joking term used to describe the type of client that psychotherapists, in painfully simple terms, prefer to have in therapy. Persons displaying this syndrome make wonderful clients for a variety of reasons, not the least of which is that successful therapy is highly likely.

Arthur S. Reber (*The Penguin Dictionary of Psychology*, 1985. Penguin: London)

Editor's Note: contributions of this nature are welcomed. References, where available, should be supplied.

Script Survey 1991

The structure of *The Script* is due for review. The editorial staff is asking for feedback from members. Please help by filling out this questionnaire and returning it to the ITAA by December 1, 1991.

1. *How often do you read the following items in* The Script?

	Always	Usually	Sometimes	Never
Members Forum				
President's Column				
Executive Director's Column				
Editor's Column				
T&C Council Report				
Training News				
Exam Calendar & Exam Results				
Appreciation to Examiners				
101 Calendar				
Conference Calendar				
Conference Publicity				
Award Information (Berne, Capers)				
Lists of New Members				
Lists of Ten-Year Members				
Keeping In Touch (Regional News)				
Board Meeting Reports/Actions				
ITAA Financial Statement				
Election Information				
Feature Articles ("The Place Where I Live," How Did I End Up Here," etc)				
Product/Service Advertising				
Insurance Info (USA members only)				

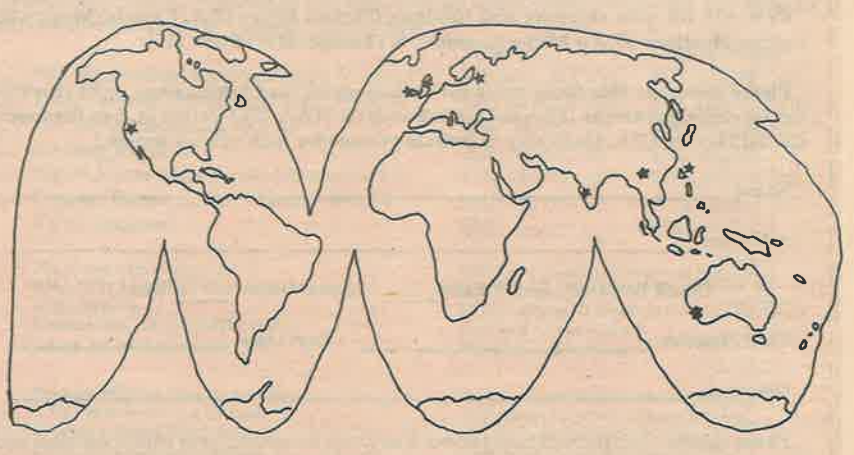
2. *What should we emphasize in* The Script? (check 3)
   - ___ People News
   - ___ Organizational News
   - ___ Training News
   - ___ Applications of TA
   - ___ Product/Services Advertising
   - ___ Readers' Opinions
   - ___ Editorial/Administrative Comment
   - ___ Conference Information
   - ___ Translations from other TA newsletters

3. *Do you think* The Script *should be published:*
   - ___ Monthly (12 times a year)
   - ___ As it is now (9 times a year)
   - ___ Alternate months (6 times a year)
   - ___ Quarterly (4 issues a year)

4. *Which format would you prefer for* The Script?
   - ___ Tabloid newspaper (current format)
   - ___ Booklet (9 1/2" x 11" or 21 x 29 cms)

5. *Personal Comments/Suggestions:*

Thank you for your help.
Gerry Cartmel, *Script* Editor



Stars on the map represent members of the worldwide TA community who have written recent articles for *The Script*. Added this time are Dorothy Jongeward from California, USA, and Elizabeth Harris from England.

Organizational News

National Recognition of TA Therapy in Sweden? Ten Research Articles Needed!

by Thomas Ohlsson

STAF, the Swedish TA Association, has been negotiating with the Swedish National Board for Health and Welfare since 1986 toward the goal of official recognition for TA therapy. Swedish authorities are now favorably inclined toward recognizing TA, but some members of their scientific advisory committee are against such a move because of the lack of scientific reports about the effectiveness of TA therapy. STAF has provided about 400 references about the effects of TA, but these have not satisfied committee members. STAF has now been asked to provide copies of ten effect studies which meet the committee's criteria.

Therefore, on STAF's behalf, I now ask TA colleagues around the world for help. If you have or know of studies meeting the criteria specified in the following paragraph, please send them to me as quickly as possible. The next meeting between STAF and the National Board for Health and Welfare is scheduled for December 18, 1991, and I need the material before then.

The committee wants scientifically designed studies documenting the effect of TA therapy with various diagnostic groups of clients. These studies should be published in established journals (in any language, at any time). Original articles are preferred, but secondary reports of studies in books may be included. (There is no need to send articles from the *TAB* or the *TAJ* as they are available to me.)

Please respond if you can help us! We may be only ten studies away from getting TA recognized in Sweden.

