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The Script®

INSIDE:

3 Poet's Corner—Holocaust Poems

4 History of the USATAA

6 Aruba Call for Proposals Proxy for Business Meeting

8 Candidates Announced TAJ Theme Issues

Differentiating Between TA's Four Fields of Application

by Servaas van Beekum

Editor's Note: The following article was solicited for the TA in Education Column by column editor Sheena Hudson. We think many of our readers are wrestling with the issues van Beekum addresses and thus decided to feature it as the lead article for this issue. We welcome your comments about this and other issues related to TA in Education. Send articles to Sheena Hudson, Department of Behavioural Sciences, Central Institute of Technology, Private Bag, Wellington Mail Centre, Wellington, New Zealand. Note: Counseling is considered to be one of the four fields of TA application by the European Council of Certification, although it is not at this time a field of application certified by the Board of Certification.

In my training and supervising practice I often get questions from Certified Transactional Analyst (CTA) candidates who are unclear about the field of application they should choose for their exams. Although this article does not pretend to have *the* answers to questions about differentiating between TA's four fields of application (clinical, organizational, educational, and counseling), it does intend to further discussion with the goal of greater clarity. Toward this end, I focus on two important boundaries: (1) the external boundary between the four fields and the outside world and (2) the internal boundaries beween the fields themselves. A working example is given and parameters are listed.

External Boundary

In defining four fields of application and certification, TA structures its own reality in such a way that it touches the realities of others, such as legal restrictions and historical and political realities. For example, the use of the word "therapy" is affected by regulations that differ from country to country. The four fields have their legal contexts, connotations, and implications. This implies that defining the four fields is a political act that exceeds the boundary of TA.

Transactional analysis has to deal with that political reality. Unfortunately, its own history (script) offers a way of fighting instead of sharing reality. Without discounting the important, powerful, and creative contributions of early TA, there is also gradiosity in a TA-centered approach to the world.

We accept that TA can be applied and shaped in many ways, but the fact is that we certify in only four areas.

The history of TA's struggle for recognition as a psychotherapeutic method reveals a good deal. For too long the work was done from the basic position of us (TA) telling them (the establishment) that they should recognize us because we are so good. Reading about Eric Berne's life makes it clear that our euhemerous himself provided the basis for that script. However, it was not a very contactful or tactful way to seek legitimacy, and we all know the result: no recognition.

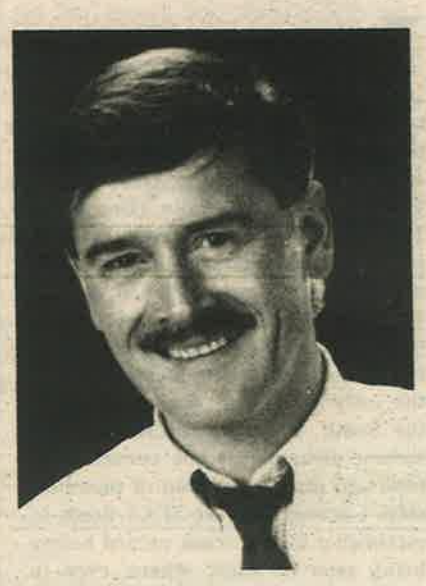
Recently in some European countries transactional analysts have begun making contact with formal structures in an attempt to gain recognition for TA. The results are encouraging. In Switzerland and England such recognition is already formalized, in Italy the recognition is given to training institutes, and Austrians are close to success in their efforts. In European countries, recognition was combined with raising standards: More hours of teaching, supervision, and personal therapy are required. EATA's policy is to enter institutions, because that is where policy is made and where the power is. The winner's script reflected in these developments was achieved by negotiation and Adult adaptation to the prevailing structures (reality). By contrast, Berne's example looks like a loser's script.

Discussing the boundaries of TA's four fields of application is important not only so that differences between the fields can be clarified, but also so that differences between the fields and legal regulations are artieulated. This includes attention to everything from the legal professional status of the practitioner to the kind of work being done and the broader context of the client.

Internal Boundaries

In addition to the political implications, internal clarity between the fields is sometimes lacking. Of course we accept that TA can be applied and shaped in many ways, but the fact is that we certify in only four areas: clinical, organizational, educational, and counseling (the latter in Europe only at this point).

In each of these fields the primary focus of the transactional analyst is different. Thus the first question arises: Who is the client and what is the presenting problem? For a clinician or a counselor, the client is first of all an individual who is dysfunctional on some level, either socially or psychologically. For a teacher or trainer the client is an individual or a team that wants to learn. For an organizational consultant, the client is an entire system.



Servaas van Beekum

With each field the primary goal of interventions also differs. Change toward autonomy may be the overall goal of TA interventions, but this has to be made operational for each field. And, as a result, the contract will differ. The more the client comes to the transactional analyst as part of his or her system (or if the system itself is the client), the more the contract will be multi-cornered (multi-angular), and handling fees will be different. In addition, the territory is also different: For example, whereas the therapist works in his or her own office, the organizational consultant works in the clients' territory.

These are some parameters for differentiation that can work as a guideline for trainees and sponsors as they seek to define a trainee's field of application.

- continued on page 7

Sale of the Burr House Approved



Burr House Up for Sale

At their January 1993 meeting in India, the ITAA Board of Trustees unanimously approved selling the Burr House, which is the current home of the ITAA administrative offices in San Francisco. The headquarters building will be put on the market as soon as possible.

Although the real estate market in San Fransico is very slow now, the Burr House is a unique property and will probably find a loving buyer. Built in 1875 by the Mayor of San Francisco as a wedding present for his daughter, the historical monument is situated on one-third of an acre of land in the prestigious Cow Hollow area of the City. The four-floor mansion features 17 rooms, 5 baths, 7 fireplaces, and its grounds feature beautifully landscaped gardens, off-street parking for 12 cars, a two-car garage, and a two-room garden cottage.

The Board arrived at its decision to sell the building for two primary reasons: (1) to capitalize the assets that are tied up in the property and (2) to simplify office operations. Regarding the assets, the building is expected to bring in close to $2 million dollars which can be reinvested in more liquid assets (a committee has been appointed to make proposals regarding investments). Regarding simplification, the Board feels that the four ITAA staff members could utilize their time better without the time-consuming and costly burden of administering the rental leases and overseeing the grounds maintenance.

At this time there is no plan as to where to move the administrative headquarters. The Board has specified simply that the office remain in the San Francisco Bay Area. We recognize that many members have an emotional commitment to the building and the location of the adminstrative offices.

