INTERNATIONAL TRANSACTIONAL ANALYSIS ASSOCIATION

The Script

VOLUME XXIV NUMBER 9

DECEMBER 1994



As of December 1, 1994, the new address for the ITAA headquarters office is 450 Pacific Avenue, Suite 250, San Francisco, California 94133-4640, USA. The new phone number is 1-415-989-5640, and the new fax number is 1-415-989-9343. The staff will be busy in the first part of December with the physical move and adjustments to the new space. The office will be closed as usual for the week between Christmas and New Year's. We hope you will come by to visit us beginning in 1995.

Thanks for Aruba Coverage

Many thanks to the people who provided us with such fine coverage of the Aruba conference: Edie Bogusky, Robert Massey, Marilyn Zalcman, and Fatma Reid for their articles, and Susan Sevilla and Elizabeth Ott for their photographs.

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Happy Holidays!

Aruba Conference Draws International Participation

by Edie Bogusky-Beaujon

Wonderful, miraculous, nurturing, noncompetitive, fun, stimulating—all words participants used to describe the ITAA/ALAT conference held in Aruba, 26-30 October 1994.

Aruba was chosen because it is easily accessible from the USA, Europe, and Latin America. As hoped, people attending the conference came from around the world. There were 287 people officially registered, 47% of them from Latin America. There was a large contingent from Brazil as well as participants from other Latin American countries, Europe, the United States, Japan, New Zealand, Australia, and Canada

The setting was idyllic—palm trees, sand beaches, and an open lobby that was ideal for having an exotic tropical drink and connecting with old and new friends.

This conference represented the beginning of an era: It was the first ITAA conference that was completely translated. Every workshop and event was translated into Spanish. The Aruba conference also marked the end of another era: It was the last annual conference sponsored by the ITAA.

The preconference institutes given on Tuesday by Ellyn Bader, Richard Erskine, and Patricia Rincon Gallardo with Octavio Rivas Solis were well attended, as were the ones on Wednesday with Carlo Moiso, George Kohlrieser, and special guest and keynote speaker Harville Hendrix.



Jaap Beaujon and Edie Bogusky-Beaujon with plaque honoring them as local hosts.

"There were 287 people officially registered, 47% of them from Latin America."

Dr. Hendrix discussed his theory on imago relationship therapy and gave an excellent presentation on journeying to a conscious marriage. The basis of this theory is that we each choose a partner who matches the positive and negative aspects of our primary caretakers from childhood in order to finish the business that we did not finish as a child. He used lecture, video presentations, and live demonstrations to present his ideas. He was a big success, and most participants expressed that they liked his sound theoretical basis along with the way he has designed exercises to help couples on their journey.

The following morning Hendrix gave the keynote address on "Anger and the Disowned Self." He described anger as our life force defending itself against the threat of helplessness and as a protest against the loss of connection. Hendrix, who is also a certified transactional analyst (clinical), said the conference was an excellent experience for him. He felt embraced by the TA community. He came thinking that being at the conference would be like vanilla ice cream and instead it had been like a big banana split. All in all, the imago match between Dr. Hendrix and the TA community was an excellent fit.

Wednesday night Edie and Jaap Beaujon, the local hosts, officially opened the conference by welcoming people to Aruba. Nelida Gomez, President of the Latin American TA Association (ALAT) and ITAA President

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Moving On: Aruba Opening Remarks

by Servaas van Beekum

To Ms. Nelida Gomez, President of the Latin American TA Association (ALAT), to the presidents and officers of many other TA associations, and to other conference participants: I deeply respect the work you all do to keep TA alive around the globe.



President Servaas van Beekum ponders ITAA's future

This joint conference is not the first for the ITAA and ALAT. Cooperation between transactional analysts in ALAT and the ITAA is more than 20 years old, but in the last ten years most of the ITAA's energy has been absorbed by cooperation with the Europeans. This conference may mark a reopening of the north-south dialogue in the TA world. I am pleased with initiatives from officers of many ALAT-related organizations regarding new contact for training, certification, and affiliation.

In the Affiliation Review Committee, the present affiliates of EATA (Europe) and USATAA (USA) recognized the central and coordinating role of the ITAA and the T&C Council in keeping the core business of TA alive (that is, matters related to TA theory, application, exams, criteria, ethics, and procedures). This coordination by the ITAA is then combined with the active participation of local associates and the decentralization of the application of certain procedures and processes. The T&C Council has also developed a strategic plan for the next few years; one of its first goals is to have *one training manual* within two years.

"When the Burr house was bought, maybe its real function was to provide that symbolic feeling of stability originally provided by Eric Berne."

On another front, the ITAA is moving, literally. On 1 December 1994 the ITAA headquarters will move to a new address in downtown San Francisco. The Burr House, our location for almost 20 years, has been

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EDITORIALLY YOURS

by Laurie Hamilton

Showing Our True Colors

I didn't get to go to the Aruba conference last month. Luckily this issue of *The Script* is packed with news and photos of events there. The topic of the conference, "Anger and the Disowned Self," has relevance to all who struggle with disowned material. We also struggle with owning and disowning in our organization. Future issues of *The Script* will consider aspects of this.

In the meantime, the whole idea of disowning, or failing to own, brings to mind a related but slightly different process. How often do we take things for granted, never noticing the importance they have in our lives until we lose them?

I was thinking about this in relation to holiday decorations and our ability to see their beautiful colors. Earlier this fall, to mirror the changing autumn foliage in the Blue Ridge Mountains where I live, I created arrangements of waxed leaves, Indian corn, and brightly colored gourds to decorate our home. Now, with Christmas close at hand, the house is resplendent with evergreen garlands, twinkling lights, red bows, and miniature brass instruments.

Throughout the year I change the "seasonal decor" in our house using natural leaves, fruit, and flowers. These seasonal changes are decorations on top of decorations. Our home reflects color schemes that I believe add beauty, warmth, and liveliness to our living environment. I am particularly attuned to the interplay of light with various woods, metals, and fabrics.

When I stop to think about it, I become curious about how the drive to decorate our environment developed, and how we became so sensitive to color, a kind of grown-up version of the child's query, "Why is the sky blue?"

