The Script

INTERNATIONAL TRANSACTIONAL ANALYSIS ASSOCIATION

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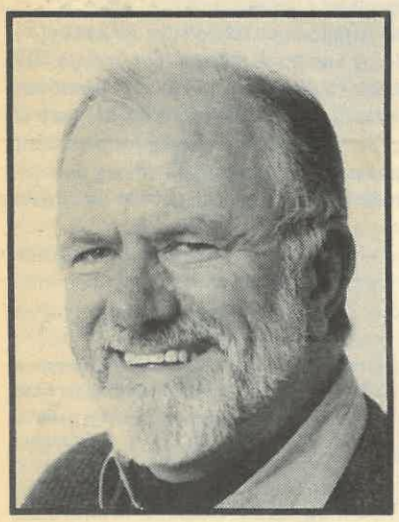

Gordon Hewitt Becomes ITAA President-Elect

As we went to press, the results of the ITAA election were made public: Gordon Hewitt of Wellington, New Zealand, will become the 17th president of the ITAA. Gordon will serve a year as president-elect in 2000 alongside current ITAA President George Kohlrieser and then begin his own three-year term, which will run from 2001-2003. He will serve one year as past president in 2004.

The other contest for a position in this election was won by Curtis Steele of Halifax, Nova Scotia, Canada; in January he will begin this three-year term (2000-2002) as a member of the ITAA Board of Trustees for the non-USA/non-European region.

Also elected to begin three-year terms in 2000 are Sam Lloyd of the United States as secretary; Edie Bogusky-Beaujon of Aruba as vice president of development; and Marian Weisberg of the United States to fill the USA board position. The position of vice president for the Training and Certification Council will be filled by appointment after the board receives a nomination from the Training and Certification Council.

We congratulate the winners of the 1999 election and thank them for their willingness to serve this association with their time and skills. And watch for an interview with president-elect Gordon Hewitt in an upcoming *Script*.

Halifax 2000

The 1 November 1999 deadline for program proposals for "Connecting in the New Millennium," to be held in Halifax, Nova Scotia, Canada, 9-13 August 2000, is fast approaching. See your May-June 1999 *Script* or contact the ITAA office for details.

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For updated information about the Halifax 2000 Conference, visit the ITAA website at: www.itaa-net.org

Denton Roberts Honored with Living Principles Award

by Claude Steiner

Eric Berne had a predilection for cowboys, presumably because they are down-to-earth, practical, can-do people. I met Denton in 1964 when he attended my training program, but we became bonded friends in the hot sun while I helped him mend the barbed-wire fences at his horse ranch in the California Sierra mountains.

When I first came upon him there, he had just caused a reluctant, heavily loaded burro to move up a steep hill by way of extreme measures. His approach to getting the ITAA to move from its recently stagnant position has been equally persistent, albeit in accordance with our principles, which he lives faithfully, resolutely cooperative and nonviolent. And it is for living our principles that he has been given the 1999 Muriel James Living Principles Award. We are thankful for Denton's insistent efforts to move us forward, and I marvel at the level of commitment that has motivated his tireless efforts over the last 15 years.



Denton Roberts (left) receives the Muriel James Living Principles Award from his long-time friend Claude Steiner

I know Denton is well prepared to be of service to an organization such as ours. In 1964 he moved to Livermore, California, from Des Moines, Iowa, to establish a new church and an interchurch counseling center. It was during this time that he attended my training group at the Berkeley TA Institute. Four years later he moved to Los Angeles to take over the ministry of All People's Church in South Central Los Angeles, the highest crime, lowest employment interracial area in the Los Angeles basin. In the midst of adversity—from drive-by shootings to petty theft—he rebuilt the church and community service center from a $150,000 annual budget to one of 1.5 million dollars. He retired from his primary leadership post there in 1986 but continued as Minister to Society. Recently, he has been temporarily recalled to help All People's through a rough time.

As a man of the cloth and deeply felt convictions, Denton could not help but become involved in the burning issues of the time. In 1965, as part of the Civil Rights Movement, he traveled to and was swiftly jailed in Alabama for walking the streets of Selma as part of an interracial couple. He was jailed again alongside Dr. Benjamin Spock in 1973 for demonstrating in Washington, DC, against the Vietnam War.

Denton's training in the ministry with a clinical specialty was at Drake University; his training as a clinical transactional analyst was with Solon Samuels, and he did his Teaching Member training with William J. Collins. In 1973-1974 he received a one-year sabbatical fellowship which resulted in a *TAJ* article entitled, "Treatment of Cultural Scripts" (January 1975). During the sabbatical he trained intensively with Bob and Mary Goulding, Morris and Natalie Haimowitz, Graham Barnes, and Vann Joines. Within the ITAA he was instrumental in establishing the Social Action Committee with Graham Barnes, the Eric Berne Fund for the Future with Ted Novey, and the Scholarship Fund with Alan Jacobs, Carla Haimowitz, Rebecca Trautmann, Edie Bogusky-Beaujon, and others. Since 1982 he has served as a member of the board, as

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Susan Sevilla Leaves the ITAA

At their meeting in San Francisco, the ITAA Board of Trustees opted for "nonrenewal of contract" of the ITAA executive director of 16 years, Susan Sevilla. The board thanked Susan sincerely for 16 years of dedicated service to the ITAA.

The ITAA is at a unique stage of development. Many changes are being considered with regard to the form and function of the association as reflected in the long-range planning process now underway. New leadership was viewed as an important factor in helping the association navigate successfully through this time of change and into a new and vibrant future. A leadership task force composed of Denton Roberts, Edie Bogusky-Beaujon, Pete Pearson, Ellyn Bader, and Lucy Freedman will survey the executive committee, the board, national organizations, and the membership before making recommendations to the executive committee and the board regarding the next steps in the process. (See the article on the long-range planning process on page 8.)

Susan came to the ITAA in July 1983, and for 16 years she has been the heart and soul of the organization. She worked with skill and dedication over the years. During this time she demonstrated her commitment to the organization and made outstanding contributions to the ITAA, contributions that will always be remembered with great appreciation and affection by us all.

Most ITAA members met and came to know Susan through her years of conference attendance. She organized and attended 32 international conferences in countries such as Aruba, Dominican Republic, Belgium, Switzerland, Germany, Netherlands, Brazil, Venezuela, Mexico, Canada, Singapore, India, and New Zealand, as well as at many locations in the United States.

Susan says, "I love my work for the ITAA with its international aspects. I love my relationship with ITAA's trustees, committee members, and members. I admire the importance of the association's mission and take pleasure in its accomplishments. I'm happy that my experience, perspective, background, and expertise were useful for these 16 years. I will always maintain great affection for the ITAA. I've come to know personally 75-80 percent of our international members. I will miss you all and will do everything in my power to ease this transition and to help plan for continuity of work in the office."

Members who wish to may contact Susan at her email address: SSevilla@compuserve.com

EDITORIALLY YOURS

by Bill Cornell

Why Remain Committed?

It has been difficult to decide what to write for this issue of *The Script* since it focuses primarily on the August conference in San Francisco. I had been looking forward to attending that meeting, but financial and family pressures forced me to cancel. So how do I write a relevant column? In talking with people who did attend and reading various emails, a picture has emerged for me of a conference that was both exciting and difficult: On the one hand, I heard that there were some outstanding keynote addresses, many stimulating panels and workshops, a very exciting day-long symposium on the schizoid process, and the special minithon featuring many founding members; on the other, there were the controversies surrounding the "core concepts" project, serious board discussions regarding the long-term future of the ITAA in both form and function, and difficult questions to resolve about the running of the central office in San Francisco.