During the marketing and sale proceedings we plan to keep disruption to a minimum and promise to keep you up-to-date with developments as they occur. We appreciation your patience and understanding during this exciting process. □

EDITOR'S COLUMN



by Gerald Cartmel

On Survival

I have received a gently worded reproof from the International Monotreme Association (IMA). Their committee thought I was being unduly facetious when referring to the Duck Billed Platypuses of Australia (December 1992 *Script*). I was informed that the platypus was around some 61 to 63 million years ago—some 20 million years before the separation of the continent from Gondwana (Archer, 1992). Evidently, Australian members form the only surviving regional group, the South American branch of IMA having disbanded some considerable time ago due to attrition of membership. I accept that the ITAA needs to establish a longer track record before being seen to mock others, even in good faith. I accept full responsibility and offer my apologies, but continue to quote Prof. Archer: "There is nothing immortal about platypuses. They can become extinct on continents."

With the 50th anniversary of the Warsaw Ghetto uprising in April just past, it is not difficult to draw parallels with the current situation in Bosnia.

And so to thank Felipe Garcia for his article, "USATAA: One Arm of the ITAA," printed in this issue and demonstrating the need for constant adaptation to ensure survival. Especially, I like the four basic and explicit purposes. I note the third in particular: the equal distribution of power, avoidance of hierarchical power structure, and utilization of Win/Win outcome decision-making procedures. In conjunction with Ged Byron's delightful letter summarizing of the benefits of attending ITAA conferences, a bigger picture emerges, one that I think relates to TA's survival in our turbulent and fickle world. This involves Ged's reference to the ability of individuals within TA, and the permission inherent in the TA system, to allow free flow from Chief to Indian and back. From my perspective, Ged gives a wonderful exposition of our social group. Immediately, several names spring to mind to represent this TA paradigm, where Office allows a person to grow without making her or him intrinsically superior. (Can someone please advise a better way of expressing this, a way that will transcend regional semantic idiosyncrancies?)

As usual, I am heading somewhere. Ian Stewart, our unobtrusive, efficient, and very talented sub-editor of the T & C Council column, informs me he is retiring from his offices with the BOC and thus *The Script*. We thank him for his consistency and thoughtfulness. Although we know even the best of our sub-editors must

- continued on page 3

EXECUTIVE DIRECTOR'S COLUMN



by Susan Sevilla

Why Join the ITAA?

This month we in the international office are inviting new members to join the international TA community. Some of you who are already in the ITAA joined directly as individual members; others joined via your local or regional group, for example, EATA, CATA, ICTA, or USATAA. Where a regional TA association exists, we, of course, urge people to join and become involved through that organization. However, in other areas, where TA associations are not active, we are asking TMs and CMs to help recruit new members by inviting their friends, colleagues, and trainees to join them in the ITAA.

There are many ways to go about this, but regardless of the method that you find most comfortable, we urge all readers of this column to participate in recruiting new members. If you aren't the type to go "knocking on doors" (figuratively speaking), simply jot down a *prospect list* on the form at the end of this article, and we will contact those individuals for you.

As you prepare to approach friends and colleagues about joining, it might help to think back to the reasons you joined the ITAA (or your regional TA association). It required a commitment of time and money to join, and with so many other pressing obligations in your busy life, what made it worth it to you?

Networking/Belonging: Chances are, a friend or a colleague invited you to join the ITAA. Once in, you met other practitioners with similar interests, and drew upon them for advice, contacts, inspiration, referrals, and suggestions. The relationships you build in your professional association are one of the most attractive benefits of membership. In addition, once in, the association offers a measure of security by representing your interests before the professional community and business world.

Tangible Benefits: Concrete benefits of membership include the *Transactional Analysis Journal*, *The Script Newsletter*, the International Membership Directory, two international conferences a year, purchasing discounts, and, in some areas, the option of purchasing group policies for health, life, disability, malpractice, and overhead expense insurance.

Education: By reading the *TAJ* and *The Script* and attending conference workshops you enrich yourself, learn new skills, and hone existing ones. New sources of data are available to you via your association. When faced with a problem, you can look for a solution among TA resources. This can help you get ahead in your profession or practice.

Economy: Belonging to the ITAA or your regional affiliate can save you money by giving you a vital professional advantage. When you have a problem or need technical advice, you can get help from your peers, many of whom have probably dealt with the same problem. Membership in the ITAA gives you an opportunity to learn about their solutions and to benefit from their creativity, thus saving you time and money.

Competency-Based Training: The world-renowned TA certification program is what first brings many people into the ITAA. Professionals interested in developing expertise in the application of transactional analysis in psychotherapy, counseling, organizational consulting, or education may choose this path to enhance their skills and performance. The advantages of certification include professional development, enhancement of broad opportunities, help in building a practice, and personal development.

Friendship and Travel: The ITAA offers you the opportunity to travel for business and educational purposes to a wide variety of memorable international destinations. ITAA conferences and various other events are not only educational, they are fun. At conferences, the Child in all of us comes out, and one of the by-products is the creation of deep and lasting friendships. Other ITAA members have many of the same concerns, needs, and interests as you. They are the kind of people you will enjoy meeting and who will probably end up as your friends. Building relationships can be one of the greatest pleasures of ITAA membership.

Active Participation: Leadership skills are fostered via the association's volunteer opportunities. Committee participation and Board positions are open to those who are motivated. Through such participation, you exercise influence and control over the future direction of your association and your profession. You help provide quality control and sustain high standards in your field. Volunteer participation is a sure way to learn about the future of your field and to utilize cooperative and collective action skills toward goals in which you believe.

I hope this review of membership benefits makes you eager to share such advantages with friends and colleagues by inviting them to join the ITAA. A membership application form is included in this *Script* (page 8) as is an easy response form for letting us know about prospects you would like us to contact (see below). If possible, please fax the latter back to us so that we can follow up quickly. □

Fax Form for Membership Prospects

Rush this form by fax to 1-415-885-5998

Attention: Membership Department, ITAA

Please send the following information to the individuals listed below:

____ Information on ITAA Membership, including a sample *Script* newsletter and information on special dues discounts available for first-time members.
____ Information on the closest regional TA association in this person's geographic area.
____ Information on pursuing training toward certification as a certified transactional analyst.
____ Information on the next two ITAA Annual Conferences--October 12-17, 1993, in Minneapolis, Minnesota, and October 26-29, 1994, on the lovely Caribbean island of Aruba.
____ Other (please specify):

Prospect List:

Name: _____ Name: _____
Address: _____ Address: _____
City/State: _____ City/State: _____
Country: _____ Country: _____
Postal Code: _____ Postal Code: _____

Name: _____ Name: _____
Address: _____ Address: _____
City/State: _____ City/State: _____
Country: _____ Country: _____
Postal Code: _____ Postal Code: _____

In writing, may we mention your name? ____ Yes ____ No

Your name (Optional): _____

If fax is not available, please airmail to: International Transactional Analysis Association (ITAA), 1772 Vallejo Street, San Francisco, CA 94123-5009 USA.

POET'S CORNER



by Marion Arenas

Getting Past "Ain't It Awful"

It is all too easy to "Ain't It Awful" about the growth and spread of neo-Nazism throughout the world, and because it really is awful, we do tell each other just that. And then we forget about it.