I wonder how often we take our ability to see color for granted. We used to assume that humans were the only animals gifted with "color sight." Now scientific evidence suggests that many, if not all, species experience color to some degree. For example, color indicates poisonous versus safe seeds and berries, the pollination paths in flowers, and which animals are suitable mates. These uses for survival purposes are fairly evident. However, whether color is used to enhance nests or to increase the comfort and happiness of individual creatures is less clear. Shiny things (either natural or human-made) are often found in nests and lairs. Certain birds decorate their nests with flowers, vines, and feathers (not their own) primarily to attract a resident of the opposite sex.



"What would emerge if we showed our true colors as transactional analysts?"

So apparently the attraction to shiny things and decoration of dwelling place is not species-specific, although humans have brought the process to a highly sophisticated level. For us, part of this has to do with the symbolism we attach to color, that is, how the symbolic meaning of color develops in terms of a person's environmental context. This is supported by cross-cultural studies of color symbolism. For example, some cultures view white as symbolic of death (perhaps related to the "white light" reported in near-death experiences or the white of bleached bones in the desert) whereas others view it as symbolic of purity (as in "virginal white," a northern European concept perhaps connected with unblemished snowfall).

In Western culture, color is often used to indicate loyalty. Athletic fans wear their team's colors to show support. Colors are assigned to teams, schools, and countries. Religious institutions mark their liturgical year with colors. Street gangs wear their "colors."

Our loyalties, a kind of owning, are part of our self-concept, and that self-image is consciously (or unconsciously) projected onto our dwelling place. Our color schemes end up to some degree representing "us." Without much awareness, when we find ourselves in a place that doesn't represent us, we feel uncomfortable and on guard. I'm a "blue and white" person myself and almost instantly feel relaxed in an environment where those colors predominate (and more "on guard" with earth-tone decor).

We can hide how we feel in many aspects of our lives, but when something is important we are asked to "show our true colors." What would emerge if we showed our true colors as transactional analysts? As members of the International Transactional Analysis Association, how much do we own this organization? What parts of it do we take for granted? □

The Script

The Newsletter of the International Transactional Analysis Association
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Desktop Publishing: Stacy Jolles
Printing: MarinSun Printing

Subscription Rates: $10 as part of all ITAA membership dues; not available by separate subscription.

Advertising Rates:
Classified Ads: $5/per 80 characters/spaces

Display Ads: Copy should be camera-ready on clay-coated stock.

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Deadlines for copy and advertising—first of the month prior to the month of publication. (*The Script* is not published in January, May, or September.) Next deadlines: 1 January for the January-February issue.

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

The Script (ISSN 0164-7393) is published monthly except January, May, and September by the International Transactional Analysis Association. The subscription rate is $10/year as part of dues for all classes of membership. 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*, 450 Pacific Ave., Suite 250, San Francisco, CA 94133-4640.

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ARUBA CONFERENCE

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Servaas van Beekum gave speeches. Servaas announced the sale of the Burr House and acknowledged the anger and sadness many members feel about letting go of this historic part of our past.

The first Muriel James Living Principles Award was presented to its namesake—Muriel James. The Fourth Hedges Capers Humanitarian Award was presented to Roberto Shinyashiki for his work using TA with underprivileged populations in Latin America.

Following the opening event there was a buffet dinner and carnival show, after which the band played on and people danced into the wee hours of the morning.

On Thursday workshops began and rooms were overflowing with participants. There was a constant buzz in the air as people hashed over ideas they had heard. Some original TA stalwarts were present, including Muriel James, Fanita English, Steve Karpman, Taibi Kahler, and Mary Goulding.

Although being stimulated intellectually was an important part of the conference, having fun was definitely a close priority. The sunset boat cruise sold out, and those lucky enough to go reported that it was great fun. Many TA folks could also be seen kicking their fins as they looked at the variety of underwater life in Aruba's azure seas.

The women's and men's caucuses were well-attended, as were the TA support groups that met each morning.

The closing banquet was elegant, with soft dinner music that moved into a fast Latin pace later in the evening. Many participants continued the evening dancing in the hotel casino. ITAA Executive Director Susan Sevilla and Executive Assistant Elizabeth Ott were honored for their hard work, as were both the translators and conference committee members Patricia Rincon Gallardo, Edie Bogusky-Beaujon, Marilyn Marx, and Sue Perkinson. Other people on the committee who deserve commendation include Brenda Bary, Susana Ifland, and Dulce Maria Piñeyro. The five translators, who worked very hard and did a splendid job, were Ana Tholenaar (Dominican Republic), Patricia Rincon Gallardo (México), Susana Ifland (Chile), Carmen Judith Nine-Curt (Puerto Rico), and Nancy Clarke (Chile). The ALAT conference committee included Nelida Gomez, Roberto Shinyashiki, and Patricia Rincon Gallardo. Mary Cox, EATA President, was also present at the conference.

The conference closed with an international panel of members who discussed social issues with respect to their own countries. In addition, Edie and Jaap Beaujon were awarded a plaque for their work as conference hosts.

Everything considered, the 1994 ITAA/ALAT conference was a huge success. The final figures are not yet in, but it seems that the ITAA might make a profit of $8000 or more. This was the busiest registration desk ever, with over 100 people registering on site.

Susan and Elizabeth gave a sigh of relief as they headed back to San Francisco. And for me the conference ended when I took my dear friend Fanita English to the airport a week later.

Edie Bogusky-Beaujon, CM, is the Director of Creative Communication Concepts and lives in Aruba with her husband, Jaap Beaujon, RM. □

MOVING ON

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sold. This is an important event for many of us, and especially for that group of transactional analysts who were involved in buying the house 20 years ago. This site has involved a major emotional investment for them, and I realize that selling the house for many of them feels as if they are losing *their own* home. This means much sadness, fear about the future, and anger at the board of trustees for deciding to sell and at the president for signing the contract to sell.

In addition, for transactional analysts around the world, the Vallejo Street address has been full of meaning. It represented a picture in our minds, even for those who never visited the building.

I want to elaborate on this a bit. In Eric Berne we had our original point of stabilization, a point from which we could think, operate, and develop. When the house was bought almost four years after his death, maybe its real function was to provide once again that symbolic feeling of stability. We proved we could live without Eric and build our own TA house.

The selling of the house now marks the loss of that point of stability, and it opens up a new future that is predominantly unstable. This causes a lot of fear and anger in the organization. Paraphrasing the title of this conference, I hope we can say, "There is anger in the organization, and we own it!"

