The Script

INTERNATIONAL TRANSACTIONAL ANALYSIS ASSOCIATION

VOL. XXVI, NO. 6 AUGUST 1996

# Fraziers Honored with 1996 Hedges Capers Award

*After years of traveling to Russia and Eastern Europe to train people there in transactional analysis, Tom and Delphine Frazier are being honored with the Hedges Capers Humanitarian Award. This award was established to recognize ITAA members who have made significant, enduring contributions to humanity in keeping with the ideals and ethics of the ITAA. The Fraziers were nominated for this award because, as vice president Charlotte Daellenbach says, "of the enormously selfless work they have done in many parts of the world to help the distressed." The following article describes their most recent trip, last spring, to Croatia, Bosnia, Russia, and Lithuania.*




*Tom and Delphine Frazier at ITAA headquarters*

## The Terror of War and the Logic of the Heart

**by Delphine Frazier with Tom Frazier**

***Bihac, Bosnia:*** The Chinese philosopher Sun Soo once said, "Never surround a people. Always leave them a path out." Unfortunately, the people of Bihac were not left with any way out when in June of 1992 the Serbs encircled their city; they had no choice but to fight, and fight they did, until September 1995 when the siege of the city ended with the Dayton Accord. The women of Bihac with whom we worked during our trip there in March 1996 were proud that the people of their city had held out against all odds for more than three years, but the price they paid was terrible. During the fighting, food and basic supplies were scarce, and hunger was common. And with the constant shelling, often these women did not know who would live through the day. Most of them owned something like a hand grenade with which they planned to destroy themselves and their homes and families if the Serbs ever entered the city.

The week we were in Bihac was intended as a gift to the women leaders there from Maria Stopes International, a private self-help organization for refugee women throughout the world. (Maria Stopes has 60 women's centers in Bosnia and Croatia that work with women of all ages.) It was to be a time of vacation with others who had also worked hard and also a chance to relax and think about their own futures. For these women, raised under Communism, it was hard to look at their own personal needs. In the past their very survival had depended on being involved with the lives of one another and caring for each other. Now there would be changes, and some insisted that, after a brief time of exuberance after the shooting stopped, what followed was becoming the hardest time of their lives.

Among the women in the group we worked with in Bihac there was much grieving and many separation issues. Many found themselves crying or moved by the crying of others who allowed themselves to feel their sadness and losses for the first time. An overriding question was how neighbors could have turned against neighbors, and many were deeply hurt by the betrayal of those they had known as friends. How could the citizens of their beloved, advanced, educated country have done such terrible things?

> ***"The women struggled with how to explain to children a war that even the adults could not understand."***

Some of the women who had grown through their work with Maria Stopes wanted to go and work with the Serbs. The United Nations was teaching "tolerance," and these women were concerned with concepts such as forgiveness and the recognition that evil exists in the human heart and must be confronted. Others were outspoken in their feelings against the Serbs and felt there was no way to live with them again. Having faced so much death and destruction, the women struggled with deeply spiritual questions, which were new to them after years of Communism.

On our last evening together, the party went on all night. They presented us with a 20-foot long Killim runner woven by women in the hills. The size of the gift and the generosity behind it were overwhelming. "We have hard heads," they said. "You can break a bottle over Bosnian heads and the bottle will break before our

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## Walking Our Talk: Ethics in the ITAA

**by Suzanne Robinson**

Grappling with the process and issues related to ethics cases for the ITAA has been a challenging and at times daunting task. When Robin Maslen, then outgoing president of the ITAA, asked me to take on the ethics work as chair, little did I realize what a fascinating and difficult journey it would be.

### Issues

Changes in society in the last ten years—especially those related to the rights of consumers of mental health services—have wrecked havoc with the assumptions, beliefs, and presumptions that were held by professionals in every discipline. A stable, clear differentiation between right and wrong, good professional practices and bad professional practices lulled many of us (or at least me) into thinking that justice for the consumer of services would be served if we had the "right" code of ethics and the "right" process and procedures. The greyness of ambiguity, different ways of viewing the world, and most importantly, the impact of social changes and thus expectations has shaken this stable differentiation between right and wrong to the core.

> ***"Monitoring the changes in expectations, beliefs, and values in society has become an important demand on the ITAA ethics committee."***

Some of the issues that the ethics committee has had to deal with in the last three years reflect this phenomenon. No longer can we say that the person in power/authority is *always* totally responsible for the perceptions and beliefs about his or her actions as held by the client. The client, with his or her history, can also contribute. When one throws into this mix third-part requirements and unresolved or at best unclear criteria for boundaries, the result can be toxic.

Take, for example, the phenomenon of

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## Ethical Dilemmas in "Mangled" Mental Health Care

**by Harry Corsover**

For those of you who live outside the United States or who may otherwise have escaped any encounters with the phenomenon of "managed care," allow me to describe it briefly. Managed care arose out of the need to control skyrocketing *medical* costs; it involves a separate level of administration between the consumer of care and those paying for that care (often an employer who is in turn paying for insurance coverage). Marketing claims by managed care organizations (MCOs) suggest that they accomplish significant savings by regulating access to care that is "medically necessary" and by contracting with providers to offer services at a reduced rate. Having established a foothold in medical cost containment, managed care then took on mental health or "behavioral" care. The rationale was the rising cost of inpatient care, but the approach was also applied to outpatient care without any apparent justification, despite the fact that outpatient mental health care cost has remained three to four percent of health care expenditures for the past 20 years and has always had "built–in" cost–containment mechanisms of its own.

> ***"Some of our adaptations as practitioners to the 'sick' system of managed care put us and our clients at risk."***

Although managed care companies claim their operating costs and enormous profits are justified by the savings they yield, these claims are usually derived from marketing studies that would not pass muster by even minimal scientific standards (Lowman, 1994). In fact, it seems that most managed care companies are simply in the business of transferring money from providers' pockets to their own, primarily by reducing access to care and by lowering payments to providers. Thus, the title "managed cost" would be a more honest description of this process (or

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# EDITORIALLY YOURS

by Laurie Hamilton

## Ethics *is* a Big Deal

The topic of ethics and ethical dilemmas always struck me as dry and dusty. Arguments and discussion over such issues seemed primarily a pastime for philosophers and other nonworldly people. My attitude had something to do with the belief that "the right thing to do" is simple and obvious. Courses on professional ethics simply stated the obvious correct course of behavior. No big deal.

However, we decided to focus on ethics in this issue of *The Script* because it *is* a big deal. "The right thing to do" is not always easy to discern, especially when there are conflicting interests. Two dilemmas of particular concern to me are the question of confidentiality in the health-care system and mandated reporting of suspected child abuse. Both present ethical difficulties that require close scrutiny if they are to be resolved sensitively.

The first situation relates to reporting required by some health-care payers for psychotherapeutic services. It is a classic triangle. On one point sits the client, generally anxious for treatment and clearly not wishing his or her personal laundry to be hung out in public. On another point sits the health-care insurer, who has a two-fold obligation to see that the patient receives appropriate treatment and that it is cost-effective. In the final corner is the therapist, a person committed to providing confidential, productive service to a suffering person. If all parties are doing their jobs, appropriate treatment will be asked for and received, and confidentiality will be maintained . . . *forever*.

The issue is clearly one of trust, and frankly I just do not trust that confidential information is safely guarded by any institution, unless it is in that institution's own best interests. I know from working in a hospital environment that a tremendous amount of information is given out to people in various administrative positions. On the other hand, I also know that often pertinent information concerning a patient's circumstances is not charted because of fear that confidentiality will be violated. This, of course, hampers the treatment team in working to its full potential.