Many writers don't want you to forget about it, whatever the "it" is. They strive to tell it as authentically as possible so everyone will know, and think, and maybe work to figure out what to do. Those writers who are poets want to tell it in a way you have not heard before and tell it so you will *feel it in your pot*, as Virginia Satir called it when it hits home hard enough to be felt viscerally.

The two poems presented here hit me in the belly the first time I read them, and they still do after many readings. "Tourist at Dachau" speaks to me of shame and of forgiveness; "The Gypsy Camps" tells of the criminal destruction of beautiful lives simply because they were different. When I read these poems I felt sorrow, deep sorrow. Others may see and feel something else. The poems speak for themselves, illustrating that poetry does not need to be explained when it is well written.

Many writers don't want you to forget about it, whatever the "it" is.

As a young child, Evelyn Wexler was catapulted from New York City, where she was born, to Hungary, her parents' birthplace, after her mother's breakdown and suicide attempt. An only child, Evelyn grew close to her large family of aunts, uncles, and cousins in Budapest. Her father could not stay in Hungary with them as he had to return to New York where he earned his living. Evelyn and her mother had been in Budapest two years when her father wrote urging them to leave Europe. He could see in American newspapers what Hungarians could not see in theirs, that war in Europe was inevitable and imminent. Evelyn and her mother returned to New York just before the Holocaust began. Except for two cousins, the entire family remaining in Hungary suffered and died in the ghettos and the camps.

Haunted by survivor's guilt, Wexler obsesses and writes poems about the experience, compressing years into a few lines of affective poetry. A retired English teacher, she has returned many times to Budapest to visit her surviving cousins, their children, and their grandchildren.

Aphorism for today: A poem is ten times longer than the lines on the page; less is more.

Send your poems to me, Marion Arenas, Poet's Corner, 694 Birchwood Dr., Wyckoff, NJ 07481-1007, USA. U.S. residents please include a self-addressed, stamped envelope with sufficient postage for return of the contents of your submission, as you would to any publication. □

Tourist at Dachau

by Evelyn Wexler

I arrive too late for the English version,
go instead with a class of German students
to view the camp movie. Part of the curriculum.
Familiar black and white flesh flashes on the screen.
German narrator intones indignation as the film ends.
Stunned to silence, the children shuffle out,
history shackled to their ankles.

In the next hall, Prussian efficiency
on display, color-coded triangular patches:
red for politicals, green for criminals,
black for Gypsies, violet for Jehovah's witnesses,
pink for homosexuals, yellow for Jews.

In the barracks for shelved people, a teacher tells.
Words hang themselves in the air,
like bodies on meat-hooks.
Then swim slowly into sound-waves, drowning childhood.

Row upon row of criminal poplars muffle the ovens.
Tended, fat begonias nestle memorial tablets.
Coverings blossom prettily.

Outside the show barracks, a boy with Aryan hair,
barely thirteen, sits on a curb, hunched over.
Skinny in the knob-kneed way of boys,
all wrist and leg bones, weeping into his hands,
his Germanness bulldozed away forever
into the blaze of day.
I try to reach, touch shuddering shoulders.
Stillness the color of smoke rises thick between us.

When I can't sleep at night I count denuded dead
lying in uniform bones, no skin to call their own.
All the same. The same. Later
I dream I wear a coat of many colors:
red and green and black and violet and pink
on a field of yellow.

Previously published in Poets On, *Mill Valley, California, Summer 1990, Vol. 14, No. 10.*

The Gypsy Camps

by Evelyn Wexler

I remember them in Budapest,
swarthier than most, barefoot, begging.
Warned to be careful of these radiant,
spangled people, I desired them.

They fringed our cities with bursts
of rainbows, skirted the laws,
lilted at campfires innocent of burning.
Honed our knives.

Venturers, rovers, unshod.
Warmly dark.
No one wants to know
how they too were rounded up.

Undesirable misfits
who knew no limits.
Unbounded music and lust. Thieves
who stole the nails for Christ's cross.

Piled high outside the oven,
tambourines with parchment skins,
baby violins. Ravelled, velvet skirt
handed down from great grandmatriarch.

Tea leavings.
Open palms. Stars.
No one wants any of this.
Afterwards the ashes sparkled.

Previously published in Nimrod, *Tulsa, Oklahoma, Spring/Summer 1991, Vol. 34, No. 2.*

ON SURVIVAL

continued from page 2

eventually move on, he will be missed. And on the subject of moving on, we are still looking for someone to assume my role as Editor on the completion of my term next December. To use a metaphor from my childhood Saturday Matinee at the Cinema days, are there any Indians or erstwhile Chiefs out there to self-nominate, or be nominated, for the role of *Script* Editor in order that I can be truly quondam by 1994?

As positive evidence of incoming energy, we have to thank Sheena Hudson, our new Sub-Editor for Education, from the Land of the Long White Cloud, for seeking clarification from Servaas van Beekum. Servaas writes on defining the parameters of the sub-divisions within our organization.

This issue's installment of the Poet's Corner draws our attention to the bigger world. With the 50th anniversary of the Warsaw Ghetto uprising in April just past, it is not difficult to draw parallels with the current situation in Bosnia. As Editor of an explicitly nonpolitical publication, I have opted to decline to print contributions referring to the genocide, rape, and carnage in the former Yugoslavia, which the inhabitants themselves, Europe, and the United Nations seem impotent to stop. That is not to say that I am not shocked as history repeats itself within living memory and, possibly more significantly, in the age of communication, in view and knowledge of the whole world. Surely the survival of those targeted for ethnic cleansing in Bosnia is of urgent concern to us all, whether we are willing to face it or not.

Although I usually take a gender-neutral position, there are times when I am ashamed to be a male; for me, it appears that the ethnic cleansing in Bosnia is executed primarily by men and impacts primarily on defenseless women and children. In my editorials I have frequently used quotations, and the dominant gender bias that excludes women through history has constantly confronted me--and who am I to change a quotation? This is yet another example of the power of homeostasis inherent in language and the academic model which resists change. However, I suggest that this time my quotation does refer to men!

Finally, I will avail myself of the prerogative of office. At Christmas I received a card from Isabel Silverman, whom I met at Mount Madonna so very many years ago. She is reaching retirement age and will be ceasing her TA membership. This evokes personal memories of Bob and Mary Goulding, dancing at the Mount Madonna Tavern, and the total experience, which was of such crucial significance for me. I invite you to take time out and wander down your personal memory lane, where transformation took place. And to Isabel I can say, "Thanks for the memory," again as a paradigm for the whole experience. On behalf of us all, we wish you well in retirement, knowing the word retirement means only a drawing back prior to new involvements.

At his best, man is the noblest of all animals; separated from law and justice, he is the worst.
Aristotle, *Politics*, I, c. 322 B.C.
(In Mencken, 1982, p. 737)

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Recycled Recyclable

USATAA: One Arm of the ITAA

by Felipe Garcia

The following article is the latest in our series about TA's development in various regions around the world. We are still looking for volunteers to write similar articles about TA in South American countries, India, and many Asian countries. If you are interested in writing such an article, please send it to Editor Cartmel, c/o the ITAA office.