In 1985 legislation was passed creating a national licensing procedure for psychotherapists in Sweden. Special study programs, preparing for certification, were instituted at some universities. However, study programs other than those from universities are accepted as a basis for licensing if they meet the set standards. To become a licensed psychotherapist in Sweden you need to have:

1) a basic education as a psychologist, medical doctor, or equivalent (for example, social worker with additional training);

2) a three-year period after one's basic training, including treating clients under supervision and having personal therapy;

3) a three-year, half-time special university study program.

STAF argues that Certified Transactional Analysts with a Clinical Specialty that fulfills requirements 1 and 2 should qualify for licensing. Requirement 3 would then be equal to our international training program to become a CTA. The Board of Health and Welfare sees no problem with this if we can show to their satisfaction that TA therapy works.

So far five therapy forms have been approved for licensing in Sweden: individual therapy with a psychoanalytic orientation, behavior therapy, group therapy (based on psychoanalytic and group dynamic theory), family therapy, and cognitive therapy. TA may be next in line, if there is enough research showing that competent TA therapy leads to positive effects.

Please send articles to Thomas Ohlsson, MA, TSTA, Munkarpsvagen 19, S-243 32 Hoor, Sweden. My phone number should you wish to call me is: +46 41324138. □

It's Here!

Volume of Selected Articles from the *Transactional Analysis Journal*, 1971-1980

Featuring over 60 key articles from the *Transactional Analysis Journal*, including many written by Eric Berne Memorial Scientific Award winners as well as other important articles that are currently out of print.

Cost: $25 US, plus shipping and handling (Surface Mail—USA/Canada/Mexico $2; Europe $4; others $6; Air Mail—Americas: $7; Europe: $12; others: $15)

Please complete this form and send with a) credit card information, or b) check or money order (payable to ITAA in US funds only) to ITAA, 1772 Vallejo St., San Francisco, CA 94123-5009, USA. Make sure to include postage for each volume ordered.

Name _____

Address _____

_____ Check Enclosed Credit Card: _____ Mastercard _____ Visa

Card Number _____ Exp. Date _____

Signature _____

Please choose which type of mail you wish us to use in sending your copies and then add to your total below the correct postage for each volume ordered (or ask the ITAA).

Surface Mail ($2/$4/$6): _____ Non-USA Air Mail ($7/$12/$15): _____

Number of Copies: _____ Total Enclosed: _____

Note: The rates in this ad supercede those in all previous ads.

New Direct Members

JUNE 1991

New Member	Sponsor
Brothers, Barbara Jo	—
Cowing, Jennifer A.	—
Edwardsen, Ellen	—
Gabaldon, J. Leroy	—
Goodwin, Kerrie	—
Hand, Gillian Dorothy	Jan Grant
Lopez, Maria Teresa C.	Gloria Noriega
Rezakaovic, Saima	—
Ward, Kathryn	—

JULY 1991

New Member	Sponsor
Adams, Ric	—
Barac, Sonja	Zoran Milivojevic
Beystrom, Barbara	—
Dickerson, Robert E. Jr.	—
Friend, Rosemary Joy	C. Daellenbach
Hodges, Elspeth M.	Acey Choy
Kaplan, Kalman S.	—
Lichtenheld, Ofelia S.	—
Lin, Angeline Yam Lai	Jessica Leong
Millan, Rosa	Gloria Noriega
O'Neill, Sean	—
Rebraca, Stanka	Zoran Milivojevic
Reiner, Melita	Zoran Milivojevic
Tilka, Kren	Zoran Milivojevic

AUGUST 1990

The following members are acknowledged in this issue because the list was inadvertantly left out last year.

New Member	Sponsor
Anderson, Catherine	Bill Cornell
Beaver, Bill	Stephen Sirridge
Bliss, Nicholas	—
Caldwell, Helen Fraser	Vann Joines
Dawson, Patti F.	Vann Joines
Hackett, Mary	—
Lerner, Miriam	Bill Cornell
Makarewicz, Kevin	Fred Clark
Michaels, Julee	—
Niclaus, Ursula	C. Daellenbach
Payton, Tom I.	John Gladfelter
Purnell, Patricia A.	—
Smith, Gordon S.	—
Smith, Janice Cramer	—
Smith, Stella L.	John Gladfelter
Weinkam, Thomas V.	John White □

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

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—$35 individuals. **Benefits** include a year's subscription to the *Transactional Analysis Journal* (published quarterly).

Associate 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, health, disability, and professional liability insurance options (for USA members only); and car rental discounts.

Affiliate Membership: Individuals residing in Canada, Europe, and parts of India may be eligible for ITAA Affiliate Membership. Contact your local TA Association to see if you can give a membership gift that includes ITAA membership.