As I heard about all this, I thought back to a conversation I'd had earlier this summer with Frances Bonds-White. She and I had gotten together to hang out and to write together two *Transactional Analysis Journal* articles, both of which are quite critical of aspects of contemporary transactional analysis practice. Frances is deeply involved in group psychotherapy and was not planning to attend the San Francisco conference because she was going to be in Jerusalem as conference committee cochair for the International Association for Group Psychotherapy, which will be holding its year 2000 conference there. For my part, it was about then that I realized that I, too, would probably not be going to San Francisco. As Frances and I debated points for our articles, we got off into a discussion of what keeps us involved in the ITAA and in transactional analysis as a major part of our professional identities—even while she is deeply involved in group psychotherapy and I am involved in body psychotherapy and contemporary British and French psychoanalysis. I decided that our conversation might be of interest to *Script* readers because of its relevance to current debates within the transactional analysis community worldwide.



"What does it mean to you to be a transactional analyst?"

As I recall our conversation about why we remain involved with the ITAA and transactional analysis, I think the first thing that came to mind for each of us was a sense of loyalty—loyalty grounded in coming to transactional analysis early in our careers and finding a system of psychotherapy (and a mentor or two) that helped each of us to make sense of a dauntingly complex profession. We also were, and continue to be, drawn to a system that communicates respect for the client and a process of mutual involvement. This respect for and desire to engage with the client in his or her own thinking and self-examination was so apparent in Berne's writing and such a contrast to most of the psychological and psychoanalytic literature of Berne's day. While transactional analysis has often suffered seriously from a tendency to oversimplify the complexities of human nature, Berne himself did not seek to *simplify* but rather to *clarify* motivation and experience. Frances and I also acknowledged that we are particularly drawn to the importance of individual responsibility in transactional analysis ethics and treatment, especially important in these days of chronic victimization and blame.

We were also both drawn to transactional analysis, and remain devoted to it, because of its clinical model—one that allows the interweaving of individual and group psychotherapy—as well as to Berne's thoughtful and creative use of the group and his conceptualization of group processes. Although our individual styles of group treatment have evolved over the years, the transactional analysis model remains an enduring aspect of our group work. Similarly, while our individual interests in the fields of psychotherapy are broad, transactional analysis in both its theoretical and technical structures remains remarkably flexible in terms of incorporating differing theoretical perspectives. It continues to be enriched by the exploration of other perspectives, as evidenced by the success of the day-long seminar on the schizoid process held during the San Francisco conference.

Frances and I both have served at different times as chairs of the Training and Certification Council (I before it had that name), and I must admit that perhaps more than anything else, I was drawn to the transactional analysis training process. We in the ITAA remain committed to a training and certification process that is thorough, practical, and open to people who have not necessarily followed the standard academic career track. Our system has evolved over decades through the hard, dedicated, and creative efforts of many of our best people. It is also a system—viewed in terms of recent controversies around attempts to establish "core concepts"—that ensures, through the evolution of the TA 101 content outline and the content and process of our examinations, that the essential core of transactional analysis is protected while innovation is fostered.

I invite readers to write to us about what it means to you to be a transactional analyst and what keeps you involved. Feel free to write a letter to the Members' Forum or an article if you prefer. As another way to facilitate feedback and dialogue, we are also going to include, whenever possible, authors' email addresses at the end of *Script* articles. This move is in part prompted by the numerous email responses my son, Caleb, received in reaction to his article in the July *Script*. Messages came from all over the world, and they meant a lot to Caleb. His essay is being used in numerous schools for in-service training and teacher discussion groups. This is just the kind of thing we hope to foster with articles in this newsletter. We want very much for *The Script* to be a vehicle for active and stimulating exchanges both among our members and with those outside the organization.

bcornell@nauticom.net

Concern for Members

Many recent disasters have posed threats to members of our transactional analysis community: the earthquakes in Turkey, Greece, Taiwan, and Mexico; the storms and flooding in the Caribbean and along the eastern coast of the United States; and radiation leak in Japan. To our friends and colleagues in these areas: Please know you are much in our thoughts, and let us know how you are when you can.

The Script ITAA

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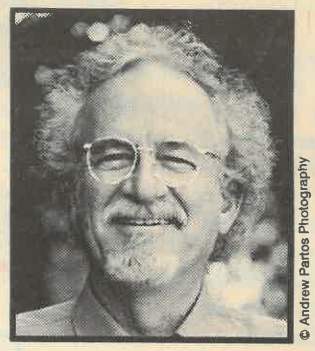
NET CONNECTION

Emotional Excess on the Internet

In my last column, "E-Style: The Emotional Wasteland," I wrote about one extreme of the Internet's effect on people: The way it distances people from one another emotionally. On the other extreme is emotional excess, which turns out to be as much or more of a problem.

It has been said that it is difficult to convey emotions on the Internet, that it is a cool medium, even cooler than television. "Cool" is used here as Marshall McLuhan used it when he said the "medium is the message"; for example, television is cold and its message is therefore emotionally cool. This seems doubly true for the Internet. Outside of hate and love, which seem easy to convey, other emotions, especially in their subtle manifestations, are difficult to transmit via Internet communications.



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"The Internet has the capacity to arouse deep emotions in spite of its ethereal nature."

While this may be true about emotional *transmission,* it is also true that the Internet has the capacity to *arouse* deep emotions in people in spite of its ethereal nature. We have all heard of profoundly troubling love affairs and sexual obsessions that are being expressed and exploited on the Internet. However, to me, even more vivid is what happens when people "flame" me or each other via email. Rarely does my heart pound as hard as when I see a message in my email "in box" from someone whom I suspect will have something critical, angry, or nasty to say. Seldom am I so impulsive in response to a negatively loaded transaction as when it is delivered over the Internet. It seems to tap into the deepest, most reptilian aspects of my Child in a remarkable way.

To counteract the uncontrolled Parental and Child behavior that has plagued emailers, a "netiquette" is developing with the goal of curbing such misbehavior. It is possible to squelch negative emotions with rules. If anger erupts one can sleep on it, answer another letter, or make a phone call, and if the anger has not dissipated when one returns, the subject can be changed and then quickly forgotten. Emotional honesty and positive emotions can be feigned, and strong negative feelings can be forbidden, all of which produces a "virtual" feel of emotional honesty not representative of the real situation.

That, while helpful, is unlikely to solve the problem. The fact is that in Internet communications, covert statements and feelings, especially anger, are constantly conveyed but often in ways that are muted and difficult to ascertain. It becomes extremely useful to think of any stimulus coming from one of three sources: (1) Adult: pure information, the facts; (2) Child: emotions in the form of a Free Child or an immature, angry, accusatory Parent in the Child; and (3) Parent in the form of guidance, advice, tradition, homilies, etc. Every stimulus can then be responded to accordingly, especially those that contain veiled or overt negative judgments. In an ITAA-sponsored email discussion list it might be a good idea to allow correspondents to index transactions in that manner.

In my next column I plan to consider transactional approaches to subtle and overt flaming. Please send me your thoughts on this and any other topics related to ITAA and the Internet. You can write to me via *The Script* or directly to my email address: csteiner@igc.org .

Claude Steiner, Internet Chair

JOURNAL ENTRY

by Tony Tilney

Materia Medica, Roses, and the Hawthorne Effect

How do we find things out? Human survival necessitates that we come to understand a very complex world. The psychologist George Kelly talked of "man the scientist." In his view, we are constantly struggling to make meaning out of our experience so that we can guide future action. We link observations into patterns that he called "personal constructs," which are, in fact, the beginnings of theories about the world. When this process goes wrong we have a script—a set of theories about the world that is seriously flawed. This process of meaning making is as old as human consciousness. Through language humans can pass on information and ideas so that each individual's world picture is a mix of meanings incorporated from others and created out of personal experience. These two factors interact; the meanings we create are based on our experience and on what we have been led to believe it means. This central process of making meanings based on observation and expectations (theory) is identical with what scientists call research. In other words, we have all been doing research all our lives. Almost everything we do is based on our own research or that of others.