It was with great joy that I accepted Gerry Cartmel's invitation to write an article for *The Script* on the history of the United States of America Transactional Analysis Association (USATAA). As I began to write, however, I became aware of how much has happened since the 1982 USATAA organizational meeting. There have already been five General Coordinators of the USATAA (myself, Denton Roberts, Maryln Crossen, Josephine Lewis, and Jonathon Wagner), each with his or her own objectives, as well as a great number of other members involved in the founding and governance of the Association (144 ITAA advanced members became Founding Members of the USATAA). There have been several USATAA national conferences and many highly successful USATAA regional conferences, as well as several ITAA-USATAA co-sponsored conferences.

Even though I have tried in this short article to include some of the highlights of the development of the USATAA, I am sure that there are things I have left out. Please write to the editor with your stories and add to the written history of USATAA.

The USA Transactional Analysis Association was developed for four reasons: (1) to organize local, regional, and national TA conferences in the USA while the ITAA was tending to the growing international association and often holding its conferences outside the USA; (2) to support the increasing number of worldwide associations who were affiliating with the ITAA and to support a new vision for the ITAA that included a world federation of associations; (3) to develop and operate from an organizational design that adhered to and practiced TA concepts—namely, the equal distribution of power, avoidance of hierarchical power structures, and utilization of Win/Win outcome decision-making procedures; and (4) to address the declining USA membership in the ITAA.

The founders of the USATAA believed that such an organization would attract new members and network more effectively with current members. The USATAA was not developed in an anti-ITAA spirit, but instead was designed by highly invested ITAA Certified Members to support and aid the ITAA in the maintenance and recruitment of ITAA members in the United States. These continue to be the operating principles and the vision of the USATAA today.

Muriel James, ITAA President from 1980 to 1984, faced a divided association still trying to heal from a controversial ethics case that had fragmented the Association and disillusioned many members. There was a major decline in USA membership, a trend that continues today. Muriel asked Jonathon Wagner and me to co-chair the membership committee, a newly created ITAA committee designed to maintain current ITAA members and to recruit new members.

With such an enormous task before us, we divided into two sub-committees: membership recruitment and membership maintenance. In an attempt to further break down this goal into more manageable areas, the membership maintenance committee decided to recruit regional representatives to organize local TA folks to sponsor seminars and conferences. This concept of regional representatives naturally evolved into the USATAA.

Because the ITAA was busy dealing with a large international membership and national and multinational associations and was holding its conferences outside the United States more often, the members of the membership maintenance committee decided that the formation of a USA TA association that would sponsor local TA networking events and regional TA conferences in cooperation with the ITAA would be an effective way of providing networking for people in the United States who were interested in TA.

This was done in cooperation with the World Integration Committee of the ITAA, co-chaired by Lucy Freedman of the USA and Vincent Lenhardt of France. The World Integration Committee was supporting worldwide regional and multiregional TA groups, and the USATAA was supporting the development of strong regional TA groups in the United States. Our goal was to establish a federation of affiliated member organizations that would provide services locally and regionally for ITAA members. This would free the ITAA to facilitate and coordinate the work of affiliated organizations, to hold international conferences, and to provide services for direct members and associated members.

The USATAA was designed by highly invested ITAA Certified Members to support and aid the ITAA in the maintenance and recruitment of ITAA members in the United States.

Such an organizational structure was not novel; most professional organizations in the USA organize, recruit, and provide services for their members through state or regional associations as well as through national associations. Cooperation among these associations generates growth and health.

The first Coordinating Council met at the 1982 ITAA Conference in Snowmass, Colorado. In 1983 Lucy Freedman, Fanita English, and I met at La Escondida Ranch for the first USATAA retreat, where many of the organizational structures, goals, and functions were designed. Then in August 1984 the first USATAA Conference was held in San Francisco, organized by Muriel James and Mary Goulding; this event was a great boost to the Association. In addition, a newsletter was started during the early years which is still published quarterly.

However, a slowdown in realizing the vision and goals of the USATAA occurred, in my opinion, when the ITAA Board decided to continue to accept and recruit direct members in regions where a local organization was forming or already existed, creating a competitive relationship with struggling developing national associations such as the USATAA. Clarifying cooperative roles and relationships between the ITAA and the USATAA would still be helpful in increasing membership in the United States. If there were a combined membership fee that regions could use in recruiting members to join regional, national, and international associations, as is the case in Europe, I believe that the gridlock in membership recruitment in the United States would be solved and the flow of talent and energy would flow upward from grassroots groups as well as down from international coordinating committees.

The USATAA organizational design is intended to facilitate grassroots organic functioning. The power is in the members and regions, not in the central governing council. In an attempt to avoid old hierarchical governing structures, the Coordinating Council was so named to imply that the council's role was to coordinate and facilitate instead of run regional activity. The Council consists of six members elected at large and six regional representatives elected by the six geographic regions in the USA. Certain functional designations, such as General Coordinator; Financial and Administrative Coordinator; and Program, Social Action, Membership, and Communication coordinators are assigned by members of the Council based on the strengths and talents of its members.



Felipe Garcia, first General Coordinator of the USATAA

The non-hierarchical design of the USATAA is encouraged by consensus decision making and an open information policy.

The council's main function has been to empower regions to develop themselves and to subsidize regional conferences, endeavors that have been quite successful. All regions sponsor successful regional conferences. Some regions have become more autonomous from the USATAA, as is the case of the Northeast Region, which is considering direct affiliation with the ITAA. The other five regions--Southwest, Midwest, Mountain States, Southeast, and Pacific States--are working toward ITAA affiliation through the USATAA.

The next important phase in the USATAA's development as a viable affiliate of the ITAA is to establish regional coordinating councils appointed by members who send their representatives to sit on the USATAA council. This is in varying stages of completion in the different regions.

The non-hierarchical design of the USATAA is encouraged by consensus decision making and an open information policy. All coordinating council decisions are announced so that members can provide input and deliberation. The emphasis is on developing an involved community of transactional analysts instead of a passive membership that depends on a centralized government to think for them. Perhaps, in this era of Clintonian politics in the USA, an organization run by the USA. members for the USA member and cooperating with other national and multinational organizations in strengthening the goals of the ITAA will be better understood, and the innovative energy that it takes to create such an international network of cooperation will be forthcoming.

No history of USATAA would be complete without mentioning the parties. Not only has the USATAA been invested in creating a cooperative TA structure and supporting the ITAA in the United States, but it has also always been in favor of having fun. One of the first official pieces of business unanimously passed at the Snowmass organizational meeting was to have a party at that conference. The party was a great success--most of the founding members joined at this party. USATAA continued to sponsor stroke-filled parties at many ITAA conferences after that. In fact, party stories would be another whole article.