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 ($35) _____ Associate Membership ($50)

To:

_____

Name Degree

_____

Address

_____

City/State/Country Postal (Zip) Code

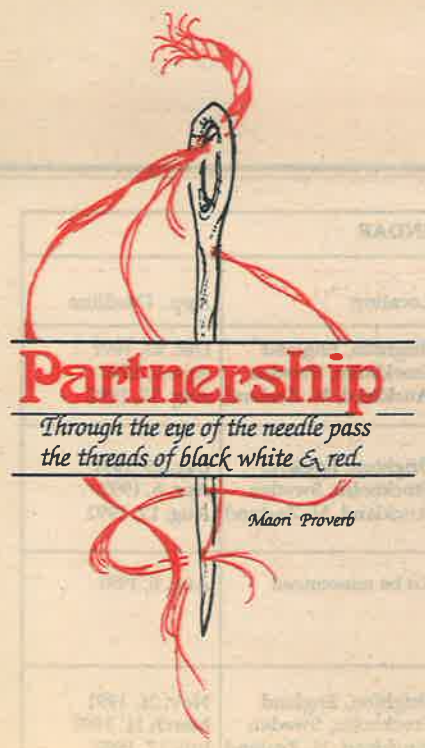
From: _____

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 _____



International Transactional Analysis Association and
New Zealand Transactional Assocation Joint Conference

"New Zealand '92"

November 12-15, 1992 * Auckland, New Zealand



Auckland waterfront and skyline by night (copyright R. Joseph, 1990)

AUCKLAND, NEW ZEALAND

Auckland, commonly known as the "City of Sails," is New Zealand's largest and most beautiful harbor city. Bridging two harbors—the Waitematea and the Manukau—Auckland is situated on 60 volcanic cones which form a network of picturesque parks and reserves. From this cosmopolitan center visitors can easily reach scenic beaches, lush green countryside, hot pools, and a number of relaxing Gulf islands. Auckland has the largest population of Maori and Polynesian peoples in New Zealand, which provides a wonderful multicultural flavor to the city. It is often known as the gateway to New Zealand, a country of magnificent scenery, clean air, and friendly people.

WAIPUNA HOTEL AND CONFERENCE CENTRE

The new Waipuna Hotel and Conference Centre is strategically located close to Auckland's city center and international airport. The accommodations meet high international standards, with a choice of executive and corporate suites or spacious modern rooms. The conference facilities are excellent, and at day's end, conference participants can relax in the bar or share a meal from the fine a la carte menu in fabulous surroundings. There is a jogging track, a lovely walk around the lake, and a heated swimming pool for guests to enjoy. The staff are eager to work with us to make the 1992 conference a big success. Rates are as follows:

Single Room Plus Guest:
$180NZ/$118US
Double Room Plus Guest:
$ 80NZ/$ 52US
Note: Suites, Triples, and Deluxe Rooms are also available.

PARTNERSHIP THEME ADDRESSES RELATIONSHIPS

Partnership is a particular form of relationship in which each party is treated equally regardless of differences. Power and resources are shared cooperatively and everyone wins. The idea of partnership fits well with TA philosophy, and is therefore a fitting theme for the joint ITAA/NZTAA conference in Auckland.

In comparing cultural styles in Western history, partnership may be contrasted with the prevailing dominator style, in which power and privilege are used to oppress the disadvantaged. In New Zealand partnership has particular significance. In 1840 the British signed a treaty of partnership with the tangata whenua, the indigenous people of the land, the Maori. This promise of partnership still awaits fulfillment because the Europeans quickly colonized, dominated, and nearly destroyed Maori culture and identity. The call today is for true partnership between the two peoples.

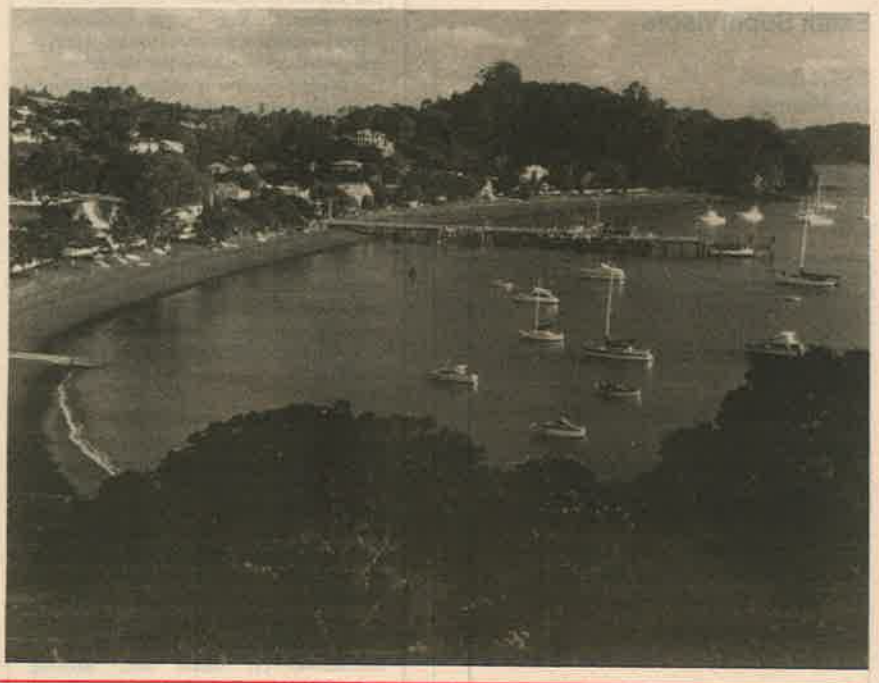
Future survival for ourselves and the planet may depend on finding ways to define and achieve effective partnerships between humans and nature, nations and races, men and women, rich and poor, clients and professionals. While dominator cultures abound, there are few models of partnership. This 1992 international TA conference will enable TA to contribute toward developing such a culture of partnership.