Through its special fields, transactional analysis covers a range of applications of psychology. I shall write here about psychotherapy, but these ideas are also relevant to the other special fields. There has been increasing interest lately in research, and it has been suggested that transactional analysis and the other major psychotherapies need to give much greater emphasis to researching the basis of their theory and practice. Against this one can argue that the methods used to date have been effective and that a concentration on "scientific" methods would shift the emphasis away from the core concerns of psychotherapy. Anyway, as George Kelly pointed out, every one of us has been doing research in our own way all this time, so why should we change?

The ancient Greeks concluded that knowledge is mainly the result of reasoning, and although this reasoning is based on experience of the world, there was no need to experiment. Later it was recognized that expertise is important and that expertise is the result of extensive experience. Many practitioners kept extensive notes, but there was little attempt to carry out systematic investigations to test theories. The change to the modern scientific approach occurred gradually and first in the most abstract sciences, such as chemistry and physics. In applied sciences such as medicine, which are both crafts and sciences, it came much later.



"The most important issues are often the most difficult to investigate, but we must develop methods to do this."

One of my interests is in old medical books. I have a copy of a *Materia Medica* from 1900 and another from 1937. These books, compiled by medical experts on the basis of clinical experience, list the drugs in use at the time and their applications. The 1900 book is horrifying. It is packed with poisons, which at best would severely tax the body of a sick person and at worst could cause fatal damage. Few drugs had real value. This was missed at the time because it was assumed that if the patient survived and eventually recovered it was the result of the doctor's efforts. A few people suspected the true situation. The American writer Oliver Wendell Holmes (himself a doctor) remarked in the closing years of the 19th century, "If the whole of the *Materia Medica* were sunk to the bottom of the deep blue sea, it would be all the better for mankind, and all the worse for the fishes!"

The 1937 *Materia Medica* is very different. It has dramatically fewer drugs and much less enthusiasm in recommending them. In fact, the authors are clearly aware that most drugs are better avoided. It must have been a depressing time to be a doctor. However, a few effective drugs were beginning to appear. What had happened was that doctors had recognized how difficult it is to carry out reliable tests on the efficacy of drugs. Medical practice then, as always, had to be based on clinical experience, but the limitations of this approach were being realized. The success of modern medicine is the result of systematic research being clinically applied.

What are the central problems of doing clinical research? I can illustrate them with two stories.

First, Elton Mayo was commissioned by the Western Electric Company to study how productivity could be raised at their Hawthorne plant. He first looked at ways of improving working conditions. These produced the expected improvements. He then decided to compare these results with interventions that actually made life more difficult for workers. Surprisingly, these also produced improvements. He concluded that it was the intervention of the work study consultants rather than the changes they brought about that served as the effective factor. People work better if they are the object of attention (in transactional analysis terms, they are given strokes, even negative ones). This is now known as the Hawthorne effect. In medical terms, this translates into the placebo effect. If patients are given what they believe to be a potent drug, many of them report feeling better.

My second story relates to my own experience. I once bought a house near the nurseries of a famous rose grower, Harry Wheatcroft, a charismatic man who usually won first prize at flower shows. I concluded the local soil must be just right for roses, so I decided to plant a rose garden. Having been scientifically trained, my first act was to search the literature. I got hold of as many books on rose growing as I could. To my surprise, they contradicted each other, and yet each was written by an eminent rose grower. What I concluded was that there were certain things that successful rose growers do that to them go without question and so do not need to be written down; anyone who is dedicated to rose growing does these things. There are other things they do to which they attribute their success but that are probably irrelevant. I have decided to call this the Wheatcroft effect. I think it is very significant in many craft situations (I regard clinical practice as a craft as well as the application of science) in which significant elements are missed because they have been acquired imperceptibly and perhaps nonverbally as part of a culture.

The call for more research is, then, about finding better ways to collect and deal with information, something we are all doing all the time; avoiding traps such as the Hawthorne and Wheatcroft effects; and developing the experimental methods and designs that are appropriate to our work. And I believe we need to emphasize the word appropriate. Research needs to be about what we believe to be appropriate and significant. The most important issues are often the most difficult to investigate, but we must develop methods to do this. Too much unsatisfactory research has been done yielding results that are trivial, overgeneral, or irrelevant. We must also avoid the sort of errors the behaviorists made when they imported research methods unchanged from the physical sciences into psychology. In other words, psychotherapy research must also have ecological validity; it must be relevant to the environment to which it is applied.

Update on *TAJnet*

Members of the *TAJnet* editorial board met during the August ITAA conference in San Francisco. Those attending were Taibi Kahler, Rebecca Trautmann, Richard Stapleton, Alan Jacobs, and publications consultant Robin Fryer. Pearl Drego had planned to attend but withdrew from the conference because of her mother's death. Those at the *TAJnet* meeting send their condolences to Pearl and hope that she will return to her ITAA activities soon.

Some of the ideas and plans discussed during the *TAJnet* meeting included:

* *TAJnet* would like to publish in more than one language and sometimes only in a language other than English. This seems especially necessary in this ever-expanding electronic world.

* We want to create theme issues and include in them interviews relate to the theme. These interviews may be with people outside our own community and even outside psychotherapy (e.g., authors, political figures, military leaders, etc.).

* *TAJnet* will do a theme issue on power and social responsibility. This seems especially relevant in relation to recent events in Kosovo and East Timor. A call for papers will be placed in appropriate transactional analysis publications.



"TAJnet will do a theme issue on power and social responsibility."

* It was suggested that *TAJnet* publish all the Eric Berne Award articles, although this will need more discussion and feedback from the entire *TAJnet* editorial board.

* We also discussed our desire to avoid encroaching on *TAJ* and *Script* publication territory; that is, we tried to discern how *TAJnet* is different and unique and what niche it might carve for itself. *TAJ* Editor Tony Tilney and I have had several conversations about this and are in agreement that *TAJnet* must be a branch of the *TAJ* and not a separate or competitive entity. This is an evolving process, and we will deal with related issues as they arise.

We are interested in what you think of these and any other ideas you have for the ITAA's online journal. Please send them to ajacobs@bravenewweb.com and I will distribute them to the entire *TAJnet* board.

Alan Jacobs, TAJnet *Editor*

TAJnet Theme Issue on "Power and Social Responsibility"

Manuscript Deadline: 1 February 2000

The online *Transactional Analysis Journal, TAJnet*, is soliciting original articles on the theme of "Power and Social Responsibility." By power we are referring, on the one hand, to that part of human activity that is coercive and deprives others of basic rights, even their lives, and on the other, to the power to affect the world in positive ways. In a world of so much power abuse, national and personal, the question of individual responsibility—that is, what one can and will do—is very much before each of us, even those who choose to ignore it. Articles on theory that describe aspects of power abuse in everyday life as well as on a larger scale are welcome. Send submissions to jacobs@bravenewweb.com .

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The Richness of SF '99

by George Kohlrieser

San Francisco has always been a special place to the transactional analysis community, and the last conference of this millennium proved to be extraordinary in content and process. There are undoubtably as many perspectives on a conference as there are participants, but it seemed to me that one view of the recent ITAA/USATAA meeting in San Francisco was consistent with all others: This conference provided us with an unusually clear reflection of who we are as an international association at this point in time.