In fact, systemically we will be moving more from one point of balance to another. We must renew old relations with direct members, with affiliates, and with the outside world (i.e., professional associations, other approaches, and the establishment). We need new visions, new tasks, and new strategies to resolve problems. In this process we will, in my view, never again find a point of stabilization like the ones we have been used to having. We will have to live with permanent change.

Right now, some people in our organization carry the anxiety for this future; others carry the excitement. Anxiety and excitement belong together as two sides of a meaningful polarity. And the challenge we face is to contain this process and live it as it proceeds.

I thank all who worked hard to make this conference possible, and I wish you inspiring days. □

First New Eric Berne Awards Given in Aruba

by Marilyn Zalcman

This is an exciting, momentous occasion—the first time since 1987 that an Eric Berne Award is being given. There are several reasons for this seven-year hiatus. It has not been, however, because of a lack of original and significant contributions to transactional analysis. Rather, there has been a delay while changes were made in the award process so that a broader range of contributions to TA could be recognized.

Originally we had the Eric Berne Memorial Scientific Award (EBMSA), which was limited to contributions to TA theory. Between the first EBMSA, presented in 1971, and the last one in 1987, 16 awards were given. However, it became increasingly obvious that significant contributions to TA could not be recognized if the award was limited to theory.

In 1991 an independent committee was established to address this problem, and after new policies and procedures were developed, a new award was born in March 1992—the Eric Berne Memorial Award in Transactional Analysis. It includes four categories for recognition: theory, research, practice applications, and comparison and/or integration of TA theory or practice with other theories or approaches.

In 1994 the EBMA Committee received 10 nominations for the award. This enthusiastic response reflects the investment and excitement that is alive in the international TA community. As a result of the review process, the EBMA Committee has voted to present three awards this year. Interestingly, they are being given in two of the new categories.

In the area of practice applications, two authors were nominated as cowinners for **psychotherapy with the Parent ego state.** The winners are **John McNeel,** for his article "The Parent Interview" (January 1976 *TAJ*) and **Sharon Dashiell** for her article "The Parent Resolution Process: Reprogramming Psychic Incorporations in the Parent" (October 1978 *TAJ*).



John McNeel

These authors wrote separate articles which were nominated together for having made not only an original contribution to TA practice, but also a unique contribution to the field of psychotherapy. As the nominator said, "The decontamination of the Adult ego state and the decommissioning of the Parent ego state are accomplished by doing psychotherapy with the role-played Parent ego state of the client." Unfortunately, we have been unable to locate Sharon Dashiell; it is believed that she is deceased, so the award is being given to her posthumously.

The third 1994 EBMA is being presented in the area of the **integration of TA with other theories and approaches.** The winner is **Vann Joines** for **the integration of Paul Ware's theory of personality adaptations with redecision therapy, developmental theory, traditional diagnosis, and TA theory.** These ideas were published in two articles by Vann: "Using Redecision Therapy with Different Personality Adaptations" (July 1986 *TAJ*) and "Diagnosis and Treatment Planning Using a Transactional Analysis Framework" (July 1988 *TAJ*).

Thus we begin the era of the new Eric Berne Memorial Award in Transactional Analysis. Please stay involved in this process so that we will have more awards in 1995. Remember to submit nominations for the 1995 award by 1 January (contact the ITAA office for details on the nomination process). You can also be involved by serving as a reviewer and/or committee member. Finally, if you have any questions or suggestions regarding the new award, you can send them to the EBMA Committee Chairperson at the ITAA office.

John McNeel's Acceptance Speech

Two quotes aptly summarize my feelings as I accept the 1994 Eric Berne Memorial Award for Practice Applications. In 1954 my grandfather was honored by having a modest-sized state forest named after him in West Virginia. This tribute was rendered because of his writings on conservation. He responded by saying in his most Presbyterian manner that he felt "sinfully proud." Such is my estate today.

In 1935 W. Mcneille Dixon took the lecturn at the University of Glasgow as the Gifford lecturer for two years. Those lectures were published under the title *The Human Situation*, an obscure but monumental work of scholarship by perhaps the foremost philosopher-historian of the twentieth century. In his opening lecture he wrote, "If it be said, and it is no more than that truth to say, that I owe my position here to the friendship of my colleagues, I would wish this to be added, that I take more pleasure in the regard of my friends than in any honour that could be done me. And yet their choice is, indeed, a great and signal honor." This also describes my estate today.

In accepting this award, it is my wish to dedicate this occasion to the memory of our late friend, and my admired teacher, the physician, psychiatrist, and transactional analyst, Robert Goulding, and to recognize his dedicated partner and wife, Mary. It would be a remarkable and wonderful thing if each of you here, and all who aspire to therapeutic talent, could have an experience like mine. *Imagine* as a young person being taken under wing by two mighty talents and personalities, and then being nurtured, patiently taught, and alternately supervised and inspired for more than 15 years. *Imagine* being selected out and guided by firm and loving hands. *Imagine* being given a setting in which to teach, to be creative, to be aided monetarily and psychologically. *Imagine* feeling at home in this setting, constantly praised and encouraged. *Imagine* all that and you have the reality I experienced under the tutelage of Bob and Mary Goulding. My debt in this regard is happily unpayable and will only be ameliorated over time by what I offer to coming generations. I had the pleasure to be around at the first presentation of the then Eric Berne Memorial Scientific Award. I was young and greatly in awe. In witnessing many of these awards over the years, I had occasion to hear a number of recipients comment informally that they had been honored for merely writing down or concretizing thoughts they had actually heard from Eric. I find myself in a similar situation. For although it is true that I did coin the phrase "The Parent Interview," and I did write the article in 1976, it is also true that I was largely writing about what I had observed in the work of Bob and Mary. They would often speak of the phenomenon of "coat-tailing," a process whereby one person benefits from another person's work through observation and empathic experience. So as I accept this award, make no mistake about whose coattails I rode in on.



After being presented with the EBMA, Vann Joines is joined by his wife, Chellie, their three sons, and ITAA President Servaas van Beekum

I am delighted that the Parent interview as a therapeutic technique has proved helpful to many. I am also indebted to Landy Gobes for nominating this concept. For me the central reason for using this strategy is to nurture compassion at the expense of hostility. It is true that a certain righteous fury toward one's progenitors is often a necessary step in the passage to maturity, but when this "developmental phase" becomes a permanent stage in someone's life, the person often evinces a carping attitude bolstered by layers of "justified reasons."