THE MAORI WELCOME CEREMONY

A powtiri, the Maori traditional welcome, will be extended to those visitors who wish to visit a marae, a tribal gathering place. This is an actual ritual tribal experience, not one developed for tourists. Such a welcome bridges the gulf between visitors and hosts by acknowledging ancestors, oneness with the land, and the affinity with a creator. Respect and reverence are alluded to in speeches and songs of welcome by host and visitor alike. Manaakitanga (hospitality) is further extended when visitors mingle with the homefold and sustenance is shared.

CALL FOR PROPOSALS

The deadline for submitting proposals for the November 12-15, 1992, ITAA/NZTAA Conference in Auckland, New Zealand, is December 1, 1991. If you are interested in presenting, please fill out the form in the July issue of *The Script* (or contact the ITAA office for a copy) and return to the ITAA, 1772 Vallejo St., San Francisco, CA 94123-5009 by December 1.



View overlooking Kororareka Bay, Russell, Bay of Islands, north of Auckland (photo: New Zealand Tourism Department)

Registration Form

1992 ITAA/NZTAA Annual Conference
November 12-15, 1992
Auckland, New Zealand

Name (please print) Membership Category

Address

Telephone

Full Conference Registration—Includes conference registration, welcome ceremony, opening reception, all workshops, three lunches, six coffee breaks, all parties, and administrative expenses. Saturday dinner/dance extra.

	Member	Non-Member
___ Pre-registration: Postmarked by 9/15/92	$US 175/NZ 250	$US 195/NZ 270
___ Late/On-site: Postmarked after 9/16/92	$US 200/NZ 290	$US 225/NZ 310
___ TA 101 (Introduction to TA)	$US 50/NZ 75	$US 50/NZ 75
___ Geering Institute	$US 55/NZ 85	$US 55/NZ 85
___ Maori Marae Experience, November 12	$US 28/NZ 40	$US 28/NZ 40
___ Dinner/Dance ___No. Tickets, Nov. 14	$US 28/NZ 40	$US 28/NZ 40
Total Enclosed	$US _____	$NZ _____

ITAA Members Register at:
ITAA/NZTAA Annual Conference
1772 Vallejo St.
San Francisco, CA 94123-5009, USA
Tel.415-885-5992, fax 415-885-5998

NZTAA & Australian Members Register at:
NZTAA International Conference
8 Garden Place, Three Kings
Auckland 4, New Zealand
Fax/Phone: (09) 698-863

Payment Options: Payment must be in US funds drawn on a US bank. Payment enclosed. Check made out to: ITAA Annual Conference.

Payment for New Zealand and Australian Registration must be in NZ funds drawn on a NZ bank. Cheque made out to: NZTAA International Conference.

Please charge my ___ Visa ___ MC # _____

Exp. Date:_____ Signature: _____

Cancellation Policy and Refunds: Registration fees are refundable (minus a $40 administration fee) only if a written request is received by September 15, 1992. Between September 16 and October 1, 1992, a $100 fee applies. After October 2, 1992, there will be no refunds.

Training News

EXAM SUCCESSES

CONGRATULATIONS to the following candidates who passed their examinations in Oldenburg on July 7, 1991.

Teaching Transactional Analyst
Brenda Tweed (C)

Certified Transactional Analyst
Claudia Bearth-Candinas (E)
Renate Blitt-Enge (C)
Maria Luisa Cattaneo (C)
Albert Germon (O)
Eloise Guillemin (C)
Manfred Gurtner (C)
Ursula Iskenius (C)
Ebba Johannesson (C)
Karin Kaschutzke-Kleinmann (C)
Angela Kinzer (C)
Christiane Kohler-Muller (C)
Reinhard Koster (K)
Eckerhard Kunkel (C)
Thomas Mehralizade (C)
Brigitte Menrad-Killet (K)
Jean Millet (C)
Brunella Nari (C)
Dragan Ninkovic (C)
Janine Progin (E)
Ingo Rath (C)
Richard Reith (K)
Berit Schreiner (C)
Anna Schubert (C)
Monick Thunissen (C)
Trudi Thyrun-Schmelz (C)
Gunilla Tykesson (C)
Werner Vogelauer (O)
Marianne Walzer (C)
Edith Weber-Hallauer (C)

THANKS TO EXAMINERS

The Commission of Certification expresses its thanks and appreciation to the following colleagues who freely gave of their time and expertise to examine in Oldenburg, Germany, July 7, 1991.

