INTERNATIONAL
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ASSOCIATION

The Script

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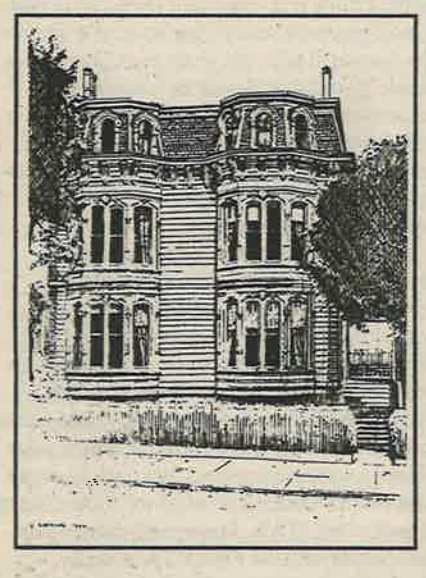

Sale of Burr House Confirmed

The closing date on the sale of the ITAA headquarters building in San Francisco (the Burr House) is set for January 6, 1995. After many months on the market, the sale was finally confirmed in July after unanimous approval by the ITAA Board of Trustees. The buyer is a San Francisco businessman who intends to live in the house with his wife and four children.

ITAA Executive Director Susan Sevilla, along with the rest of the staff, has begun searching for new office space in San Francisco. Expectations are that the office move will be completed before Christmas.

In recognition of the significance of this move, especially for local members who have known the Burr House as "home" for many years, various celebrations are being planned. Watch for future *Scripts* details. □

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Theme Issue on Anger and the Disowned Self

Developmental Aspects of Anger

by Pam Levin

Anger is part of our human condition. Sooner or later, like it or not, we will feel anger and be forced to deal with the results. We may experience our anger as a surge of inner heat; as a vague inner pressure that rises slowly to the surface of our awareness; or as a volcanic eruption from an unconscious, previously buried source. If we allow it to overtake reason and caution, anger can be destabilizing, making us vulnerable to harm.

At its foundation, anger is a physical experience, wired into every human to serve a survival purpose (part of the "fight or flight" response). "Feeling angry" is a sign that we are responding to a perceived threat, whether real or imagined. As the body mounts a defense to meet the danger, blood moves away from our center (digestion, elimination) and pours into skeletal muscles, readying them for action. Massive amounts of glucose—the simple sugar muscles burn for energy—are liberated from storage in our liver. Insulin is secreted from the pancreas to burn the glucose. Breathing rapidly rises to provide oxygen for the fire—the body furnace is in red alert. Never mind that we may have just eaten a meal, digestion will have to wait—surviving in response to threat is the current biological priority. Our stress reaction is in full swing. We are ready for *action*!

The adaptive mechanism that initiates anger *can* be used to achieve goals, especially survival ones. Paradoxically for the individual caught in the anger response, the anger can itself become a threat to the very goal it was designed to fulfill. The individual may mobilize to respond to a threat, but be unable to act in a way that resolves the threat and reestablishes physical and emotional homeostasis. As transactional analysts, we often meet clients whose lives seem to be primarily motivated by the anger response. We see that they are handling the physical response, originally designed to promote survival, in a way that is at odds with survival. Often unaware that anger is running their lives, they are at risk, having great potential for a negative payoff, often a third-degree one.

"After Berne's death, this kind of anger was evident in the TA community. Members were terrified of losing each other."



Pam Levin

The impact of modern culture can be felt as a pressure to suppress anger. But if a person decides to hide or disown anger, it is (figuratively) driven into a bodily cavern, where like

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ITAA Begins a New Life Cycle

by Servaas van Beekum and Matthias Sell



Matthias Sell



Servaas Van Beekum

Our goal in writing this article is to consider where the ITAA is developmentally and to describe what actions the Board of Trustees has taken to move the organization forward. We were prompted to write, in part, by our wish to respond to members who are concerned about the future of the association. For example, in this issue of *The Script* Tim Schnabel writes about what he learned in talking with USA members who did not renew their ITAA membership. Tim collected valuable information in this process, and in his article he focuses on an important issue—the loss of direct members in the USA. But we think the title of his article—"Will There Be an ITAA in the USA by the Year 2000?"—is misleading.

We think that there is no question that there will be an ITAA *in the world* as the new century opens. But we also think that it will probably be quite different from the association as we have known it. Of over 7000 current ITAA members, about 1300 are US direct members (that is, their membership is directly in the ITAA, not via an affiliated organization). Thus, almost 5700 members are from other parts of the globe, and most of them (about 5100) are members by affiliation.

The recent membership needs and opinions survey (see August 1994 *Script* for details) provided shocking evidence of the wide differences in membership demographics in various parts of the world. In the USA, 96% of members are over 45 years of age, compared to 35% in Europe and 71% in the rest of the world. In fact, 20% of the USA membership is over 65 years of age, whereas in Europe the figure is only 3% and elsewhere in the world it is only 15%. Thus there is no doubt that US members are leaving the organization, if only because they are retiring. In light of this, it is important to find ways to continue involving them in mutually enriching ways, and, for those who leave, to say goodbye in a respectful way, because it was this older generation that did the basic work to bring TA to the world.

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Will There Be an ITAA in the USA by the Year 2000?

by Tim Schnabel



Tim Schnabel

I have been a member of ITAA for 17 years. Once I welcomed the arrival of the ITAA Membership Directory with great anticipation, like an excited kid eager to discover who was new in the neighborhood. No longer. I greeted the last two directories with mixed emotions, and when the new one arrived, I perused the US members section quietly wondering, "Who is gone now?"

In January I became chair of the Fund Distribution Committee, and I am in my second year as southeast representative of the USA TA Association (USATAA). My interest in the ITAA membership became rather keen this past year. One harsh reality that I am still

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EDITORIALLY YOURS

by Laurie Hamilton

Anger and the Disowned Self

I am very excited about the topic of "Anger and the Disowned Self," the theme of the ITAA conference being held in Aruba this month. Perhaps the presenters will not share my viewpoint, but I consider the process of "disowning self" to be fundamental in human personality development, whether or not it is phrased in TA terms (i.e., "Natural Child" versus "Adapted Child").

There are many ways to describe the ingredients of personality, of course. My favorite is a synthesis of Jungian psychology and TA. The many aspects of our personal energy reflect the archetypal aspects present in sensate life and expanded by consciousness. The ego states of Parent, Adult, and Child present the personal combination with which each individual arranges their various "parts of self." The family process, a natural system, is the mechanism by which our personal combination or script is formed.

Anger, one of the most basic physiological and emotional responses, is nature's way of hard-wiring in a response to danger and/or deprivation. As humankind's consciousness evolved, I believe that the perceived threats expanded to include activities that were dangerous or potentially depriving to self-perception (also called ego). In the manner of learned behavior, adaptation, reward versus punishment, and the general ethos of family systems, certain parts of the self were either encouraged, ignored, or discounted. Anger plays a crucial role in this development—certainly parental anger, but peer and personal anger as well. I see it as the emotional equivalent of taste buds. If we taste a food that is unpleasant, it may be quite some time (if ever) before we return to it.

The problem with intrapsychic energy is that it will not go away, even if we disown it. Thus, if we disown our sadist energy (enjoying the feeling of power over someone else), we will not recognize its emergence, or we will label it something else (such as "I am doing this for your own good, even though it is very painful to you"). Without writing a dissertation here on this topic (I have elsewhere in my life!), let me say that I perceive the disowned material that we all have as the basis of a fair amount of conflict both intrapsychically and interpersonally—affecting families, neighborhoods, cities, countries, and ultimately international relations.



"I perceive the disowned material that we all have as the basis of a fair amount of conflict both intrapsychically and interpersonally."

Different parts of the self can become "fossilized" over time, a process that can be seen in human organizations as well. In my Sociology 101 class, this process was referred to as "institutionalization"—a polysyllabic word to describe how people move from setting up a group or organization to meet certain goals, to having the goal become the continuing survival of the organization. It is a process observed in almost all groups, from governments to families. I think it also applies to the ITAA.

In considering some of the structural issues of the ITAA, which some authors do in this issue, I think it is important for us all to take into account the underlying issue of anger and the disowned self. We as an association have many "parts" that should be considered important to the overall organization of the ITAA. The structure of a truly conscious person and/or organization will allow for the acknowledgment of diverse and seemingly conflictual parts or aspects.

When there is a clear indication that disowning and disaffection are occurring, whether it be "acting out" in personal behavior, or "loss of membership" in organizational life, it is time to pay attention to the voices that may not be getting heard. From an editor's point of view, I would like to think of *The Script* as a forum in which such voices could be expressed. We each have our own desires in terms of what we want to have as part of the ITAA. I personally joined this association because I think TA is easily digested and understood, not as a means of professional advancement or certification. I have, in my 20 years as a member, enjoyed networking with TA folks all over the world. Why did you join, and what parts are important to you in this organization? □

The Script

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1772 Vallejo St., San Francisco, CA 94123-5009, USA. Phone: 415-885-5992 Fax: 415-885-5998

Editor: Laurie Hamilton, PhD
Managing Editor: Robin Fryer, MSW
Executive Director: Susan Sevilla, MA
Publications Assistant: Elizabeth Ott
Poetry Sub-Editor: Marion Arenas
Re-Vision Sub-Editor: Frank Morris
Journal Entry Sub-Editor: Ted Novey
Ethics Sub-Editor: Suzanne Robinson

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INSIDE VIEW

by Susan Sevilla

Affiliation Firmly Established

In this issue of *The Script*, Servaas van Beekum and Matthias Sell write that the ITAA is entering a new phase. In addition, Tim Schnabel writes about the ongoing decline in USA membership and the need for action to retain USA members. It is important in considering the issues raised in these articles to remember the context in which we find ourselves—that the ITAA is an organization with a well-established affiliation process in place. In fact, the steps in establishing the affiliation process have been well-publicized in this newsletter over the past decade. However, I know for those readers who are not intimately involved in organizational activities day-by-day, it may be hard to remember just how things developed. Therefore, I thought it would be useful to provide a short summary of what led us to this point with regard to our organizational structure.

For many years in the late 1970s and early 1980s, the ITAA Board of Trustees struggled with how to both combat dwindling membership and increase services and responsiveness to members who were increasingly international. To meet this challenge, in 1983 Lucy Freedman, then Chair of the Organizational Development Committee, asked the Board "to develop formal relationships with TA associations around the world by 1986" (motion approved in 1983). This was the beginning of a seven-year planning process which resulted in the organizational restructuring of the ITAA.

In 1987 the Long Range Planning Task Force, led by Ellyn Bader and Bill Cornell, conceptualized the organizational restructuring of ITAA away from an individual, direct-member association to an "association of associations." The Board approved this new vision and plan for the future of the association.

In 1988 ITAA voters approved bylaws revisions that opened the way for the involvement of international TA associations with the ITAA through organizational affiliation.

About EATA Affiliation: In 1974 Bob and Mary Goulding traveled to Europe to organize a historic meeting of transactional analysts in Villars, Switzerland. Those who attended this gathering spread the word in their own countries, and many others joined them. In 1975 the European Association of Transactional Analysis (EATA) was founded as the European branch of a worldwide TA movement. At the present time, there are 14 European country members of EATA.



"It is important to remember the context in which we find ourselves—that the ITAA is an organization with a well-established affiliation process in place."

The first ITAA affiliation application, from EATA, was approved in 1988, to go into effect January 1, 1989. In 1989 EATA membership stood at 2,198; since then, affiliation membership has grown to 4,215 (EATA official figure as of July 1, 1994; the actual number may be much higher by the end of 1994). The original facilitator for this affiliation contract was Lucy Freedman, and the contract was signed by Vince Gilpin for the ITAA and Julie Hay for the EATA.