The aim of the Parent interview is to reveal the inner workings and emotions of the original parental figure so that the client can look beneath the veneer of behavior into the heart and soul of that early figure. In piercing that armor one often finds not a dragon to slay, but rather a young and injured fellow soul seeker who did the best he or she could given the tools available and the circumstances. Kinship and identity begin to replace hatred and repugnance. In the best cases, a rather sublime and ephemeral acceptance replaces prejudice, and forgiveness, the most healing of all the forces of nature, becomes a possibility. In the end, we may only love ourselves, with our own imperfections, as much as we have learned to love and accept our flawed parents.

Let me close with a heartfelt thank you to all my great friends in the ITAA, the marvelous administrative staff, the Eric Berne Memorial Award Committee, and to Marilyn Zalcman in particular. I also need to say a deeply felt word of thanks to someone I never met, but who impacted my life in a large way: Eric Berne. I am so thankful that this intriguing, shy, introverted genius turned his intellect toward the observations of his fellow human beings. To him we all owe a debt of gratitude.

It must be added that I am hardly worthy of this great award, and I accept knowing that fully. In that spirit I thank the Committee humbly, and to all of you I say thank you and God bless.

Vann Joines's Acceptance Speech

I want to thank all the people responsible for my receiving this award, especially the members of my redecision therapy training programs in Nashville, Tennessee, and Chapel Hill, North Carolina, who nominated me. In particular, thanks to June Harrison, MSW, who originated the idea, and to Frances Bledsoe, MSW, Phil Barkley, MA, Janice Barkley, MA, Frank Neiswender, MSW, Betty Lane, MA, and others who supported my nomination. I also want to thank my wife, Chellie, and my sons, Vann, Jonathan, and Adam, for their understanding and patience in generously giving me the time to produce this work. Finally, I want to thank Paul Ware, MD, for his excellent work in developing a method of diagnosis that is a direct guide to treatment; Frank Ernst, Jr., MD, for his concept of the "OK Corral"; Kalman Kaplan, PhD, CSW, Nancy Capace, and John Clyde, CSW, for their suggested revision of the OK Corral; Bob Goulding, MD, and Mary Goulding, MSW, for their development of redecision therapy; and Eric Berne, MD, for his genius in expressing such profound insights in such simple language.

One tool that had been missing in transactional analysis was a way to integrate TA theory with more traditional diagnosis while maintaining the "I'm OK, You're OK" stance. Paul Ware's theory of personality adaptations provided the bridge to make this integration possible. Ware's ideas, integrated with those of Berne, the Gouldings, Ernst, and Kaplan, Capace, and Clyde, allowed me to develop an approach that offers a direct guide to treatment, one that maintains the "I'm OK, You're OK" stance and points out the positive aspects and survival value of each personality type. Such an approach enables the therapist to value what is unique and different about a client rather than trying to change the client to be like the therapist. Clients can thus be taught to use positive aspects of their adaptations and to let go of the negative ones. Rapport is easily achieved, treatment is targeted to the most effective part of the personality, and common traps in therapy are avoided.

When I first learned transactional analysis, I used basically the same approach with each client. Over the years I found that this model worked well with some clients but not with others. I realized that the theory needed to be applied differently with different personality types. Ware's theory of personality adaptations provided a guide for doing so. This led me to write the article "Using Redecision Therapy with Different Personality Adaptations" (July 1986 *TAJ*).

As I continued to develop and integrate these ideas with traditional diagnostic categories, I saw how the OK Corral could be used to integrate rackets, games, scripts, and personality adaptations with more traditional theory so that if one knew any portion of this information about a client, one also knew a great deal about how that person operates in the world as well as what would be most useful therapeutically and in what order. These further discoveries led me to write the article "Diagnosis and Treatment Planning Using a Transactional Analysis Framework" (July 1988 *TAJ*).

I hope that through this work I have both opened some additional avenues for communication between TA and traditional theories and provided a way of applying TA more effectively with different personality types. Thank you. □



Aruba conference participants who remained after the closing

An Aruba Conference Album



Henrique Austregesilo of Brazil



The splendid conference translators (from left): Patricia Rincon Gallardo (México), Ana Tholenaar (Dominican Republic), Susana Ifland (Chile), Carmen Nine-Curt (Puerto Rico), and Nancy Clarke (Chile)



Aruba Conference co-chairs Marilyn Marx (left) and Patricia Rincon Gallardo



Susana Ifland of Chile with keynoter Harville Hendrix



Bernardo Aguilera of Venezuela at the closing panel



Fanita English volunteers at the registration desk



Octavio Rivas Solis of México on the closing panel



(From left) Aruba participants Muriel James, Susana Ifland, Mary Goulding, and Lucy Freedman



ALAT President Nelida Gomez receives recognition in Aruba

Aruba: Broader Meanings

by Fatma Reid



Molly Bader Pearson (top) and Leila Erskine ham it up in Aruba



Matthias Sell of Germany displays new idea for ITAA logo/stationery



Previous EBMSA winners Steve Karpman, Fanita English, and Taibi Kahler



Servaas van Beekum of The Netherlands, Sandy McDonogh of South Africa, and Elana Leigh of Australia



Mariluz de Holguín and Giovani Miranda of Colombia



Carlos Pereda Solares of Uruguay

In 1973 I had the good luck to receive a special US State Department leadership grant which allowed me to visit anyone and to go anywhere I wanted in the USA for 40 days. Having recently finished reading Harris's *I'm OK, You're OK*, I thought it would be interesting to drop by the ITAA headquarters in San Francisco while visiting the Counseling Center at Berkeley. It was a brief, routine tour, but I walked out with all kinds of reading material and soon purchased all the significant TA books I could afford before taking off for Turkey.

That was the beginning. In my work in Istanbul, I was already integrating existential psychoanalysis with object relations and self psychology. Now I began to weave all these around TA, using it as the core theory. It was like a master key opening many doors and so well, or a map that made the journey easy.

Two decades later I was back in the United States for a couple years' stay in New York. I got in touch with Richard Erskine, whom I had heard of through his workshops in Europe, and Vann Joines, who lived in Chapel Hill, the town of my old alma mater. After meeting with these two special people—two strong voices in TA—I became an ITAA member.

