The Script

ITAA

INTERNATIONAL TRANSACTIONAL ANALYSIS ASSOCIATION

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ITAA Office Relocates

We have a new home! As of 8 November, the ITAA office has been moved to Oakland, which is across the bay from San Francisco. We are now located in a three-room suite on the 13th floor of the venerable Central Building, two blocks from city hall in downtown Oakland. The three rooms have a wonderful view of the city and the surrounding hills, and the office is centrally located, with direct BART access, and only 15 minutes from downtown San Francisco and 30 minutes from the Oakland Airport.

The classically styled 15-story building was built between 1924-1926, during the boom era of the 1920s. The building's classical proportions and detailing were enhanced by the Art Deco terra-cotta style of the 1920s, and plans are to rehabilitate the exterior for historical landmark designation. The owner's objective is to recreate the Central Building into the Bay Area's Center for the Handicapped and friends in a variety of occupancies and ways.

The move of the ITAA office to Oakland was necessitated by several factors: money, lease agreement, and convenience. Through the joint efforts of Mary Goulding and staff members Ken Fogleman, and Lillian Tan, we have found an office space that will save the association about $20,000 annually.

Our new address is 436 14th St., Suite 1301, Oakland, California 94612-2710, USA. Our new phone is 510-625-7720; our new fax is 510-625-7725. Our email address remains itaa@itaa-net.org and our website remains www.itaa-net.com

We are excited by our new space, and we hope you will come by to visit if you are in the area.

Lessons in Living from Alfredo and His Tigers

by George Kohlrieser

Although in memory the San Francisco conference has moved to the recent past, the implications and consequences of what occurred there continue with vivid intensity. Changes in the office and staffing, the long-range planning meeting and the follow-up Barr report, continuing confusion about the status of the core concepts task force, implementing decisions made at the board meeting, and hearing ideas about what the ITAA needs to do from each country represented: All these have given me more than enough to do and to ponder.

However, my first priority on returning to Basel was to spend time with my family. Our kids began school in early August, so they and my wife, Cinzia, couldn't come with me to San Francisco. When I got home, Andrew (who is now 4 ½) and I enjoyed one of our favorite activities: spending time with Alfredo and his tigers. Alfredo is an animal trainer of the "Monty Roberts/Horse Whisperer" tradition; he has an extraordinary ability to interact with animals using respect and gentleness rather than pain to train them.

"I wonder if we in the ITAA take the irrational enough into account. Could it be that the tendency to blame among some ITAA members is reflective of a failure to do so?"

Being with him as he works with his tigers is to be in meditation where time stops. Alfredo's philosophy is simple: Know each animal's personality and motivation, always show respect for and earn the respect of each animal, create cooperation through a "dance" of mutual influence, and never violate the integrity of an animal's boundaries. I'm sure it will come as no surprise to hear that Alfredo and I are collaborating to bring his experience and knowledge into the field of hostage negotiation training.

These are basically the same principles we use in transactional analysis. Yet Alfredo seems to apply these principles more easily with his animals than most of us do with people. Perhaps it is because we always assume that people are rational, logical, and reasonable, while in reality, much human motivation is based on the irrational, illogical, and unreasonable as well as on emotions that are connected to a complex network of internal and external cues. Psychosomatic illness, violence and aggression, depression, addictions, projections, and self-destructive conflicts are but a few examples of the irrational. Interestingly, Alfredo maintains

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A Conversation with President-Elect Gordon Hewitt

by Bill Cornell

Bill: Hi, Gordon. Thanks for taking the time to talk with me. Working out the time differences for this phone call was a challenge. It brings to mind that I'm not very familiar with your area of the world.

Gordon: I'm glad to have the chance to talk. It's one in the afternoon here in Wellington, while it's evening there for you, and we're moving from spring into summer as you head into winter. My office overlooks the harbor, and at the moment there are winds of about 50 knots. It gets quite exciting with winds that high. My wife and I love to go fishing in the harbor, but you don't go out in a 50-knot wind. Outside the harbor, the ocean here gets about as dangerous as anywhere in the world. People in New Zealand tend to live outside a lot. Most weekends my wife and I are either out fishing or walking in the bush. There's not a great temperature variation here: down to 19 degrees centigrade in the winter, 25 in the summer. New Zealand is small and surrounded by water, so the temperatures are rather consistent all year.

"Argument about theory is great, essential really, but it needs to be accompanied by respect for the person with whom one is arguing."

Bill: That's interesting to hear. You obviously enjoy the outdoor life a lot. Does that have any connection to how you began your career, which I know was not in psychology?

Gordon: Yes, it does. I began as a biologist. As a boy I was intrigued by nature and spent a

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Developing a Strategic Marketing Plan for the ITAA

by Denton Roberts

With the help of the Executive Volunteer Corps (a group of retired executives), the ITAA Board of Trustees has begun the process of developing a systematic plan to further advance transactional analysis in the professional and academic communities. To this end, retired banking executive Albert Barr attended meetings of the August ITAA long-range planning committee, the board of trustees, and the entire San Francisco conference. He has prepared a comprehensive report (referred to as the Barr report) aimed at marketing from the viewpoint of a business executive.