As a young therapist, I was very affected by the break-in of a psychiatrist's office and the breaching of his files because he was treating an antiwar protestor with strong Defense Department connections (Daniel Ellsberg). I decided at that point never to take notes so that confidences could never be stolen or subpoenaed in court. Curiously, it is a similar ethic to the "jail house ethos" that you "never rat a person out."

So, when an insurance company asks for personal information about a client, even though the client signs a waiver of confidentiality, I am reluctant to disclose anything but the diagnosis. And I am also loath to use a diagnosis that implies some sort of chronicity (personality disorder, psychosis, recurring affective disorder) for fear it will have negative consequences down the road for that client.



***"It is the misuse of trust that makes ethics such a vibrant topic."***

A similar dilemma is posed by the legal mandate (as least in the United States) to report suspected or known child abuse. My perception is that the agencies to whom one is required to report, such as the Department of Social Services, are very imperfect. I know of several situations in which a child was in more danger in a foster home than he or she would have been at home with the alleged abuse. There have also been many times when I have been thankful that a system exists to protect children, even if it is imperfect. However, being forced to choose either to comply with mandated reporting laws or to violate them places me in an ethical dilemma when I am trying to best serve a particular client in a particular situation.

At its core, I believe ethics represent the course of behavior proscribed for an individual operating within interlocking systems. When we believe that different rules apply to us than to others, the label "sociopath" is readily applied. When we too easily adhere to authority, the terms "hard-nose" and "fascist" spring to mind. The fact is, situations such as these present complex choices for which there are no simple answers. Our strongest tools are to develop the ability to think clearly about these dilemmas, to speak up about our concerns, and to reach workable compromises.

I have often thought it would be helpful to use a "decision tree" at the interface between individual and system. For example, it would be nice in reporting a family violence situation to be able to say, "I am helping the family deal with it. They are in treatment now, and there is no need for further intervention at this time." Likewise, in a health-care matter, I would like to be able to say, "There is confidential material here regarding the necessity for this patient to stay in treatment for the next six months."

I suppose that what I am asking for is a certain measure of autonomy and professional discretion, and that it all boils down to a matter of trust. It is the misuse of trust that makes ethics such a vibrant topic. That there have been breaches of trust by practitioners as well as by the legal and health care systems is clear. Finding a way to create a workable system is the challenge.


*The Script* ITAA

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# INSIDE VIEW

by Susan Sevilla

## Integrity Explored

When *Script* editor Laurie Hamilton informed me that the mini-theme of this issue would be ethics, at first I thought I didn't have much to say on the subject. I wrote already about dual relationships (April 1994), focusing on the many hats that I wear as executive director. This time for inspiration I looked in *Webster's*, which defines ethics as conduct, morality, mores, decency, integrity, moral conduct, social values, moral practice, code of right and wrong, natural law, honesty, goodness, honor, the Golden Rule (treat people as you want to be treated), and *bushido* (Japanese).

I decided to focus on integrity in my job. *Webster's* helped again, defining integrity as character, decency, honesty, honor, and principle. Integrity is the firm adherence to a code of moral values. It means to be incorruptible, to deal with job and people honestly, with no duplicity. I have daily occasion to strive for this goal.

I recently read an interview with Stephen L. Carter, author of *Integrity* (Basic Books, 1996). I agree with many of his points. He says, "We care more about winning than about playing by the rules." I like to think that I play by the rules. I always tackle my job with a strong sense of integrity. In fact, I don't think I could have survived 13 years in this position without it. Remember, I work in the office in San Francisco with only two full-time staff persons. There are no checks and balances except those we impose ourselves. (Actually, we staff are bonded, and there is a CPA annual audit each year to ensure that all activities are carried out ethically, with honesty and integrity, so members need not worry about the condition of the office!)

Often we do not think about integrity in the workplace until there is some notable lack of it. You read stories about it in the paper every day. There are clear-cut issues such as workplace discrimination, lying about credentials, sexual misconduct, and theft. Sometimes something embarrassing about the past of someone in a leadership position comes out. There are also hazy issues that require some discrimination, such as tough budget decisions or ruthless "downsizing" (personnel) decisions made for the benefit of the corporation.



***"To do what is right according to your own heart means you must be willing to take pressure and criticism from others."***

According to Stephen Carter, integrity involves three steps:

1. discerning what is right and wrong
2. struggling to live according to the sense of right and wrong that you have discerned
3. a willingness to say what we are doing and why we are doing it

To me, the second step is the hardest. It is much easier and takes much less emotional energy to do what others tell us or to follow the crowd. But to do what is right according to your own heart means you must be willing to take pressure and criticism from others. I can state simply that I always act with the best interests of the ITAA in mind.

Integrity may lead to uncomfortable points of crisis, which can be expensive. For example, if I tell a president or committee chair that I cannot do something because it is against my principles, or because I think it would not be in the best interests of the association, I can get fired. I must take this into account and still make a decision with which I can live.

Integrity means making moral judgments. Sometimes one must distinguish between the law and some commitment to what is right. Take the student at the University of California in Berkeley who attended his classes naked. At Cal they called him "The Naked Guy." Some criticized him, some were amused by him, but his response was "I have a constitutional right to do it." No one seemed willing to dispute his argument, and so he attended UC Berkeley naked for several years. Nevertheless, his behavior violated a sense of moral norms. Legally he may have been within his rights, but morally it was wrong.

Yes, Laurie Hamilton, there is room for ethical discussion. It is an interesting question after all.



# JOURNAL ENTRY

by Ted Novey

## Structure and Function

A pencil has a structure—from something as simple as a sharpened soft stone, a piece of lead, or a tube of wood with a graphite core to more complicated devices of metal with a movable graphite center, single or multicolor, made of precious metals, or even diamond encrusted. It is designed for a single function, to make marks called drawing or writing. Here is a quite simple and straightforward connection between a structure and its function.

Of course the structure of a pencil can be wildly varied, and it can function in many other ways—to dig a hole in the ground for planting, to scratch an itch, to chew on, to poke holes in paper. So structure can relate to function in many ways besides the main one for which it was designed. This is for a simple object, a pencil. In human personality studies we have taken over this structure/function relationship to help us make connections between what we are and what we do or experience. We can often relate ego state historical structure to the ways we function, based on that structure. During processes of human development, the neurons were stimulated to interconnect and respond, tripping off muscle movements, the sensations of emotions, internal dialogue, old memories.

With the human mind involved, the relationship between structure and function becomes more complicated as the mind not only has historical origins, including genetic sources, but it can reprocess and rebuild its own structure by processes called thinking, memory recall, and so on. There is at any moment a neuron structure in the nervous system that, when stimulated, gives rise to a sequence of behaviors and/or internal experiences that are called function. Every structure will have some function. Every function arises from some structure. Every ego state model must have both structural and functional viewpoints.



***"In human personality studies we have taken over this structure/function relationship to help us make connections between what we are and what we do or experience."***

Freud postulated mental structures called id, ego, and superego that led to the functioning of unconscious and conscious processes that determine our behaviors and internal experiences. Berne postulated mental structures called archaeopsyche, neopsyche, and exteropsyche, or (structural) Child, (structural) Adult, and (structural) Parent, which when activated or cathected led to Child functions, Adult functions, and Parent functions of various kinds. Both Freud and Berne began with observations about how people were behaving and feeling and thinking; that is, they observed function. Then they postulated mental structures to account for the function.