In the clinical profession in the USA, and especially in New York, it is easy to feel like a child in a fabulous candy store, with so many conferences, workshops, and supervision groups offered for continuing education. Focusing on TA, but not limiting myself to it, I participated in as many professional gatherings as I could afford. Sometimes I came out of these meetings with great excitement and sometimes with mixed feelings of inspiration and concern. The concern can be expressed perhaps by a question: "Are we nurturing a market (a market for supervision, a market for therapy) or meeting a need?"



"How *different* we were and yet how much the same—different but connected."

True, we need to create awareness of existing needs and to cultivate a positive and welcoming attitude toward professional help and growth before we offer our services. In the wrong hands, however, this can lead to mass abuse and a loss of dignity and integrity for the profession. I, for one, had pioneered in creating the demand for counseling and therapy in a least two major cities in two different countries by raising awareness of the once unvoiced needs and problems of those communities. Was this not another method to pave the way for demand—providing a market to which to deliver our "supplies," our "goods"? Why did therapy take so long in this country? Didn't life itself provide that if it were to be *that* long?

The Adult brought relief to my inquiring Child by saying, "There is a difference between expanding horizons of our work and pioneering new directions, on the one hand, and too much public entrepreneurship on the other. The motive makes the difference. There are still many solid people and organizations in this field."

Caught up in these thoughts on the plane to Aruba, midway through reading a controversial book, *A Nation of Victims*, I could almost hear myself cheering its author, Charles Sykes, a merciless critic of our profession. However, his unconvincingly one-sided and unfair attacks only managed to anger me instead. Thanks to Sykes, his book inadvertently tuned me in with the theme of the Aruba conference, just in case I wasn't sufficiently tuned in by virtue of being human.

I came out of the conference feeling *very* good. The quality of the presentations, the reinforcing relevance of workshop themes, and the new insights gained through process groups and personal contacts with inspiring advocates of TA and colleagues from around the world were all important. How *different* we were and yet how much the same—different but connected.

I think a fitting subtitle to the conference would have been "Connections, Connections, Connections." This could have emphasized one form of anger as a reaction to an environment that has not properly responded to this basic need, as energy put forth to restore the original condition of wholeness, of dialogue, of "relaxed joyfulness," to use a Harville Hendrix term. If the conference were designed mostly for and by members of traditional cultures, as opposed to industrialized nations, the emphasis could shift to anger as a reaction to unresolved or unattained separation and autonomy.

Pam Levin's article in the November 1994 *Script* referred to anger in terms of three categories: anger arising from unmet symbiotic needs, anger as a defense to achieve autonomy, and anger used to protect oneself in the face of fear. To illustrate the third type of anger, she gave as an example what she thought ITAA members went through shortly after Eric Berne's death: "Members were terrified of losing each other and their professional connections. Eric was no longer present to provide protection to hold us together. People often masked these fears under racket anger."

On a global level this reminds me of what the people of the former Soviet Union must be going through, having lost their ideology and the central power that connected them. According to longitudinal research done by the United Nations, Russia alone has suffered a 30% increase in its adult death rate over the past four years and has passed the USA to top the world in per capita homicides.

To return to the Aruba conference, this was a meeting that surely seemed to achieve its objectives. Each speaker not only contributed to the pool of cognitive clarity and enrichment of knowledge, inciting new questions in our minds, but also helped participants get in touch with the roots of their own personal anger. We were "refueled" both intellectually and emotionally. There were moments of tears, expressions of feelings behind anger, but people departed with a twinkle in their eyes and smiles on their faces. It did not seem to make a lot of difference whether it was sunny or overcast in Aruba.

Fatma Reid, MA, is a New York-based Turkish psychologist who founded pioneering child and family therapy centers in Istanbul, Turkey, and Amman, Jordan. She is also a Regular Member of the ITAA. □

Two Outstanding Members Honored with Prestigious Awards

by Robert Massey

One of the highlights of the 1994 ITAA/ALAT Conference in Aruba was the awarding of two of the ITAA's highest honors.

The first Muriel James Living Principles Award was given to Muriel James. This award recognizes ITAA members who have advanced the growth of transactional analysis by personal example as well as by contributions of an exceptional and lasting nature. Remarks composed by ITAA Vice-President of Operations Charlotte Daellenbach and delivered by ITAA President Servaas van Beekum commented on how fitting it was that the first of these awards should be given to the person in whose name it was created: Muriel James.

Muriel is widely known, loved, and respected far beyond the boundaries of the ITAA. She is a teacher and supervisor in clinical, educational, and organizational fields and a past-president of the ITAA. For the last three decades she has traveled extensively to 28 countries, bringing her message, "We *may* be able to create a better and healthier world, if we desire it sufficiently. We *certainly can* encourage one of the living principles of TA, I'm OK, You're OK. We can encourage this within ourselves, and between ourselves and others."

Muriel's first book in TA, published in 1971 and coauthored with Dorothy Jongeward, was *Born to Win: Transactional Analysis with Gestalt Experiments*. It took them three years to write, is still selling, and has been translated into 19 languages. Since its publication, Muriel has written many other books and articles, which express the principles of TA and her own life-loving philosophy.



Muriel James

"We can *talk* TA principles or we can *live* them."

In her acceptance speech in Aruba, Muriel started out with, "I heard about this award only recently, although it evidently had been in the planning stages for some time. I wondered, 'What does the award mean? Why me? What are living principles? In fact, what is a principle?' I went to a dictionary and it was defined as a basic truth, a rule for moral and ethical standards.

"Next, I thought about the differences between 'dead' principles and 'living' principles. I decided that dead principles include ideas such as believing that the world is flat, regarding women as an unsuccessful act of procreation (as did Aristotle), or that eight-year-old children should work in factories for 12 hours a day. These principles are now dead; they are without power.

"In contrast, a living principle is one that gives life. It motivates people to make ethical decisions and redecisions, about themselves and others. One of the living principles in TA is the belief 'I'm OK, You're OK.' "

As Muriel noted, "At an international political level, this principle has developed very slowly. For example, in 1948 the General Assembly of the United Nations adopted the Universal Declaration of Human Rights as a principle. In 1976, almost 30 years later, it was finally ratified by enough nations so that it became an international code that affirms equal and inalienable rights for all."

Muriel then challenged us to think about how the Declaration of Human Rights applies to us personally, and to the ITAA. She pointed out our choices. We can *talk* TA principles or we can *live* them. She also commented on Gordon Allport's classic book, *The Nature of Prejudice*, in which he described five levels of prejudice that deny OKness: (1) verbal attack through slurs and ethnic jokes; (2) passive or active avoidance; (3) opposing equal opportunities; (4) physical attack and abuse; and (5) murder and slaughter.