Albert Barr

This report provides the ITAA board and the general membership with a *beginning* point in developing a comprehensive strategy that will meet the needs of our diverse membership. The board's need for such a plan is based on the recognition that in some parts of the world transactional analysis is receiving the attention and recognition that it deserves while in others it is not. The question, therefore, is: How do we as an organization present the uniqueness of transactional analysis and the many contributions we have made and are making in clinical, counseling, organizational, and educational fields?

Answering this question is a complex and difficult task for any organization, and for us in the ITAA it is compounded by our diverse needs since we are a worldwide organization/federation.

As you read through the Barr report recommendations summarized here, please bear in mind that this is only a starting point—an analysis by a business outsider designed to give us a business perspective—and that the executive committee and the board in consultation with the general membership and other transactional analysis organizations will create a strategic plan for consideration of all members.

The Barr report recommendations, in random order, are:

- Define and promote the historic core concepts of transactional analysis
- Create a body of knowledge that other societies can point to as the legitimate transactional analysis model

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EDITORIALLY YOURS

by Bill Cornell

First Doesn't Always Mean Best

Among the decisions made by the ITAA Board of Trustees at the August conference in San Francisco was to table the report of the core concepts committee and reevaluate the need for a core concepts document. At the end of his interview in this issue of *The Script*, Gordon Hewitt takes up the need for an organization to know and honor its roots while fostering the integration of new information and innovative technique.

I was not trained as a scientist, as Gordon was, but I was well trained as an academic. In my academic training I learned that an essential aspect of critical and creative thinking is to know the history of an idea or a theory. I also learned that original theory is not the same as true theory, that an idea is not best by virtue of being first. Good theory, not to mention good technique, is theory that assumes accountability for its errors and limitations. Good theory changes.

If there is a core value/canon that I internalized as a young clinician from Eric Berne's writings it is the simple, direct question, "Does it work?" When therapy wasn't working, Berne seemed to turn his attention to theories he'd been taught, ideas he had developed himself, techniques he was using. Particularly in his early writing, when things weren't going well, he seemed to look first at the work of the therapist rather than locating the problem in the pathology and resistances of the client. The treatment contract as used by Berne was truly a mutual, two-way operation.

Transactional analysis is struggling to maintain its identity and vitality. As I heard about the controversies at the San Francisco conference and talked with Gordon for this issue of *The Script*, I thought of some valuable lessons I learned recently during the formative struggles of the United States Association for Body Psychotherapy (USABP). The body-centered therapies are about as old as transactional analysis, arising against the normative constraints of psychoanalysis, sharing the radical, humanistic roots that gave birth to transactional analysis and gestalt. Like transactional analysis, the body psychotherapies have tended to be leader-identified and splintered into subgroups, and they are now struggling for professional viability and respectability.

Last year the USABP held its first national conference. It was intentionally structured to prevent subgroupings, to challenge the presentation of theory as ideology, and to ask uncomfortable questions. Each morning of the conference was designed as a plenary panel discussion with all of the conference attendees seated at round tables with people they didn't know. These tables met throughout the conference for each panel discus , with the panelists joining a table rather than remaining on stage. The topic for the first panel was to present a case in which one's preferred way of working failed, the client's needs forcing a change in thinking and technique. The second panel was made up of first- and second-generation trainers discussing problems of developing theory and transitions of power and authority. The third panel was focused on the use of the therapeutic relationship in body-centered modalities. The whole structure stressed challenge of theory and authority, interchange of ideas and experience, and change.

Recently, I was interviewed for the *USABP Newsletter* (in press), which is inviting various leading theoreticians to discuss their perspectives on enduring clinical issues. I was asked to talk about my perspective on the borderline diagnosis and process. Significantly, I was not simply asked what I think. The emphasis in the interview was on how my thinking and work have changed. I include part of that interview here because I think it is relevant to current issues in the ITAA:



"Good theory, not to mention good technique, assumes accountability for its errors and limitations. Good theory changes."

At the beginning, my work was a blend of transactional analysis, as it was practiced 20 years ago, and Radix work, a heady blend. I had the notion that through the confrontation of muscular armor and emotional discharge (Radix) the body would reorganize itself and become more self-regulating. I was suffering then from what my psychoanalytic supervisor called the "Reichian fantasy" of the magic of discharge. From the transactional analysis side, I used my Parent ego state heavily, confronting irrational beliefs while trying to be the good, supportive corrective parent figure. I made a mess.