There are so many people who played important roles in the development of the USATAA. Unfortunately space does not allow me to name them here, but suffice it to say that one of the strengths of this organization has always been the involvement and commitment of so many of our members, not just a few in leadership positions.

The ITAA and the USATAA working together as cooperative partners could do much to foster TA theory and practice in the USA. If you are a member of ITAA living in the United States and would like to join the USATAA, send $25 to USATAA Bursar, 1772 Vallejo Street, Suite 4, San Francisco, CA 94123-5009. Your membership is vital to the continued success of transactional analysis in the United States. Maybe someday soon USATAA and ITAA in the United States will be synonymous. □

Members Forum

Editorial Policy: We welcome Letters to the Editor (c/o the ITAA office). In editing for taste, accuracy, and length, our intention is to retain the author's meaning. Opinions offered in this column do not necessarily represent the views of the Editor or the ITAA. Readers are invited to digest letters within the framework of TA theory.

APPRECIATION FOR CONFERENCE SUPPORT

Dear Susan (Sevilla):

It was such a relief to hear that you reached home safely, are fully recovered from the long trip, and that India has a place in your mind. That was my goal. It is also encouraging to know that the Cochin Conference was the highlight of your career. Incredible! I am grateful to God for the wonderful opportunity to be the "host" for the conference. I loved it and am quite willing to be host to the whole TA community.

Susan, your presence at the Conference was as soothing as the fragrance of a rose. I was struck by the combination of Child and Adult in you. Thank you for the beautiful timepiece, which I keep on my table and which wakes me every morning. So useful. I am grateful to you and each of the international delegates for taking the risk of coming to India in spite of the discouraging and depressing situation prevailing in our country at that time. But for you all, the Conference would have been a failure.

True, we have a highly competent and dedicated team of conference organizers. Fr. George has a lot of influence; many people will do anything for him. Second, Unni and I form a good team because the ego problem doesn't arise between us. Third, I had clear goals and objectives. I wanted to have 300 delegates, including 50 foreign delegates, and one lakh profit. Of course all these for a higher purpose. I willed the success and worked wholeheartedly for five months, leaving aside all other interests. And all the goals were achieved. It was a great privilege given to me. At the concluding session I sang one line from a Malayalam song: "Whom shall I thank, whom shall I thank, whom shall I thank." I am thankful even to the aeroplanes that brought you here, the pilots, the auto rikshaw drivers, the carpets, the plates, the mikes, the hotel--everything and everyone.

We haven't settled all the accounts yet, but I am sure there will be about a lahk (Rs) profit for ICTA. The money will be earmarked for training.

Thank you, Susan, for selecting the ICTA conference to be a Designated Conference for the ITAA and for all your moral support. I have always felt that you have a soft corner for the Indians.

Sr. Annie Maria, Cochin, Kerala, India

WHY I GO TO CONFERENCES

Dear Editor:

During the ITAA/NZTAA Conference this last fall, meeting the people of New Zealand was a delightful experience. They take time to be interested, welcoming, and genuine. When our train arrived in Auckland at 10 pm to a dark and deserted station, the crew, noticing our missing hotel shuttle, waited a few minutes and then voluntarily made transportation arrangements for us before going home. That seemed typical of New Zealanders to me. But meeting the world's fellow humans isn't the big reason I go to conferences.

New Zealand is a beautiful country. On the South Island life is rural but vital, and the scenery is awesome. Trans Alpine train travel revealed deep river gorges that soared upward, transforming themselves into beautiful snow-covered Alps. And my first helicopter ride took us breathtakingly close to snow-capped peaks to land on the solitude of the Fox Glacier. Such beauty and pleasure just to be alive! But new adventures and seeing more of the world's beauty is not my big reason for going to conferences either.

This time the big reason happened in my morning support group. We left the States just before the presidential election. Marking our departure was debate number two between Bush, Clinton, and Perot. I, like many, hope today that a new president can help us heal some of our national ills, but at that time I was still observing and choosing. What struck me was how all three candidates manipulated, blamed, and objectified. But then that's leadership, right?

Well, no, that's not right! In my support group there happened to be an ITAA Past-President as well as several other TA leaders. I realize being president of the ITAA doesn't spawn the same hoopla as being a candidate for president of the United States, but on the other hand, leading a 5000-member international organization whose members touch and help thousands more is not to be sneezed at.

The support group offered a welcome contrast to what we saw of our presidential candidates. The ITAA leaders did not take an aloof stance or objectify, but rather showed the courage to be intimate and vulnerable. (I write this with the knowledge and consent of those involved.) The group was part friends and part strangers for the past-president, who even in that difficult environment had the courage to share a self-discovery that was very painful to acknowledge. No position power. No exercise of personal power. Just honest tears from a respected leader acknowledging a need for healing. How wonderful. Vulnerability, trust, and emotion from a powerful leader.

As the leader cried in the pain of that self-discovery, I felt my own tears of appreciation and a longing for more of this in my life each day. What would the world be like if all the leaders started each day with a support group like that one? I'm very thankful there is an ITAA with warm, brave people who reach out and touch the world. I left Auckland knowing I'm a part of something very strong, very effective, and very human. And that is why I go to ITAA conferences.

As we were leaving we got little orange stickers that said: "October 1993--You belong here--Minneapolis." Yes!

Ged Byron, Pelham, Massachusetts, USA

□

IT'S AWARD TIME!



1994 ERIC BERNE MEMORIAL AWARD

The Award: This award is given to the originator(s) of an original and significant contribution to TA in one of these four categories: (a) theory, (b) research, (c) practice applications, or (d) comparison and/or integration of TA theory or practice with other theories or approaches. Send in your nomination! Please write to the ITAA office for details.

The Deadline: The deadline for receipt of nominations for the 1994 EBMA award is January 1, 1994, c/o the ITAA office.

Nominations for EBMA Committee for 1994-1996

Wanted: Three people to evaluate and make recommendations for the Eric Berne Memorial Award.

The Eric Berne Memorial Award (EBMA) Committee has three positions opening up for the three-year period of 1994-1996. The new version of the former Eric Berne Memorial Scientific Award expands the Award to include practice, research, and integrative theory contributions (not only "scientific"/theoretical contributions).

The three new members of the EBMA Committee must be able to evaluate nominations and make recommendations for the awards independently of the political or personal processes of TA organizations. For additional information on the policies for making appointments to the EBMA Committee, contact the ITAA office.

Please submit your recommendations to Marilyn J. Zalcman, EBMA Committee Chairperson, 6018 Balsam Dr., McLean, VA 22101, USA.



1993 HEDGES CAPERS HUMANITARIAN AWARD

Members are urged to submit nominations for the next Hedges Capers Humanitarian Award. The Award, established to honor the memory of Hedges Capers, is designed to create international recognition for ITAA members who have made significant, enduring contributions to humanity in keeping with the ideals and ethics of the ITAA and at the cost of personal risk or sacrifice.