Then came her challenge. "Can we maintain a confident 'I'm OK, You're OK' position in the face of differences? Do we sometimes put others down with sarcasm or slurs that are discounting or painful? Or turn away from those we disagree with? Do we avoid others, or deny equal opportunities to some? If so, we are expressing prejudice and this goes against the basic TA principle of OKness.

"Professional organizations, such as ours, sometimes take a superior, egotistical position; 'We're OK, You're not, unless you agree with us.' Or they take the anxious position, 'We're not OK, You are OK, and probably have all the right answers.' Or they become hopeless with, 'We're not OK, and neither are you, and nothing can be done about it.'

"Let us think for a moment. In the ITAA what OK or not-OK positions do we show to each other and to the world? What principles do we reveal? Individually? As affiliated or other subgroups? As a worldwide organization?

"In any individual life, and in any kind of organization," she said, "there is likely to be some discontent and unhappiness, as well as satisfaction and joy, and the ITAA is not perfect." Muriel then quoted the Indian poet, Rabindranath Tagore:

"When I stand before Thee at day's end, Thou shalt see my scars and know that I had my wounds and also that I had my healing."

Then Muriel added, "I want to say that this award belongs to all of us. We have each had our pain and our healing. We also have the opportunity and the choice. So, let us live up to the living principle of OKness in ourselves and others and do so with hope, confidence, and commitment."

* * * * * * * *

The Fourth Hedges Capers Humanitarian Award was given to Roberto Shinyashiki of Brazil. This award is designed to honor ITAA members who have made significant, enduring contributions to humanity in keeping with the ideals and ethics of the ITAA. These contributions are primarily seen as activities that promote the welfare of humankind, especially through the alleviation or elimination of pain and suffering.

Remarks written by ITAA Vice-President of Operations Charlotte Daellenbach and delivered by ITAA President Servaas van Beekum described how Roberto was being honored for his work as director and supervisor of the Gente Institute and his outstanding contributions in four areas:

1. *Work with teachers:* In a country where school expulsion, school evasion, youth delinquency, and the number of illiterate people is alarming, a program was put together for teachers to enhance their personal development and their interpersonal competence. To date, hundreds of teachers have participated in this program with remarkable results. This work was all voluntary and involved a team of 30 professionals working in the areas of health, psychology, education, and social assistance. All had trained in TA.

2. *Work in a slum city:* In the city of Itapercerica da Serra, Roberto's team has worked with local government to build a daycare center, a school, a medical center, and a polytechnics institute to help people find jobs and earn decent salaries. Consciousness-raising groups based on TA helped equip people with a sense of control over their lives.



Roberto Shinyashiki

"We need to reflect on the need to feel anger in the presence of social injustice."

3. *Combating hunger*: Roberto has been an important campaigner in the movement to eradicate hunger in Brazil. He gives interviews and lectures for which people pay by bringing in a kilo or two of food. Some of these lectures have attracted more than 800 people, adding up to over a ton of food for the hungry.

4. *Alleviating the effects of terrorism in Peru:* Roberto and his staff go monthly to Peru to offer a TA program for people who take care of the orphans of killed terrorists and farmers. Although extremely charitable, these people lack an understanding of the psychological impact of terrorism on children. The program raises their awareness and equips them to deal more effectively with these children.

In his own remarks upon receiving the award, Roberto exclaimed, "I can fly without a plane. I am in ecstacy!" He then called on his colleagues to join him on the platform: Mylene Rezende, Anamaria Cohen, Jose Tadev Ohl, and Ana Silvia Ohl. He also thanked Monica Levi for nominating him/them.

Roberto then elaborated on his work by describing how in Sao Paulo they teach teachers to give love and vision to students. About 1500 teachers have been trained, and about 150,000 children have been involved in TA-based education.

He also commented on how Berne had constructed a powerful approach to the theme of the conference, "Anger and the Disowned Self." As Roberto said, "We need to reflect on the need to feel anger in the presence of social injustice. We need to have the courage to be touched by human suffering." Years of watching poverty and suffering have solidified the belief of Roberto and his colleagues that this should not be normal, that this is not the way to live.

As he said, "It is time to reconstruct our world. The motto of the Gente Institute, that the world will benefit from 'less hope, more commitment,' can become our motto. We need to integrate our disowned selves. We need to emphasize separate notions less and one system more. Berne addressed the cure of persons and organizations. In the suffering, we need to look for the cure of nations. Through love of nations, we can seek the cure of the planet." □

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(Seated from left) Carlos Arvides, Margarita Andrade, and Mario Lopez of México with ITAA Executive Director Susan Sevilla (standing)

JOURNAL ENTRY

By Ted Novey

People, Symmetries, and Invariants

There are hundreds of theories of human behavior, each with its applications to human relations and each emphasizing the superiority and uniqueness of its methods. In fact, those theories and methods with some validity all must be saying pretty much the same thing in different words, because the object of discussion—the human being—is the same.

There are increasing attempts to integrate these approaches by finding the common denominators that they share. The process of finding these factors and the laws of nature that underlie them has led to the concept of symmetries or invariants. Invariants are properties that do not change under various operations or transformations. For example, a perfect sphere always looks the same, regardless of how it is turned or where it is moved. Thus we can say that the sphere is invariant under all transformations involving rotation or translation.

That matter is neither created nor destroyed is another "law" of nature that has never been disproved; thus matter, or energy, is another invariant of nature. This invariance holds on Earth and on the most distant star that we can detect.

These are exact symmetries and precise invariants of nature, but there are less precise invariants. If I look in the mirror from some distance, I see myself just about unchanged, even though the reflection exchanges right and left. If I look more closely, I observe that the right and left sides of my face and body are not quite the same. So, humans are nearly symmetric under mirror reflection; or, in other words, they are nearly invariant under the mirror transformation in a plane that divides the body into two equal parts.

The concept of invariance is useful in sorting out the properties of nature that are independent of theories, languages, location, and so on. It can also be used in the field of human experience and behavior to determine the common factors in our theories and treatment methods. For example, emotions are invariants of human behavior. People feel sad or cry in every part of the world, no matter how we label or talk about the phenomena. We get mad, have sex, bear children, raise children, complain about children, talk to one another, argue, love, hate, give, and get strokes all over the world.