Lasse Ahnby
Helena Andren
Klaus Behrens
Hartwig Beilfuss
Doris Burke
Tommy Carlsson
Mary Cox
Toni Fuchs
Val Garfield
Maria Gilbert
Corinne Gledhill
Angelika Glockner
Jurgen Gundel
Michel Guichard
Anne Marie Guicquero-Montandon
Heinrich Hagehulsmann
Ute Hagehulsmann
Erich Hartmann
Julie Hay
Gudrun Hennig
Hans Jellouschek
Ingrid Knuth
Anne Kohlhaas-Reith
Annette Koster
Gisela Kottwitz
Bernd Kreuzburg
Michael Krull
Willem Lammers
Adrienne Lee
Vincent Lenhardt
Gordon Law
Andreas Leiteritz
Eva Linden
Peter Luthi
Nelly Micholt
Antoinette De Mol
Arlene Moore
Salomon Nasielski
Elisabeth Noeske
Gilles Pellerin

TA 101 CALENDAR

November 2-3, 1991. Manly NSW, Australia. Cost: $80 AUS. Leaders: TSTAs and PTSTAs of ITAA and WPATA. Contact: Australasian TA Conference, 15 Woodvale Close, St. Ives, NSW 2075, Australia.

November 7-9, 1991—Waldkirch, Germany. Cost: DM 330. Leader: Dr. Anne Kohlhaas-Reith, TSTA. Contact: Dr. Anne Kohlhaas-Reith, Birkenweg 3, D-7808 Waldkirch, Germany.

November 9-10, 1991—London, England. Cost: L70. Leader: Accredited trainer from metanoia. Contact: Dr. Petruska Clarkson, TSTA, metanoia Psychotherapy Training Institute, 13 North Common Rd., London W5 2QB, England.

November 23-24, 1991—Wellington, New Zealand. Cost $NZ112. Leader: Gordon Hewitt, CTSTA. Contact: Centre for Continuing Education, Victoria University of Wellington, PO Box 600, Wellington, New Zealand.

January 17-19, 1992—Asheville, North Carolina, USA. Cost: $200. Leaders: John White, PTSTA, and Pam White, PTSTA. Contact: Southeast Institute, 103 Edwards Ridge, Chapel Hill, NC 27514; phone: (919) 929-1171.

February 1-2, 1992—Atlanta, Georgia, USA. Cost: $200. Leaders: Vann Joines, TSTA, and Josephine Lewis, TSTA. Contact: Southeast Institute, 103 Edwards Ridge, Chapel Hill, NC 27514, USA; phone (919) 929-1171.

March 20-22, 1992—Nashville, Tennessee, USA. Cost: $200. Leader: Janice Barkley, PTSTA. Contact: Southeast Institute, 103 Edwards Ridge, Chapel Hill, NC 27514, USA; phone (919) 929-1171.

March 27-29, 1992—Chapel Hill, North Carolina, USA. Cost: $200. Leader: Vann Joines, TSTA. Contact: Southeast Institute, 103 Edwards Ridge, Chapel Hill, NC 27514, USA; phone: (919) 929-1171.

June 19-21, 1992—Asheville, North Carolina, USA. Cost: $200. Leaders: John White, PTSTA, and Pam White, PTSTA. Contact: Southeast Institute, 103 Edwards Ridge, Chapel Hill, NC 27514, USA; phone: (919) 929-1171.

Certified Teaching and Supervising Transactional Analysts and Provisional Teaching and Supervising Transactional Analysts are invited to list free of charge information about TA 101s they are presenting. To be listed, please send the following information to Robin Fryer, Consulting Editor, 1700 Ganges Ave., El Cerrito, CA 94530, USA: 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.

EXAM CALENDAR

Exam	Exam Adm.	Exam Date	Location	App. Deadline
CTA Oral	BOC/COC COC BOC	March 22, 1992 July 5, 1992 Nov. 12, 1992	Brighton, England Stockholm, Sweden Auckland, N. Zealand	Dec. 23, 1991 Apr. 6, 1992 Aug. 12, 1992
TSTA Oral	BOC/COC COC BOC	March 22, 1992 July 5, 1992 Nov. 12, 1992	Brighton, England Stockholm, Sweden Auckland, N. Zealand	Dec. 23, 1991 Apr. 6, 1992 Aug. 12, 1992
CTA Written Exams	BOC	Nov. 8/9, 1991	To be announced	Aug. 8, 1991
Training Endorse. Workshops		Mar. 26-28, 1992 July 11-13, 1992 Nov. 17-19, 1992	Brighton, England Stockholm, Sweden Auckland, N. Zealand	Nov. 26, 1991 March 11, 1992 July 17, 1992

Note: All candidates applying for Brighton exams, whether European residents or not, need to apply directly to the appropriate COC Language Group Coordinator (see below) and to make payment directly to EATA. Please do not send Brighton exam applications to the ITAA office.
To make arrangements to take a BOC exam, contact the T&C Council, 1772 Vallejo St., San Francisco, CA 94123, USA; **to arrange to take a COC exam,** contact your EATA Language Coordinator: German-speaking—Ingrid Wandel, Schwedenschanze 7 C/D, D-7750 Konstanz, Germany; French-speaking—Chantal Merat, Avenue du Kouter 14, B-1160 Bruxelles, Belgium; Dutch-speaking—Nelly Micholt, Eikenboslaan 25, B-3200 Leuven, Belgium; Italian-speaking—Carla Melvyn, 4, Chemin de Vert-Pre, CH-1213 Petit-Lancy, Geneve, Switzerland; English-speaking—Mary Cox, Cambrai House, Calderbridge, Seascale, Cumbria CA20 1DH, England; Spanish- and Portuguese-speaking—Conchita de Diego, Guzman el Bueno 135/13, 28003 Madrid, Spain.
Training Endorsement Workshop fee: $395 payable in US dollars to T&C Council, c/o the T & C Council office, 1772 Vallejo St., San Francisco, CA 94123, USA.