About 15 years ago, Peter Bernhardt and I were at a transactional analysis conference where James Masterson taught a day-long workshop on treatment of the borderline. It was brilliant and disturbing. A bunch of us were talking about where to go for lunch, and Peter said, in his ever-humorous way, "I think I'll skip lunch and go call my clients and tell them to sue me." There was, for many of us, an overwhelming sense of incompetence at the conference, but it was the beginning of a paradigm shift. I came to see a lot of problems in the rigidities of the Masterson model, but I began to shift my therapy. Discharge and my functioning as a pseudo-parent were dumped as I began to study object relations theory and learned how to work within the transference relationship.

I've become much better at being a neutral, curious, sometimes humorous observer, pointing out the magnetic attention to affect and distress in the borderline system. My body-level interventions are much more at the sensate level than in emotional discharge, working to enhance the structuring and organizing capacities of the body, to gradually link cognitive, emotional, and sensorimotor competencies.

My point is that with transactional analysis in a difficult and uncertain phase of theoretical growth and organizational change, we cannot afford to be too narcissistically identified (translate script-bound) with a particular theoretical bias, regional need, or personal grudge. We owe it to ourselves, our clients—and yes, even to our roots—to continue to challenge and question our theory and practice, our dearly held convictions, our own beliefs. It is up to us to make sure we don't settle for believing that because something is "original" it is true. Certainly Berne wouldn't and didn't settle for that.

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New Address for TAJ Manuscripts

As a result of changes in the ITAA office, TAJ manuscripts should now be sent directly to Publications Consultant Robin Fryer at 1700 Ganges Ave., El Cerrito, CA 94530-1938, U.S.A. She can also be reached by email at robinfryer@aol.com or by phone or fax at 510-232-0310.

The Script ITAA

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Full Page	$625.	9-1/4"(23.5cm)	12-1/3"(32.4cm)

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MARKETING PLAN

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- Do not move the central office out of the San Francisco Bay Area
- Fill the executive director's position with project coordinator(s)
- Focus on getting publications in professional journals
- Present historical core concepts on multilingual websites
- Serve as a resource for grant writing and research
- Focus on expanding the possibilities of the Internet
- Move to a confederation structure within a clearly defined time frame
- Create a structure so that national and regional transactional analysis organizations can provide feedback and identify mutual needs
- Emphasize in publishing case histories how training is applicable across a wide variety of human problem solving (e.g., conflict resolution, gangs, business applications, educational applications, ethnic conflicts, etc.)
- Encourage research that demonstrates that transactional analysis is a precise tool for social problem solving
- Secure a good working relationship with the Training and Certification Council
- Promote training and certification within national and international organizations (e.g., USATAA, ALAT, WPATA, etc.)
- The board should prioritize these recommendations in consultation with regional, national, and international organizations and ask them to establish a business plan and timetable

Please note that the Barr report recommendations use some terms that we in the ITAA narrowly define (e.g., core concepts). It was not Mr. Barr's intent to weigh in on an organizational debate. What he intended was to lift up the importance of disseminating accurate official information about transactional analysis.

Mr. Barr states, "If we look at transactional analysis as a 'product,' we can safely say that it is in a declining period of its product life cycle in the United States, with indications that this is also beginning in other countries. This is despite the fact that certain concepts of transactional analysis are widely accepted in the field of therapy and society at large. . . . Promoting a product that seems to be at the end of its life cycle, in a declining market (such as the US), is a very difficult task. If this effort is not done quickly and conscientiously over time, transactional analysis could very well be reduced . . . to a footnote in textbooks on therapy practices."

(You may receive the Barr report in its entirety by emailing the ITAA office. Please remember that all the contents of the report are under consideration for the guidance of the board of trustees.)

Process: The executive committee, the board, and national, regional, and international organizations are developing a plan by which the general membership can offer input into a finalized strategic plan for the ITAA.

Note from Denton L. Roberts: We are the first generation of transactional analysts. We became members of the ITAA because it provided us with a model and method of how to be potent. We leave our legacy through the ITAA and our creativity, individual writings, and advancements of theory. This is a critical time in which unity and mutual strategy are crucially important in establishing transactional analysis as an important contribution to the healing processes passed on to future generations.

Denton Roberts: dentonrob@aol.com

JOURNAL ENTRY

by Tony Tilney

Language and the Child Ego State

The Child ego state is probably the most influential idea to emerge from transactional analysis, although it is often taken up under other names (such as the child within), which diminishes its significance.

The child is a powerfully evocative idea. We have all been children, been educated with and played with children, and perhaps also raised children. Also, our culture has ideas about the child. At one extreme the child is demonized as a chaotic being with dangerous potentialities who must be forced into the mold of civilization, while at the other extreme the child is seen as a divine being not yet sullied by the world.