This is what people are referring to when they talk of integrative psychology or psychotherapy—finding the invariants that exist independent of any particular theory of personality. Invariance is not to be confused with covariance. Psychologists are used to talking about and measuring the property of covariance, that is, a comparison of two properties that vary in the same way. For example, measures of intelligence and measures of the expectation of being successful in higher education are covariants. If one is high, then the other is high. If one is low, then the other is low. They are linked in nature.

Searching for invariance can help us to identify the basic elements of human experience and behavior. The principles of invariance provide a universal language in the midst of the Tower-of-Babel chaos of languages and cultures in which we live.

Consider the phenomenon of ego states and the question of whether they are human invariants: Many approaches have viewed the human mental system as divided into parts. Freud talked of the superego, ego, and id; Berne the Parent, Adult, and Child; Perls the topdog and underdog; and Virginia Satir directed "parts parties." When the same phenomena are repeatedly observed, this implies the existence of an invariance. The property of a structured mental system repeats under the transformation from one human being to another. Thus it becomes observable and not a metaphor.

Certainly the need for contact, strokes, recognition, esteem, and communication is an invariant of human life. The capacity for language is another invariant of human life. It is not an invariant of the transformation that would convert a human being into a fish, because fish do not have the capacity for language.



"An important purpose of the *TAJ* is to provide a place in which authors can identify and describe invariants."

This quality of invariance is what separates what we call "the scientific approach" from other ways of observing nature. Theories that attempt to explain random events, such as miracles, mind reading, the influence of the stars on human life, and revelations of a deity—phenomena that have not been observed in some reproducible manner—do not lead us to discover invariants or symmetries of nature. They describe unique events that may have great effects on human lives. They cannot, however, provide us with regular patterns with which to sort out observations about our world, nor do they give us some security in predicting what will happen in the future based on observations of what happened in the past.

In the worlds of art and music we do not look for invariants. There the search is for uniqueness. Reproducibility would get uninteresting and dull. However, theater reflects the human condition and is involved with the invariants of human behavior. In transactional analysis, the drama triangle with its three symmetrical positions demonstrates repetitive human experience and behavior. As I am sure you have noticed in working with clients, the same types of problems repeat over and over, with an infinite number of variations. The invariance is present as an underlying approximate symmetry.

One important purpose of the *Transactional Analysis Journal* is to provide a place in which authors can identify and describe invariants which can then act as signposts in our own work. Invariants are like the poles alongside roads in snow country. Even with many feet of snow covering the road, these posts act as indicators to guide travelers on their way. □

EXAM CALENDAR

Exam	Exam Adm.	Exam Date	Location	App. Deadline
CTA Oral	BOC	Jan 16-17, 1995	Bangalore, India	Oct. 13, 1994
	COC	Mar. 19, 1995	Namur, Belgium	Dec. 1, 1994
	BOC	Mar. 24, 1995*	Singapore	Dec. 24, 1994
	BOC	Apr. 27, 1995	Bushkill, PA, USA	Jan. 27, 1995
	BOC	Aug. 9, 1995	San Francisco, USA	June 9, 1995
	COC	Nov. 18, 1995	Zurich, Switzerland	Aug. 1, 1995
TSTA Oral	COC	Mar. 19, 1995	Namur, Belgium	Dec. 1, 1994
	BOC	Mar. 24, 1995*	Singapore	Dec. 24, 1994
	BOC	Aug. 9, 1995	San Francisco, USA	June 9, 1995
CTA Written (Proctored)	N. Amer.	Mar. 10-11, 1995	Your choice	Dec. 11, 1994
	N. Amer.	Apr. 27, 1995	Bushkill, PA, USA	Jan. 27, 1995
CTA Written (Essay)	All Regions (Non-Europe)	Your choice	To be submitted for reading through the ITAA office	Your choice
Training Endorsement Workshops		Mar. 28-30, 1995	Singapore	Nov. 28, 1994
		Aug. 14-16, 1995	San Francisco, USA	May 14, 1995

*subject to availability of examiners

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 94123-5009, USA.

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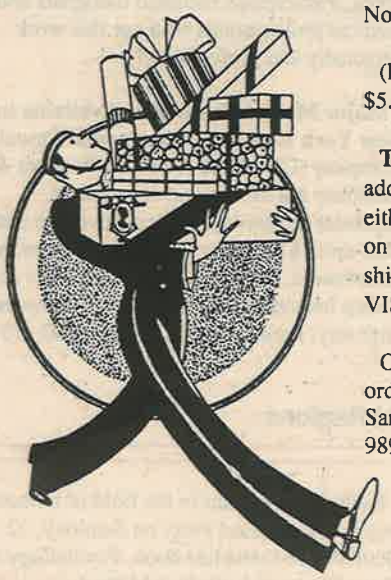

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Keeping In Touch

Region I—Asia, Africa, The Pacific

Congratulations to the Western Pacific Association of Transactional Analysis (WPATA) on finding a new home at 482 Fitzgerald Street, North Perth. We read in the August 1994 issue of the WPATA newsletter, the *TA Times*, of the hard work of many members to locate and furnish the new premises. As Kate Meredith writes, "Everyone who visits the house is entranced with its ambience and its good vibes." In addition to being used for WPATA functions, the main room is available for rent on an hourly or daily basis. For more information, phone Kate Meredith at 61-9-305-1160.

Special Singapore Conference Room Rate for Indian Participants: To encourage our Indian members to come to the Singapore Conference 25-27 March 1995, Conference Organizer Jessica Leong has arranged for a special room rate that applies to Indian nationals only. The Plaza Hotel Singapore is offering a rate of S$137 for a single/double (US equivalent of $68 for one or two persons) or a triple room for S$172 (US equivalent of $29 per person with three in a room), inclusive of taxes. If a minimum of ten rooms are occupied at the Plaza Hotel Singapore, participants will be offered a complementary transfer to the official conference hotel (the Pan Pacific Hotel) at a fixed scheduled time during the convention. Rates at the Pan Pacific Hotel, site of all educational sessions, is S$211 single/double (inclusive of taxes) (US$105). To reserve rooms at the special rates, contact our reservation department, Plaza Hotel Singapore, 7500A Beach Rd., Singapore 0719; phone: 65-2980011; fax: 65-2963600. To confirm the special price, when booking refer to the letter of 9 November 1994 from Evelyn Tay to Jessica Leong.