Well, I say to myself, this kind of thinking seems clear enough. Then why in the transactional analysis literature is there so much confusion and continued discussion about structure and function? There must be something that is not clear. How come authors continue to discuss what is called "the functional model" as if there were no structure behind it? It just adds to the confusion. What is unclear, fuzzy, unscientific, and unsupported in ego state theory that leads writers to want to change it, deny it, or drop it? I keep on asking because I have long been convinced that where there is smoke there must be some kind of heat, or as Claude Steiner pointed out, where there is a fantasy there must be a kernel of truth behind it. I'm still looking for the kernels.

Many writers in their creativity continue to explore the kernels, bless them. Such is the way science and humankind progress—stubbornly, inexorably to more knowledge about our world, ourselves. Often when scientists are challenged to produce justification for the cost of basic research that has no practical application they say that, besides the experience that basic research leads to useful practical applications, the justification also lies in the pursuit of the beauty of knowledge and the joy of creativity, not just in the pursuit of the practical.

I agree. Sitting with clients hopefully will lead to useful and practical changes in their lives, but don't we do it also for the joy of the creative exploration of that most complicated and magnificent system, the human mind? We explore the functions and speculate and make connections to the historical structures behind them.

## Proyecto Piloto

Queridos analistas transaccionales de habla hispana:

La mesa directiva de ITAA aprobó el apoyo de un proyecto piloto de traducción del *Transactional Analysis Journal* al español, con el objectivo de ampliar la difusión de los nuevos avances en el análisis transaccional y de dar a conocer dentro de la comunidad de habla hispana uno de los principales servicios que la ITAA ofrece a sus miembros.

Patricia Rincón Gallardo, la coordinadore de este proyecto y yo, estamos conscientes de que muchas personas de habla hispana no pertenecen a la ITAA por la falta de comprensión del idioma. Esto es una pena, porque todos podríamos enriquecernos con tu participación.

Pensamos que la mejor manera de iniciar este proyecto sería traduciendo una selección de artículos, del pasado volumen realizado en honor de Bob Goulding, quien fuera junto con Mary su esposa, los creadores de la terapia de redecisión, una de las principales escuelas del análisis transaccional.

Con un gran orgullo y satisfacción, te anunciamos que este volúmen ya lo tenemos disponible en la ITAA y tu puedes solicitario llenado la siguiente forma adjunta.

Esperamos que esta revista logre el cometido de estimularte intelectualmente y que te entusiasmes para continuar recibiéndola por medio de una subscripción anual. La continuidad de este proyecto de traducción únicamente podrá ser posible si la ITAA llega a contar con el suficiente apoyo de personas interesadas en comprar la subscripción en español, de manera que este proyecto pueda llegar a cubrir los costos de edición.

Te invitamos a unirte en este proyecto (llenando la forma adjunta) que tiene por objetivo el lograr una participación más activa de los analistas transaccionales de habla hispana en el desarrollo del análisis transaccional a nivel mundial.

Con mis mejores deseos.

*Gloria Noriega, Presidente de la ITAA*

Deseo recibir la traducción al español de una selección de artículos del volúmen de octubre de 1995 del *Transactional Analysis Journal*. Costo: $12 (incluyendo gastos de correo).

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Estoy consciente que la posible continuidad de este proyecto dependerá de contar con suficiente suscriptores potenciales. El costo anual aproximado en dolares sería de $40, más $10 de gastos de correo.

Me gustaría anunciarme o anunciar mi instituto o asociación en este revista. Favor de enviarme información de los costos. Si _____ No _____

## Pilot Project for Spanish *TAJ*

Thanks to the efforts of ITAA president Gloria Noriega and project coordinator Patricia Rincón Gallardo, the October 1995 issue of the *Transactional Analysis Journal*—the theme issue on redecision therapy guest edited by Mary Goulding as a tribute to Bob Goulding—is now available in Spanish. The ITAA board of trustees approved this project with the aim of furthering the dissemination of transactional analysis among the Spanish-speaking community and to demonstrate to them one of the primary benefits of ITAA membership. The hope is that after they have read the *TAJ* in their own language, many Spanish-speaking transactional analysis enthusiasts will become members of the ITAA and subscribe to the *Journal*, thus providing funds to continue the project on an ongoing basis. The Spanish October 1995 *TAJ* is available from the ITAA for $12, which includes postage. The approximate susbscription cost per year if the project continues will be $40/year plus $10 postage.



*ITAA President, Gloria Noriega (left), ITAA executive director Susan Sevilla, and long-time member and Berne colleague Claude Steiner discuss the future of the ogranization during Gloria's trip to San Francisco in June*

**Reminders**

**Eric Berne Memorial Award nominations** are due in the ITAA office by 1 January 1997. For details on how to make a nomination, see the July 1996 *Script* or contact the ITAA office.

**The deadline for submitting articles on regressive therapy** for the upcoming theme issue of the *Transactional Analysis Journal* on that topic is 1 January 1997. For instructions to authors, see the inside cover of the July *TAJ* or contact the ITAA office.

# ITAA News

## View from the Board

**by John Parr**

*The following is the next article in our series written by members of the ITAA board of trustees.*

I represent the European Association for Transactional Analysis (in fact, I am currently EATA president) and have a seat on the ITAA board of trustees. My role is to clarify EATA's needs to the board of trustees and to take ITAA's position back to the EATA Council, thus fulfilling a liaison role.

I firmly believe that board members work best when they conduct themselves from an OK-OK position. I am convinced that the aims and objectives of the worldwide transactional analysis community must be to raise the profile of transactional analysis, to gain recognition of our philosophy and methodology so that our community continues to sustain growth. The connectedness of our national, regional, and international groupings is important in achieving this objective. Affiliation under the old agreement did not work, primarily because the financial burden was too much for the individual member. Sadly, the ITAA and EATA were unable to find a workable compromise and mutually agreed to dissolve the mutual recognition agreement. I believe that clarifying how we arrived at this position is important here.

EATA did not "pull out" of affiliation, as I have heard several people say. To set the record straight, EATA and ITAA completed their contract, and as the two associations could not agree on acceptable fee structures, both agreed to end affiliation. We arrived at this position with much sadness on both sides, and I see my role on the board of trustees as negotiating to find new ways to remain connected and cooperative. I see the possibility of the ITAA and EATA collaborating on membership services in the future, to the benefit and enrichment of the whole transactional analysis community worldwide. I can envisage collaboration in producing the *Transactional Analysis Journal*, for example, and perhaps working together to produce a multilingual version in due course. We are already discussing how the Training and Certification Council/Board of Certification and PTSC/Commission of Certification can find new ways to relate and maintain the high levels of excellence we have achieved in transactional analysis training. We hope to be able to relate in a way that retains mutual recognition.



***"I firmly believe that board members work best when they conduct themselves from an OK–OK position."***

In Amsterdam I saw a new spirit of cooperation emerging in the meetings and discussions, and I invite you all to contribute toward this. Support Gloria Noriega and me, with the various boards, councils, and committees, in establishing a lively and exciting way to move ahead in the future. If you have thoughts, ideas, suggestions, fears, or questions, contact us and let us hear them. In this way we can progress toward solutions that you can all feel happy to own and support.