The week was, if nothing else, a study in contrasts and diversity. On the one hand, there was a grand feeling of camaraderie as 350 people from 25 countries shared who they are and how they use transactional analysis in their lives and work. On the other, there was an undercurrent of concern about what it means to be a transactional analyst today and how to view developments in theory and methodology that are different from what was originally proposed by Berne and his colleagues.

Perhaps the quintessential expression of this contrast was the juxtaposition of Friday's all-day symposium on the schizoid process and Saturday's all-day minithon. The first featured two guest speakers who represented a gestalt/psychoanalytic perspective, Gary Yontef and Lynne Jacobs, and six well-known transactional analysts (Richard Erskine, Marye O'Reilly-Knapp, Ray Little, Helena Hargaden, Charlotte Sills, and Thomas Weil) as they discussed and demonstrated ways of working with the often subtle and yet pervasive problems presented by clients with schizoid characteristics. The other showcased five transactional analysis legends—Muriel James, Jack Dusay, Fanita English, Claude Steiner, and Mary Goulding—as they worked in the time-honored "fishbowl" tradition with a group made up of audience volunteers. Both events were attended by large crowds, both proposed thoughtful and stimulating perspectives on diagnosis and treatment, and yet each offered a very different view of how to think about and do the complicated work of psychotherapy.

There were other ways in which the conference demonstrated some of the contrasts that characterize the ITAA today:

• The meeting of the Eric Berne Seminar and some of its original members honored Eric Berne and showed what it was like in those dynamic early days of discovery and development; in contrast, Internet demonstrations revealed exciting ways that technology can further the work of transactional analysts in the future.

• There was a lively, nothing-is-sacred long-range planning meeting of the board to brainstorm creative options for the future of the association; and then there was an equally lively, although much more contentious, meeting of some members to discuss efforts to develop a set of core concepts for transactional analysis.

• People from ITAA's past who had not been to a conference in years (how nice to see them again!) returned to offer their affirmations of transactional analysis and the ITAA, while newer members from Italy, Japan, Russia, and Iceland came with their enthusiasm and new ideas to refresh us all.

• In the home room we had artifacts from our past, including Berne memorabilia and photographs from many past conferences and gatherings, and in circulation around the conference we had an artifact of our future—the new membership brochure developed by Lucy Freedman.

• There was the serious pleasure of honoring two men—Grainger Weston and Denton Roberts—who epitomize the social action potential of transactional analysis, and the less serious pleasure of a Chinese feast for presenters and a closing banquet for everyone.

• Finally, morning process groups gave people the chance to reflect on their conference experiences and connect personally with members from other parts of the world, while the line at the continuing education desk demonstrated the urgency people felt to fulfill professional requirements.

As for diversity within the transactional analysis world, well, the program said it all: There were caucuses of men and of women, of gays and of lesbians; there were panels on spirituality, ego states, games, redecision with adolescents, treating psychological issues in chronic illness, grief following loss, therapy with children and their parents, couples and couples as therapists, organizational development, and redecision with nonvoluntary clients; there were keynote speeches by two Americans (Claude Steiner and Valerie Batts), a German (Kaspar Wolfensberger), an Australian (Linda Gregory), and a Dutchman (Servaas van Beekum); and there were so many workshops on so many interesting topics that participants felt frustrated because they could not be in more places at once and presenters were sometimes disappointed that there were not more people to go around.

All of this contrast and diversity—which I see as a precious richness—came alive in San Francisco. But it did not do so without a great deal of planning and work. There are many people to thank: Gaylon Palmer and Felipe Garcia (conference committee cochairs); Mary Goulding (program, presenters' banquet); Claude Steiner and Lucy Freedman (publicity/public relations); Richard Erskine (symposium); Laurie Hamilton (CEUs); Edie Bogusky-Beaujon (long-range planning, videotaping); Alan and Krysia Jacobs (Internet demonstrations); Marilyn Marx (home room); Claude Steiner, Steve Karpman, Carla Haimowitz, and Jack Dusay (101 presenters); Sam Lloyd and Tina Berthelot (banquet MCs); Fanita English and Jack Dusay and Linda Holbrook (open house tour); Tice Elkins and Lewis Quinby (photos); Valerie Chang (USATAA chair); Pam Levin (women's caucus); Jon Weiss (men's caucus); Linda Paoli (process group coordinator); Katherine Murphy and Charlotte Daellenbach (exam supervisors) and all those who helped with exams (see full list on page 7); Samuel Hamilton, Kellee Brinkman, Leila Erskine, Rose Sydeman, Tonia Heath, and Roberta Lawrinsky (registration desk volunteers); and finally, Susan Sevilla, Lillian Tan, Ken Fogleman, Oliver Saymo, and Becky Huang of the ITAA office staff.

I also want to give special mention to our amazing translators: Susana Ifland of Santiago, Chile (Spanish to English), Rishun Shinzato from Okinawa, Japan (English to Japanese), Michiko Fukazawa from Tokyo, Japan (English to Japanese), and Mariana Dimarzio from Brazil (Portuguese to English).

I returned from the San Francisco Conference weary in body from the long hours of organizational work but fully renewed in spirit. The association is definitely in a transition, which could be seen not only in the long-range planning meetings, but also in the board's decision not to renew Susan Sevilla's contract as executive director. We appreciate her years of service and will miss her, but it is time to move on. And that seems as it should be as we approach the 21st century. The fact is, our diversity offers us tremendous resources to drawn on as we face the challenges ahead, and the contrasts—if we can be open to the lessons they teach—offer us wonderful wisdom. We have a precious legacy that deserves to be honored and respected, and we have amazing creativity and energy that deserves to be fostered and celebrated. I hope we will continue to work toward building an ITAA that has room for both and that will remain a secure base for members from around the globe.



A richness of presidents: Current ITAA President George Kohlrieser (left) and six of the nine ITAA past presidents who attended the San Francisco conference. From George's left are Lucy Freedman, Gloria Noriega, Servaas van Beekum, Robin Maslen, Muriel James, and Ruth McClendon. Also in San Francisco but not pictured here were Norman James, Ellyn Bader, and Jack Dusay.

Update on "Core Concepts" Project

At its meeting in San Francisco, the ITAA Board of Trustees voted unanimously to receive the report of the core concepts committee, to thank the committee for its work, and to table the report and disband the current committee.

The question of what the core concepts are that define transactional analysis was highlighted at the Zürich meeting when Claude Steiner raised the issue, "Where is the TA?" ITAA President George Kohlrieser appointed a committee of advanced members to research and define the fundamental ideas that constitute transactional analysis. From the outset there was controversy about what views might be included or excluded. The discussion became polarized. Rumor, innuendo, and misunderstanding took the place of reasonably dispassionate debate. Instant transmission via email, rather than clarifying communication, only fanned the flames of disagreement.

At the Maui board meeting last January, attempts were made to expand the committee and to take into account the views of dissenting individuals, with the hope that this would lead to resolution of the controversy. As vice president for development, I suggested that the project's report be made into a book, with the view that this might help depoliticize the process. This proved to be counterproductive.

At this point, the need for a core concepts document is being reevaluated.