The EATA affiliation agreement calls for all members in Europe to be members of their European member association and to receive all publications and services via their "chapter" office. The ITAA receives a small portion of the dues paid by the member to the chapter office.

About CATA Affiliation: The next ITAA affiliation application was received in May 1989 from the Canadian Association of Transactional Analysis (CATA). It was approved for implementation effective January 1, 1990. Lucie King and Camillia Clark served as facilitators, and the contract was signed by Vince Gilpin for the ITAA and by Carol Morris for the CATA. Beginning with 102 members in 1990, CATA's affiliated membership has unfortunately shrunk to 66 members in 1994.

The CATA affiliation dues formula works the same way as the European one, with dues paid first to the CATA office, then later split between the CATA and the ITAA. All services are delivered via the CATA office.

About ICTA Affiliation: The third ITAA affiliation application was also received in May 1989 from the Institute for Counseling and Transactional Analysis (ICTA) in India. Rather more complex because of regional circumstances, it was not approved for implementation until January 1, 1991. Rebecca Trautmann served as facilitator, and the contract was signed by Julie Hay for the ITAA and by George Kandathil for the ICTA. ICTA began with 95 members in 1991 and has increased to 136 members in 1994.

The ICTA dues formula works the same way as the EATA and CATA ones, with dues paid first to the ICTA office, then later split between ICTA and ITAA. All services are delivered via the ICTA office.

About USATAA Affiliation: The fourth application for affiliation, from the United States TA Association (USATAA), was approved in a Phase 1 format effective January 1, 1992. Ted Novey and Maryln

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JOURNAL ENTRY

By Ted Novey

Parent, Adult, and Morality

In her short commentary entitled "The Human Quest for Truth" (October 1994 *TAJ*), Fanita English says that her Child wants to ask all TA therapists, "Have you ever worried about the definition of the Adult ego state ("Deals with reality," and so on)? How can you ever be sure it is not contaminated? Will someone please tell me so I can accept your definition of reality unquestioningly and relax?"

I hope that some of you will answer Fanita. It is an interesting subject. And as one thought leads to another, I begin to focus on some related questions. What is the difference between Parent and Adult? Where do moral values come from, and what role do they or should they play in the therapeutic process?

Both Parent and Adult develop from learning, reinforcement, and thinking processes. They are both the result of adaptations to the influences of the external world. They both serve as supportive functions for the physiological and psychological Child, our bodies, our feelings, and so on. (I am using the definition of Child from the three-ego-state model [Novey, Gobes, Porter-Steele, & Massey, 1993]). When I think about ego state structure and function I use a somewhat expanded definition to distinguish the three types of ego states. Eric Berne defined ego states as involving feelings, thinking, attitudes, and behaviors. Thus, Parent ego states emphasize opinions, values, and judgments about feeling, thinking, attitudes, and behavior. Adult ego states emphasize thinking, data processing, and evaluating about feeling, thinking, attitudes, and behavior. And Child ego states emphasize feeling about, reacting to, and adapting to feeling, thinking, attitudes, and behavior.

It is generally clear how we learn to read, write, do arithmetic, and understand science, history, geography, etc. We develop Adult structure and function from teachers mostly, at home or in school, and we can readily correct errors and integrate new kinds of learning and newly discovered data.

It is also generally clear that we learn our values, ideas of right and wrong, and rules about what we should and should not do from teachers as well—at home, in school, from our culture, and in religious institutions. These ideas, which structure our moral systems and are generally called "beliefs," can also be changed via relearning, but usually not so easily as with Adult processes.

Obviously, there is something different about Parent structure and functioning. Truth, or approximations of truth, are harder to come by in this area than in the area of Adult functioning, which can be more easily related to scientifically derived approximations of "truth."

What makes certain kinds of learning moral values or "shoulds" and "should nots" and other kinds of learning rational and evaluative? If you believe in divine revelation, then it is easy—moral values are God-given. If you do not, then where do moral values come from? A common answer is that the Adult experience of one period becomes the moral value of a later time as the learning and decisions of the past are taught to children from another generation until the Adult rationale is lost and what remains is the rule.

"Where do moral values come from, and what role do they or should they play in the therapeutic process?"



I think of the story about the woman who cuts off the end of the roast before cooking it. She does it because her mother did it and so on back until the great-grandmother explained that she did it because she did not have a large enough roasting pan. Q.E.D. Problem solved by Adult fact finding. But, if the tradition had started some generations earlier and no records had been kept of why it was done, then in one or two hundred years it becomes a "should." You should always cut off the end of a roast before cooking it. That's the right way to do it. Don't ask me why. Just do it! You're Good if you do, Bad if you don't.

Thus, the moral values that we cherish and apply today are based on the hard experience of our ancestors. Our moral positions as therapists support life, happiness, protection of children, peace instead of killing, survival of as many as possible instead of survival of the fittest. This says that the best way to preserve our lives and the lives of our children, which are the two main genetic drives, is to observe these moral values.

So, Parent is based on the word of God or on the experience of our ancestors long dead, and it is in our memories as culturally transmitted rules of living. Adult structure and function depend on data, experience, rules, and laws that can be checked and rechecked in the here-and-now or in the recent or recorded past.

That's why training in transactional analysis is so great. We teach trainees to think clearly, set goals, make contracts, and verify results, and we teach our clients to do the same. We also teach the importance of caring, nurturing, and protective Parent values.

Valueless therapy is an oxymoron, a self-contradictory phrase. Who we are as people and what we believe is right and wrong are crucial to our relationships with our clients and to what happens in the therapy process. I cannot imagine being a neutral mirror, a nonperson with people who want to get their lives onto a more viable path. How come, as transactional analysts, we are members of such a minority position among psychotherapists? I read about how mainstream therapists operate and I think that I must live in another world. Do you know what I mean?

Reference

Novey, T. B, Porter-Steele, N., Gobes, L., & Massey, R. F. (1993). Ego states and the self-concept: A panel presentation and discussion. *Transactional Analysis Journal, 23*, 123-138.

TAJ Issue Planned on "TA and Social Applications"

A special theme issue of the *TAJ* on "TA and Social Applications" is planned for January 1996 with guest editor Alan Jacobs. Berne showed us the way to this kind of analysis in *Structure and Dynamics of Organizations and Groups*. Despite the recent contributions of several *Journal* authors to this aspect of TA, Berne's book is now out of print. However, the path to social analysis is clear and, in the time in which we find ourselves, very much needed. Please submit articles for this special issue by March 1, 1995. □

AFFILIATION

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Crossen were the facilitators, and the contract was signed by Julie Hay for the ITAA and Josephine Bowens Lewis for the USATAA.

In terms of affiliation contract conditions, the USA is lagging behind the other affiliations. The Phase 1 contract is largely a symbolic commitment and does not change the status of USATAA members or the ways in which dues are collected and ITAA services are delivered. However, a Phase 2 affiliation is currently under discussion and is due to be negotiated this year, for implementation effective January 1, 1995.

Affiliations Updated: In 1993, the affiliation agreements with the EATA, the CATA, and the ICTA were adapted and updated. In addition, ITAA President Servaas van Beekum recently met with USATAA officers to discuss proceeding with the next steps in the affiliation process with the USATAA. □

RE-VISION

by Frank Morris

Getting People to be Real

In terms of this month's theme of "Anger and the Disowned Self," we need to review some basic information, because all anger is not created equal. Most of it is a phony replacement for microseconds of scare and can be short-circuited by admitting aloud: "That scared me because I anticipated a negative outcome." That comment is followed by a release of scare through a sigh or body shake, open honesty about the fear, and admitting a tender feeling that may have preceded the whole scare-anger show.

Anger is also phony when it is a rendition of a parent. Rather than admitting the scare and going beyond the previous generation, the person fails evolution and mimics the unfinished emotions of a dad or mom. There are also modeled angers that act out for a sibling, a spouse, or an offspring. Some anger is merely manipulative, as a rage-acholic delusionally thinks raw verbal force creates love. There is also old fury at personal injustices that therapeutic sessions rightfully spend time deleting from the personality. People can be snarly when in physical pain. Finally, two-year-olds use anger to separate and develop individual thinking skills.

The examples listed in this summary of what generally goes under the label of anger, are usually old or borrowed, and occasionally physically induced. However, such anger still invades present-day living. A lot of anger is socially unnecessary and sometimes immoral when dumped indiscriminately on someone else. Blame and hatefulness are two worthless extensions of anger. Anger that continues in argument raises defenses rather than solves problems. Thus, argument anger is senseless and delusional.

However, boundary anger is necessary. We all need it if we are going to have an identity, know intimacy, possess a moral stance, or be in touch with inner feeling responses to an impinging world. I can see no way of knowing "who I am" without declaring "who I am not." And sometimes that must be done adamantly. Further, anger is part of close relationships because a partner, wittingly or unwittingly, crosses boundaries. Like wolves, we growl when our territory is violated. I very much believe in the righteousness of moral anger—anger at racism, sexism, and the nauseating variety of emotional, religious, social, and physical abuses humans use to cover their own inadequacies. Spiritual anger motivates social action.

"I see no way of knowing 'who I am' without declaring 'who I am not.' And sometimes that must be done adamantly."



Brainwashed by mass media, we seem to need continual reminders that therapy is about getting people to be real. This does not mean creating media darlings who are "happy, happy, happy" or business tycoons who are "successful, successful, successful." Transactional analysts aim for authenticity. Realness includes feeling some sadness, anger, scare, happiness, excitement, and tenderness—as it comes, when it comes. □

What Do You Think?

This issue of *The Script* focuses on the theme of "Anger and the Disowned Self," which our authors and columnists approach not only from an individual and familial perspective, but also in terms of how this dynamic occurs in organizations, including the ITAA. We think you will find their comments stimulating and perhaps provocative. We hope they will create increased dialogue among our members and that you will put your thoughts on paper for us. You are encouraged to submit your views in the form of a short article, a letter to the editor, or a brief comment for the "Open Mike" column. We look forward to hearing from you.



A Conversation with Gloria Noriega

Candidate for ITAA President-Elect

The following interview with Gloria Noriega, candidate for ITAA President-Elect, was conducted by Mary Goulding and Marilyn Marx in Isla Mujeres, México, in May 1994.

Gloria, tell us about your affiliation with the ITAA, your personal experience.

In 1980 I met Muriel James, when she was ITAA President, at a conference in Oaxtepec, México. At the time, I was a Teaching Member in the Latin American TA Association (ALAT) but had not had direct contact with the ITAA. My encounter with Muriel was one of the best things that has happened to me, because listening to her, I realized that there was a new way to understand many of the gaps that I had at that time about TA theory. Emilio and I signed Provisional Teaching Member contracts with her, according to special arrangements made between the ALAT and the ITAA. We attended our first ITAA conference in 1981 in Boston and passed our Teaching Member exams in 1993 back in Oaxtepec at a joint ITAA-ALAT conference. [Emilio Said, MD, is Gloria's companion of many years and her professional associate.]

What aspects of the ITAA appealed most to you?

At the Boston conference I went to several committee meetings and met wonderful people. It was exciting to be involved in the Training Standards Committee for 12 years, giving input that was relevant to Latin American members, and also to be involved in changes in training and to participate in the birth of the Board of Certification and the Training and Certification Council.

Have you participated in any other committees?