As for EATA, feel free to contact us directly with your views and opinions. Hearing each other is an important step toward understanding, so keep in touch with your board members and your local representatives. I trust that we will continue to work together for the good of the international transactional analysis community for many years to come. □

**EXAM CALENDAR**

| Exam | Exam Adm. | Exam Date | Location | App. Deadline |
|---|---|---|---|---|
| **CTA Oral** | BOC | Aug. 14, 1996 | Calgary, Canada | May 15, 1996 |
| | BOC | Nov. 7, 1996 | Sydney, Australia | Aug. 9, 1996 |
| | BOC | Jan. 13, 1997 | Coimbatore, India* | Oct. 13, 1996 |
| | BOC | July 30, 1997 | Beverly, MA, USA | April 30, 1997 |
| | BOC | July 1997 | Caracas, Venezuela | April 1, 1997 |
| **TSTA Oral** | BOC | Aug. 14, 1996 | Calgary, Canada* | May 14, 1996 |
| | BOC | Nov. 9, 1996 | Sydney, Australia* | Aug. 9, 1996 |
| | BOC | Jan. 13, 1997 | Coimbatore, India* | Oct. 13, 1996 |
| | BOC | July 1997 | Caracas, Venezuela | April 1, 1997 |
| **CTA Written** (Essay) | All Regions (Non-Europe) | Your choice | To be submitted to Regional Exam Coordinator after payment of $50 recording fee to T & C Council | Your choice |
| **Training Endorsement Workshops** | TSC | Aug. 9-11, 1996 | San Francisco, USA | April 1, 1996 |
| | TSC | Nov. 11-13, 1996 | Sydney, Australia | July 1, 1996 |
| | TSC | Jan. 16-18, 1997 | Coimbatore, India | Sept. 1, 1996 |
| | TSC | October 1997 | Caracas, Venezuela | June 1 1997 |

*subject to availability of examiners

**To make arrangements to take a BOC exam,** contact the T&C Council,450 Pacific Ave., Ste. 250, San Francisco, CA 94133-4640, 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. **TSC Training Endorsement Workshop fee:** $395 payable in US dollars to T&C Council, c/o the T & C Council office, 450 Pacific Ave., Ste. 250, San Francisco, CA 94133-4640, USA. **COC Training Endorsement Workshop:** to take a COC TEW, contact the European TEW Coordinator, c/o the EATA office.

## ITAA Committees

Do you want to be more in touch with the international community of transactional analysts?

Do you want to feel more involved and active in your professional association? Do you want to contribute your talent and skills to a worthwhile pursuit and gain valuable work experience in the process? Then you want to serve on an ITAA committee. Select one and contact the chairperson that has been appointed by the ITAA president. For further information, contact the ITAA office (phone: 415-989-5640; fax: 415-989-9343; e-mail itaa-net.org) or the listed chair.

**ITAA Committee Chairs and Project Managers**

Committees of the Operations Division under vice president Charlotte Daellenbach

**Conference Committee:** coordinates all aspects of conferences, with subcommittees on upcoming conferences in Coimbatore, India, and Caracas, Venezuela. Also organizes the Eric Berne Transactional Analysis Training Seminar. Contact: Marilyn Marx, Chair, 991 Todds Road, Lexington, KY 40511, USA; phone (and fax by appointment): 1-606-266-8064; e-mail: mrmpsych@aol.com.

**Ethics Committee:** Reviews ethics complaints and advises members and the public. Contact: Grace McGrath, Rd. #1, Happy Valley Road, Middlebury, Vermont, 05753, USA; phone: 802-388-6013; fax: 1-802-388-6013.

**Grant and Fund Distribution Committee:** Receives grant applications for the Eric Berne Fund for the Future and applications for financial aid from the Scholarship Grant Fund. Contact: Tim Schnabel, 1573 Bent River Dr., Lilburn, Georgia 30247, USA; phone: 1-770-985-2723; fax: 1-404-982-9136.

**Membership Committee:** Oversees membership recruitment, retention, and care. Contact: Gaylon Palmer, 7816 A Uplands Way, Citrus Heights, CA 95610, USA; phone: 1-916-989-8780; fax: 1-916- 863-7098.

**The Script:** Production of *The Script* newsletter. Contact: Laurie Hamilton, 101 Ledbetter Rd., Arden, NC 28704, USA; phone and fax: 1-704-687-8741.

**TAJ Editorial Board:** Reviews articles submitted for publication. Contact: Ted Novey, 815 Indian Road, Glenview, IL 60025, USA; phone: 847-729-5133; fax: 847-729-5336; e-mail: 71324.1725@compuserve.com.

*Committees of ITAA Governance, reporting to the secretary, Denton Roberts*

**Council on Cooperative International Relations:** Establishes methods of cooperating within the transactional analysis community. Contact: Mary Ellen Frost, 3450 Stellhorn Rd., Fort Wayne, IN 46815, USA; phone: 219-724-2441; e-mail: 75620.3472@compuserve.com.

**Nominating:** Solicits nominations for elected positions in the ITAA. Chairperson needed.

*ITAA Finance Committees, reporting to the treasurer, Robert Massey*

**Finance Committee:** Prepares the budget and reports on finances to the board. Contact: Robert Massey, 106 Stuyuesant Ave, Kearny, NJ 07032, USA; phone: 201-997-6795; fax: 201-761-7642.

*Committees Reporting to the Research and Innovation Division reporting to vice president Elana Leigh*

**Research Committee:** Conducts and inspires research in transactional analysis. Contact: Elana Leigh, 158 Wellington Street, Bondi 2026 Sydney NSW, Australia; phone: 64-3-332-5829; fax: 61-2-300-9801.

**Eric Berne Memorial Award:** Receives and reviews nominations for the award. Chairperson needed.

Committees of the Development Division Committees reporting to vice president Curtis Steele

**Books and Publishing Committee:** Contact: Curtis Steele, MD, 6095 Coburg Road, #706,

Halifax, Nova Scotia B3H 4K1, Canada; phone: 902-422-5904; fax: 1-902-423-5647; e-mail: healthpsy@mail.atcon.com.

**Team of Specialists:** An international team of consultants. Contact: Matthias Sell, Langensalzastrasse 3/5, 3000 Hanover, Germany; fax: 49-511-805-700.

**International Team of Communicators:** An international team of spokespersons for transactional analysis. Contact: Matthias Sell (see above).

**Development Committee:** Reviews new projects and directions for the ITAA. Contact: Curtis Steele (see above).

**Volume of Selected Articles, 1981-1990:** Working on the next selection of valuable teaching and training articles for reprint. Contact: Sean Tate-Manning, 499 Princes St., Dunedin, New Zealand; phone: 64-3-4658-002; fax: c/o Student Health, University of Otago, 64-3-4741-499; e-mail: smanning@earthlight.co.nz.

*Committees of the Training and Certification Council of Transactional Analysts reporting to vice president Gordon Hewitt*

**Board of Certification (BOC):** Oversees the rigorous transactional analysis certification exam process. Contact: Katherine Murphy, 29 Stilehall Road, London W4 3BS, England; fax: 44-1-81-566-43491.

**Training Standards Committee (TSC):** Oversees transactional analysis certification training and develops and monitors standards. Contact: Jan Grant, 27 Edward St., 2099 Narraweena, NSW, Australia; phone: 61-2-971-0398; fax: 61-2-211-4510.

**Counseling Task Force:** Working on the development of the new field of transactional analysis certification in counseling. Contact: Jennifer McNamara, 77 Acklam Road, Thornaby On Tees, Cleveland TS17 7BD, England; phone: 44-1-64-261-1292; fax: 44-1-287-625-023. □

**TSTAs and PTSTAs: Increase Your Income and Your Professional Visibility!**

Due to ITAA's continuing education provider status with the California Psychological Association, it is now possible for TSTAs (and PTSTAs under training contract) to offer the TA 101 with continuing education credits accepted by the American Psychological Association (i.e. Category 1 credits). If you are interested in offering a TA 101 with APA-recognized Category 1 credits, you must contact Laurie Hamilton, Ph.D. (101 Ledbetter Road, Arden, NC 28704, USA; phone 704-687-8741) at least three months prior to your course date to facilitate the course-approval process. The CEU fee is nominal and can be included in the course fee charged for the TA 101.