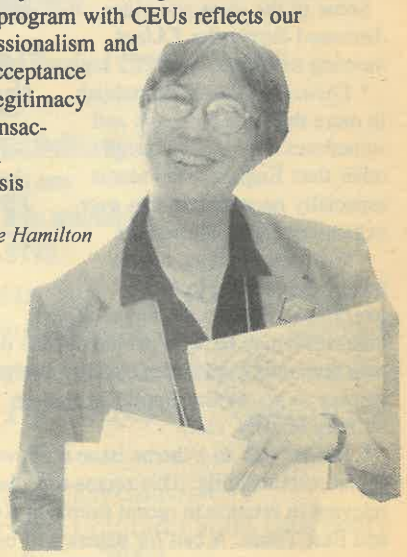
— Curtis Steele,
Vice President of Development

CEUs A Big Success

Thanks to the tireless work and dedication of Laurie Hamilton of Arden, North Carolina, the ITAA was able to offer San Francisco conference participants valuable continuing education units for their attendance at workshops and keynote speeches. One hundred and ten people took advantage of this benefit, including 70 social workers, counselors, and marriage and family therapists and 40 psychologists. This is the most interest members have shown in receiving licensing board-recognized CEUs since we received our provider status in 1995.

For your information, the ITAA has the following provider numbers: (1) California Mandatory Continuing Education for Psychologists #INT 006; (2) National Board of Certified Counselors #5324; (3) California Board of Behavior Science Examiners #PCE 220. It is no longer possible to obtain CEUs for the San Francisco Conference since registration had to be on site, but you can request a certificate of attendance by contacting the ITAA office (that is not the same as CEUs for licensing renewal in most US states and Canada).

We are grateful to Laurie for making this benefit possible. Recognition of our conference program with CEUs reflects our professionalism and the acceptance and legitimacy of transactional analysis in terms of licensure within the United States, a valuable step and an important trend for the future.



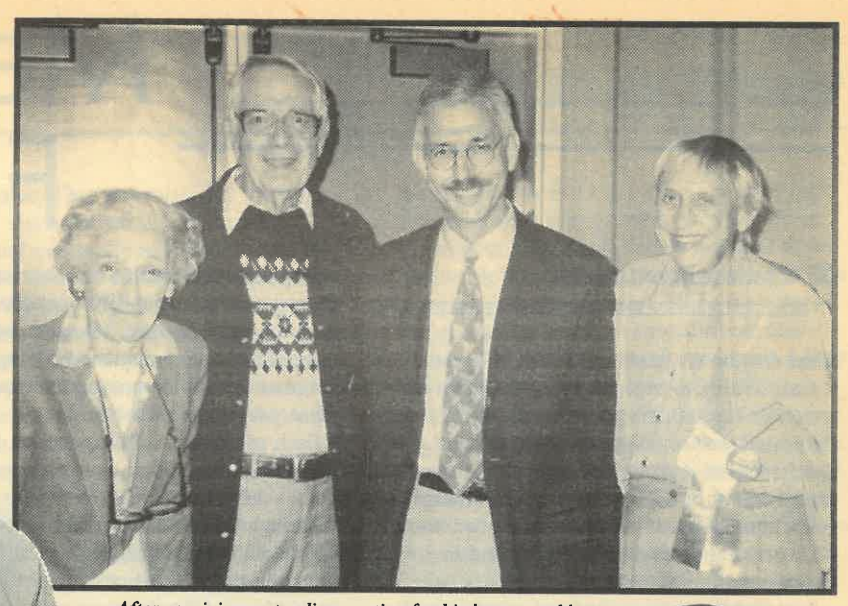
Laurie Hamilton



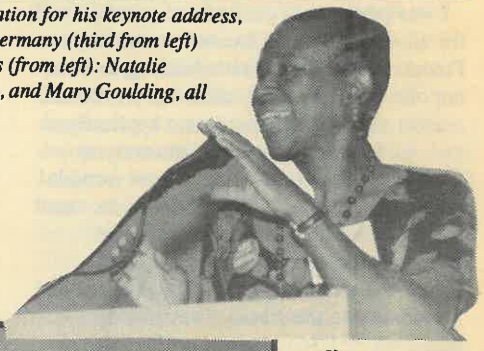
All-day panel on spirituality with (from left) Tom Frazier, George McClendon, George Deabill, Linda Gregory, Nancy Porter-Steele, Curtis Steele, and Edie Bogusky-Beaujon



Gianpiero Petriglieri of Italy



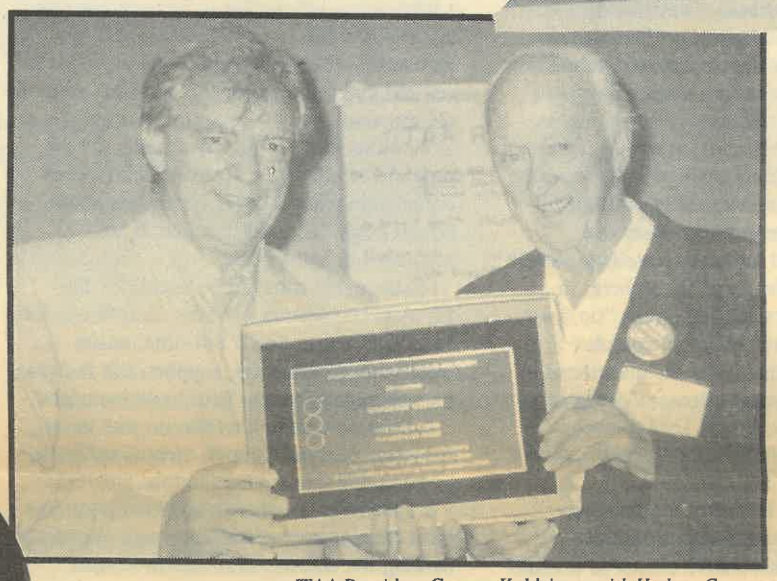
After receiving a standing ovation for his keynote address, Kaspar Wolfensberger from Germany (third from left) poses with three of his mentors (from left): Natalie Haimowitz, Morris Haimowitz, and Mary Goulding, all from the United States



Keynote speaker Valerie Batts



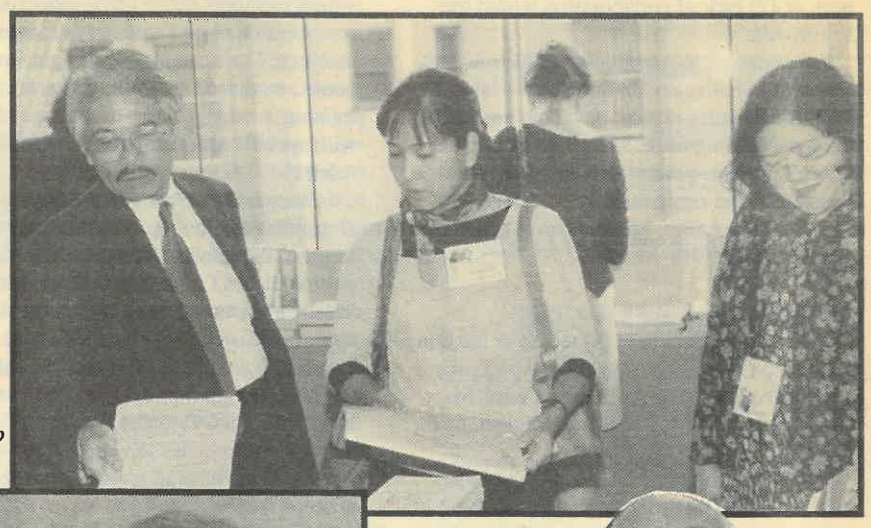
Svetlana and Dmitri Kassianov of Russia (far left and third from left) with Conference Cochair Felipe Garcia and home room organizer Marilyn Marx.