Georg Pelz
Heidrun Pelz
Johanna Posentrup
Marie Therese Pourtois
Brit Rieber-Mohn
Almut Rottenbacher
Stefan Sandstrom
Pio Scilligo
Christine Shearman
Anita Steinmetz
Erika Stern
Ian Stewart
Oddmund Teigen
Gro Traavik
Servaas Van Beekum
Gabor Von Beekum
Fritz Wandel
Ingrid Wandel
Anne Waters

Exam Supervisors

TSTA Exam
Jan Hennig

CTA Exam
Ilse Brab
Mary Cox □

Get Your *Script* Fast --

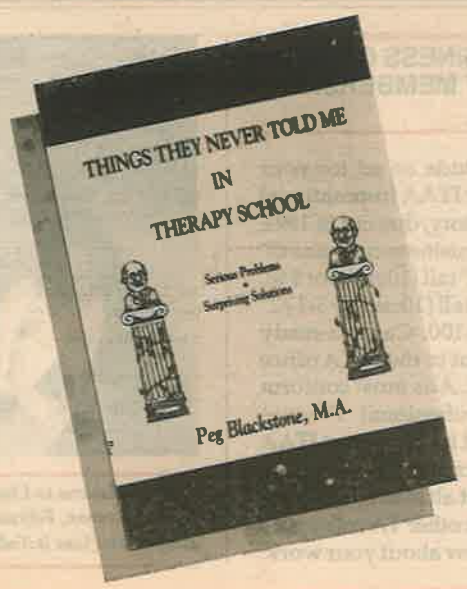
If you are tired of waiting for your issue of *The Script* to arrive by second-class mail, send us the cost of postage ($5 USA; $15 all others), and we will send your copy by air mail for a year. Remember to include your current mailing address.

Statement of Ownership

(Printed in compliance with US Postal Service Regulations)

Statement of Ownership, Management, and Circulation Required by the Act of August 12, 1970, Section 3685, Title 39, United States Code for *The Script* Newsletter, October 1, 1991. Published monthly except January, May, and September at 1772 Vallejo St., San Francisco, CA 94123-5009, USA. The general offices of the publisher are located at 1772 Vallejo St., San Francisco, CA 94123-5009.
The names and addresses of the publisher, editor, and managing editor are: Publisher, International Transactional Analysis Association, 1772 Vallejo St., San Francisco, CA 94123-5009; Editor, Gerald Cartmel, and Managing Editor, Robin Fryer, both c/o ITAA, 1772 Vallejo St., San Francisco, CA 94123-5009, USA.
The owner is: International Transactional Analysis Association, 1772 Vallejo St., San Francisco, CA 94123-5009.
The known bondholders, mortgagees, and other security holders owning or holding one percent or more of the total amount of bonds, mortgages, or other securities are: none.
The average number of copies printed each issue during the preceding 12 months are: (a) total number of copies printed: 4000; (b) paid and/or requested circulation—(1) sales through dealers and carriers, street vendors and counter sales: none; (2) mail subscription (paid and/or requested) 3390; (c) total paid and/or requested circulation: 3390; (d) free distribution by mail, carrier, or other means—samples, complimentary copies, and other free copies: 25; (e) total distribution: 3415; (f) copies not distributed—(1) office use, leftover, unaccounted, spoiled after printing: 585; (2) returned from news agents: none; (g) total: 4000.
The actual number of copies of single issue published nearest to filing date is: (a) total number of copies: 3400; (b) paid and/or requested circulation—(1) sales through dealers and carriers, street vendors, and counter sales: none; (2) mail subscription (paid and/or requested): 3084; (c) total paid and/or requested circulation: 3084; (d) free distribution by mail, carrier, or other means—samples, complimentary, and other free copies: 25; (e) total distribution: 3109; (f) copies not distributed—(1) office use, leftover, unaccounted, spoiled after printing: 291; (2) return from news agents: none; (g) total: 3400.
Gerald Cartmel, Editor

HOT OFF THE PRESS



"*This book is a treasure!*" - Joan Minninger, PhD

"..Sparkling essay .. very helpful.."
- Robert Anderson. MD

"*Insightful - delightful!*" Denton Roberts, M Div, TSTA

"**Marvelous!** It could cut your therapy time in half."
- Mary Goulding, MSW, TSTA

Things They Never Told Me In Therapy School **does for psychotherapy what *All Creatures Great and Small* did for veterinary practice. Read it if you find people amazing and delightful - or would like to...**



Author Peg Blackstone, MA, PTSTA

Order from Shea Books or from the publisher:

Port Gamble Press		$19.95
P.O. Box 406	+ shipping:	2.05
Kingston, Wash. 98346		---
USA (206-297-7300)	total:	$22.00US

Integrative Psychotherapy Workshop

with

Richard G. Erskine, Ph.D.
Rebecca L. Trautmann, RN, MSW

August 7-16, 1992

This ten-day workshop will focus on the theory and clinical practice of Integrative Psychotherapy. Concepts that may be covered include: developmental theory and regressive therapy; the psychotherapeutic applications of Self Psychology; Object Relations Theories; treatment of Parental introjects; and group process.