## WALKING OUR TALK

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multiple relationships, one that was common for people in transactional analysis training in the 1970s and 1980s. It was not unusual for a former trainee to become the colleague and/or a business partner of his or her trainer. The value in transactional analysis of working on one's issues led many trainers and supervisors to blur the roles of supervisor and therapist. At that time, little of this was thought out or spoken about as it was the norm rather than the exception in the transactional analysis world.

There were many reasons for this, not the least of which was the geographical separation of many practitioners and the costs of training. In North America, at least, many transactional analysis practitioners and/or practices developed in communities that were originally seeded by one or two persons. People connected for mutual support, creating professional practices that had many blurred boundaries and roles. This blurring, both past and present, was one of the issues that contributed in a major way to cases considered by the ethics committee.

The blurring of roles past and present in any practice needs to be examined with great care in the 1990s. The impact of competition, ownership, image in the community, and fair financial arrangements for all concerned can lead people to conflict and to hurting themselves and/or their clients in ways that would have either gone unnoticed or unrealized in the 1970s and 1980s. This issue, among others, drove the need for clearly written, detailed ethics process and procedures for the ITAA.

Several overriding principles remained in the foreground as the procedures were developed:

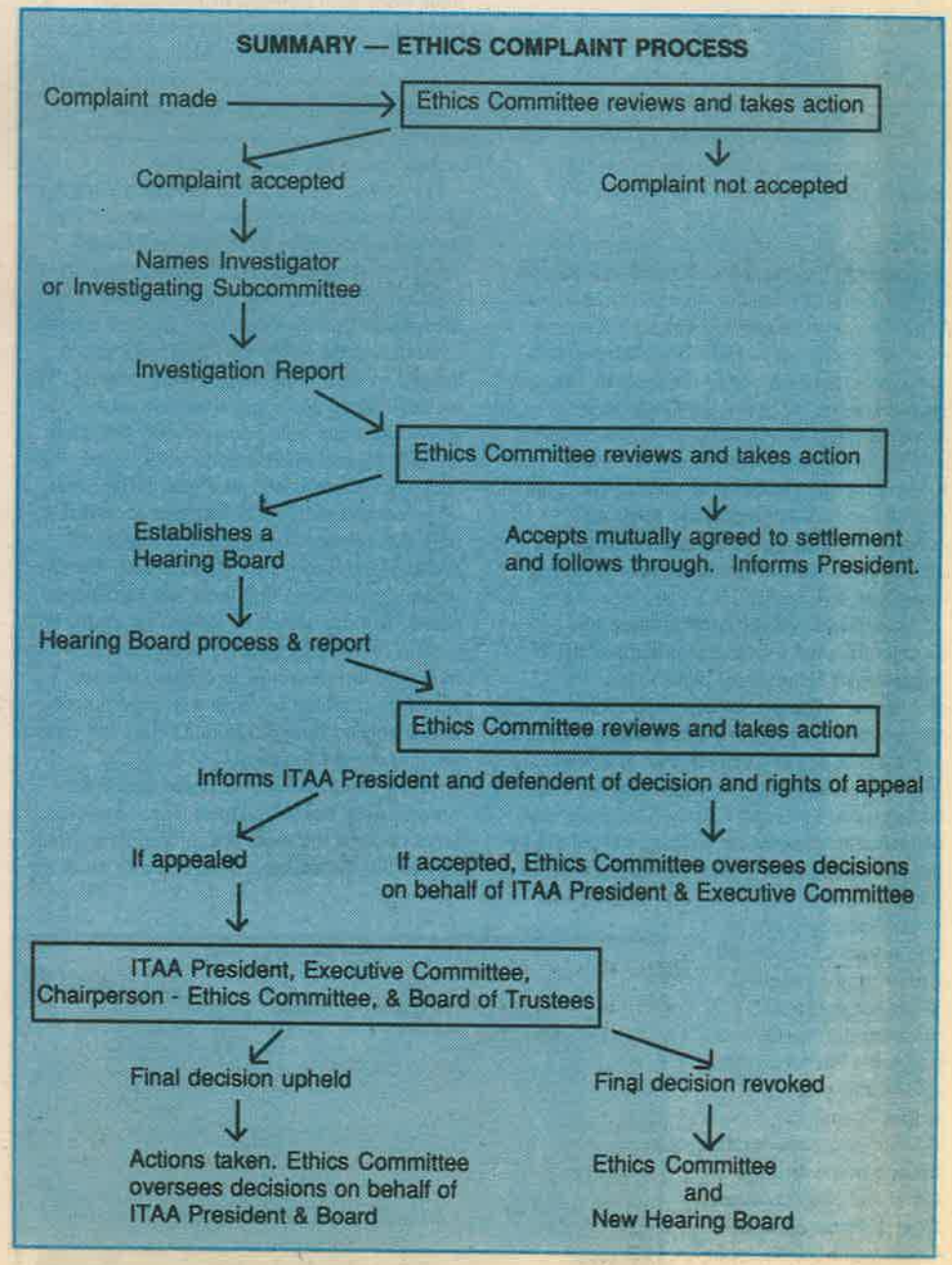
1. The process had to be confidential, fair, and just to all concerned, including the person charged, the person laying the charges, and the ITAA, which could also be the subject of a charge by either party and/or a third party.
2. The process needed to be cost-effective and realistic given the number of variables at play in an international organization.
3. The process needed to incorporate ITAA values and at the same time to be workable with the outside world, including other professional associations and government agencies, whether at the local, affiliate, and/or international level.
4. The procedures needed to address the realities of the geographical separateness of members, and, therefore, the confidentiality of the various electronic technologies all had to be examined and taken into account.
5. The needs of other ITAA sectors—such as the ITAA awards committees, the T&C Council, and the ITAA board of trustees—who hold final accountability had to be considered.
6. The final hope I harbored was that the final document would be readable and comprehensible in a relatively short period of time for the average individual (no small challenge!).

The process looks like the chart on this page.

It has been a long and interesting journey. Along the way we learned many things, not the least of which is that one chairperson is not enough in the 1990s. As a result, the cochair was established (presently Grace McGrath) to help share the load generated by many cases as well as the issues and requirements of working in a committee format. This also helps bridge the tremendous learning curve required of any ethics committee chairperson and helps maintain recent corporate memory.

Challenges for the next few years include developing a code of ethics for the supervisory and training functions of members. This is badly overdue. Finally, monitoring the changes in expectations, beliefs, and values in society has become an important demand on the ITAA ethics committee. The ITAA ethics process and procedures must continue to reflect our basic values and ethics in a concrete and operationally effective way. In this way, the ITAA as an organization can "walk our talk."

*Suzanne Robinson, M.S.W., C.S.W., Clinical Teaching Member in the ITAA, is cochair of the ITAA ethics committee and partner in the firm of Gilpin Robinson. She lives in Ottawa, Ontario, Canada, and is a psychotherapist as well as an organizational consultant who works throughout Canada and around the world. She was recently honored with the YMCA/YWCA 1995 Women of Distinction Award (seev this page for details).* □




# Suzanne Robinson Honored with "Women of Distinction" Award

***by Laurie Hamilton***

In a nice bit of synchronicity, in preparing for this *Script* and its focus on ethics, Marilyn Zalcman drew my attention to an honor received last year by our ethics committee cochair, Suzanne Robinson. It seems that Suzanne was selected from women throughout Canada to receive the YMCA/YWCA 1995 Women of Distinction Award in recognition of her work as a management consultant and psychotherapist. Suzanne was the first Canadian woman to be certified as an ITAA Teaching Member in 1985, and she has been designing and delivering training and development programs for women in business since 1972. The award committe noted that her volunteer committee work at the national and international level encourages and inspires women to participate and be heard in professional organizations.