ITAA President George Kohlrieser with Hedges Capers Award recipient Grainger Weston



(From left) ALAT President Bernardo Aguilera of Venezuela with Antonio Pedreira of Brazil and his daughter Tatiana of Florida



Rishun Shinzato (on left) of Japan with two of the 20 students he brought with him to the conference (from right): Ikuko Kinjo and Hisano Higa



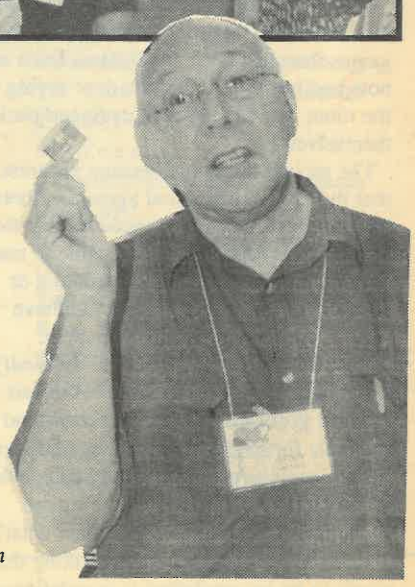
Dolores Munari Poda of Italy



(From left) Chie Shigeta, Michiko Fukazawa, Ryuta Kanemaru, and Noriko Takahashi of Japan



Conference cochair Gaylon Palmer



Alan Jacobs at his Internet demonstration

Members' Forum

SF Conference Lauded

Dear Gaylon (Palmer) and Felipe (Garcia):

I am writing to express my appreciation and gratitude for a superb conference! Your dedicated service on behalf of the ITAA resulted in an outstanding program that was chock full of information and new learnings, a main attraction and motivation for attending ITAA education events for myself and so many others.

I was particularly excited and gratified with the all-day workshop focused on the "Schizoid Process" on Friday. How refreshing to have not one, but two highly skilled professionals present material that has broad applications and, while potentially complementary to transactional analysis concepts and formulations, expands our thinking beyond the usual dimensions within which transactional analysis operates.

This was also true in the "Dissociation and Attachment to the Abuser" workshop presented by Hanna Hyams on Saturday. In my view, both workshops provided permission to be more flexible in formulating our treatment plans with clients, allowing us to focus on what will be most effective at various treatment stages rather than initially requiring the use of the same therapeutic procedures regardless of the presenting issues. As clinicians know all too well, what is presented is frequently but the tip of the iceberg. In focusing on and contracting on the "tip," we may miss the central symptom complex altogether. As Richard Erskine questioned in the "Schizoid Process" afternoon demonstration with Gary Yontef and Lynne Jacobs, "How can you contract regarding the outcome of something that is unconscious?" In her workshop, Hanna Hyams recommended caution in contracting and pushing for redecision with dissociative clients as it could serve to reinforce the dissociative process out of (1) shame and/or compliance on the client's part, or (2) lack of collaboration within the self-system.

The openness to questioning, dialogue, and respectful challenges on these and related theoretical issues is most welcome and will keep me coming back. Again, my deepest appreciation for your efforts to make this possible at the conference.

Suzanne James, Maple Grove, Minnesota, USA

Dear Editor:

The panel on "Games" presented at the San Francisco Conference was chaired by Emily Hunter Ruppert. The participants were Mary Goulding, Carlo Moiso, Fanita English, and myself.

The first thing that became apparent was that there was far more interest in the topic of games than had been anticipated. Even after a note had been posted on the door saying that the room was full, people continued packing themselves in.

The second thing that became apparent was that there was accord and agreement between the panel and *those in attendance* that the game player needs his or her game to maintain psychic equilibrium. The confronting or aborting of the patient's game can have serious consequences for the patient.

Early issues of the *Transactional Analysis Bulletin* and the *Transactional Analysis Journal* provided us with the means and rationale for quickly recognizing and identifying the various patterns of interactions defined as "a game." The question is, after we recognize a game in progress, then what?

As I see the problem, the first thing that needs to be accomplished is to redefine or reformulate this pattern of behavior in terms that have a less pejorative connotation than does the word "games." Second, we must expand the dialogue on methodology for addressing and interpreting the meaning of these patterns of behavior.

Each participant on the panel on games presented a methodology for addressing games that was uniquely his or her own. Although each panel member's style or approach to game analysis was different, a common thread was consideration for the patient's need for the game and a desire to "do no harm."

The interest shown in the game panel may be an indication that the time has come for a vigorous address to the unconscious and defensive functions contained within those patterns of behavior currently defined as "games."

Ken Woods, Belfair, Washington, USA

Dear Editor:

What a joy and delight to be back after my last ITAA conference 19 years ago! It was wonderful seeing old friends and acquaintances and making new ones. It was also great to see the vitality of the program, reaching around the world with participants and the program focus. I have renewed faith in our organization, and I have a few ideas about how it might increase its value to the membership and to the world.

I believe that it would be useful for the ITAA to continue to maintain its office in San Francisco and to hire a full-time, onsite webmaster to maintain, support, and increase its web page services. This could include:

1. Doing e-commerce from the site to sell, for example, books, tapes, videos, software, posters, and reference materials.
2. Language translation software programs have become sophisticated enough to consider making the website available in several languages.
3. Having an interactive "classified" section where members could place requests for resources or place a notice of an available resource. For example, this might include books, workshop provider requests, where training is taking place, or where a clinician with specific skills might be available for referral.
4. Berne's *Structure and Dynamics of Organizations and Groups* is mentioned three times in the references for the TA 101 course outline. It is a Catch 22 for those studying *basic* transactional analysis inasmuch as this *basic* book is out of print and cannot be found in used book stores either. Is it possible for the ITAA to get reprint rights for this book? Kevin Smallwood—who ran the bookstore at the conference—has the capacity to publish paperback books and is familiar with our process.
5. Create a membership directory on the website for the USA—and eventually worldwide—from which members could be searched for by country, city, name, region, membership category, clinical or educational or organizational skill set. Members could include their email address or website as desired.

It was also interesting, and saddening, to see, after 19 years, the same old internecine power struggles and the reliance on feeling instead of clear thinking about how to do problem definition, problem presentation, and problem solving. As an organization we need to "walk our talk" about cooperative discourse. This would include courtesy in confrontation. Disingenuous, angry, or congenial power plays are still just disingenuous, angry, or congenial power plays.

And finally, at the board meeting on Saturday morning, it was touchingly innocent to hear the structural problems of the ITAA described metaphorically as a family with older children leaving home. I believe that the ITAA requires a more potent, businesslike approach to its organizational ills and its future growth and vitality.

I am looking forward to more conferences in the future. I enjoy and respect the ITAA, for what it is and for what it can become.

Lewis Quinby, Eureka, California, USA

Cornells Hit a Nerve

Hello Caleb,

I'm a counselor in Wellington, New Zealand, and have just read your article in *The Script*. I'm really moved by what you wrote; thank you for taking the time to do so. What you have written highlighted for me the importance of being proactive so that the teaching profession, school counselors, parents, and public officials recognize that bullying is a SERIOUS problem with enormous psychological and social consequences if ignored or underresourced. You have an important perspective, one that I hope reaches many people. Bullying in schools here is an increasing problem. This afternoon I'm a visiting tutor for a class of teachers enrolled in a College of Education postgraduate diploma, and I will be taking *The Script* with me to pass on. In fact, there are several people to whom I would like to pass on the article; is it be OK for me to copy and distribute it?

Mig Wright, Wellington, New Zealand

To Caleb and Bill:

Caleb, I was deeply touched and impressed with your essay. Thank you for writing it and for speaking your truth. Your belief in yourself and your willingness to insist that we grown ups become more aware of what we and our children do to each other is so important. I am a therapist on a small island in the Pacific Northwest—a small community with little to no violent crime, yet I know there are youth here who are suffering from isolation, abuse, and neglect. There are also kids who want to improve relationships among their peers. I will be facilitating a youth forum in March of next year with a focus on school violence and how kids treat each other. This will be a day-long event at which teens can come together and talk with each other in small groups about how it is for them in our schools here on the islands. If you have any suggestions or ideas for me I'd appreciate them. Our goal is to provide a forum in which kids from a variety of backgrounds can talk with each other about such issues as teasing, ostracism, how to increase respect and honoring of differences, and how to get help when needed. I found your essay very confrontive and helpful. Thank you. Continue to be true to yourself!