Nominations Sought

The ITAA Nominating Committee is now accepting nominations for the 1995 election slate. Officers and board members elected in 1995 will begin serving on January 1, 1996. The following positions are open: Treasurer, Secretary, VP of Operations, VP of Research and Innovation, VP of Development, VP of Training and Certification, and two board members from the Europe Region.

Nominations require the name and consent signature of the nominee (it may be yourself), the name of the person making the nomination, and the name of the person seconding the nomination. Send nominations to Nominations Committee Chair, c/o the ITAA, 450 Pacific Ave., Suite 250, San Francisco, California, 94133-4640, USA, or fax them to 1-415-989-5640. The deadline for receipt of nominations submitted via the Nominations Committee is 24 March 1995.

As outlined in the ITAA Bylaws, there are three ways to nominate someone for ITAA board or officer: 1) via the Nominations Committee, as outlined here; 2) by petition, with the signature of ten voting members; and 3) by nominating someone from the floor at the 1995 annual membership meeting to be held on Friday, 11 August 1995 at the Hotel Nikko in San Francisco, California, USA.

Region III—Europe

Sari van Poelje writes that she has started an organizational Management of Change program with a wonderful team of trainers in Budapest. The program brochure states, "The Management of Change program was developed because, especially in Eastern Europe today, there is a great need among managers and consultants for knowledge of the theory and implementation of change." The strictly nonprofit program, which uses TA as its main theoretical frame of reference, operates with subsidies from the European TA Association (EATA) and the Hungarian government and a cooperation agreement with Barczi College. They hope some of the 26 participants will take their certification exams at the EATA Conference in Budapest in July 1996.

Region V—United States

Thomas Harris, author of *I'm OK, You're OK* and, with his wife, Amy, of the sequel, *Staying OK*, is celebrating the 25th anniversary of the publication of *I'm OK, You're OK*, one of the major works to popularize TA. Both books have been translated into several languages, including Chinese, Japanese, and Indonesian.

The Eastern Regional Transactional Analysis Association Conference will be held 27-30 April 1995 at the POCMONT Family Resort and Conference Center in Bushkill, Pennsylvania. The theme of the meeting is "Sharing Excellence: Enhancing Personal and Professional Competency." Over 40 workshops are scheduled, with the focus on sharing "what works" in developing personal and professional competencies and providing attendees some of the "how to's" for accomplishing this. The 1995 ERTAC Invitational Institute on Friday 28 April will be given by Donald L. Nathanson, MD, executive director of The Silvan S. Tomkins Institute and nationally recognized for his work on affect and shame. For more information, contact Fred Clark, Registrar, 261 Spring St., Cheshire, CT 06410, USA.

Pam Levin held a birth workshop on 7-9 October 1994 in Seattle, Washington. It was the first workshop to focus on providing corrective experience related to transactions that occur during birth and their impact on life script. Participants included therapists and medical professionals who use this work personally and professionally.

Major Medical Insurance Available to New York Residents: Continental Casualty Company (CNA) and Albert H. Wohlers & Company are offering an economical, dependable, flexible medical coverage plan with up to $1 million in benefits. For more information, contact Albert H. Wohlers & Co., Group Insurance Plans, 1440 N. Northwest Highway, Park Ridge, IL 60068-1400, USA.

All Regions

Rollo May, a giant in the field of humanistic psychology, passed away on Saturday, 22 October 1994. His last book, *Psychology of Existence*, was recently published.

ITAA Grants and Awards

The ITAA has many opportunities for financial aid and/or recognition through the following programs:

Eric Berne Fund for the Future (EBFF: Grants)

EBFF grants are available to members and nonmembers. Priority is given to proposals that focus on evaluating the effectiveness of TA theory applications and to projects expected to generate a particular benefit within a region or community served by the selected applicant. Also considered: the appropriate use of TA; educational or philosophical merit of the program; uniqueness of the organization or program; and how ethical fiscal and administrative responsibility will be assured.

- Guidelines provided (no forms).
- Priority Filing Deadline: 1 June.
- Monies: up to $3000, depending on outlined circumstances.

Scholarship Grant Fund (SGF: Grants)

SGF money is available to any ITAA member in any country. Its primary purpose is to provide training in TA for members with limited financial means. Grants may be given for: TA training, ITAA conference attendance (funds limited), and ITAA dues waivers. If any money remains after these needs are satisfied, then ITAA committees and/or the Board may apply for funding for projects benefiting the ITAA membership.

- Guidelines and forms provided.
- Deadlines: 1 June is the priority filing date for study, but applications are accepted all year long; for conferences apply three months prior; Board or Committees apply by 15 November.
- Monies: Maximum $600 per 6-month period ($3600 total); conference grants given only once.

Hedges Capers Humanitarian Award

The Hedges Capers Humanitarian Award recognizes ITAA members who have made significant, enduring contributions to humanity in keeping with the ideals and ethics of the ITAA. These are activities promoting humankind's welfare, especially through alleviation or elimination of pain and suffering. Significant, enduring contribution at the cost of personal risk and/or sacrifice are of particular consideration. The activities may form a lifelong pattern or be expressed in a single, widely noted occurrence.

- Guidelines provided.
- Deadline: 6 months prior to annual conference.
- Award: lifetime membership in the ITAA; decisions on plaque and any honorarium to be made by award committee subject to Board approval.

Muriel James Living Principles Award

The Muriel James Living Principles Award honors ITAA members who have advanced the growth of TA, primarily by personal example as well as by contributions of an exceptional and lasting nature. Personal example involves consistently living the principles of TA as enumerated in the guidelines. The nominee will have demonstrated commitment, concern, and caring for both individuals and the world community and be active in the international advancement of the principles of TA, professionally or personally.

- Guidelines provided.
- Deadline: 6 months prior to annual conference.
- Award: lifetime membership in the ITAA; decisions on plaque and any honorarium to be made by award committee subject to Board approval.

Eric Berne Memorial Award in Transactional Analysis (EBMA in TA)

Gives recognition to individuals who have published an original and significant contribution to TA in one of four categories: theory, research, practice applications, or comparison and/or integration of TA theory or practice with other theories or approaches. Nominee must be an ITAA member in good standing; contribution must have been published in a professional publication at least one year prior to nomination.

- Guidelines provided.
- Deadline: 1 January.
- Award: plaque; decisions on any honorarium to be made by Award committee subject to Board approval.