Yes, with Emilio I co-chaired the International Relations Committee for four years. Two very good things began in this committee. The first was having TMs available to teach around the world. We got a wonderful response from more than 50 TMs who contributed to training in other countries with economic disadvantages for expenses only. The idea came from Conchita de Diego of Spain and was implemented through the committee. The other important thing we proposed was that there be different fees for different countries. As a result, the Finance Committee, with much help from Jenni Hine, established the TAlent system. There was much heated discussion by the Board at that time, but finally it was accepted. It was an exciting and moving experience to work together in an international community with a social interest in common. In the meantime, I also was a member of the Board of Trustees from 1985 to 1987.

What are your other professional interests, and have you done research or published?

I am a clinical psychologist, and since 1990 I have been involved in research projects using TA at the University of México. First I worked on female juvenile justice in the Mexican prison system, using self-reparenting as a basic technique for increasing self-esteem in the young women. I won an award for this work from the Universidad Nacional Autónoma de México called the Premio Gustavo Baz Prada.

My current research involves diagnosis and treatment of ego-state boundary problems and the effects they have on quality of life and self-esteem. This project is an extension of my earlier research. For this latest project, I developed two inventories that were standardized in México. One is an assessment of quality of life based on TA concepts, and the other tests for problems in ego state boundaries.

Before this, Emilio and I published an article in the October 1981 *TAJ* about the Psychotransactional Diagnosis Instrument and some studies about cultural scripts in the October 1983 *TAJ*.

What are you involved in the most right now?

At our Institute in México City, Emilio and I are busy with training, supervision, and psychotherapy. We also work for various national organizations, government agencies, and private corporations. In the future we are looking forward to doing more advanced work in organizations.

Why do you want to be ITAA President?

More than anything else, because I love the ITAA. I owe to this organization, through its members, an important part of my development as a person and as a professional. I accepted the nomination because at this moment in my life it is like following a path with my heart. I feel very involved in the ITAA and am interested in maintaining and increasing the growth of the ITAA around the world.

I think that the ITAA is a very responsive organization. It has given me a lot, and to serve as president would be an honor and a way to give back in some way because I have received so much over the years. Also, I would be the first president from Latin America; that would serve as an invitation for other people in this part of the world to become members of our organization and contribute to a balanced representation from all parts of the world. This may be a way to reach out to those who still do not know how useful TA can be in their lives.



"I accepted the nomination because at this moment in my life it is like following a path with my heart."

Over the last few years the ITAA has changed a lot. I remember the days with Lucy Freedman and Vince Gilpin and the World Integration Committee, when long-range planning for the future was initiated. It is exciting to see this development of the ITAA. Nevertheless, whenever you gain something, you also lose something. I feel as a loss the original feeling of the ITAA as a warm team. I don't see all the members I used to see. It is like growing older and losing the friendliness, the openness, and the sponteneity that was originally so appealing.

I would like to think of ways of growing, maintaining the original spirit of our organization, involving new and old members in participating in an OK-OK relationship for the benefit of the ITAA and the world.

How, specifically, would you go about accomplishing these goals?

We as transactional analysts need to honor the roots of TA as a social psychology, using TA as our most valuable tool for understanding differences among countries. As a lead into 1995, going back to our roots seems to be the answer. I am going to emphasize the development of what we have: the intuition, the clear use of the language, the original ideas of Berne, the spontaneity, creativity, fun, and intimacy.

My platform is:

1. Strengthening TA worldwide.
2. Revitalizing our old roots to promote new and exciting offshoots in TA.
3. Introducing TA into university settings. Promoting and stimulating authors and writers of textbooks and research.
4. Worldwide publicity of events and advances in TA, that is, how TA has matured.
5. For beginners, the production of 101 videos in their native languages by local teaching members, so that TA will get to a wider public in modern ways that will attract more members.

If we want a truly international organization without losing our identity, we need to reconnect with our original roots, living TA, not only talking about it. We can learn this by honoring and understanding our differences as countries and inviting people to be part of our community. If we are able to do this, we may also teach something to the leaders of our nations. This is the way to continue the international openness that began 14 years ago in the ITAA—focusing on having more balanced representation of members of different countries around the world.

What do you do for fun?

Snorkeling, jogging, reading—usually I have three or four books going at a time. I also like movies, the theater, and assist in concerts and opera whenever I can. Emilio is a very important part of my life as a partner both professionally and personally. And I especially enjoy my grown children. Enrique just finished college with a degree in international relations. Georgina is in her last year in college working on a degree in communications science. I'm very proud of them and perhaps "scripted" by them in how I want to "communicate internationally."

Entrevista hacha por Mary Goulding y Marilyn Marx a Gloria Noriega, como candidata para Presidente de ITAA, en Isla Mujeres, México, en Mayo de 1994.

Hablanos de tu afiliación con ITAA, tu experiencia personal.

En 1980 conocí a Muriel James, cuando ella era Presidente de ITAA en un congreso en Oaxtepec, México. En ese momento yo era Miembro Didacta de ALAT y nunca había tenido un contacto directo con ITAA. Este encuentro, fué una de las mejores cosas que me han sucedido en mi vida, porque a través de ella, descubrí una nueva manera de conocimiento y entendimiento de muchos huecos que tenía, en ese momento acerca de la teoría de AT. Emilio y yo nos interesamos mucho y firmamos un contrato de PTM con ella, en acuerdo a arreglos especiales hechos entre ALAT e ITAA. Asistimos a nuestro primer congreso de ITAA en 1981 en Boston y pasamos nuestros exámenes de Teaching Member en 1983, de regreso en Oaxtepec en el congreso conjunto ITAA-ALAT. (Dr. Emilio Said, su compañero por años y asociado profesional.)

¿Qué aspectos de ITAA te han llamado más?

En el congreso en Boston, yo fuí a varias juntas de diferentes comités y allí conocí a gente encantadora. Fué muy interesante para mi el haber pertenecido a el Comité de Normas de Entrenamiento por doce años, brindando información que puediese ser conveniente para Latinoamérica y poder estar al día en los cambios en entrenamiento, así como participar del nacimiento de la Mesa de Certificación y del Consejo de Entrenemiento y Certificación.

¿Haz participado en otros comités?

Si, junto con Emilio presidí el Comité de Ralaciones Internacionales durante cuatro años. Dos cosas muy buenas se iniciaron en este comité: Primero, el tener Teaching Members disponibles para enseñar alrededor del mundo. Obtuvimos una encantadora respuesta de mas de 50 TMs que contribuyeron para enseñar en países con desventajas económicas, cobrando úicamente sus gastos. Esta idea vino de Conchita de Diego de España y a través de comité la implementamos. La otra cosa importante fué el proponer a la Mesa Directiva el tener diferentes cuotas para diferentes países. Como una consecuencia de esto, el Comité de Finanzas, con mucha ayuda de Jenni Hine, trabajó en ésto, hasta que finalmente se estableció el TAlent. En aquél tiempo ésto ocasionó una discusión muy acalorada en la junta de la Mesa Directiva, pero finalmente fué aceptada. Fué una experiencia conmovedora y emocionante el trabajar en conjunto, en una comunidad internacional, con un interés social en común. Mientras tanto también fuí miembro de la Mesa Directiva de 1985 a 1987.

¿Tienes algunos otros intereses profesionales? Investigación y publicaciones.

Yo soy una psicóloga clínica, y además de eso, desde 1990, he estado involucrada en proyectos de investigación utilizando AT, en la Universidad de México. Primero estuve trabajando en el Consejo Tutelar para Menores, en la Unidid de Tratamiento de Mujeres, utilizando Autorreparentalización como técnica básica para incrementar la autoestima en las menores; por lost logros de este trabajo, La Universidad Nacional Autónoma de México, me otorgó el Premio Gustavo Baz Prada.

La investigación que actualmente desarrollo involucra el diagnóstico y tratamiento de los problemas en las fronteras de los estados del yo y sus efectos en la calidad de vida y la autoestima, siendo una extensión de la primera. Para esta investigación recientemente he desarrollado dos inventarios que fueron estandarizados en México. Uno es una evaluación de calidad de vida, basado en conceptos del AT y el otro una prueba de diagnóstico para problemas en las fronteras de los estados del yo.

Antes que todo ésto, junto con Emilio, desarrollamos el Instrumento de Diagnóstico Psico-Transaccional, editado en el *TAJ* de Octubre de 1981 y algunos estudios sobre guiones culturales en el *TAJ* de Octubre de 1983.

¿Qué te tiene mas comprometida por el momento?

Bien, en nuestro Instituto en la Ciudad de México, Emilio y yo estamos muy acupados haciendo entrenamiento, supervisión, y psicoterapia. También trabajamos para una variedad de organizaciones nacionales, agencias gubernamentales y corporaciones

- continued on page 5

POETS' CORNER

by Marion Arenas

Beached Jellyfish and Quiet Children

We have the good fortune to present two poems, one on anger and the other on the disowned self, by an excellent emerging poet, former Ursuline nun Mary Ellen McEvily. "Advice to a Novice" depicts a somewhat different disowned self from the one highlighted by this issue's theme. Along with efforts to suppress sensations in her body, the novice addressed here would never knowingly permit herself expression of a "negative" emotion like the anger in the autobiographical poem, "Shout."

Mary Ellen tells me that the idea for "Advice to a Novice" came to her on a beach in Florida while she watched large jellyfish (Portuguese-men-of-war) that had been thrown up on the sand by the tide where they lay helpless and would soon die. She observed that though they had great powers to defend themselves, the survival of these boneless living beings depended completely on the chance of another wave to draw them back into the ocean.

"The survival of these boneless living beings depended completely on the chance of another wave to draw them back into the ocean."



Those in the religious life, Mary Ellen says, strive for passivity, yielding and surrendering on many levels, waiting for God to enter their lives. She would advise novices that such selflessness is an ideal almost impossible to achieve, that they should relax in this attempt and not try to suppress any other thought or feeling, mental and physical.

When Mary Ellen entered the semicloistered Ursulines, a teaching order, at age 20, she wore the usual black serge habit and white wimple. She taught girls English, art, and music in all grades from preschool through college, and served as a college administrator as well.

After 20 years, she left the order, experiencing a need for broader horizons. She sees this move not as a departure from her faith, but as a logical progression in its growth. Although a few Ursulines viewed Mary Ellen's leaving as a rejection, for the most part there was respectful support of her decision, and she is still in close contact with many in that religious community. Today Ursulines are not cloistered and, like the members of most Roman Catholic orders, now wear ordinary street clothes.

Two years later Mary Ellen married a widower who had six children. They have been married for 13 years and have, at last count, 16 grandchildren. □

ADVICE TO A NOVICE

by Mary Ellen McEvily

You who aspire to the mystic state,
who would be saint by pure passivity

and for this goal crush every urge
to take a cushioned pause

between two tasks, clamp shut
inquiring eyes, measure every pace

and never run or leap or jump
for grief or joy, you who sweat

the sticky tides of passion
under blackest serge, glad no one sees

the nipples swell, the pulse beat
somewhere near the womb and burn

more than flayed bare skin,
who revere all austere absolutes

to make the empty place for God,
who will come, you think,

if you throat low humming notes
to clear from every orifice each urge

to make the bloated mind go flat,
when you have achieved the perfect

passive state, come and see
the most barren line of shore

and watch the Portuguese men-of-war,
flung just beyond the tide's receding

reach, beached translucent kidneys,
trimmed in amethyst, marooned,

it seems, subject to gull's prick,
wind's slap, and the sun's up-sucking

rays, who have not even brain to think
of green back wash or cells enough

to hope a rescue from the lapping wave.
Watch this and tremble.

SHOUT

by Mary Ellen McEvily

I never learned to shout.
My father never did it.
If I were naughty,
he had but to raise
one eyebrow, on occasion
two, and I was tamed.