Bill, I sure appreciate you as a dad! Thank you for your thoughts and suggestions in your essay. As a therapist I continually struggle with how to deal with the darker side of self—in myself and my clients. We must look at and understand that part and not push it away so much in efforts to feel better.

Lenore Bayuk, Friday Harbor, Washington, USA

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Hartshorn Health Service, Colorado State University
A Wonderful Holiday - Season Gift!!

Training News

Exam Successes

Our congratulations to the following examinees for successfully passing their COC and BOC exams, and our thanks to the examiners who gave of their time and expertise to make these exams possible.

August 18, 1999 in San Francisco (BOC)

TSTA Examinees
Jean Illsley Clarke (educational)
Jan Coleman (clinical)
Antonella Fornaro (clinical)
Gordon Law (clinical)
Jessica Leong (clinical)
Sean Manning (clinical)
Eva Sylvie Rossi (clinical)
CTA Examinees
Jose Manuel Martinez Rodriguez (clinical)
Peg Nelson (clinical)
Anne Tucker (organizational)
Susanne Ulrica Young (clinical)
TSTA Process Facilitators
Wayne Carpenter
Isabelle Crespelle
Robin Maslen
Carlo Moiso
Katherine Murphy
Russell Osnes
Supervisor: Charlotte Daellenbach
*TSTA Examiners (*chairpersons)*
Ted Bruce
Wayne Carpenter
*Valerie Chang
*Isabelle Crespelle
Fanita English
Richard Erskine
Tom Frazier
*Linda Gregory
*Helena Hargaden
*Jan Hennig
*Gordon Hewitt
Muriel James
*Elana Leigh
Noeliza Lima
*Robin Maslen
Carlo Moiso
*Katherine Murphy
Gloria Noriega
Russell Osnes
Gaylon Palmer
Nancy Porter-Steele
Denton Roberts
Evan Sherrard
Charlotte Sills
*Servaas van Beekum
Supervisees
Laurie Hamilton
Geraldine Lakeland
Kate Meredith
Carolyn Murray
P. K. Saru
Carole Shadbolt
Victoria Smith
Kerry Towers
Pam White
Carol Wright
Translators:
Marina Martinetti
Mariana Dimarzio
CTA Exam Supervisor:
Katherine Murphy
CTA Process Facilitator:
Wayne Carpenter
CTA Examiners (*chairpersons)
Molly Cole
Elaine Childs-Gowell
Marilyn Crossen
Gunter Mohr
Carolyn Murray
*Gloria Noriega
Marye O'Reilly-Knapp
*P. K. Saru
Carole Shadbolt
Victoria Smith
*Curtis Steele
Pam White

Training Endorsement Workshop San Francisco

Ann David (clinical)
Valerie Heppel (clinical)
Chrissie D. Jones Wood (clinical)
Diane Salters (clinical)
Noriko Takahashi (clinical)
Chair: Gordon Hewitt
Faculty: Charlotte Daellenbach, Elana Leigh

Coordinator: Robin Hobbes

July 15, 1999 in Rome, Italy (COC)

TSTA Examinee
Jane Walford
CTA Examinees
Maureen Luden
Gerry Pyves
Gervase J. Duffy
Barbara Cook
Valerie Isabel Bresloff
Bernd Hummel
Claudia Schweigler-Thom
Catherine Meyer
Jean Michel Javourez
Maria Nabrady
Matti Sannen-Weeland
Barbara Beguzzi
Massimo Gaudieri
Alessandra Corsini
Maddalena Bergamaschi
Giovanna Orisi Rota
Jabio Corsellini
Antonio Ventre
Patruzia Cesetti Vercelloni
Supervising examiner: Georg Pelz
TSTA Exam Supervisor: Roland Johnson
Process facilitator: Annika Björk
CTA Exam Supervisor/Process Facilitator:
Isabelle Crespelle, Raffaele Mastromarino
Examiners
Patricia Allen
Michèle Benoit
Suzanne Boyd
Birgit Bukovics-Heiller
Marina Caravella
Barbara Classen Meier
Jesus Cuadra
Christian Desillers
Antonella Fornaro
Toni Fuchs
Massimo Gaudieri
Hélène Ghiringhelli
Katarina Gildebrand
Maria Assunta Giusti
Elena Guarrella
Geoff Hopping
Günter Lange
Antonella Liverano
Marco Mazzetti
Cinzia Messana



New TSTAs after San Francisco exams (from left): Jean Illsley Clarke, Antonella Fornaro, Eva Sylvie Rossi, Jan Coleman, Sean Manning, and Gordon Law. (Not shown: Jessica Leong.)

Achille Miglionico
Maria Milizia
Lucia Fruttero
Ferdinando Montuschi
Katherine Murphy
Loredana Paradiso
Gilles Pellerin
Paolo Pernigotti
Janine Progin
Fabio Ricardi
Silvie Attanasio Romanini
Anna Rotondo
Marco Sambin
Matthias Sell
Dave Spenceley
Alice Stevenson
Ian Stewart
Francoise Tachker-Brun
Moniek Thunnissen
Salvatore Ventriglia
Cecilia Waldekranz-Piselli
Martine Walter
Houdji Wilwertz
Marijke Wusten
Nada Zahko
Carla De Nitto
Jenny Bridge
Agnoletto Dela Ranci
Christine Chevalier
Christian Morgenroth-Marwedel
Ulrike Sell

Editor's Note: Successful examinees from past exams in Italy will be listed in an upcoming Script.

EXAM CALENDAR

Exam	Exam Adm.	Exam Date	Location	App. Deadline
CTA	COC	Nov. 5, 1999	Lyon, France	Aug. 1, 1999*
	COC	Nov. 20, 1999	Neustadt, Germany	Sept. 1, 1999*
	BOC	Nov. 20, 1999	Christchurch, N. Zealand	Aug. 20, 1999
	BOC	Jan. 18, 2000	Coimbatore, India	Oct. 18, 1999**
	COC	April 6, 2000	Canterbury, India	Jan.1, 2000*
	COC	July 13, 2000	Paris, France	April 1, 2000*
	BOC	Aug. 9, 2000	Halifax, Nova Scotia	May 9, 2000
	COC	Oct. 26, 2000	Malmö, Sweden	Jul. 1, 2000*
	BOC	Nov. 2000	Auckland, New Zealand	Aug. 2000
	COC	Nov. 5, 2000	Belguim	Aug. 1, 2000*
	COC	Nov. 18, 2000	Salzburg, Austria	Sept. 1, 2000*
	BOC	Jan. 2001	Bangalore, India	Oct. 2000
	COC	April 5, 2001	England	Jan. 1, 2001*
	COC	July 5, 2001	Vienna, Austria	April 1, 2001*
	BOC	July 25, 2001	Sydney, Australia	April 25, 2001
	COC	Nov. 17, 2001	Germany	Sept. 1, 2001*
TSTA Oral	COC	April 6, 2000	Canterbury, India	Oct. 1, 1999
	COC	July 13, 2000	Paris, France	Jan. 1, 2000
	BOC	Aug. 9, 2000	Halifax, Nova Scotia	Apr. 15, 2000
	COC	April 5, 2001	England	Oct. 1, 2000
	COC	July 5, 2001	Vienna, Austria	Jan. 1, 2001
	BOC	July 25, 2001	Sydney, Australia	Apr. 25, 2001
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 Ensorse. Workshops	TSC	Nov. 17-19, 1999	Christchurch, N. Zealand	July 17, 1999
	TSC	Jan. 13-15, 1999	Coimbatore, India	Sept. 13, 1999
	PTSC	April , 2000	Canterbury, India	Dec. 1999
	TSC	Aug. 15-17, 2000	Halifax, Nova Scotia	April 15, 2000

* If COC CTA exam candidates are also doing the COC written case study, this must be submitted no later than six months ahead of the oral exam date. Full details and application papers can be obtained from the COC Language Group Coordinators.
**Subject to availability of sufficient examiners.