Proverbs (13:24) advises, "He that spareth his rod hateth his son," while the 17th century English mystic Thomas Traherne (1960) wrote of his first experiences of the world as follows:

> The corn was orient and immortal wheat, which never should be reaped nor was ever sown. I thought it had stood from everlasting to everlasting. The dust and stones of the street were as precious as gold: the gates [of the city of Hereford] were at first the end of the world. The green trees when I saw them first through one of the gates transported and ravished me, their sweetness and unusual beauty made my heart to leap, and almost mad with ecstacy, they were such strange and wonderful things. The Men! O what venerable and reverend creatures did the aged seem! Immortal Cherubims! And young men glittering and sparkling angels, and maids strange seraphic pieces of life and beauty! Boys and girls tumbling in the street were moving jewels. I knew not that they were born or should die. . . . Something infinite behind everything appeared. . . . The city seemed to stand in Eden or to be built in Heaven. (p. 110)

He went on to say this of his induction into the adult world of 17th century England:

> So that with much ado I was corrupted and made to learn the dirty devices of this world. Which now I unlearn, and become, as it were, a little child again that I may enter into the Kingdom Of God. (p. 110)

Three centuries later Eric Berne (1964) wrote:

> It may be assumed on good grounds that seeing and hearing have a different quality for infants than for grownups. . . . A little boy sees and hears birds with delight. Then the "good father" comes along and feels he should "share" the experience and help his son "develop." He says: "That's a jay and this is a sparrow." The moment the little boy is concerned with which is a jay and which is a sparrow, he can no longer see the birds or hear them sing. He has to see and hear them the way his father wants him to. (p. 178)

The word "child" is very powerful, gathering together so many of our personal experiences and cultural expectations. It throws a vast penumbra of associated meanings. It has the power to evoke powerful, universal meanings, but this makes it more difficult to use it in limited, boundaried ways. It raises most forcefully the problem of language in psychotherapy. A language is not just a set of symbols for communication; it carries a connected set of meanings themselves embedded in a culture. Inevitably, what we say carries more potential meanings than we intend. The response of most sciences has been to distance themselves from national languages by developing a new vocabulary.



"A language is not just a set of symbols for communication; it carries a connected set of meanings themselves embedded in a culture."

Eric Berne chose to use everyday language and so, strange to say, did Sigmund Freud. Ego, superego, and id were the inventions of his English translator. His own terms were "the I," "the over-I," and "the it."

Writing about such complex and personal events as our internal experiences requires a rich and evocative language. If we do this as psychotherapists and not as poets it also requires as much precision as we can muster.

There is no escape from this paradox. The solution arrived at by both Freud and Berne is probably the best we can do. Both men were masters of language. They avoided creating new words but sometimes gave specialized meanings to existing words. And they wrote with a great sensitivity to language and meaning. Some questions we could ask ourselves as we struggle with the same paradox are:

Do I really know what I mean?

Am I clearly saying what I mean?

Are my readers likely to understand me?

What inappropriate thoughts, ideas, or values might my words evoke in myself or them?

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References

Berne, E. (1964). *Games people play: The psychology of human relationships*. New York: Grove Press.

Traherne, T. (1960). *Centuries*. London: Faith Press.

TAJNET NEWS

Some Interesting Sites

As this century comes to a close, we in transactional analysis have begun responding to the challenges presented by the dizzying speed of change and the possibilities of the electronic age. One way we have done this is with the creation of *TAJnet*. Marshall McLuhan predicted an exponentially connected world via the electronic revolution. And it has come true. The surprising beauty of the Internet is connection and interconnection through a programming device known as hyperlinks. This allows us to click on a hyperlinked address in a message or on a website and be transported almost immediately to another site. This device has created a tremendous network of interconnected addresses approaching billions. Hopefully this column will become a resource for people seeking wider information and connection via this new medium.



"We in transactional analysis have begun responding to the challenges presented by the dizzying speed of change and the possibilities of the electronic age."

Here are a few examples of what is available:

- *An interesting essay on genes vs. environment* can be found at http://galton.psych.nwu.edu/greatideas/bg.html
- *A fascinating essay on "The Two Disciplines of Scientific Psychology"* by Lee J. Cronbach can be found at 684.http://www.yorku.ca/dept/psych/classics/Cronbach/Disciplines/
- *Artificial intelligence:* See http://domino.tag.co.uk/Techterm.nsf/All/ARTIFICIAL+INTELLIGENCE
- *Can Machines Think?* See http://www.pathfinder.com/time/magazine/archive/1996/dom/960325/cover.think.html
- *Cognitive Processes in Animals and Robots:* See http://www.lucs.lu.se/People/Christian.Balkenius/Thesis/Chapter01.html
- *Y2K Survival Guide:* http://www.aafp.org/fpm/991000fm/21.html
- *Doctors say lying for patients OK* (from http://www.msnbc.com/news/326494.asp). Doctors report deceiving third-party payers if it means that patients can receive warranted medical care. You can read the full text in this month's *Archives of Internal Medicine* from the AMA at http://archinte.ama-assn.org/issues/current/full/ioi81370.html
- *Consensus statement on the upcoming crisis in geriatric mental health:* A panel of experts warns that a national crisis is emerging in geriatric mental health and that "deliberate and coordinated action is urgently warranted." See http://archpsyc.ama-assn.org/issues/v56n9/full/ynv8355.html
- *American Academy of Pediatrics findings on inhalant abuse:* A recent nationwide survey on inhalant abuse sponsored by the AAP found that most youths are aware of people breathing in fumes of products such as glue, paint, and cleaners and about one-quarter say their friends "huff." See http://www.aap.org/advocacy/releases/octinh.htm
- *Psychology can boost the corporate bottom line:* Psychologists should look for opportunities to provide corporate employees with psychological services. See http://www.apa.org/monitor/cf5.html