He loves to tell that.

My mother said she almost did.
Once.
In labor every woman
in the room cried out
or moaned and she was scared
but never made a sound --
for that was highly praised.

She wore this brave badge all her life.

I tried to teach myself to shout.
Once.
I was so mad I fled the house,
down the steps, across
the lawn, through the hedge.
No one saw my open mouth.
No one heard the low croak
that hurt my throat.

NORIEGA

continued from page 4

privadas así como con individuos. En el futuro estamos buscando hacer major trabajo clínico avanzado en organizaciones.

¿Por qué te gustaría ser presidente de ITAA?

Más que nada, porque yo amo a ITAA. Yo le debo a esta organización, a través de sus miembros, una importante parte de mi desarrollo como persona y como profesional. Yo acepté la nominación, porque en este momento de mi vida, es como seguir un camino con el corazón. Yo me siento muy involucrada con ITAA y tengo un interés en mantener e incrementar el crecimiento de ITAA alrededor del mundo.

Yo pienso que la ITAA es una organización que responde muy bien a sus miembros. ITAA me ha dado mucho, servirla como su presidente sería un honor y también una manera de corresponder a lo que he recibido por tantos años. También sería el primer presidente de Latinoamérica, ésto sería una invitación para otras personas de esta parte del mundo para formar parte de nuestra organización, teniendo una ITAA verdaderamente internacional, con una representación balanceada en todas las partes del mundo. Esta podría ser la manera para alcanzar a aquellos que todavía no conocen la útilidad que el AT podría darles a sus vidas.

En los últimos años ITAA ha cambiado mucho, yo puedo recordar aquellos días con Lucy Freedman y Vince Gilpin, en el Comité de Integración Mundial, dónde la Planeación a Largo Plazo para el futuro se inició. Es emocionante ver el largo camino de desarrollo de ITAA. Sin embargo, cada vez que se gana algo, también se pierde algo. Por el momento yo siento como que se ha perdido algo del sentimiento original de ITAA como un equipo cálido, ya no veo a todos los miembros que acostumbraba ver. Es como crecer y perder una parte de lo amigable, la apertura y la espontaneidad que originalmente me gustaba tanto.

Me gustaría pensar en maneras de crecer, manteniendo el espíritu original de nuestra organización, involucrando nuevos y viejos miembros a participar en una relación OK-OK para ITAA y para beneficio del mundo.

Sería el primer presidente de Latinoamérica, ésto sería una invitación para otras personas de esta parte del mundo para formar parte de nuestra organización.

¿Cómo específicamente harías tú para completar estas metas?

Nosotros como analistas transaccionales, necesitamos hacerle honor a las raíces del AT por lo que se refiere a una psicología social, utilizando AT como nuestra herramienta más valiosa para entender las diferencias entre los países.

Para iniciar 1995, el volver a nuestras raíces parece ser la respuesta. Yo voy a enfatizar el desarrollo de lo que tenemos, la intuición, el claro uso del lenguaje, las ideas originales de Berne, la espontaneidad, creatividad, diversión, e intimidad.

Mi plataforma es:

1. Fortalecer el AT alrededor del mundo.
2. Revitalizar nuestras viejas raíces y promover nuevos y estimulantes brotes en AT.
3. Introducir AT en los ámbitos universitarios. Promover y estimular la investigación, así como motivar a los profesores y autores de libros de texto para incluirlo en sus programas.
4. Publicidad alrededor del mundo para eventos y avances, Ej: cómo el AT ha madurado.
5. Para principiantes la producción de videos del 101 en sus idiomas nativos, hechos por Teaching Members locales, para que el AT pueda tener acceso a un major público, de una manera moderna que pueda atraer a más miembros.

Si queremos tener una organización verdaderamente internacional sin perder nuestra identidad, necesitamos rescatar nuestras raíces originales, viviendo el AT y no únicamente hablando sobre él. Podremos lograr esto entendiendo nuestras diferencias como países e invitando a la gente a ser parte de esta comunidad. Si somos capacer de hacer esto, también podremos enseñar algo a los líderes de nuestras naciones. ¡Ahora! Esta el la manera de continuar una apertura internacional que se inició hace catorce años en ITAA, enfocándonos a tener una major representación balanceada de miembros de diferentes países del mundo.

¿Qué haces para divertirte?

Sorkelling, correr, leer, usualmente tengo 3 o 4 libros al mismo tiempo. También me gusta el cine, teatro, y asisto a conciertos y opera cada vez que puedo. Emilio es una parte muy importante de mi vida como pareja y profesionalmente. Además especialmente disfuto de mis hijos mayores. Enrique acaba de terminar la universidad con un grado en Relaciones Internacionales. Georgina esta en su último año de universidad para obtener un grado en Ciencias de la Comunicación. Yo estoy muy orgullosa de ellos dos y tal véz "argumentada" por ellos también, en cuanto a querer Comunicarme Internacionalmente. □

ITAA News

President-Elect Nominee Withdraws



Dear Friends and Colleagues:

It is with very real regret and sadness that I write to let you know that I have decided to withdraw from candidacy for the position of ITAA President-Elect. I want you to have a brief explanation for why and how I have come to make this difficult decision.

Some of you already know that since an accidental injury in January this year, I have been fighting with physical pain, stress, and gradual deterioration of my strength. This has been a kind of crisis for me and has caused me to consider at a very deep level what my life goals, values, and priorities are. I expect to be well within the year, so it is not directly ill health that has caused me to withdraw my candidacy, but rather what I have been obliged to recognize and deal with inside myself.

I want to, and will, stay actively involved with the ITAA, but given a limited amount of energy, time, and money, I see that if I am to do the work that most reflects my personal way of "helping in the world," and also maintain a healthy quality of personal and family life, then I have to make choices. I wanted, like others before me, I guess, to "do it all." I see clearly that I cannot. After much painful conflict, I have chosen to relinquish the possibility of the presidential work for the ITAA. I shall continue to work for TA and the promotion and growth of our professional community at national and world levels. When my term of office as EATA President is completed in December 1995, I'll do it more from "the sidelines."

When I first made the decision to stand for election, many people supported and encouraged me. That, too, was a difficult decision, and with hindsight I can see it was for the same reasons. To those of you who gave me your support and trust, thank you—that was a generous stroke for me. I am guessing that some people will not even know that I was standing for election and some people may feel angry or disappointed that I am withdrawing. Indeed, I am sorry that once again there may not be an election as such in the ITAA. Most of all, however, I hope that you will understand from this letter what a deeply conflictual decision this has been. Please know that I do believe "there are many ways up the mountain." I intend to keep on my journey, but choosing a somewhat different route—one that I can manage.

Mary Cox, Cumbria, England

New Direct Members

April 1994

New Member	*Sponsor*
Salvador Fernandez	—
Edward Karl Goodstein	—
Tan Seng Hwee	K. Ramakrishnan
Patricia L. Lovelace	—
Eva Mitri	—
Gregg T. Staroscik	—
Lisa Vulpe-Keating	Richard Erskine
Sandra White	—
Jo Wilson	—
Michel A. Woodbury	—
Providencia E. Woodbury	—

May 1994

New Member	*Sponsor*
Ethel Beeling-Law	—
Dan Doty	—
Cynthia B. Di Geso	—
Christine Eckl	—
Lucille A. Herman	Janet Migdow
Chiyo Hirano	Ruth McClendon
Noboru Ikeda	Ruth McClendon
Soichiro Koichi	Val Garfield
Christina Martins	—
Lyn West	Charlotte Daellenbach

June 1994

New Member	*Sponsor*
Patrick J. Gibson	Pamelle Dickson-White
Victoria G. Heemstra	Elaine Childs-Gowell
Masashige Kumonojo	Kozo Rokkaku
Naoki Noriyuki Matsui	Val Garfield
Yasuhisa Nakajima	Kozo Rokkaku
Kuniharu Ogawa	Michiko Fukazawa
Will Parker	John Gladfelter
Masako Sato	Kozo Rokkaku
S. Wesley Sharpe	Pamelle Dickson-White
Doug Siebert	—
Emery J. Sobiesk	John Gladfelter
Isao Watanabe	Kozo Rokkaku



Deadline Approaching for Berne Award Nominations

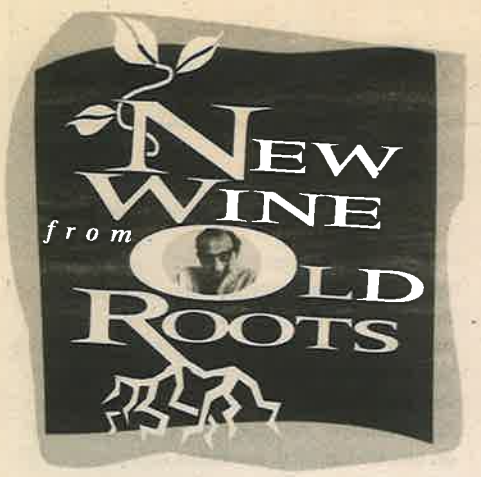
Time is running out for submitting nominations for the 1995 Eric Berne Memorial Award (EBMA). Members are urged to act now to honor colleagues who have made outstanding and original contributions to transactional analysis in one of four categories: (a) theory, (b) research, (c) practice applications, and (d) comparison and/or integration of TA theory or practice with other theories or approaches. To submit a nomination, send the following material to the ITAA office by 1 January 1995:

- name(s) of author(s)
- publication citation
- area or category of contribution (specify only one of those listed above)
- brief title for the contribution
- a detailed statement supporting the nomination as an original and significant contribution to transactional analysis in the designated area
- name of the individual, group, or organization making the nomination
- at least one copy of the article or book in which the contribution being nominated appears

Please Note: There has been a change in the requirements for nominations of material in languages other than English. From now on, if the article or book was written in a language other than English, it is preferable that an English translation of the material being nominated for the award be included along with a copy of the publication(s) in the original language. If an English translation is not available, a summary or abstract of the major ideas presented in the publication(s) must be submitted in English along with a copy of the publication(s) in the original language.

It is also the responsibility of the person(s) making the nomination to let the nominee(s) know that he or she is being considered for the Eric Berne Memorial Award and to provide the person(s) with a copy of the written material being submitted to the EBMA Committee.

Please contact the ITAA office for complete details about preparing nomination materials for submission to the EBMA Committee.



Extra! Extra! Extra!

News of MITAC '95

9-13 August
San Francisco

WANTED: A few stout-hearted men and women—anyone who has ever attended a conference and felt as if you have had two left feet or everyone in the world knew everyone else in the world except you. Guess what? There's a place for you: Be a host or hostess. The benefits are many, the rewards are outstanding, and everyone will know *who you are* by your colorful badge. It is a position that takes dedication, love of people, and lots of patience and good will. Contact: Gaylon Palmer at 916-863-7096 or fax 916-989-0400. Don't delay!

MEET: Elizabeth Ott, our trusty in-office coordinator. Elizabeth is in the know—she will pass on information or connect you with the right person. She is amenable to smiles and greetings. She is a powerhouse of facts. Don't hesitate if you have a question: Call her at 415-885-5992.

WANTED: Raimundas Milasiunas of the Lithuanian Transactional Analysis Association plans to attend the San Francisco Conference. He needs a place to stay. He writes, "Maybe there would be a place for me to stay with an ITAA person who lives in or near San Francisco, so that would take care of room and some food." So, how about it, members? Raimundas (and many others from countries such as India, China, Croatia, and Serbia) are waiting to hear from you. Members in the area are urged to offer housing assistance if they can. Non-San Francisco residents might volunteer to host an economically disadvantaged conference delegate by sharing their hotel rooms (single and double rooms are the same price). Contact Elizabeth Ott at the ITAA office to volunteer in either way.