Suzanne describes the nomination process for the award, presided over by the local chapter of the YMCA, as lengthy and "a mind-blowing experience, exciting, but overwhelming. I had the last 20 years of my life stuck in front of me. I know that I work very hard, and I have a lot of fun, but I didn't realize that I'd accomplished so much!"

Much of her current work focuses on organizations at the senior management level, particularly government. Taking a systems approach, she and her business partner, Vince Gilpin, are helping the "decision makers make the best possible decisions that will affect my country." Interestingly, in an increasingly fragmented business world, Gilpin and Robinson are an enduring partnership that spans 21 years. Although they are affected by the same managed care issues that now permeate private psychotherapy practice, they have found a solid niche in their organizational consulting practice.

> ***"I know that I work very hard, and I have a lot of fun, but I didn't realize that I'd accomplished so much!"***

Receiving such a notable award has caused Robinson to rethink her priorities. Some things have not changed, such as her devotion to her 100-year-old mountain cabin, her beliefs and standards about quality of care, and her commitment around "people issues." Prior to receiving the award, she and Gilpin had been thinking of setting up offices throughout Canada, but they have since concluded that "quality was more important than quantity." Robinson feels that the time between ages 46 and 53 is a major change period and that "the award in many ways helped me realize the focus of the past 20 years and helped me get clearer on what I want to do now. It gave me permission to dream further." What she comes back to is her commitment to societal well-being and helping the decision makers make the best possible decisions.

I think that Suzanne's life experience and the age/change period she is in aptly represent both Kolhberg's stages of moral development and Erikson's stages of emotional development, particularly the stage of social world consciousness of an individual's late forties and early fifties. Her reflections on how receiving such an award has impacted her life reinforces the idea of "real-life graduations" that mark the passage of one stage of our lives to the next.

I am particularly impressed that Suzanne Robinson has been honored with this Women of Distinction Award because a good friend of mine (Pam Brady) received the same award in 1990 in Santa Monica, California, for her work in education, and I know the high esteem that this honor confers. Congratulations, Suzanne, and best wishes as you further your dreams!

*Editor's Note: Suzanne's story makes me curious to know more about how recognition affects individual growth and personal development. If you have some personal experience in this area that you are willing to share, please write to me c/o the ITAA office (let me know if it is OK to print what you send).*



## FRAZIERS HONORED

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heads will. We held off the Serbs because our lives were at stake and because we are so special. They never got into our town. We won!"

***Krupa:*** In the valley of the Una River lies the formerly prosperous town of Bosne-Krupa, in which 70,000 Muslims and Serbs had lived before it was attacked. On our visit there we were greeted with massive devastation, with most buildings bombed to the ground. The purpose of attacking the town had been to drive the Muslims out, and so all buildings owned by Muslims were destroyed while those owned by Serbs were spared. The destruction we saw must have taken an enormous amount of effort and time: doors and fixtures were taken, even electric wiring and pipes were gone.

***Makarska, Croatia:*** After landing in Dubrovnik a week before Ron Brown's (US Secretary of Commerce) plane crash, we arrived in Makarska, known as the Riviera of the Adriatic. We began our workshop on the day that the bridge between east and west Mostar was opened following bitter fighting between Muslims and Croats. The peace that had been anticipated for so long was ruined by the edict that the two parts of Mostar were to remain separate enclaves, with Muslims living on one side of the river and Croats on the other. When we asked the meaning of this, we were told, "It's like everything else in this war—just stupid."

There was considerable tension in the room as 14 Croat and Muslim women from different parts of Croatia and Bosnia, none of whom knew each other, came together. However, within a day or so it was clear that the similarities and interests bringing these women together far outweighed any hostilities that might have existed between them. In fact, we found them to be careful and sensitive not to say anything that could be read as blaming either Muslims or Croats. When one woman wanted debriefing concerning her experience identifying bodies in a massacre by the Croats, the other women were upset that she had named the Croats because they feared it might make some in the room uncomfortable.

The women in this workshop were Maria Stopes leaders from all over Bosnia and Croatia. Our assignment was to deal with their work with mothers of traumatized children. The indigenous professionals had given them much good training, which was added to their own years of experience and natural understanding of their unique situation. Their debriefing and therapy in general were beautifully sensitive.

The women in the group struggled with the question of how to explain to children a war that even the adults could not understand. They also wondered about learning how to overcome hate and evil. Some of them recognized that they had seen signs of the war coming, but they could not believe it could happen in their integrated, loving country. The message again and again was that *each individual must take responsibility for what the government does*, a particularly hard lesson for those raised in a totalitarian state.

The second moral was that *war lasts not only during the shooting, but it affects families and nations for generations.* These women recognized that there are hard times ahead, with no homes or jobs to return to, no system for making loans, and no money. Many men who are returning to civilian life are seriously troubled by their war experiences and unable to function in daily life, and there are no services for them.

As we had in Bihac, we heard how each person loved her city. Those from Sarejevo were perhaps the most vocal, comparing their city to San Francisco, "a special city, with the arts, the culture, and many different kinds of people." They all agreed that this war had been brought about by those who played on the difficulties of making the transition to a democratic system: "By arousing national or ethnic differences, they were able to induce the people into war." In Sarejevo, most were glad to work during the bombing, even though many did not get paid. They lived on humanitarian aide and often were hungry. For the women from Sarejevo, this was the first time they had been out of their city in five years, and they brought back armloads of pebbles, greens, and bottles of sea water for those at home.



*Training group in Vilnius, Lithuania after therapy session*



*Maria Stopes leaders from Bosnia and Croatia*

After the workshop was over, Maria Stopes presented these women with a boat ride, complete with accordion player, fried fish, and just a bit of wine. For the first time in five years, many of them let go—laughing and singing, shouting and acting silly, telling jokes, dancing, and screaming with happiness and companionship. The woman who had been in prison the longest continued leading the singing and dancing until 4 am.

At this point they decided the workshop had been a great success, and that they had learned a great deal about dealing with trauma. For us, it is a process of letting go and seeing the depths to which human beings can sink as well as the heights to which the indomitable spirit can rise.

******

In addition to our work in Bosnia and Croatia, we spent time in Lithuania and Russia. In Lithuania we did a course on "anger" for 66 people, which is a lot there. The transactional analysis group there has 55 members from all over the country. Two of them have contracts, and several more would like to have them. This organization is the largest of all Lithuanian psychological associations. We also did some journal writing work with some of the Lithuanians, including Raimundas Malasiunas, the president, who participated with courage in all workshop experiences. We did one day of therapy, and many of the participants were psychiatrists. Often they had never been in therapy nor had they learned about interviewing; rather, they know diagnosis and prescribing medication.

In St. Petersburg and Raisana (near Moscow) the transactional analysis study groups are well organized. There are several contracts with EATA members who have given much time and energy to set up programs there. In St. Petersburg, transactional analysis is being taught in the seventh grade in school!

Our workshops were enthusiastically received, as are those done by other transactional analysis trainers. There were ten therapists, and they all worked hard to learn new approaches and how to use themselves more effectively. They are developing a cadre of people who go to other organizations and teach transactional analysis.