Various methodologies will be taught and demonstrated and may include: contact, inquiry, affective attunement, involvement, modes of empathy, and the effective use of counter-transference.

The workshop is for professionals in the mental health field who want personal work followed by an understanding of theory and treatment planning. An opportunity will be available to discuss specific cases from your own practice. A previous workshop is described in the book *Integrative Psychotherapy in Action* by Richard Erskine and Janet Moursund: 1988, Sage Publications, London and Newbury Park, CA.

Cost: $1550.00 tuition, room and meals included.
Deposit: $350.00 non-refundable.
Location: Near New York City at the Old Chestnut Inn, with spacious grounds, gardens and swimming.

For more information and to register contact:

Richard G. Erskine, Ph.D.
Institute for Integrative Psychotherapy
500 East 85th Street, New York, NY 10028 • (212) 734-5291

CLASSIFIED ADVERTISING

A SUCCESSFUL PRACTICE IS BUILT BY MARKETING. Build your practice with Marketing-MEMO—the definitive source for effective practice marketing ideas. Each monthly issue contains concise, practical marketing tips—finding hidden markets for your services, getting referrals from speeches and seminars, generating referrals through EAPs and HMOs, marketing your services to corporations, and more! Subscribe NOW and get 12 monthly issues for $32.50. Write: Human Services, Inc., 4514 Travis, Suite 305, Dept. IT, Dallas, Texas 75205, or call (800) 873-2834.

TRAINING

The Professional Tool Box

An interactional approach to human relationships, learning and change.

Jean Illsley Clarke, MA
Jentra Wiger, LICSW, PTSTA
Rita Chamberlin, LICSW
Carole Gesme, MA, CCDP
Russ Osnes, MDiv, PhD

- Bodywork Proficiency Training
- Advanced T.A. Training
- Weeklong Facilitator's Training

Call (612) 290-2189
for more information & to register
or write: Professional Toolbox, 49 W. Winona St., St. Paul MN 55107

AquaGenesis Workshops

SANDRA G. LANDSMAN, PH.D., C.T.M.

May 13-17, 1992

The goal of each five day workshop is to achieve a balance between mind, body, and spirit. We will use meditation, past life regression, ancient spiritual cleansing and healing rituals, and prenatal regressive therapy in water to connect to ourselves and the universe.

To Register or For Further Information Call:
Sandra G. Landsman, Ph. D., C.T.M.
109 Olympus Way
Jupiter, Florida 33477 (407) 575-0547
Intensive short term residential treatment available.

Fee $650 • Deposit $100 • All Fees Payable in U.S. Funds • Deposits are Non-Refundable

Keeping In Touch

REGION IV—SOUTH AND CENTRAL AMERICA

News from Mexico: The Free Commerce Treaty and Mexico's opening its commercial borders is urgently forcing Mexican businesses and companies to provide more "people communications skills" to their employees. With this perspective and the goal of developing a corporate culture of "total quality"—which means better productivity, service, use of time and resources—Mexico's Federal Electric Commission (which provides electric power to the whole country) has entrusted Octavio Rivas Solis, ITAA Certified Teaching Member and former President of the Latin American TA Association (ALAT), with a team of well-known Mexican TA organizational consultants to handle the task.

This "transcendant transformation" is not only the name of the program, it is also an unprecedented goal because it includes employers, directors, managers, syndicate leaders, and employees. Becauase of its magnitude it is being closely watched by observers from the Dominican Republic, El Salvador, and Venezuela. Workers who were impressed at the end of the first 25 hours of a basic TA 101 (combined with some other techniques) thanked their employers, some with tears in their eyes, because they can now "see many things more clearly." It seems a good seed is being sown in fertile ground.

Debido a la entrada de Mexico al tratado del libre comercio y la apertura de sus fronteras comerciales, los empresarios y compañías Mexicanas se estan biendo urgentemente forzadas a proporcionar a trabajadores más capacitación que promueva mejor comunicación y coliden en la producción.

Con esta perspectiva y con la meta de obtener una cultura cooperative de "calidad total"—lo que significa major productividad, servício, major uso del tiempo y recursos, La Comisión Federal de Electricidad (que prove luz al pais) a encomendado al Dr. Rivas Solis, ITAA CTM y expresidente de ALAT, y a su equipo de conocidos especialistas organizacionales de analisís transacional a que maneje esta tarea.

Esta llamada—"transformación transcedente"—no es solo el nombre de un programa es también una meta sin presadente ya que incluye a Directores, Genentes, Lideres Sindicales y miles de empleados de lado del país.