Please Note: Exams are subject to availability of examiners and exam supervisors. BOC will not be responsible for expenses incurred where the unavailability of examiners or exam supervisors causes examinations to be canceled or postponed. To be an examiner for an ITAA/BOC exam, examiners must be at least a CTA for a CTA exam or a TSTA for a TSTA exam.

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.

DENTON ROBERTS

continued from page 1

secretary, and now as treasurer. In this latter position he has been pivotal in the reorganization and modernization of the ITAA.

Denton continues to serve and to represent our principles in Los Angeles where he practices, does training, and writes. His latest book is *Releasing the Healer Within (Everyone Does Therapy and Should Know How).*

In his acceptance speech, Denton listed thirteen principles he had learned from his transactional analysis trainers and colleagues. They are:

From Muriel James: "Be interested in everything."
From Claude Steiner and Ken Everts: "Don't discount people because of their academic background."
From Bob Goulding: "It's the client that's important, not the clinician."
From Graham Barnes: "Persevere."
From Natalie Haimowitz: "Operate out of your own head."
From Gloria Noriega and Emilio Said: "Be caring and compassionate no matter what; comfort with concern, love, and caring."
From Morris Haimowitz: "Fiddle with the confusing; have fun and ask 'What's going on here?' and 'Let's see what we can do with that.' "
From Claude Steiner: "Examine the new and innovative."
From All Peoples: "Recognize when you're in too deep and get help."
From Carla Haimowitz and Alan Jacobs: "Don't desert your idealism."
From Ted Novey: "Do what you can and then let go."
From Pee Wee Reese: "There is part of your past you should let go of."
From Vince Gilpin: "Peace and Love."

Denton Roberts lives out not only these principles, but many more to which we as transactional analysts aspire. In so doing he has become eminently qualified to be a recipient of this award, which is named after well-known author and former ITAA President Muriel James. This award honors ITAA members who have advanced the growth of transactional analysis by personal example as well as by contributions of an exceptional and lasting nature, someone who models egalitarian relationships, promotes an "I'm OK, You're OK" atmosphere in both personal and professional arenas, and demonstrates commitment, concern, and caring for both individuals and the world community—all of which describes who Denton is and how he has lived his life.

The Eric Berne Training Seminar in Costa Rica

by Gloria Noriega and Emilio Said

Costa Rica is a wonderful country, we might say a model for the world. Since 1948 they have abolished their army and now have schools where there used to be military quarters. The feeling of living in a democracy is a subject of great national pride. Freedom of the press is a reality, and health, literacy, and education indices in Costa Rica are among the highest on the continent, comparing favorably with those in other developed countries.

People in Costa Rica care a great deal about the environment, and the capitol, San José, is a clean city. For those, like us, who love nature, Costa Rica is a delight to visit since there are many interesting activities for those who prefer "ecological tourism."

However, the best part of Costa Rica is the "ticos," as people from Costa Rica are known throughout the Spanish-speaking world; they are wonderfully kind and friendly. When you meet someone and ask, "How are you?," they answer, "Por dicha bien," which means "Happily well." And when you say, "Thank you" for something, they answer "Con gusto," which means "With pleasure."

It was, therefore, a real pleasure for us teach the Eric Berne Seminar in Costa Rica and to meet the "ticos," especially since their values as a country are so congruent with the values that we share in the transactional analysis culture.



Costa Rica Eric Berne Seminar participants and leaders Gloria Noriega and Emilio Said



Costa Rica Eric Berne Seminar hosts (on left) Joaquín Granados and his wife, Elizabeth Sancho, with seminar leaders Gloria Noriega and Emilio Said

The seminar was attended not only by participants from Costa Rica, but also by several people from Nicaragua who came as a group led by Humberto Lopez and Auxiliadora Marenco, two long-time ALAT Teaching Members and currently members of the ITAA. We taught an extended TA 101, the first sponsored by the ITAA in Costa Rica. Prior to the 101 there were only three members; now several people are interested in joining the association in order to keep updated about what is happening with transactional analysis around the world.

As always, when we teach transactional analysis—an experience that many of you may also have had—we once again realize the power of the theory. Due to the continuing development of transactional analysis, from Eric Berne to the integration of all the Eric Berne Awards and even after many years and the development of many new psychotherapeutic approaches, transactional analysis retains its freshness, arousing immediately the interest of participants from different theoretical backgrounds. People recognize ways of integrating this knowledge into their private practice and, at the same time, they realize options for enhancing their quality of life and enriching their relationships. We are sure that as a result of the Eric Berne Training Seminar in Costa Rica, several more people there will say that transactional analysis has changed their lives!

Ten-year ITAA member Joaquín Granados and his wife, Elizabeth Sancho, were the host people in Costa Rica. They invested many hours of voluntary work in helping to organize the seminar and in handling the finances. The Eric Berne Fund for the Future (EBFF) awarded a grant for paying our expenses and those of a local public relations company in charge of publicity for the event. The income will be given back to the EBFF as a way of supporting the educational mission of the ITAA.

The Eric Berne Workshops/Seminars are becoming a tradition in the ITAA. The first ones were held in San Francisco in 1997 with Muriel James, Fanita English, Claude Steiner, and Jack Dusay as workshop leaders. These were followed in 1998 with workshops held prior to the conference in Zürich. We hope that future Eric Berne Workshops/Seminars will be organized elsewhere in the world, perhaps in Hong Kong and Japan, so watch future *Scripts* for details!

Strategic Planning Underway

During recent months the executive committee and the board have been involved in intense strategic planning. To fulfill our mission and advance transactional analysis in the professional and academic communities throughout the world, we need explicit goals and objectives and organizational restructuring. Our many diverse manifestations represented by national, regional, and international organizations makes this a complex and difficult task.

In the interim between the Hawaii board meeting and the one in San Francisco, Edie Bogusky-Beaujon organized a long-range planning retreat that allowed us to bring together the diverse needs and issues the ITAA is facing around the world. In addition, Denton Roberts contracted with the Executive Volunteer Corps for a consultant to assess our situation and to help us design a plan to promote the ITAA in a systematic way worldwide.

A complete report on the recommendations of this consultant will be published in an upcoming *Script*. The results of the long-range planning meetings will also be publicized in the near future. In the meantime, if you are interested in seeing the notes taken at the long-range planning retreat, contact Denton Roberts via email at dentonrob@aol.com .

During the next few months we will be refining the results of these consultations. First the executive committee will review the reports and provide input, next the board will review the reports and provide input, and finally the membership at large will review the reports through national, regional, and international associations. After we have received input from all of these groups, we will prepare a plan for the consideration of the board and the membership at the Halifax, Nova Scotia, conference next August.

— Denton Roberts and Edie Bogusky-Beaujon

UPCOMING 25th E.A.T.A. CONFERENCE/PARIS 2000

14, 15 & 16th JULY 2000

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One day fee	120 Euros	345 Euros
Students or unemployed	150 Euros	120 Euros
		150 Euros

If you plan to attend the celebration soirée (dinner and dance) on July 15th, please include the price of ticket (70 Euros/person) with your congress fees.