Any ITAA member can suggest another member for the Award by submitting in writing a detailed nomination addressed to the ITAA Secretary. Please submit the person's name, along with a narrative recounting the reason the individual deserves the recognition. Please attach all relevant documentation to your nomination. The ITAA Executive Committee will screen all nominations and recommend an Award recipient to the ITAA Board of Trustees for approval.

The Hedges Capers Humanitarian Award is specifically designed to recognize members who have made significant contributions and/or personal sacrifices to benefit humanity. The Award, if given, will be awarded at the ITAA Designated Conference in Germany in May 1994. Please send nominations to the ITAA office, 1772 Vallejo St., San Francisco, CA 94123-5009, USA, or fax to 415-885-5998. The deadline for nominations is October 1, 1993.

It's Aruba!

32nd Annual ITAA Conference

October 24-30, 1994

Theme: "Anger and the Disowned Self"

Proposals Invited on Conference Theme of "Anger and the Disowned Self"

In natural human growth and development, healthy aggression fuels a clear sense of self, the capacity for self-expression, and movement into engagement and relationship with others. When this natural movement is denied or over-powered, significant distortion and destructiveness occurs in the individual person, in social relationships, and in larger social systems. (Much of that healthy impetus is disowned.) One has only to watch the news or listen to the anguish heard in the breaking apart of a family to be struck by the force of anger in human conflict.

Transactional analysis began as a social psychitry, and it contains an elegant model for understanding and describing the growth and expression of self in relationship with others. Transactional analysts emphasize working with a sense of personal power and responsibility in integrating the disowned self.

We are fortunate to have Harville Hendrix as keynote speaker at the Aruba Conference. He will offer his perspective on the origins and treatment of conflict in relationships. A Certified Transactional Analyst (Clinical), Hendrix is a graduate of Mercer University in Georgia and Union Theological Seminary in New York. He earned his Master's and PhD from the University of Chicago. His career began in pastoral counseling in 1965, but after a divorce in 1975, Hendrix became involved in a quest to understand the anatomy of marital relationships. He developed Imago Relationship Therapy as a result and has written two books, *Getting the Love You Want: A Guide for Couples* and *Keeping the Love You Find: A Guide for Singles.* Dr. Hendrix is also a member of AGPA, and he founded the Institute for Relationship Therapy. He lives in New York City with his wife, Helen, and a family of six children plus an assortment of small animals.

In addition to Hendrix, the ITAA Conference Committee is pleased to bring together a diverse group of presenters who will offer a wide variety of perspectives on understanding and countering the personal and social conflicts so evident in the 1990s. We invite you to be among those presenters by submitting a proposal using the Call for Proposals form on this page.

ARUBA! This beautiful Dutch island is a popular and diverse tropical playground. Aruba's south coast is a five-mile band of powdery sand, the interior is dotted with tiny colonial Dutch farm villages (watch for the "hex signs" on the walls) and old gold mines, and the rugged north coast reveals caves with pre-Columbian cave markings, gigantic rock formations, shifting sand dunes, and crashing surf. Ringing the island are beautiful coral reefs.

In this land where the usual tropical diseases are scarcely known, the weather is balmy year round, while trade winds provide natural air-conditioning. Aruba's water is incredibly clear and warm, the beaches are among the Caribbean's finest. Enjoy extensive watersports (especially wind surfing, snorkeling and scuba diving, among many others), and a glittering nightlife amid Aruba's gracious and fun-loving people, descendants of settlers from over 40 countries. □

Official Proxy Vote Form for Business Meeting

In 1993 the Annual Meeting of the Membership will be held on Saturday, October 16, 1993, from 4:30-5:30 pm at the Sheraton Park Place Hotel, 555 Wayzata Blvd., Minneapolis, Minnesota, USA. As required by the ITAA bylaws, we are hereby informing members of this meeting and providing the proxy voting form for the business meetings.

The ITAA bylaws state that the quorum for conducting business at the Business Meeting is 5% of the qualified voting members. Because it is often difficult to physically assemble a quorum in international organizations such as the ITAA, the bylaws provide for the granting of proxies in two ways:

1) To another voting member--to be voted only in accordance with specific instructions you have given. Make sure your proxy choice is actually planning to attend the Auckland Business Meeting.

2) To the Secretary of the ITAA--this general proxy will be used only to establish a quorum.

Below is the official proxy form for voting members who will not be attending the Business Meeting at the Auckland Conference. Please sign and mail the form to the ITAA by October 1, 1993. If you will be in Minneapolis, please come to the meeting on Saturday, October 16, 1993, at 4:30 pm to help establish a quorum. Because of the large number of voting members, onsite registration of proxies will not be accepted.

I, (please print) _____ herewith assign my proxy vote to the Secretary of the ITAA _____ to be used only to establish a quorum or to (print name) _____ to be voted at his or her discretion in accordance with my wishes (as indicated on a separate sheet) at the Business Meeting of the International Transactional Analysis Association, convening on Saturday, October 16, 1993, at 4:30 pm in Minneapolis, Minnesota.

Signature: _____

Date: _____

Use a separate sheet of paper to indicate your wishes on particular issues.

ANNOUNCING:
The International Transactional Analysis Association's
32nd Annual Conference

CALL FOR PROPOSALS

Theme: "ANGER AND THE DISOWNED SELF"

*October 27-30, 1994 * Aruba Caribbean Resort, Aruba*

You are cordially invited to submit program ideas for consideration. Please include: 1) information cover sheet (below); 2) an abstract of up to 100 words, to be used in conference publicity if your proposal is accepted; 3) a biographical sketch of 20 words; and 4) an outline of your presentation. Presentations must address the conference theme in content to be considered. DEADLINE: 1 November 1993

I. INFORMATION COVER SHEET

_____
TITLE of Presentation

_____
NAME: +Academic Credentials, ITAA Certification. IF NOT ITAA CTA: please include signed note from a Certified Member indicating endorsement of your presentation.

_____
ADDRESS: Street City State/Postal Code

_____
Country TELEPHONE: Home / Business Phone /

CO-PRESENTER(S): _____
(Please give name(s) & highest academic degree. *Note: You are responsible for contacting co-presenters & for ensuring their attendance or replacement.

FORMAT: (Lecture, discussion, panel, paper, experiential): _____
DURATION: [ ]1.5 hours [ ]3 hours [ ]Paper (50 minutes)
AREA: [ ]Clinical [ ]Organizational [ ]Educational Other: _____
TRACK: [ ]Theory [ ]Treatment [ ]Special Applications [ ]Comparative Modalities [ ]Marriage/Family [ ]Social Issues Other: _____
LEVEL: [ ]Beginner [ ]Intermediate [ ]Advanced [ ]Practicing Psychotherapist
SIZE LIMIT OF GROUP: [ ]20 [ ]30 [ ]40 [ ]50 [ ]No Limit.
LANGUAGE OF PRESENTATION: [ ]English [ ]Spanish Other: _____
EQUIPMENT NEEDED: Rooms have moveable chairs & flip charts; if additional equipment is needed, please describe how you will supply it: _____

SAFETY: Describe any aspect of presentation potentially risky to safety (e.g. intense physical or emotional experiences) and what protection you will provide: _____

NEW PRESENTATION: [ ]Yes [ ]No Presented (where/when): _____

GOALS & OBJECTIVES: What do you hope to accomplish during your time? _____

AUDIOTAPING: Some presentations may be taped; please sign below to indicate you give the Conference permission to tape & to offer tape for sale: _____

II. ABSTRACT. Please attach a typed abstract of up to 100 words to be used in conference publicity if your proposal is accepted.