All in all, our weeks in Croatia, Bosnia, Russia, and Lithuania reminded us of the tremendous caring and courage people there have shown in their struggle for survival and freedom. It has been a gift for us to have shared transactional analysis with them, and we feel honored to receive the Hedges Capers Award. □



*A landscape of destruction in Krupa*



*St. Petersburg training group with visitors from Raisana*

# RESEARCH FILE

You may be aware that there was no Eric Berne Memorial Award for either 1995 or 1996 in the category of research. For there to be such an award, we need research to be done and written up for the *Transactional Analysis Journal*. **This is an urgent call for this to happen.** The Eric Berne Award is one of the most important academic validations in our organization. For research not to be recognized in the same way as the other categories is a major problem that we need to rectify. Do you agree or not? Please write me with your comments. Remember, this is our organization, and we need to build and shape it according to what is taking place around us.

Gisela Grunweld has developed an excellent research project for which she is hoping to get funding. It is an impressive document of which we in the transactional analysis community can be proud. The aim of her research is:

- to assess whether transactional analysis provides an effective diagnostic system
- to compare transactional analysis theory with other pathology systems
- to evaluate the qualifications of transactional analysts
- to measure the effect of transactional analysis therapy
- to check whether treatment planning in transactional analysis is effective

On another front, I was approached by two medical students from Amsterdam who want to do research in Sydney, Australia, during their summer vacation. Such interest could offer wonderful opportunities both to students all over the world who want placements or to do research and to our transactional analysis community in terms of increasing our size and diversity. I felt challenged by their request and am working on developing a feasible project.

*— Elana Leigh,*
*Vice President of Research and Innovation*

## ETHICAL DILEMNAS

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"mangled care," as I like to call it).

Regardless of what it is called, working in the context of managed care confronts practitioners with many ethical dilemmas.

### "Medically Necessary" Treatment

Any psychotherapist who works with health insurance has faced (knowingly or not) the task of demonstrating that the work is "medically necessary." In the simplest terms, this may involve using a standard diagnostic manual to provide a numerically coded diagnosis, which may result in several ethical problems, each potentially serious.

The first is identifying with the medical "illness" model, with its emphasis on symptoms and diagnosis rather than (or even alongside) identifying life script or ego state issues. Among the most serious implications of this are **confidentiality issues**. The consequences for clients of having a "mental disorder" diagnosis in their database records may be severe (e.g., being denied health, life, and disability insurance options or employment or political office options). It is our ethical responsibility to inform clients of the potential consequences of the possible loss of confidentiality they face with each new layer of administration in their health care. Yet how many of us routinely do this (or have carefully considered the consequences of doing or not doing so)?

This problem may soon become even more serious given legislation now being presented in the United States Congress—the so–called Medical Records Confidentiality Act of 1996. While this bill gives patients greater rights with respect to their records, it also gives access to (formerly) confidential records to a greater number of agencies and supports central databases for storage of such records.

Along with the issue of confidentiality, another area in which ethical dilemmas come to the fore is the tendency to **over–diagnose to facilitate reimbursement**. While this problem is not new to managed care, it has increased as precertification and utilization review have become more common and more intrusive. Simply put, many MCOs are requiring increasing justification for anything but the briefest of interventions. The implications of over–diagnosis are serious: In addition to being fraudulent (and thereby grounds for malpractice), it puts our clients in the bind of being told on the one hand that they have a diagnosable mental disorder, and on the other that they are not sick, but merely expressing natural adaptations to life circumstances that are no longer serving them well. In other words, some of our adaptations as practitioners to the "sick" system of managed care put us and our clients at risk.

A third related issue is that by buying into the idea of "medically necessary" treatment, we are implicitly making "medical" decisions. Unless we have medical training and a medical license, this results in our **practicing outside our area of competence**, which is in itself an ethical violation. Interestingly, when I was first faced with this language in a contract, and I protested both to the MCO and to the ethics committee of my state psychological association, I was treated as if I were making an issue out of nothing. "Everybody" apparently knows that they do not really mean "medical" when they write "medical." I still insisted that the MCO put into writing that I would not be considered to be practicing medicine without a license by agreeing to the terms of their contract.

### Limits of Treatment

As transactional analysts, we are trained to do more than help people become "happier frogs." We let people know that more is possible and that we are available to help them lead fuller and more satisfying lives. However, with few exceptions, the goal of managed care is to reduce treatment costs as much as possible and to return people to their premorbid levels of functioning. Although not stated in managed care marketing efforts, it is clear in the practice and utilization guidelines of most MCOs. In my view, this is deceptive advertising that continues only because MCOs operate without any ethical guidelines and, for the most part, without regulation (although this is beginning to change). If as practitioners we do not state clearly to our managed care clients and potential clients that our treatment goals will be limited to helping them return to the level of functioning/comfort that they had before whatever led them to seek treatment, then we are, at best, participating in a dysfunctional, triangular relationship and, at worst, being deceptive.



***"It seems that most managed care companies are simply in the business of transferring money from providers' pockets to their own."***

### Conflicts of Interest

Not being clear about the limits of therapy leads to another serious ethical problem. When we sign a contract with a third party, especially one that binds us to an ultra–brief therapy model or one that puts us at financial risk (either directly, as in capitated contracts, or indirectly through the threat of being dropped from a panel or not getting more referrals), we may feel forced to neglect our ethical obligation to put the welfare of the client first. To me, this is an ethically and professionally untenable position, and it amazes me how many of our colleagues discount the existence, significance, or solvability of this problem. Further, to not reveal these conflicts of interest to our potential clients deprives them of essential information they need to enter into a treatment contract with us.

### Gag Clauses

Many managed care provider contracts include clauses that forbid the provider from criticizing the MCO publicly or with patients, from recommending care not offered by the MCO, and from advocating for the patient in a dispute with the MCO. Violation of these clauses puts providers at risk of being dropped from the managed care panel and of being sued by the MCO. Recently, the American Medical Association declared such gag clauses unethical, and several states have passed laws banning them. In my opinion, conforming to the provisions of a gag clause is likely a violation of our code of ethics.

### Abandonment Issues

The average business changes contracts for managed care every 18 months to two years. When this occurs, employees may be required to switch doctors and/or therapists to those on the new MCO's lists of providers to continue receiving reimbursement. In my experience, most clients are not aware of this possibility and thus do not have (or give you) advance warning of a change in plans. Such a change often results in the client having to choose between paying for the current therapy out–of–pocket (which can be especially interesting if they are used to paying a $10 copay or 20-50% of your fee) or switching therapists. This presents the treating therapist with both an ethical problem and a liability risk if the client experiences this as abandonment. Even though the abandonment is caused by the employer/insurance company/MCO, it is the therapist who is most likely to be experienced as doing the abandonment, especially if he or she is not willing to continue seeing the client for a greatly reduced fee.

### What Can We Do About Managed Care?

First and foremost, we must consider the ethical issues involved in working with managed care, regardless of the impact on our incomes. Those who choose to work within the managed care system have an ethical obligation to fully inform clients of the impact of managed care on confidentiality, the nature and length of the care available to them, and any contractual agreements that may influence or appear to influence our treatment decisions.

For those who want to reduce or eliminate the abuses of managed care, I suggest joining the National Coalition of Mental Health Professionals and Consumers (NCMHPC) as well as any local chapters or similar organizations. (NCMHPC can be reached at phone/fax: 516-424-5232; e-mail: NCMHPC@aol.com. They have an excellent education and lobbying kit.) Read the materials listed at the end of this article so you can be well–informed and in a position to educate consumers, the media, and your legislators. MCOs have well–developed marketing programs, and it will take continued education and legislation to ensure that consumers (including employers who purchase insurance and managed care plans) have the information they need to make wise choices. (Such legislation is being prepared in Colorado. For more information, a $10.00 packet of information describing this legislation is available through Boulder Psychotherapists' Press, Inc., 350 Broadway, Suite 210, Boulder, CO 80303; phone: 303- 444-1036; fax: 303-494-3837.)