NOTICE: Some scholarships are available for cost of conference fees.

NOTICE: Group rates—With five or more in your group, conference registration costs $25 less per person. Gather four of your closest friends from your office or agency.

Training News

Attention All TSTAs and PTSTAs

Concerning Annual Reports: There seems to be some confusion about record keeping and what to do with annual reports. DO NOT send them to the ITAA. These records are to be kept by you and presented to the Exam Supervisor along with your other materials when you take your exam. You and your primary supervisor are responsible for their accuracy and for making sure that you have enough hours as required for examination. (See Appendix 42, page 161, "Supervisor's Certification to the BOC for the TSTA Oral Examination" in the *Training Manual* [revised, November 1991]).

Concerning Effective Dates for Contracts: The Training and Certification Council wishes to remind all TSTAs and PTSTAs that your trainees' contracts become valid only when they have been returned to the trainee by the T&C Council office bearing T&C Council endorsement. The specific date will appear on the T&C Council office stamp. □

Maastricht TEW

Congratulations to the following candidates who were endorsed at the Training Endorsement Workshop 15-17 July 1994 in Maastricht, Netherlands:

Hartwig Beilfub (Clinical)
Maria-Luisa Cattaneo (Clinical)
Ghislaine Dietlin-Georges (Educational)
Mairi Evans (Clinical)
Antonella Fornaro (Clinical)
Jacqueline Goossens (Educational)
Uta Hohl (Counseling)
Christa Krzysteczko (Clinical)
Agnes Le Guernic (Educational—endorsed for supervision only)
Brigitte Menrad-Killett (Counseling)
Achille Miglionico (Clinical)
Maria Molaioli (Clinical)
Jacques Moreau (Organizational)
Micholas Pamphlett (Clinical)
Jean Raoul Pampuri (Clinical)
Sue Phillips (Clinical)
John Renwick (Clinical)
Marie Seys (Educational)
Cecilia Waldekranz (Clinical)
Jane Walford (Clinical)
Robin Walford (Clinical)

TEW Coordinator: Alice Stevenson

TEW Staff: Christine Lister-Ford (Chairperson), Nelly Micholt, Matthias Sell, Charlotte Sills, Marilyn Zalcman

TA 101 CALENDAR

October 20-21, 1994: London, England. Cost: £80. Leaders: Charlotte Sills, TSTA, or Barbara Traynor, PTSTA. Contact: Metanoia, 13 North Common Rd., Ealing, London W5 2QB, England; phone: 011-44-81-579-2505.

October 23 & 30, 1994: Sydney, Australia. Cost: $100. Leaders: Acey Choy, PTSTA, Jan Grant, TSTA, Enid Ware, PTSTA, and Elizabeth Crichton, PTSTA. Contact: ECTA, c/o Elizabeth Crichton, 345 Bobbin Head Rd., Turramurra, Sydney, Australia.

October 24-25, 1994: Aruba. Cost: $75. Leader: Gloria Noriega, TSTA. Contact: ITAA, 1772 Vallejo St., San Francisco, CA 94123-5009; phone: 415-885-5992.

November 5-6, 1994: Sydney, Australia. Cost: $150. Leaders: Elana Leigh, PTSTA, and Jan Grant, TSTA. Contact: Elana Leigh, 158 Wellington St., Bondi, 2026 Sydney, NSW, Australia.

November 19-20, 1994: Cleveland, England. Cost: £90. Leader: Christine Lister-Ford, TSTA. Contact: Stockton Psychotherapy Training Institute, 77 Acklam Rd., Thornaby-On-Tees, Cleveland TS17 7BD, England; phone: 011-44-642 611292.

Exam Successes

Congratulations to the following candidates, who passed COC exams in Maastricht on 10 July 1994:

TSTA

Elyane Alleysson
Christine Chevalier
Claude-Marie Dupin
Robin Hobbes
Marie-Therese Pourtois
Christine De St. Pierre

TTA
Oddmund Teigen

CTA
Annick Alexandre (Clinical)
Pieter Bijkerk (Clinical)
Peter Blyme (Clinical)
Raquel Boronat (Clinical)
Jean-Marie Boye (Educational)
June Brereton (Clinical)
Jenny Bridge (Clinical)
Isabelle Buhlmann (Clinical)
Colette Esmenjaud (Clinical)
Francoise Goldstein (Clinical)
Corrie Van Halm (Clinical)
Hazel Hirst (Clinical)
Margriet Hogenhuis (Clinical)
Jean-Michel Javourez (Clinical)
Hans Joss (Educational)
Paul Keenan (Clinical)
Dolores Lenz (Clinical)
Brigitte Maurice (Clinical)
Ton Meuwissen (Clinical)
Trudi Newton (Organizational)
Joelle Peschot (Educational)
Barbara Porter (Clinical)
Mechthild Ritter (Counseling)
Sylvia Rose (Clinical)
Gaetano Sisalli (Clinical)
Graeme Summers (Clinical)
Valentina Terlato (Clinical)
Keith Tudor (Clinical)
Dominique Vauthier (Clinical)
Bea Verzaal (Counseling)
Shona Ward (Clinical)
Brenda Wigleven (Counseling)

Thanks to Examiners

The EATA Commission of Certification and the ITAA Board of Certification express their thanks to the following colleagues, who freely gave of their time and expertise to examine in Maastricht on 10 July 1994:

EXAM CALENDAR

Exam	Exam Adm.	Exam Date	Location	App. Deadline
CTA Oral	BOC	Oct. 26, 1994	Aruba (Caribbean)	July 26, 1994
	COC	Nov. 17, 1994*	Wellington, New Zealand	Aug. 16, 1994
	COC	Nov. 19, 1994	Berlin, Germany	Aug. 1, 1994
	BOC	Jan 13, 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	BOC	Oct. 26, 1994	Aruba (Caribbean)	July 26, 1994
	COC	Nov. 17, 1994*	Wellington, New Zealand	Aug. 16, 1994
	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		Oct.31-Nov.2,'94	Aruba (Caribbean)	June 30, 1994
		Nov. 21-23, 1994	Wellington, New Zealand	July 21, 1994
		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.

Marijke Arendsen-Hein
Cobi Bakels
Servaas van Beekum
Janne Blarke
Suzanne Boyd
France Brecard
Hedi Bretscher
Giorgio Cavallero
Elaine Childs-Gowell
Bertram Christoph
Charlotte Christoph-Lemke
Petruska Clarkson
Bob Cooke
Mary Cox
Isabelle Crespelle
Antoinette De Mol
Conchita De Diego
Georges Escribano
Mairi Evans
Lisbeth Fischer
Maria Gilbert
Angelika Gloeckner
Benno Greter
Julie Hay
Gudrun Hennig
Theo Van Der Heyden
Hansruedi Hunter
Hanna Hyams
Nick Irving
Alan Jacobs
Rosa Krausz
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Members Forum

Dismay Over Directory

Dear Fellow Members as Trustees:

I am writing to express my deep dismay with the layout of the USA section of the newly arrived 1994-1995 ITAA Membership Directory. Specifically, I resent that the current format deletes the identification of United States members by states. I am both hurt and angry!

Not only do I lose a sense of belonging and camaraderie by "neighborhood" (state), but this action camouflages membership changes. I don't know who in the ITAA resides in Georgia without returning to the dark ages, scanning A to Z in the new directory, comparing an older directory with the new one, or requesting a printout on Georgia from the ITAA. For me it is the most useless directory to date!

I have lost a marketing tool that hits my pocketbook. This past year two certified members in other states, whom I did not know, referred folks to me because I was both a certified member and *living in Atlanta, Georgia*, where their clients were moving. I have referred clients and friends of clients to certified members in other states with the help of the directory. Not so easy with this new blue beauty!

From my data gathering regarding the process of how this radical change evolved, I understand some of the non-United States members felt there was an inequity in previous directories because only North Americans had the additional identification by state or province. If European, Asian, or South American members want the same format utilized by North Americans, I would have liked for them to cooperatively problem solve, creating a listing that they would have deemed useful and practical, rather than simply penalizing North Americans. If money was a concern in producing the directory, then either find it, raise it, or ask for it! As Chair of the Fund Distribution Committee, I am aware of at least one source of possible funds. To put together a directory from a basis of scarcity only perpetuates scarcity, not abundance.

In a cooperative system, one way to create equity is to seek, ask for, and obtain that which is desired, taking into consideration both what the seeker wants and needs, what others may want and need, and the reality of the situation. (I wonder what organization has promulgated this philosophy?) As a result one will feel fulfilled or empowered—and not at the expense of someone else! The contrast is a competitive system where one way to "create equity" is to either take away from or diminish another so that one can experience some sense of relief or pseudoempowerment.

So, what do I want? I want a new directory to be developed *as soon as possible* in which USA members, regardless of membership level, are listed by town and state, and by so doing to reestablish a sense of community. Simultaneously, let's make the directory useful for members in other nations. If members in one country like and want a subdivision by state, county, or province, create it, find a way to fund it, and do it! Make the directory practical, useful, and abundant for all. Will you do this and will you make this issue a priority in Aruba?

Thank you for your consideration.

Tim Schnabel, Atlanta, Georgia, USA

Note from the Executive Director

All USA members in need of local information for referral purposes may contact the ITAA office for complete geographical listings. There will be no charge for one state. When multiple states are requested, there will be a charge of $5 per state, plus $5 shipping and handling.

The following is reprinted from the USATAA-Net, *the newsletter of the USATAA (Vol. 12, No. 3, Fall, '94, p. 1).*

USATAA Membership Directory
Do you want to continue to be on a TA Network Referral Directory in the US?

by Felipe Garcia

By now most of you have received the new ITAA Membership Directory. This directory does not list you by state. Transactional Analysts in the USA often refer clients to members in other states when clients are moving, or refer family members, friends, or colleagues to TA professionals in other states. This will no longer be possible with the ITAA Membership Directory.

The USATAA will be publishing a membership directory which will list members by several different means, including by state. You can count on the accuracy of this list because our database is updated every four months. In order for you to be listed in the USATAA directory, you must be a member of USATAA. If you are not paid thru 1994, you need to send $25.00 to 1772 Vallejo St., #3, San Francisco, CA 94123, by December 1, 1994 in order to be included in this valuable referral list.

We miss you and we want you.

Constructivism, Logical Positivism, and Realism Answered

Dear Ted [Novey]:

In answer to your recent article in *The Script* (August 1994, p. 3), I can only respond as an old sprinter who has heard the crack of the starter's pistol often enough to still jerk my lead leg when I hear loud noises. It seems to me that as an editor, you should stay out of this argument about reality unless you are willing to submit a formal article that withstands the arduous, and often tedious, *TAJ* editorial process.

You have power: the power to influence and even inhibit discourse and various alternate approaches to knowledge. It is all too easy to dash off an article for a newsletter. This subject requires more careful consideration. The editor's mandate to influence in this manner has never been challenged. It is more de facto than consensual. Given that you have obfuscated the boundary between editor, author, editor's editorial, editorial board, and formal theory, especially without consulting the editorial board, I think my challenge here is both justified and appropriate. My response, therefore, is not just as a reader, but as an author and a three-time *TAJ* editorial board member who has reviewed over 40 articles.

You have taken issue with the use of such words and phrases as "chaos theory," "synergy," "epistemological," "philosophical," and "what is reality" and, in effect, claim no meaningful use for them in the pages of the *TAJ*. I must say, coming from someone who has mathematics and physics as his earlier disciplines, I find this very surprising. After all, physicists from Einstein through Heisenberg to the present day are always grappling with epistemological questions, that is, questions about the origins of knowledge and how they know what they know. Philosophical speculation, despite your position, has been a part of physics. I understand that you want to take issue with dilettantism and misuse of terms. I couldn't agree more with you on this. But to do so collectively, even with serious challenges, like those proposed by Allen and Allen (1991) and Loria (1991), throw out the baby with the bathwater.