III. BIOGRAPHICAL SKETCH. Please attach a typed sketch of up to 20 words only.

IV. OUTLINE. Please sketch out a chronological outline of up to two typewritten pages of what will happen during your presentation. Include a plan showing use of time, how material will be presented, what enhancing learning aids will be used.

FEES: Presenters attending the full conference pay the full registration fee. Presenters attending only to present pay the one-day registration fee.

RETURN YOUR PROPOSAL BY NOVEMBER 1, 1993 TO: ITAA 32ND CONFERENCE, 1772 Vallejo Street, San Francisco CA 94123-5009, USA. Fax: 415-885-5998.

No proposal will be accepted after November 1, 1993.

TAJ BEHIND SCHEDULE: In case you are wondering why you have not yet received your January or April issues of the *Transactional Analysis Journal*, we ask for your patience. Although we are behind schedule because of Editor Howard Douglass's ill health last fall and winter, we expect to be publishing on time again soon. The January issue was mailed in mid-May, and we hope April will be out by late June or early July.

CLASSIFIED ADVERTISING

Exceptional Rental in the Center of Paris: Two flats in an old house typical of Montparnasse district. One (for three persons, July and August) at the yard level, the other just above (for 4-5 persons, August). Secure, quiet, sunny. Very comfortable. Rented separately or together. Phone: 33-1-40-47-81-15. Claudie Ramond, PTSTA.

GOOD GRIEF RITUALS

BOOK AND WORKSHOPS

BY

ELAINE CHILDS-GOWELL

Rituals and tools for handling issues of grief and loss. This book provides the reader with clear tools and methods for healing common difficulties people have when dealing with feelings associated with loss and change.

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GOOD GRIEF RITUALS: TOOLS FOR LOSS

PACIFIC INSTITUTE FOR REDECISION THERAPY

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Four days of intensive didactic and experiential training

September 16-19, 1993

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"Linda and Charlene are skilled Redecision therapists."
- Mary Goulding, MSW

Integrative Psychotherapy Workshop

with

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

July 16-25 and/or August 6-15, 1993

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 and 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 countertransference.

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: $1,750.00 tuition, room and meals included.
Deposit: $450.00 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

Note: Publication of advertising in *The Script* does not imply endorsement by the newsletter, the Editor, or the ITAA.

TA'S FOUR FIELDS

continued from page 1

Working Example

You are asked to work as a transactional analyst in a hospital. Your client is a group of nurses with "work problems." In working with this "client" you can focus on different aspects of the problems experienced by this team, and, consequently, you can make different kinds of contracts. Each of these areas has its own focus and uses its own methodology.

Different Focuses and Interventions

Organizational:
- see team of nurses as part of the whole system
- be watchful for unconscious organizational issues carried by the team
- consider team relations, roles, and positions as a function of the whole organization
- discover organizational script issues and script history
- cathect A_2 of the team for problem solving
- intervene at a team or organizational level

Educational:
- see the team of nurses as a class that needs and wants to learn something
- teach theory about problem-solving strategies to the team
- teach insight about the whole system
- practice skills in the team
- (evaluate) individual learning of each nurse
- teach new team relations
- cathect A_2 of the team and of the individuals, protect C_2
- intervene to teach at a team or individual level

Counseling:
- see the team of nurses as group whose members are dysfunctional as individuals, part of which will be reinforced by team problems
- work on problems of individual nurses in the work setting on relational level, discovering patterns behind the crises
- consider team relations as problematic transactions
- use social and behavioral diagnosis for functional ego states
- discover individual pattern of problems
- do cognitive and emotional work with structural ego states
- decontamination
- redecision A_2
- intervene at individual level, implement on team level

Clinical:
- do not see the team of nurses, only individuals who are dysfunctional
- work on psychological issues of individual, script work
- use historical and phenomenological diagnosis for structural ego states
- do emotional work to discover roots of patterns
- do regressive work with structural ego states
- deconfusion
- redecision A_1
- intervene at individual level

Table 1 shows some of the parameters of the four fields of TA application so they can be compared and contrasted.

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A REMINDER . . .

TAJ AUTHORS NOTE

Please send nine copies of manuscripts submitted for possible publication in the *TAJ* rather than the previously required eight. Thank you.

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 first-class or air mail for a year. Remember to include your current mailing address. (This offer applies to ITAA direct members only, and is not valid for affiliate members from EATA, CATA, or ICTA).

Table 1
Parameters of the Four Fields of TA Application

area of application / parameters	Clinical	Counseling	Educational	Organizational
primary focus	individual in terms of psychological dysfunctioning	individual in terms of social dysfunctioning	individual in his learning primary and secondary socialisation	organisation in terms of social + psychological (dys)functioning
primary goal	change indiv. on psychological and unconscious level	change individual on social level	learn basic and advanced tools for social functioning	change in the organisation in order to survive
context	individual in private context	individual in private and working context	individual in a learning institution	organisation in field of competitors and global environment
kind of work	psychotherapy	coaching, supervision, counseling	training, teaching	organisational development, consultancy
kind of contract	X - X (classical two way)	X - X or △	△ or X - X	△ (multi-cornered)
who pays	individual	individual or organisation	organisation or individual	organisation
territory	psychotherapist's practice or mental health clinic	counselor's practice or working territory	working territory but teacher's own place	client's territory
legal status of the professional	medical doctor, clin. psychologist, soc. worker (USA)	social worker (Europe)	teacher	busines studies social scientists

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Slate of Candidates Announced

The following is the confirmed slate of candidates for the 1993 ITAA election. These members were nominated by the Nominating Committee, Chaired by Bill Cornell, and—if elected—will serve a two-year term (officers) or a three-year term (Board) beginning January 1, 1994.

Vice-President, T&C Council: Frances Bonds-White, USA (second term)
Vice-President, Development: Matthias Sell, Germany
Vice-President, Operations: Charlotte Daellenbach, New Zealand
Vice-President: Research & Innovation: Elana Leigh, England
Treasurer: Jerrold Paul, USA
Secretary: Robert Massey, USA (second term)
Board Seat, USA: Peg Blackstone, USA
Board Seat, Other Regions: Pearl Drego, India

As outlined in the ITAA bylaws, there are two additional ways for individuals to be nominated: (1) by petition with the signature of ten voting members submitted by the close of nominations (October 16, 1993); and (2) by nominating a candidate from the floor of the regular membership meeting. The 1993 Annual Meeting of the Membership will be held on Saturday, October 16, 1993, from 4:30-5:30 pm at the Sheraton Park Place Hotel, Minneapolis, Minnesota, USA (held in conjunction with the 1993 Annual Conference of the ITAA).