*Harry D. Corsover, PhD, is an ITAA Clinical Teaching Member and psychologist in private practice with his wife, Linda G. Azzi, RN, BS, in Evergreen, Colorado, USA. They are in the process of creating a "managed care-free" practice specializing in couples work and relationship issues.*

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# Keeping In Touch

## Region I—The Pacific, Asia, Africa

**The Transactional Analysis Association of Japan held its 9th annual conference** on 25-26 May at the Welfare Town Hall, which commands a wonderful view of Yokohama port, 30 kilometers south of Tokyo. Under the theme of "The Present and Future of Transactional Analysis," almost 180 clinical, counseling, educational, and organizational people gathered from all parts of Japan to enthusiastically participate in seminars and workshops. **Vann Joines** delivered a keynote "with interesting anecdotes" to an active audience of conference participants. (Our thanks to **Yoshitaka Moronaga** for this news.)



*Vann Joines delivers keynote speech in Yokohama*

**Yoshitaka Sone**, representative of Kansai TA, sends greetings from Osaka, Japan. They appreciated the congratulatory message sent to them by ITAA executive director Susan Sevilla for the opening festival of Kansai-shibu (Osaka branch) of Nihon Koryu bunseki Kyokai (Japanese Transactional Analysis Association), held on 18 May in Osaka. Mr. Sone reported that the event was a great success, with participants ranging in age from 20 to 80 years old! **Mr. Masanori Kano** is president of JTAA, and Mr. Sone was appointed as the first representative of this branch.


*Mr. Masanori Kano, JTAA President*


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**Membership Options:**
_____ Associate Member (AM)—$62 full annual dues (nonvoting member)
_____ Regular Member (RM)—$86 full annual dues (voting member: ITAA certified sponsor required)
_____ Please send information on training and certification in transactional analysis

**Annual Billing:** Membership runs from 1 January to 31 December. Receive full benefits when you join before March; join later for reduced dues payment and receive partial benefits

| Join | Payment | Membership to |
|---|---|---|
| Oct. - Dec. | Full Dues: AM $62, RM $86 | 31 Dec. of following year |
| Jan.- March | Full Dues: AM $62, RM $86 | 31 Dec. of current year |
| April- July | 1/2 Dues: AM $31, RM $43 | 31 Dec. of current year |
| Aug. - Sept. | 1/4 Dues: AM $16, RM $22 | 31 Dec. of current year |

**Payment Options:**
_____ Check enclosed (*Note: Payment must be in US dollars drawn on a US bank*)
_____ Bill to my_____ MasterCard _____ Visa _____ JCB
_____ Exp. Date:
_____ Card No._____ Signature: _____
**Send to:**
International Transactional Analysis Association


## Region III—Europe

**The 1997 European Association for Transactional Analysis (EATA) conference** will be held 3-6 April at Keele University in Stoke-on-Trent, England. The theme of the conference is, "Aspiration and Autonomy." Workshop proposals should be sent *by 31 October 1996* to Mary Tweed, Scientific Program Coordinator, 54 Bennetthorpe, Doncaster DN2 6AD, England; phone: (UK) 01302 761 915. For conference details, contact Ruth Clough, Conference Coordinator, 1 Alvon Court, Green Lane, HYDE SK14 2SY, England; phone: (UK) 0161 368-5225.

*The following notes for Region III are reprinted from the February 1996 issue of the EATA Newsletter.*

**Silvia Attanasio** reported to the EATA Council meeting in November 1995 that the Societá Italiana de Metodologie Psicoterapeutiche E Analisi Transazionale (SIMPAT) ran the first transactional analysis exams organized by a school legally recognized by the Italian government. **Pio Scilligo** added that "the decision of a subcommittee of the State Council issued in December 1994 has been reversed by a general meeting of the State Council, meaning that transactional analysis was in for legal recognition in Italy."

**Elisabeth Thaa** also reported to the November 1995 EATA Council meeting that transactional analysis has been recognized in Austria.

**Sirkka Oksanen** of Finland reported that they have had an active year there with many training seminars given by **Mary Cox** and **Stefan Sandstrom**. Five people there are ready to sign training contracts.

**Vita Zuperkaite** of Lithuania indicated that a second person there has signed a training contract and five more were planning to sign up.

**Tanya Gliznetsova** proudly announced that a second Russian association, RATA, has affiliated with EATA. **Dima Shustov** is president of RATA, and **Sveta Knyazuk** is the new president of SITA.

**Sally Cuenin** of Switzerland announced a joint reunion of the French-speaking ASAT-SR and the German-speaking DSGTA in March 1996 in Bern.

**Sigvard Persson** of Sweden said that the process of the recognition of transactional analysis there had advanced further and a decision was due in early 1996.

**Mary Cox,** as president of EATA, presented a three-hour formal lecture to more than 100 psychiatrists, doctors, and medical students on transactional analysis group psychotherapy at Ryazan Hospital for Mental Diseases in Russia. She was also interviewed by Ryazan regional television and gave a press conference. Mary expressed her warm appreciation for the work of **Isabelle and Alain Crespelle**, without whose commitment and enthusiasm the groups in Ryazan and St. Petersburg could not have been formed or survived.



## Region IV—Central and South America

**Laura Bolardi Schiel** of Santo Domingo, Dominican Republic, a translator at the Aruba Conference, writes, "My son was born on 6 January. We are very happy. He is big and healthy. My life has changed a lot and I stopped everything. We also moved, which takes a lot of energy in this country." Congratulations to Laura and her family!

## Region V—United States

**Dr. William Krieger**, former editor of *The Script*, was recently honored by the New Mexico Mental Health Council Association. The "Dr. William Krieger Annual Award for Outstanding Service and Leadership" was named after him. He was honored for his continued service to the Mental Health Council and to the mental health field nationwide. Bill has also been designated for *Who's Who in America*. Incidentally, his good friend, **Abe Wagner** (who was kind enough to send in this announcement) was just named for *Who's Who in His City Block*. Abe declined because there was too much competition for this award.



**The Mt. States Region** of the USA Transactional Analysis Association (USATAA) is "truly a Jet-age group functioning in a global arena. . . . The latest [meeting] of the . . . region was held in conjunction with Singapore Transactional Analysis Association members at the home of **Jessica Leong** in Singapore. . . . **Abe Wagner** was on an Asian tour where he conducted a management seminar in Tokyo, the first official TA 101 seminar in Seoul, Korea, and then several seminars in Singapore at the Civil Service Institute. **David Wagner** was in town to train employees of the Singapore International Airlines, . . . and **Elizabeth Sharp** was training mangers at the Civil Service Institute. . . . And this news was submitted by fax from Singapore." (Reprinted from the Spring/Summer 1996 issue of the *USATAA-Net.*)

**In Indiana, USATAA members** met for a lively discussion about transactional analysis constructivist theory and narrative therapy. "We spent considerable time debating . . . whether the technique of externalizing the problem was useful and if it was how did externalizing the problem fit with transactional analysis theory and with what groups of clients it should or should not be used." (Reprinted from the Spring/Summer 1996 issue of the *USATAA-Net.*)

**Frances Bonds-White**, TSTA, of Philadelphia, gave a presentation on "Ethnicity and Gender in Group Psychotherapy: Their Impact on Physical Health and Awareness" using the idea of cultural and family scripts at the February meeting of the American Group Psychotherapy Association. She also led an experiential group entitled, "Transactional Analysis Group Psychotherapy: Individual and Group Process" at the joint conference of the Delaware Valley Group Psychotherapy Society and the Institute of Clinical Psychology at Widener University on March 30. (Reprinted from the Spring/Summer 1996 issue of the *USATAA-Net.*)