Devido a su magnitud, esta siendo seguida muy de serca por observadores por República Dominicana, Salvador, y Venezuela, quienes estan muy imprecionados. Ya que al final del IER. Curso Basico 101 de 25 horas, agradecen a sus empleadores el averlos recibidos algunos con lagrimas en sus ojos, porque ellos pueden ahora "ver muchas cosas mas claramente." Parece ser que una buena semilla esta siendo sembrada en tierra fertil.

XII Brazilian Annual Conference—Last August 20-24, 230 Brazilian transactional analysts met in Canela, Rio Grande do Sul, to attend the XII Annual Conference of UNAT-Brasil. The theme—"Conscious and Unconscious in TA"—was discussed in the midst of a magnificent nature reserve in the southern part of the country. The keynote speaker, Dr. Michele Novellino from Italy, combined sound knowledge, wit, and an interesting historial perspective on TA growth and development since Eric Berne.



Octavio Rivas Solis heads team of Mexican TA organizational consultants working to develop of corporate culture of "total quality" in Mexican companies.

Five pre-conference institutes, presented by Novellino, Patrizia Streparava, Roberto Crema, Rosa Krausz, and Sophia Caracushansky, attracted more than 100 participants. One teaching member and 13 certified members passed their exams, which involved 23 examiners, some of them working eight hours to make the exam process happen.

The 54 presentations, round tables, mini-courses, workshops, and practical demonstrations kept everyone busy and interested, stimulating debates and interchange from many Brazilian states. Jane Pozzatti, Clinical Teaching Member, is the UNAT-Brasil President-Elect and will assume office from Ralph Berg next August.

After five days of intense and gratifying activities, the conference ended leaving each participant with the good feeling that TA is alive and growing steadily in quantity and quality in Brazil.

POEMS

From time to time poems are submitted to *The Script*. It has been a long-standing editorial policy not to publish poetry, but this is up for review. In the intermim, it has been decided to maintain the no-poem policy. However, the Editor remains open to suggestions. It seems that to include poetry in the newsletter, some system of vetting or reviewing poems for suitability would be essential. Thus, a change of policy to include poems would require that someone be willing to decide upon acceptance or rejection, that is, someone to coordinate and evaluate a "Poet's Corner." The present Editor is not prepared to act in this role. Please let me know if you are interested.

The Editor

CALL FOR BUSINESS CARD ADS FOR NEXT MEMBERSHIP DIRECTORY

Plan now to include an ad for your services in the new ITAA International Membership Directory, due out in 1992. Ads can either be business-card size (2" tall [5cm] by 3-1/2" tall [10cm]) for $40, or double-size (4" tall [10cm] by 3-1/2" wide [9cm]) for $100. Camera-ready copy should be sent to the ITAA office by January 1, 1992. Ads must conform to the ITAA Professional Practice Guidelines (printed in the current ITAA Membership Directory). These ads are an inexpensive but attractive and professional way to let other TA colleagues and the public know about your work.



Congratulations to Lisa and Ted Bruce on the birth of Keenan, February 3, 1991. Shown with Keenan and Lisa is Teddy, age 2 1/2.

A Tribute to Mel Boyce



Shortly before he died on September 3, 1991, at his home in Corte Madera, California, long-time ITAA member Mel Boyce submitted a poem to The Script. We did not print it at the time in accordance with our editorial policy of not publishing poetry. However, heeding the aphorism that "rules are for the obedience of fools and guidance of the wise," his poem is printed here "in memoriam." Thank you, Mel. Your many friends in the ITAA will miss you.

Dear Editor:

Recently my wife was given a copy of Rudyard Kipling's "IF," a classic poem which I first saw in the fifth grade. Perhaps you did, too. Although the original still reads nicely, I have rewritten it in modern language, including some TA terms. Perhaps you will run it in *The Script*. Here it is, with a bow to Pat Crossman, who pioneered the When-then concept, and apologies to Kipling.

When

When you can keep your balance when all about you
Are losing theirs and blaming it all on you.
When you can trust yourself when most others are doubting you,
and making allowance for their doubting too.
When you can wait and not be tired by waiting,
Or being lied about;—don't deal in lies,—
Or being hated;—don't give way to hating—,
And yet don't look too good, nor talk too wise.

When you can dream—and not let dreams be your master;
When you can think—and not let dreams be your aim;
When you can meet with Triumph and Disaster
And treat those two impostors just the same;
When you can bear to hear the truth you've spoken
Twisted by knaves to make a traps for fools,
Or watch the things you gave your life to broken,
And stoop and build 'em up with worn-out tools.

When you can make one heap of all your winnings
And risk it on one turn of the wheel,
And lose and start again at your beginnings
And never breathe a word about your loss;
When you can force your heart and nerve and sinew
To serve your turn long after they are gone,
And so hold on when there is nothing in you
Except the Will which says to them: "Hold On!"

When you can talk with crowds and keep your virtue
Or walk with kings—nor lose the common touch,
When neither foes nor loving friends can hurt you,
When all people count with you but none too much,
When you can fill the unforgiving minute
With sixty seconds' worth of distance run,
Yours is the Earth and everything that's on it
And—which is more—you'll be a Fully Integrated Person!

Sincerely,
Mel Boyce