As further outlined in the ITAA Bylaws, where there is more than one (1) nominee for a position, a ballot shall be mailed to all voting members within 60 days following the close of nominations. Should there be no more than one nominee per position, a ballot will not be mailed. □

TA CONFERENCES WORLDWIDE

July 5-8, 1993—Siena, Italy. European TA Association Conference. Contact: Ufficio Congressi dell' Università di Siena, Via San Vigilio, 6, 53100 Siena, Italy; phone: 39-0577-298379; fax: 39-0577-298377.

October 13-17, 1993—Minneapolis, Minnesota. ITAA Annual Conference. Contact: ITAA, 1772 Vallejo St., San Francisco, CA 94123, USA.

October 29-November 1, 1993--Puebla, Mexico. Mexican TA Association Conference. Contact: Maria Teresa Romero, MEXAT, Ezequiel Montes, 19, Col. Tabacalera, Mexico DF CP 06030.

November 19-21, 1993—Adelaide, South Australia. Australasian TA Conference. Contact: George Filipowicz, 24, Da Costa Ave., Prospect 5082, Australia.

January 12-16, 1994--Madras, India. ICTA Annual Conference. Contact: S. Narayanan, 11, First Main Road, Indira Nagar, Adayar, Madras 600 020, India.

May 13-15, 1994—Near Frankfurt, Germany. German TA Association (DGTA) Conference/Designated site of ITAA Business Meetings. Contact: DGTA, Samerberweb 3, D-8269, Burgkirchen, West Germany.

TA 101 CALENDAR

July 17-18, 1993—Cleveland, England. Cost: £70. Leaders: Christine Lister-Ford, PTSTA, or Jennie McNamara, PTSTA. Contact: Stockton Psychotherapy Training Institute, 77 Acklam Rd., Thornaby, Cleveland TS17 7BD, England; phone: 0642 611292.

July 27-29, 1993—Cochin, India. Cost: Minimal. Leader: Fr. George Kandathil, TSTA. Contact: ICTA, Santigram, Cochin University PO, Cochin 682-022, Kerala, India.

August 6-7, 1993—Minneapolis, Minnesota, USA. Cost: $80. Leaders: Jean Illsley Clarke, PTSTA, Russell Osnes, TSTA. Contact: Jean Illsley Clarke, 16535 9th Ave., N., Minneapolis, MN 55447, USA; phone: 612-731-1840.

October 5-7, 1993—Cochin, India. Cost: Minimal. Leader: Fr. George Kandathil, TSTA. Contact: ICTA, Santigram, Cochin University PO, Cochin 682-022, Kerala, India.

October 10-11, 1993—Minneapolis, Minnesota. Cost: $75. Leaders: Frances Bonds-White, TSTA, and Joanna Beazley-Richards, CTA. Contact: ITAA, 1772 Vallejo St., San Francisco, CA 94123-5009, USA; phone: 415-885-5992.

EXAM CALENDAR

Exam	Exam Adm.	Exam Date	Location	App. Deadline
CTA Oral	COC	July 4, 1993	Siena, Italy	April 1, 1993
	BOC	Oct. 13, 1993	Minneapolis, USA	July 13, 1993
	BOC	Nov. 18, 1993	Adelaide, Austria	Aug. 18, 1993
	COC	July 10, 1994	Maastricht, Netherlds	April 1, 1994
	BOC	Oct. 26, 1994	Aruba (Caribbean)	July 26, 1994
TSTA Oral	COC	July 4, 1993	Siena, Italy	April 1, 1993
	BOC	Oct. 13, 1993	Minneapolis, USA	July 13, 1993
	COC	July 10, 1994	Maastricht, Netherlds	April, 1, 1994
	BOC	Oct. 26, 1994	Aruba (Caribbean)	July 26, 1994
CTA Written	N. Amer.	July 9-10, 1993	Your choice	April 12, 1993
	N. Amer.	Nov. 12-13, 1993	Your choice	Aug. 13, 1993
Open Book Written	All Regions (Non-Europe)	Your choice	To be submitted for reading through the ITAA office	
Training Endorse. Workshop		July 10-12, 1993	Siena, Italy	March 10, 1993
		Oct. 18-20, 1993	Minneapolis, USA	June 19, 1993
		July 15-17, 1994	Maastricht, Netherlds.	March 15, 1994
		Oct. 31-Nov.2,'94	Aruba, Caribbean	June 30, 1994

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. Check with the EATA office or the EATA Newsletter for the name of the appropriate Language Group Coordinator.
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.

SPECIAL THEME ISSUE OF TAJ ON SHAME

Guest Editor Marye O'Reilly-Knapp, DNSc, announces that manuscripts for the theme issue on "Shame" should focus on the concept of shame. Areas that might be considered include (but are not limited to): the impact of shame on the lives and relationships of individuals and/or societies; the impact of shame on the course of psychotherapy, e.g., how shame is identified, addressed, and resolved in psychotherapy; and how psychotherapy might facilitate the resolution or perpetuation of shame. For Instructions to Authors, see the inside front cover of a recent *TAJ* or contact the ITAA office. Deadline for receipt of manuscripts in July 1, 1993. □

AN INVITATION TO JOIN
The International Transactional Analysis Association

Benefits of Associate Membership: *Transactional Analysis Journal* (quarterly); *Script* newsletter (nine times yearly); International Membership Directory; reduced conference registration; car rental discounts; group insurance plans (life, health, disability, expense overhead) (USA members only); access to ITAA staff, services, library, networking, camaraderie with members in 70 countries.

Dues for Associate Membership: $52.

_____
Name (please print: first, middle, last) Professional Degree

_____
Address

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Phone Number

Method of Payment:
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_____ Visa _____ MasterCard Card Number: _____

Expiration Date: _____ Signature: _____

Send to the ITAA, 1772 Vallejo St., San Francisco, CA 94123-5009, USA; phone: 415-885-5992; fax: 415-885-5998.

Are You Interested In . . .

ETHICS, BOUNDARIES, AND RELATED FEARFUL MUDDLES?

SHAME AND ITS TREATMENT?

The *Transactional Analysis Journal* is looking for resource reviewers for two upcoming theme issues: Ethics in January 1994 and Shame in April 1994. If you are willing to review one or more articles for these exciting theme issues, please fill out and return the form below.

_____ Yes, I am interested in serving as a resource reviewer for the *TAJ* special theme issue on:
_____ Ethics (January 1994) _____ Shame (April 1994)

Name: _____

ITAA Status: _____

Address: _____

_____

City/State _____

Country/Postal Code: _____

Phone (work/home): _____

Fax: _____

Indicate areas of interest/expertise, relevant personal/professional experience and background: _____

_____

_____