Certainly you would admit that there are theoreticians in physics and there are also experimentalists. Does it not take both? It seems to me that Loria and Allen are theoreticians who are asking philosophical questions about the nature of our knowledge, even of how we know what we know about ego states, and they are a much needed, rare species in our sub-discipline. Do we want to lose them? Did not Berne do the same regarding psychoanalysis? Theoreticians, if they are up to it, must deal with questions of their own perception. For example, who has made the existence of ego states a law? What experiments have validated them? How do we know they exist? Because it seems so? Because it is convenient for diagnosis?

Also, you must deal with such works as Wittgenstein's (1980) *Remarks on the Philosophy of Psychology*. For example, "Is it introspection that tells me whether I have to do with a genuine seeing, or rather with an act of interpreting? To start with I must get clear about what I would call a case of interpreting; what is it that tells me whether something is interpreting or seeing" (p. 2e).

The outstanding mathematician and thinker Jacob Bronowski (1978) defined epistemology, that is, the study of how we know what we know, as "an eighteenth century, indeed a medieval phrase, 'natural philosophy.' By natural philosophy I mean that enterprise of the human mind which attempts to trace lawfulness in nature, dead and living, but which is not directed to specific inquiries into how this or that law works" (p. 4). And there are also two other philosophies to which we are heir: metaphysical philosophy and moral philosophy.

It seems to me that "I'm OK, You're OK," for example, falls into two of these categories, possibly all three. One, the natural philosophical position, is identified as a Descartian, or cartesian, grid as one of four roughly mathematical positions, with relative equivalency. Another is the moral philosophical position that "we hold these truths to be self-evident, that all men are created equal" (Jefferson, 1776/1990, p. 1). The third is the metaphysical philosophical position, continuing the Jefferson quote, "that they are endowed by their creator with certain unalienable rights; that among these are life, liberty, and the pursuit of happiness" (p. 1).

Work in our field emanating from Wittgenstein speculates about therapist and patient cocreating their reality. I find this quite in keeping with Berne's "philosophy," as it equalizes the nature of the exchange between therapist and patient. The therapist must look at his or her theory and ask, "How do I know this and what am I doing to create the conditions under which I can apply the theory?"

I submit that any challenge to existing theory is healthy, even if it is wrong. I think you should challenge these ideas formally, like any other author, not as editor, unless you want the *Journal* cast in limited forays.

Alan Jacobs, Chicago, Illinois, USA

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Dear Alan:

I think that it is a reasonable expectation that editors will review and edit articles for whatever publication they have responsibility and that they will also write editorials that may contain facts as well as personal opinions of the editor. In some 50 years of publication, I have been on the writer's side confronting editors and their decisions about my papers. It is an interesting and stimulating experience to be on the other side.

It is "true" that I get picky, mean, nasty, irritated, and overcritical with the careless use of words, theory, faddism, and as you say, dilettantism. My goal is to use whatever influence I have to encourage writers for the *TAJ* to define their terms and to avoid complicating transactional analysis theory without justification, as well as fuzzy challenges to theory. If we decide to accept that "any challenge to existing theory is healthy, even if it is wrong," as you suggest, then we can do away with editors and the review process and just staple together whatever papers turn up and publish that. It would save a lot of work.

As to my newsletter column, I assume that when the *Script* editor doesn't like what I write, that I will get fired as a columnist. Until then, I am enjoying being able to say what I have been thinking for many years.

Ted Novey, Glenview, Illinois, USA

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ITAA BEGINS A NEW LIFE CYCLE

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ITAA's Attractiveness to Members

However, as members of the current ITAA administration, we are even more concerned about the apparent lack of appeal TA has for younger people outside of Europe. In Europe, 34% of members are younger than 35 years, and the rest of the world shows 4% of members under 35, but in the USA the percentage under 35 is negligible. For young Europeans, it is attractive to invest in training with high standards that results in recognition for using TA in a certain field of application. Why does this not attract more young members in the rest of the world?

The task of an association such as the ITAA is to "solve common problems, meet common needs, and accomplish common goals" (Tecker & Crouch, 1993). To do this effectively, the ITAA must recognize the common self-interests of its members. At the Board of Trustees meeting in Nürnberg in May, we discussed this at great length. For example, membership needs in the ITAA are widely varied, as shown by the recent survey. A new member in St. Petersburg has different needs than an advanced member in Hong Kong or a teaching and supervising transactional analyst (TSTA) in South America. The needs of new members in the USA also differ from the needs of new USA members 30 years ago.

ITAA Comes of Age

To understand what is occurring in the ITAA at this point in time, it is helpful to use a developmental model that views an association as going through infancy, adolescence, young, middle, and late adulthood, old age, and either termination or revitalization. These stages can be seen as an organizational life

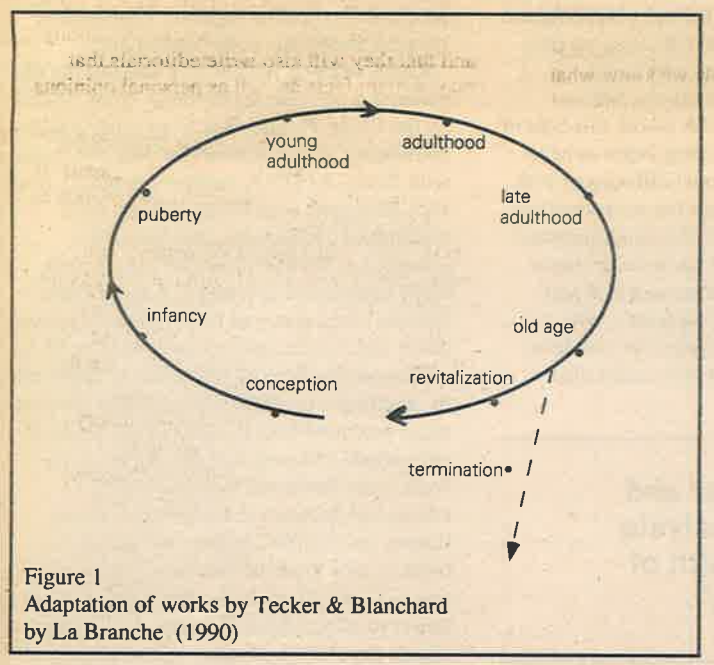

Figure 1
Adaptation of works by Tecker & Blanchard by La Branche (1990)

cycle (La Branche, 1990).

The ITAA has had an intense life, with many ups and downs, as it moved from its cautious beginnings and healthy, growing childhood in the 1960s to its booming growth and adolescence in the 1970s, when it expanded so quickly that it was called upon to perform as an adult, perhaps a little too soon. Although the organization had a promising young adulthood, in some ways the ITAA has never realized fully its identity as a mature organization. The too-rapid growth in the 1970s led us to focus most of our energy on basic survival tasks (publishing ideas, developing a training curriculum, setting up categories of membership, creating an exam system, publishing an ethics code, etc.). There was little time to consider the impact of such actions.

In addition, Eric Berne's rebellion against the establishment ("I'm OK, You're OK, They're not-OK") remains the biggest script issue the TA world has to resolve. Among professionals, transactional analysis still suffers from its 1970s image as a pop psychology. Even today, TA is recognized more for its clear system of training and examination and its ethics code than it is for its concepts.

Revitalization Needed

Since the late 1980s, excitement about TA has been at its lowest point, direct membership has been dropping, affiliate membership has stalled, and the membership drifts for lack of revitalization and innovation. The zeal of the early days has left us, and only a few people seem to care. Autonomy, which is more often than not worked out by splitting (e.g., in the love-hate relationship between the ITAA and the EATA), looks less like solidarity with the rest of the TA world and more like parochialism.

We are in a stage of over-bureaucratization that makes us inefficient. For example, European trainees may need six signatures just to sign up for a certification exam: their own, their sponsor's, their second sponsor's (if that person is not in the right field), their sponsor's sponsor (if the sponsor is a PTSTA), the national institute that checks to see if trainees are in the right field, and the EATA. Such requirements cause anger: The line from a member to the institutions of the organization is too long.

The level of security in the TA world is quite low: The ITAA can hardly contain members' fears about dissolution, their anger about having gone down ineffective paths in the past, and their sadness about losing so much worthwhile history. We still focus a good deal on the external world—we have to in order to survive (recognition, exams, research needs). The ITAA is in old age: Either we terminate or we revitalize.

Transforming the ITAA

In our view, the answer to the problems facing the ITAA is revitalization. The Board of Trustees understands the signs: We must engage in discussions about a new understanding of the ITAA. At this point, most training and membership activities occur at the local level. We are growing from centralism to effective decentralization. In addition, the sale of the headquarters building in San Francisco at the end of 1994 symbolizes the transition the ITAA is making.

However, there are important areas in which the ITAA needs to lead the way. Recognition of clinicians (so successful in some European countries), high-quality research, and the opening up of opportunities in Eastern Europe, Latin America, and Asia are just some of the areas in which the ITAA needs to provide support. The ITAA must provide containment and space for local organizations and an overall view of theory development, training and exam criteria, and ethics. The ITAA is now the global container of the worldwide TA community, which includes European, Asian, Australian, North American, and South American organizations.

Individual members—who originally formed the basis of the ITAA—are now primarily involved with each other on the local level and are connected to the global organization through affiliation. For example, the USA membership needs to put its energy into building up its own organization(s) instead of working on individual direct membership in the ITAA, an issue we know US members are aware of. Individual direct membership remains a possibility for those who live in areas where there are few members or for those who do not want to be members of their local associations.

However, membership is just one aspect of transformation. We also need to come into new entrepreneurial energy—we need people who take risks, who are not afraid to rock the boat, and we are glad that there are such people in TA.

Figure 2 shows the La Branche (1990) developmental oval superimposed on four quadrants that represent four organizational phases, each of which requires a certain type of Board of Trustees: entrepreneurial, systems, strategic, or transformational. In our old age as an organization we have required a transformational board, but as we choose revitalization rather than termination, we need to integrate entrepreneurial aspects on the board. We are now aware of being in a transformational phase. We need to shift toward new entrepreneurial energy by focusing on who we are, keeping from that what is of value, and adding new tasks and goals.

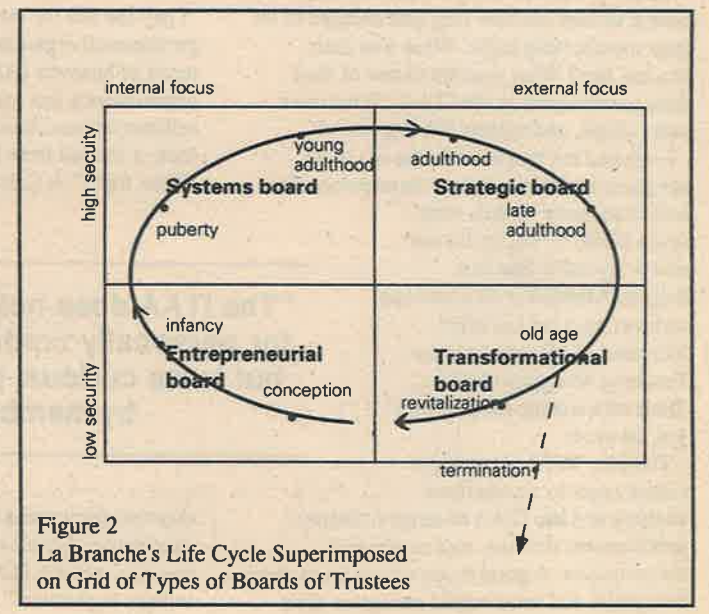

Figure 2
La Branche's Life Cycle Superimposed on Grid of Types of Boards of Trustees

Development of the ITAA

In recent years, the position of ITAA Vice-President for Development remained vacant, an indication that development was not a high priority in the organization. However, now that Matthias Sell has assumed the position, we have set new goals for development in the organization. They include:

1. To present TA as an effective model for facilitating change.
2. To present the ITAA as a worldwide organization.
3. To present the ITAA as an organization of ethical, competent professionals.
4. To present the ITAA as an organization of flexible professionals, prepared to work with other professionals worldwide.