Have fun!

Alan Jacobs, TAJnet *Editor: ajacobs@bravenewweb.com*

Nominations Sought for Three ITAA Awards

The ITAA has three awards that are designed to honor outstanding contributions by members.

The **Eric Berne Memorial Award** (EBMA) is bestowed on a person (or persons) who has made an original and significant contribution to transactional analysis, normally in one of the following categories: theory, research, or applications. The award is made for a published concept that is considered to be so important that all trainees will be expected to know it.

To make a nomination, the following material must be sent to the ITAA office: name(s) of author(s); publication citation; area or category of contribution (specify only one of those listed above); brief title for the contribution; a detailed statement supporting the nomination as an original and significant contribution to transactional analysis in the designated area; the name of the individual, group, or organization making the nomination; and at least one copy of the nominated article/book. If the article/book was written in a language other than English, send an English translation of the material with a copy of the publication in its original language. If an English translation is not available, a summary or abstract of the major ideas presented in the publication must be submitted in English along with a copy of the publication in the original language. Please contact the ITAA office for complete details about preparing EBMA nomination materials.

The **Hedges Capers Humanitarian 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. These contributions are primarily seen as activities that promote the welfare of humankind, especially through the alleviation or elimination of pain and suffering. ITAA members who make such contributions often do so at the cost of personal risk and/or sacrifice. The humanitarian activities may form a lifelong pattern or be expressed in a single, widely noted occurrence.

The **Muriel James Living Principles 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. Personal example involves consistently living the principles of transactional analysis, which includes but is not limited to clear Adult thinking, joyful creativity, compassionate ethics, and a lack of gaminess in transactions with others. Such a person models egalitarian relationships and promotes an "I'm OK-You're OK" atmosphere in both professional and personal arenas. The nominee will have demonstrated commitment, concern, and caring for both individuals and the world community and will be active in the international advancement of the principles of transactional analysis either professionally or personally.

Any ITAA member can suggest another member for the Capers or James awards by submitting in writing a detailed nomination addressed to the vice president of operations. Please submit the nominee's name along with a narrative account of the reasons the individual deserves recognition, attaching all relevant documentation.

The deadline for nominations for all three of these awards is **1 January 2000.** For these awards to be meaningful, we need you to consider who within the ITAA is deserving of the association's highest honors and to let us know. We look forward to hearing from you.

ITAA News

Membership Renewal Offers Many Benefits

by Denton Roberts

January 2000 will be the 29th year that I have renewed my membership in the ITAA. I consider membership to be a wise investment in my well-being, my potency, my impact on the world, and my network of friends. It's one way I can support my values, have fun, share my ideas, and hang out with my old and new buddies.

These next few years are crucial in the life of our organization, and I urge you to renew your membership as well as to encourage your colleagues and trainees to become a part of this worldwide organization—an organization that offers a very special network of like-minded people who share similar interests and concerns.

This year the ITAA is offering a special bonus for new and renewed memberships: a coupon worth $25 off of the purchase of a videotape from our growing library of videos about transactional analysis theory and applications. These tapes are excellent teaching tools as well as stimulating viewing for seasoned transactional analysts.

As you renew your membership, please include a signed message telling us why you are renewing. We'll publish as many of these notes as we can in order to spread the word and to motivate greater participation.

Thanks in advance for your support!

Welcome to New Members

July 1999

New Member	*Sponsor*
Gilbert, Phyllis	P. K. Saru
Hiratzka, Chris	Wayne Carpenter
Hockett, Richard S.	—
Kassianov, Dmitri	—
Kniaziouk, Svetlana	—
Mauriz Etxabe, Miren Amaia	Conchita de Diego
Monahan, Elizabeth A .	—
Parry, Suzana	Geraldine Lakeland

August 1999

New Member	*Sponsor*
Goyanes Martinez, C. Milagros	—
Hanlon, Catherine Lowry	—
Kobayashi, Masami	—
Quimby, Scott	—
Takahashi, Yukiko	Tomoko Abe
Watanabe, Kaoru	Tomoko Abe
Yamamoto, Misa	Tomoko Abe

September 1999

New Member	*Sponsor*
Adams, Marie	—
Aguilar, Luis Filipe	—
Bezzola, Elisabeth (Tina)	—
Concellon, Patricia	—
Diamond, Susan	—
Jones, James C.	—
Kinjo, Ikuko	Rishun Shinzato
Raman, Rupa	—
Rodger, Anne Patricia	Sean Manning
Sandle, Rod	Gordon Hewitt
Takahashi, Naomi	Chie Shigeta
Wright, Bond	Denton Roberts

A CONVERSATION

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lot of time outside. New Zealand is rather strange in that there are no mammals native to the island except for bats, which presumably flew here. Otherwise, we have only birds and lizards, many of them unique. All the mammals were introduced by humans, and some are quite out of control now—like 70 million Australian possum. So my interest in nature took me into biology. Then I got interested in genetics, which inevitably took me to the nature/nurture question.

Bill: Where do you come down on that classic question? And what do you think it means for transactional analysis script theory?

Gordon: Well, increasingly the evidence is that nature and nurture are inextricably linked. If you take basic traits like extrovert/introvert, for example, it looks like about 40% of it is genetic and 60% is environmental with regard to eventual development. So as a psychotherapist, you can't afford to ignore either nature or nurture. As for transactional analysis theory, Berne certainly talked a lot about the genetic basis for many behaviors. I recall his writing about people with a genetic predisposition for music and how, with the wrong scripting, such individuals end up doing clever things with the dishes as they dry them instead of playing music. We are all born with various genetic potentials. What happens to these potentials, how they get formed, very much depends on the environment.

Bill: What took you from biology to psychotherapy?

Gordon: That move came out of the evolutionary view in biology, learning that emotions had important purposes. In my family I was brought up to think that emotions were simply something that got in the way of thinking. They were to be avoided at all costs. Then I learned they had evolved to have important functions. My biological studies collided with my family script.

Bill: From the Australians and New Zealanders I've known, I wonder if it's a cultural script as well as, in your case, familial.

Gordon: It probably is. Most of us here originally came from England, so there's a deep Anglo-Saxon influence involving that inhibition. But I'd say New Zealanders fall somewhere in the middle between the English and the Americans when it comes to emotions. However, in my case, I certainly was up against the family script. While still teaching biology at the university, I became interested in the process of psychological change. I started attending encounter groups, which in those days were run by various self-proclaimed gurus. Looking back, I have a lot of reservations about how those groups were run, but it was there that I saw evidence that people can change. I started volunteering as a marriage guidance counselor and started getting training. Ian McDougall, a psychiatrist, offered me the chance to join his transactional analysis training in 1974. I was very drawn to transactional analysis, mostly because of its emphasis on the integration of thinking, feeling, and behavior. In those days especially, but even today, other modalities seemed to stress work with one at the expense of the others. The integration of thinking, feeling, and behavior fit what I knew as a biologist. I continued teaching at the university in biology for a long time while I pursued psychotherapy. Psychotherapy was like a hobby really, but I got a bit carried away with my hobby. I got my CTA, then I joined the New Zealand Association for Psychotherapy, and finally I got my TSTA.



"We have an incredible number of points of view in the ITAA. This can be a huge source of strength for our organization and our theory."

Bill: I imagine at this point in your life you could choose to spend more time fishing, being semiretired, lots of things. Why did you decide to run for the ITAA presidency?

Gordon: Retirement doesn't seem to fit for me. I feel too young, and I'm having too much fun with my private practice and transactional analysis training group. As for the presidency, I'd been on the ITAA Board of Trustees for four years. Several people I respect asked me to run. I'd been feeling quite frustrated with the ITAA for some time. I began to get the sense that there was serious interest in change. I guess it's my interest in change—first evolutionary change, then personal change, now organizational change. I think there's a need for structural change in the organization. The board of trustees hasn't been responding to the needs of regional areas. There are a lot of bright people giving a lot of volunteer time on the board, and I'm not criticizing individual trustees. It's a structural problem. There is a lack of communication between the board and members.

Bill: How do you think the current ITAA structure is outmoded?

Gordon: As it stands now, there is a committee that makes nominations for the board. For years now there seems only to be one nomination per position. There's no contest. Even if there is more than one, members tend not to know the people who are running or serving. I think people are reluctant to approach the board when they don't know people personally. Members don't feel free to provide input, and they don't feel represented by the board. I'm very open to input about the nature of the changes the ITAA needs to make. My own thinking at this point is that we need country-sized transactional analysis organizations to find processes to democratically elect their own members to the board of trustees. The trustees will be more approachable for members and feel more accountable to members. Trustees will feel like real representatives of a constituency. Members will have more real input and feel more ownership of the outcome. This is the model I personally like, but I want ideas and input from others too.

Bill: And the changes in the ITAA office?