New Entrepreneurship in the ITAA

As discussed earlier, there are widely varied membership needs to take into account and many new tasks that need to be addressed to start a new life cycle for the ITAA. In light of this, the Board of Trustees has decided on some concrete steps:

1. **A new approach to research**—For several reasons, much of the research on TA is not widely available (e.g., it is not published or translated or there is no abstract available or registered). Therefore, Elana Leigh, Vice-President of Research and Innovation, has collected a group of people from around the world to bring together research knowledge that is needed for recognition in the therapeutic world.

A second problem is the lack of a research culture as part of the foundation of TA. We are just not curious enough to research our own TA methods and concepts. Therefore, efforts are underway to encourage (P)TSTAs to challenge their trainees with small research projects. When research is integrated more broadly into the foundation of TA training, the need for good research will spread throughout the TA community. This implies that most (P)TSTAs will have to learn about research themselves first. Awareness of this need is growing among (P)TSTAs, as is the resistance of some.

2. **New committees for the development of the ITAA**—A corporate identity committee (CIC) has been established to help the association to define its identity a[illegible] to translate that into a consistent image. Among the goals is to develop a new corporate design to make this identity clear to the market, one that local associations may also wish to use. In addition, a books and publicity committee (BPC) will work closely with the research and innovation committee to support the exchange of ideas, theory, and training both among members and with the outside world.

3. **New categories of membership**—Discussions are already underway about developing membership categories for students and retired persons. In addition, the ITAA will develop a category of membership for institutions and organizations. In that way, institutes can be endorsed for certain training programs. For example, so-called "Eric Berne Institutes" could then be related to the ITAA, as could training departments in companies.

New Options for Tasks in the Outside World

The ITAA also needs to be involved in networking with professionals who use similar methods to increase recognition of TA theory and applications as well as to promote the ITAA as an organization. Therefore, officers of the ITAA will participate in international conferences, representing TA in presentations and on panels. Examples of such meetings include the 1994 International Qualification Fair in Germany, the 1995 International Association of Group Psychotherapy conference in Argentina, and the 1995 International Federation of Training and Development in Organizations meeting in Finland.

In addition, we must find ways to demonstrate to the outside world the effectiveness of TA in dealing with the serious problems facing our world. Toward that end, the Board of Trustees has set up two task forces: international teams of specialists (ITS) and teams of communicators (TOC). Both are meant to actively participate from a TA frame of reference in activities related to global questions and problems. To do this, networking with other global organizations (e.g., UN, UNESCO, European Union) will be necessary.

After the October 1994 Board of Trustees meetings in Aruba, these plans will be worked out in more detail, and readers of *The Script* will be the first to hear about them. In the meantime, we welcome your input as we seek to chart a course for the ITAA into the 21st century.

Servaas van Beekum is currently President of the ITAA. Matthias Sell is ITAA Vice-President of Development.

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WILL THERE BE AN ITAA

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digesting is that some 46 US advanced members (as well as 65 associate and 174 regular members) did not renew their memberships by March 31 of this year. I was stunned to hear this! Where and why have they gone?

The ITAA does not have a formal procedure for personally contacting inactive members, but I was curious, perplexed, and disturbed by these losses, as have been our Executive Director, Susan Sevilla, and the Board of Trustees. I decided to try contacting these people to find out how they had decided to let their membership lapse. What was their process like? What was the extent of their prior involvement in the ITAA? What mads, sads, scares, and regrets did they have?

I selected ten names from the list of 46 advanced members. I knew three personally and I had never spoken with seven (three of whom did not return my call). One is a Regular Member with a training contract, two are Certified Members (CM), and four are Teaching Members (TSTA). Their stewardship ranges from 3 to 26 years.

The four TSTA's are major contributors to transactional analysis and the ITAA in terms of theory, publications, training, and conference presentations. A good many of you know them personally and most would recognize their names (I promised to maintain confidentiality). Of the seven I contacted, two were in the process of sending in their dues, three had decided not to renew, and two remained undecided and thus were inactive. The time I spent with them on the phone was meaningful, rewarding, and enlightening. With the exception of one conversation, I felt warmed, touched, and appreciative of their candor. It was quite an education.

For those with whom I spoke, one issue was money. Starting out in private practice or moving to semi-retirement were concerns, although they were not primary in terms of whether the person decided to remain a member. One TSTA said, "I pay the bill for my license, then one for the professional organizations I need the most in terms of business (APA, AAMFT, NASW—organizations that lobby for insurance reimbursement, licensure, etc.), and then I look at the bill from the ITAA and think, 'What for?' " A Certified Member who let his membership lapse a few years ago said it succinctly: "I don't need the ITAA to stay in practice, and the ITAA doesn't help me to remain in practice."

"The ITAA does not have a formal procedure for personally contacting inactive members, but I was curious, perplexed, and disturbed by membership losses."

Another theme for three of those with whom I spoke is that the ITAA lacks relevance and realness: "Here we are dealing with our survival as psychotherapists, figuring out the maze of managed health care, attempting to preserve what we have professionally, and the real issues are not being addressed by the ITAA." One senior TSTA was discouraged on many levels—from the declining state of mental health and psychotherapy in general to the way TA has missed the boat in terms of impacting significant theoretical developments specifically: "To have the world falling down around us and to offer a conference on 'Anger and the Disowned Self' is like entertaining a penchant for medieval manuscripts as the flood waters rapidly rise." This esteemed member has not paid his dues for 1994 and is willing to let the last dues notice continue gathering dust. "If I pay my dues it will be because of my loyalty to friends and cherished memories of a time gone by, not because of what is happening in the organization today." How many of you also let your dues announcement collect dust, hesitating and pondering before you mail in your payment?

"I am saddened and bothered that there is no ritual for finishing with these folks, no procedures for exchanging strokes, expressing resentments, sharing wishes, and saying good-bye."

Most of the people with whom I spoke felt stroked by my call. Those who left wished the organization well and wanted to remain on the mailing list for future conferences. I am saddened and bothered that there is no ritual for finishing with these folks, no procedure for exchanging strokes, expressing any leftover resentments, sharing wishes, and saying good-bye. They have quietly drifted off into the night. This does not speak well for an organization that professes to foster awareness of our basic interdependence and interrelatedness.

It has been said that history makes people wise. I am concerned with our organization's seeming passivity in the face of such attrition. Although our situation is in no way as dramatic, I am reminded of *Schindler's List*, Steven Spielberg's movie about Oscar Schindler, the Polish businessman who saved 1,100 Jews from Nazi death camps. We have approximately that number of United States members in the ITAA now. If the reason for ITAA's existence no longer meets the needs of a significant portion of its members, surely we need to rethink our organization's priorities or be relegated to waiting for an accidental "savior" like Schindler.

In claiming and cherishing our history, it is imperative to learn from those who have left—lessons about nurture, sustenance, purpose, change, and power. I have gently touched the surface of this wealth of knowledge from past members. I think it is important to go further. Let us glean from this tremendous resource added lessons and insight which, if carefully addressed, might suggest new solutions to a rapidly declining US membership as well as hope for the future of the organization worldwide. □

DEVELOPMENTAL ASPECTS

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a dragon it cowers, then flies forth spewing fire and searing the life's landscape. If anger is hidden underground, individuals often experience a part of themselves as missing. Denying or disowning anger, individuals must disown the part of themselves that originated it—becoming psychically (and sometimes even physically) crippled. Often this is when the transactional analyst is consulted, and the fundamental conflict related to the anger response becomes the foundation for the contract to work.

The Child's most fundamental motivation is to get its needs met, whatever the individual perceives these needs to be. Until perceived needs are met, other motivators (hopes, dreams, expectations, etc.) remain submerged, inactive. In over 25 years of practice, I have found useful a model that recognizes three basic Child motivations and the anger that results when those motivations are thwarted or threatened. Each type arises from a different developmental process, and therefore each is resolved differently.

Being Close—Anger Arising from Unmet Symbiotic Needs

All humans have the need to connect, to bond and merge. The need to merge begins in utero when prospective parents and baby unite through a psychic and physical connection. This need is called symbiotic because it is one shared by all parties in the relationship. Meeting the need to connect and to trust each other is biologically healthy. Bonding with others promotes the survival of each individual and the species.

When a child is frustrated in its need to bond and trust, anger results. When we deny this anger, we disown the "baby" in us, the part of our personality that creates connection and takes in nourishment. To resolve this anger in a healthy way means learning to use the energized, vital state of anger to create connections with others that are based on trust. We need to create the inner environment that allows us to merge with others safely.

To use an example from our history, prior to discovering TA, many of us felt angry with a lack of connection to orthodox therapeutic dogma. We used anger to seek beyond the world we knew. When we found TA, we got the connection we needed: We were like-minded folk, people we could trust to trade dogma for effectiveness. In connecting with TA and the ITAA we felt relief from the stress of not belonging. We felt filled and began to thrive.

"By modeling healthy resolution of anger and by teaching it to others, transactional analysts make profound contributions to the health of individuals, cultures, and the world."

Being an Individual—Separation Anger

Separation anger differs from the anger related to symbiosis. Originally separation anger is a tool the Child uses to break symbiosis with the parent. It is motivated not by our need to merge, but by our need to be individuals, to be unique, to break away from oneness with parents or the group. In healthy symbiosis-breaking, anger is used to establish a separate position while maintaining life-sustaining connections.

To discount this anger is to disown our individual uniqueness. In doing so, we hide personal characteristics behind a bland facade of conformity. Talents and abilities are lost, usually along with the capacity to set boundaries and limits, to say no, and to become separate. In the TA world, this type of anger is common as members begin to have theoretical or organizational differences with each other. The inner question to be resolved becomes whether the ties that bind (the need for connection) will withstand the desire to separate: Will the person be accepted and loved as an individual if separate? When people both achieve independence and form relationships with people who value their unique talents, separation anger can be put aside.

Being Safe—Racket Anger

Racket anger arises from the need to protect oneself in the face of fear. The person experiences that feeling scared is not OK. Perhaps they have learned that demonstrating vulnerability will lead to abuse. Covering the real need for safety with an angry front undermines the person's ability to feel secure. They are at risk because by using anger to cover fear, the scared, vulnerable part of the self who needs protection is disowned.

Just after Eric Berne's death, for example, this kind of anger was evident in the TA community. 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.

Racket anger is resolved by substituting true parental protection for the angry front created by the Child. People need to establish healthy boundaries and structures that deal effectively with threat. As ITAA members gradually dealt with their grief over Berne's death, most maintained connections, and fears were assuaged as the true protection of a reorganized association developed. Anger rackets became unnecessary as most members calmed down and recommitted to each other and TA.