Gordon: There are major changes taking place. We need to move slowly with the ITAA office. Right now, Denton Roberts is doing a lot of hard work. We have to look after the staff. We can't really change the office until we know where the organization is going. We may need an entirely different office structure, but we don't know yet. I would like to see some new people moving onto the board. I think this will happen if we change the structure. People need to be encouraged to express themselves. I'd like to see all the ITAA organizational positions contested. I'd like to see lots of things contested.

Bill: I agree, but I'm also aware that it's very expensive to serve on the ITAA board.

Gordon: True, and we may have to find a way of subsidizing board travel if election to the board is to be genuinely democratic. Personally, I find there are huge rewards for serving on the board. I feel like I have an international community of friends now, an international family, really, from serving as a trustee. It's really exciting.

Bill: What other structural concerns do you have?

Gordon: It is expensive to join the ITAA, too expensive for many, I think. The numbers of members in local organizations, except in the United States and Canada, seems to be growing all over the world, but this growth doesn't yield an increase in ITAA membership. I think, at least in part, that has to do with the high cost of membership. I think that if we can provide services people want in languages they understand at a price they can afford, then we will get real growth. I also think the ITAA needs to hand as much responsibility as possible to local groups so they can prosper. Maybe the ITAA's main function then would be networking.

Bill: What else would you like to say, Gordon, in this first interview for *The Script*?

Gordon: There's been quite a lot of personal argument and antagonism within discussions in the organization lately. I don't think there used to be this kind of personal antagonism. I think disagreement is great and necessary. I think argument about theory is great, essential really, but it needs to be accompanied by respect for the person with whom one is arguing. There is a tendency to draw sides, and then people stop learning, as though there are only two sides. We have an incredible number of points of view in an organization such as the ITAA. This can be a huge source of strength for our organization and our theory.

Bill: Where do you see the growth, the leading edge, the excitement in the ITAA now?

Gordon: There are two things happening right now that are very important. There is a strong movement to clarify and honor our roots, the history of our ideas. At the same time, we must continue to challenge ourselves and develop new theory. We must integrate new information as it comes along into new theory. Both of these are strengths, not competing alternatives.

Bill: Thanks for this initial conversation. I look forward to hearing more from you as you move toward assuming the ITAA presidency in 2001. And good luck with the fishing!

Gordon: Thanks, Bill.

Gordon Hewitt: gordon@wn.planet.gen.nz
Bill Cornell: bcornell@nauticom.net

Members' Forum

More on "When Kids Kill Kids"

Dear Caleb,

I am writing from Australia after reading your article and your Dad's in *The Script*. Thank you so much for writing about your experiences in the school system and for writing so truthfully about things that are painful. It has helped me to understand more about the killings in Littleton. In Australia we have tough gun laws and guns are much harder to get than in America, but sadly we have the same issues to deal with in schools and in society. Your story touched me deeply. I hope you continue to have a good experience in your new school. Our communities need more people like you who are willing to speak out against injustice and to fight for a better society.

Jan Grant, Allambie Heights, New South Wales, Australia

Dear Bill and Caleb:

I was very moved when I read your articles and couldn't agree more in practice or in principle. It was so good to see in your statement, Caleb, that the solution is not in better security, which is, of course, just a way to control more rather than speak to the emotional and personal needs of adolescents. To me and to you I know that that is so obvious that we can feel a little trite saying it, but it needs to be said over and over. It's a good thing I didn't read the article when I was there, because I can go on for hours about gun control and how the US senators and movie stars who promote gun ownership disclaim all responsibility when there is a violent incident involving guns. Thank you both for writing these articles.

Frances Bonds-White, Philadelphia, Pennsylvania, USA

Help Wanted

Dear Editor:

I need help with a research project. I have done some work on emotional intelligence and have proposed a few experiments. Now I am trying to locate a group of neuroscientists/ neuropsychologists who might get the experiments conducted in a laboratory. My papers are available on the web at www.netshooter.com/emotion . If you can help me, please contact me directly: Sushil Yadav, C-2/77A, Lawrence Road, Delhi–110035, India or via email at mpyadav@bol.net.in .

Sushil Yadav, Delhi, India

Bad Taste Is Bad Taste

Dear Editor:

In your column in the November *Script*, you asked, "What are the boundaries between personal and public communication, personal and professional exchange?" I think that they are the same. Bad taste is bad taste; snail mail, email, or face-to-face.

Does technology make a big difference? Sometimes yes, sometimes no. The recent email difficulties seem to me to be a problem different not in kind but only in degree. Email is fast and, yes, hot: People say hot things in the heat of the moment. I do not find this "in the heat of the moment" different from a "nose-to-nose" confrontation in halls during a conference or in a presentation where a standing, righteous, confrontive audience member addresses a speaker.

Dispute by email allows you to "be there without being there," engendering a false sense of emotional distance or security on the part of the sender, usually accompanied by a sense of righteous indignation, however one-sided it may be. But the recipient may also suffer from a sense of righteous indignation when he or she experiences that "my ox is being gored."