By modeling healthy resolution of anger and by teaching it to others, transactional analysts make profound contributions to the health of individuals, cultures, and the world. In my work, I am interested in exploring the connection between developmental needs, illness, and health. I believe we are on the brink of new kinds of therapeutic approaches that will link all we know about the mind's power to affect physical reality. I have seen clients experience physical rejuvenation as they resolve their anger. Their physiology shifted energy from the basic survival mode to the "thrive" mode—energizing the sustaining systems, improving digestion, respiration, circulation, elimination, and immune function. The client can thrive instead of feeling threatened.

Eric Berne touched off responsive chords in all of us who came to know him or his work. Because of his commitment, we each were stimulated to grow, to resolve our anger in productive ways, and to unite behind a common purpose in the service of humanity, growing into an organization spanning the globe. We learned to resolve our differences peaceably and to love and support each other in our uniqueness. We have the opportunity to deliver the promise of peace and unity which lies at the heart of transactional analysis to those with whom we come in contact, in the same way Berne kindled this dream in us. In recommitting to this undertaking we can feel assured that world peace will come closer to reality. □

IAS Institute for the application of social science
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Personal effectiveness

an intensive workshop on role-performance with

drs. Servaas van Beekum &
drs. Karien van Lohuizen

Hotel Bethanien, Davos
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from 18-24 february 1995

40 training hours, time will be sceduled for skiing in the afternoon

Fee: SF 980,- ex. VAT
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IAS Institute for the application of social science
International

101 Instructor and PTSTA workshop Exam prep. Level II

a training with
Servaas van Beekum, TSTA
Julie Hewson, TSTA

Hotel Bethanien, Davos
(Switzerland)
from 13-17 february 1995

24 training hours, time will be sceduled for skiing in the afternoon

Fee: SF 690,- ex. VAT
Hotel SF 145,- a day incl. breakfast

Westerhoutstraat 48 NL - 2012 JS Haarlem
Tel: #31/23 420979 Fax: #31/23 420942

Integrative Psychotherapy Workshop

with

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

July 14-23 and/or August 18-27, 1995

Before and just after the international transactional analysis (MITAC) conference in San Francisco

Both of these ten-day workshops will focus on the theory and clinical practice of Integrative Psychotherapy. Various methods of working within the therapeutic relationship will be taught and demonstrated and may include contact, inquiry, affective attunement, involvement, and modes of empathy.

The workshop is for professionals in the mental health field who want personal work followed by an understanding of theory and clinical methods. 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: $1,900.00 tuition, room and meals included.
Deposit: $450.00 nonrefundable
Location: Near New York City at the Old Chestnut Inn, with spacious grounds, gardens, and swimming.

Institute for Integrative Psychotherapy
500 East 85th Street, New York, NY 10028
(212) 734-5291

WOW ! ! !
TWO WORKSHOPS IN MEXICO ! ! !

January 28 to February 4, 1995

REDECISION
Leader: Mary Goulding

February 4 to February 11, 1995

LOVE AND POWER
Leaders: Muriel James and Mary Goulding

PLACE: Hotel Garrafon de Castilla, Isla Mujeres, Q. Roo, Mexico, right on the reef. Fantastic spot for swimming, snorkeling, and learning together.

FEES: (including double room, breakfast, workshop)
January 28 - February 4: $1,000
February 4 - 1: $1150
Both workshops: $2,000.

DEPOSIT: Send $100 deposit (balance due before January 1) to:

Mary Goulding, 440 Davis Court, Apt. 2001, San Francisco, California 94111 (415-433-9558)



"For years I've been looking for a book that will answer my clients' questions about what healthy relationships look like. I have already recommended this book to several of my clients, my friends, and my daughter."
Laurie Weiss,PhD

LOVE THAT LASTS:
A Singles Guide to Finding a Great Mate

A New Book by Dorothy Jongeward,
Co-Author of *Born to Win*

Dr. Jongeward, together with Michele Raffin, MMS, describes the five steps revealed by successful couples for developing long-lasting, committed partnerships. Step 4, Social Networking, is based on the creative use of executive search techniques and addresses the number one priority of today's singles: meeting people of high quality in a safe environment. LOVE THAT LASTS is about building healthy relationships.

Available from The Crossing Press, PO Box 1048, Freedom, CA 95019, USA; 167 pp., $12.95 paper, $22.95 cloth; to order call 800-777-1048.

POETRY WANTED

The Script Poets' Corner welcomes your poetry in English. If you write in another language, please include an English translation. Should your poem be selected for publication, both versions will be printed. Poems must be submitted by their authors, not by a third party. The poet does not have to be an ITAA member. Send your submissions to Marion Arenas, 694 Birchwood Dr., Wyckoff, New Jersey 07481-1007, USA.



ITAA INTERNATIONAL MEMBERSHIP DIRECTORY 1994 - 1995

Each Directory includes:
- Alphabetical listing
- Geographical listing by country
- ITAA Bylaws
- Statement of Ethics & Procedures
- Professional Practices Guidelines
- List of Board of Trustees
- Membership Information

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Keeping In Touch

Region I—Asia, Africa, The Pacific

A TA study circle has been meeting in Baroda, India, since May 1991. It is convened by Dr. Thomas Vadaya, under the guidance of Os Summerton, TSTA. There are about 25 members who participate regularly. Eight to ten of them are under contract with Summerton for TA training. They have also organized several TA 101s in Baroda with Summerton as the faculty. These programs are offered under the auspices of MARG Counselling Centre, a voluntary organization in the area of counseling and mental health. MARG reaches out to the community, especially to university students, through its counseling and drug rehabilitation programs. TA has been one of the major tools they have been using at MARG.

Val Maslen has recently brought together her interests in theater and ecology through her ownership of the new Promethean Theatre in Hove, Australia. Last year Val poured $110,000 of her own money into outfitting the building. She then rented office space to ecology groups and threw open her doors to theater groups as well. The SA Writers' Theatre has made the building its home and is using it to stage locally written plays. Good work, Val!

Region III—Europe

The 16th Congress of the DGTA (the German TA Association) will take place from 12-14 May 1995 in Soltau, Germany. The theme of the conference is "Aggression and Joy of Life: Social Creativity Instead of Violence." The keynote speech will be given by Prof. Dr. Hans-Eckehard Bahr, a theologian who has done research on peace development. Workshops will focus on the theme and also on whatever other topics presenters wish to offer. For more information and/or to submit a program proposal, please contact Dr. Johann Schneider, Walsroder Straße 37, 29614 Soltau, Germany.

The Flemish TA Association (VITA) celebrated their 15th anniversary in February at the Antwerp Chamber of Commerce and Industry. Guido Stellamans, Past-President of VITA, writes, "It was a glorious day, one people will remember." He goes on to say, "I sincerely wish to thank the ITAA and the Eric Berne Fund for the Future for the donation so that we were able to double the complete issues of the *TAJ* and our own journal, *Strook*, at four university libraries in Flanders." Congratulations, VITA members!



Founding members and past board members of VITA receiving memory medals during the 15th anniversary celebration last February in Antwerp.

Region IV—Central and South America

Mariluz Uribe de Holguín writes, "I am an old member of the ITAA, and after more than 20 years in private practice, I am now working as a volunteer in the Liga Colombiana de Lucha contra el SIDA, the Colombian AIDS League. We fight the disease with education and give attention to HIV carriers and AIDS patients. We are a nongovernmental organization; our resources come from donations and from the slight charges we ask for conferences and consultation. I am very happy to work there as a volunteer. I have met the most extraordinary and courageous people. My work is not depressing at all, but challenging and rewarding. I made the decision to do this work after my son died of the disease and after my husband died. I work here in Bogotá while one of my best friends, Giovanni Miranda, an activist, runs the League in Medellin. By the way, this is not so awful a place to live as the foreign press depicts it! At the League we are in close contact with a new AIDS foundation in New York: Mrs. Gwenda Wightman, 'US Colombia SIDA Foundation,' 3 Salem Rd., Weston, CT 06883."

Region V—United States

Fanita English, ITAA staff liaison, treated the ITAA staff to a mini-TA 101 on June 28. This is the first time all ITAA staff have taken an introductory course in TA. A staff luncheon was held after the course. It was quite a treat for us all. Many thanks to Fanita for her fine teaching!



Fanita English

ITAA and USATAA Negotiate Affiliation: During the USATAA conference in Albuquerque, New Mexico, this past August, USATAA officers, led by general coordinator Jonathon Wagner, and ITAA president Servaas van Beekum began talks designed to move the ITAA-USATAA affiliation process to a new step. Important progress was made in understanding each other's interests and in finding a strategy to speed up the process. The Board of Trustees will discuss this matter further in Aruba.



The USATAA leadership with ITAA President Servaas van Beekum at the USATAA Conference in Albuquerque, New Mexico

All Regions

WANTED: Peter Wyss is looking for information about the "Transactional Behavior Questionnaire" (TBQ) described in a research study published by T. Brennan and J. C. McClenaghan in the January 1978 issue of the *Transactional Analysis Journal*. If you have a copy of the entire TBQ or an address for the authors, please contact Peter Wyss, Bürkiweg 4, 3007 Bern, Switzerland.

Singapore Conference Update: There are two corrections to the information given in previous *Scripts* regarding the Singapore 1995 conference. First, registration checks should be made out exactly as follows: "The Transactional Analysis Association." Checks addressed in any other way will be rejected. Second, the fax number for Jessica Leong, the conference organizer, is 011-65-474-0872. For more details on the Singapore Conference, see the August 1994 *Script*. To submit a proposal or to register, contact Ms. Jessica Leong, President, TA Association (Singapore), c/o 38-A Jalan Mat Jambol, #01-09, Islandview Condominium, Singapore 0511; phone 4713277; fax: 4740872. □

New Staff Member at the ITAA

Elizabeth Ott is the most recent addition to the ITAA team. As the new Executive Assistant at ITAA, her responsibilities include assisting the executive director, conference coordination, and contributing to the publication process of both the *Transactional Analysis Journal* and *The Script* newsletter.



Elizabeth attended high school and began college in San Mateo, California. She went on to obtain her bachelor's degree in sociology from the University of California at Santa Barbara. After obtaining her degree, she spent three months as an intern at The Washington Peace Center in Washington, D.C. Upon completion of the internship, she returned to the Bay Area to pursue her career. Shortly thereafter, she began work at a research and training center arranging training sessions for paraprofessionals caring for the elderly in their homes and organizing continuing education conferences for nursing home administrators and registered nurses.

Becoming involved with the ITAA has stimulated a new knowledge of TA and TA-related concepts. Strokes, scripts, and ego states are slowly becoming a part of daily conversation. This is partly encouraged by the "mini TA 101" course so generously offered by Fanita English to the ITAA staff.

Working in an international membership organization has been of tremendous inspiration to Elizabeth. The teamwork of the ITAA staff, board, and committees is done in a cooperative spirit, and she believes many projects could never take place without such camaraderie. The upcoming San Francisco conference holds special significance for Elizabeth because it will be held nearby and thus will afford a high level of involvement with its development and production. In addition, at the conference Elizabeth hopes to meet as many ITAA members as possible and to share the Bay Area with members from other lands.

Travel and meeting people from other countries is one of Elizabeth's most cherished passions; this was fulfilled most recently on a solo bicycle adventure through northeastern England, The Netherlands, Belgium, and France and a subsequent train journey to Italy, Germany, Czechoslovakia, Austria, Switzerland, Spain, and Portugal.

Returning to the workforce after such a spectacular international adventure raised her fear of stagnating under florescent lights. Happily, Elizabeth found the ITAA and the beautiful Burr House. She says her first six months have been filled with true satisfaction. The staff and members are wonderful to work with, and there is never a dull moment at the ITAA headquarters. Maybe that is why the last six months feel like they have gone by in a blink of an eye! □