"Nose-to-nose" allows both parties to vent their spleen and achieve some emotional release while seeing their target get red, fuss and fume, and in general respond in some agitated and satisfactory manner. Developmentally, this seems to be about 8-10 years old and about who owns the bat and ball and who makes the rules for the ball game. My mother called this, "You children act like there's nobody home" (i.e., no satisfactory Parent-Adult system available).

Dispute by email has a quality of "shooting from ambush" and leads often to use of excessive and oversized ammunition. There is a certain disproportionality involved. Some responses are "too big," like using an elephant gun to hunt rabbits.

The difficulty for email strikes and nose-to-nose is the same: how much (or little) integrity is maintained in the engagement. The solution, of course, is to focus on the problem, not the person. Personal issues are and always will be with us. Transference, countertransference, projection, projective identification, denial, blame, etc.—the standard list of dysfunctions. The solution is "don't-go-there," rise above it, there are bigger issues at hand. Narcissism and schizoid process notwithstanding, there are still proper rules for engagement. People do not get a "pass" because they have a diagnosis (formal or informal) or personal problems.

I think that the same rules apply in any communication—letter, email, or in person.

The rules of dignified communication (invite the functional ego states):

1. Focus on the problem, not the person.
2. No name calling, no blaming, no shaming, no time hogging.
3. If you won't say it to a person's face, don't say it behind his or her back.

The rules for undignified communication (invite the dysfunctional ego states):

1. Focus on personal problems, ad hominem attacks are excellent.
2. Find the other's emotional soft spots, fears, and low self-esteem and attack there.
3. Create rumors and distortions, use character assassination and half-truths.

Either set of rules is easy to see when used or abused. How they are handled generates a Get-On-With-It or a Get-Nowhere-With-It. We need to call a spade a shovel when we see it. Breaches of politeness are not rocket science to spot and confront with clarity, grace, and dignity: "Don't-do-that-and-thank-you-very-much-for-your-cooperation-in-the-future." If enough people start taking individual responsibility by tending those boundaries, it will make a difference.

Lewis Quinby, Eureka, California, USA
email: webmaster@ta-tutor.com

TRANSACTIONAL ANALYSIS CONFERENCES WORLDWIDE

January 8-12, 2000: Thrissur, Kerala, India. ICTA Conference. Contact: Sr. Annie Maria & Dr. Joy Mathew, Coconvenors, Central Training Institute, Kerala Agri. University, Mannuthy, Thrissur 680 651, Kerala, India; email: Kauhqr@ren.nic.in .

July 2000: Paris, France. EATA Conference. Contact: EATA, c/o Martine Huon, Les Toits de l'Aune Bat. E, 3, rue Hugo Ely, F-13090 Aix-en-Provence, France; IFAT2000@aol.com .

August 9-13, 2000: Halifax, Nova Scotia, Canada. ITAA Conference. Contact: ITAA, 436 14th Street, Suite 1301, Oakland, CA 94612-2710; USA; phone: 510-625-7720; fax: 510-625-7725; email: itaa@itaa-net.org .

November 23-26, 2000: Auckland, New Zealand. Australasian Transactional Analysis Conference. Contact: Janet Redmond, 571 Sth Titirangi Rd., Titirangi, Auckland, New Zealand; phone: 09-817-5800.

July 23-29, 2001: Sydney, Australia. ITAA/WPATA conference. Contact: ITAA, 436 14th Street, Suite 1301, Oakland, CA 94612-2710; USA; phone: 510-625-7720; fax: 510-625-7725; email: itaa@itaa-net.org .

UPCOMING 25th E.A.T.A. CONFERENCE/PARIS 2000
14, 15 & 16th JULY 2000

CALL FOR PAPERS

The general theme of the congress is « **T.A. Worldwide** ». You are kindly invited to submit workshop proposals. Please contact our congress secretary for all parameters :

Grace SLOTTJE **tel. /fax :** 33 1 39 62 59 50 English spoken
e-mail : gslottje@club-internet.fr
address : 3 rue Fould 78600 Le Mesnil le Roi, France

Applications will be accepted until October 31st 1999 and should be sent to Helene Cadot, 17 Avenue Jean Jaures 69007 Lyon France, **and** helene_cadot@cheerful.com (attached file as yourname.doc or yourname.txt)

REMEMBER !

July 2000 in Paris = Millions of tourists !

which means you should make hotel and travel reservations well in advance.
In case of absolute necessity, a cancellation insurance is included in the congress inscription fees.

CONGRESS TARIFS

	E.A.T.A. MEMBERS	*NON-MEMBERS*
« Early bird » (by end 1999)	225 Euros	260 Euros
by March 31st 2000	250 Euros	290 Euros
by June 30th 2000	300 Euros	345 Euros
One day fee	120 Euros	120 Euros
Students or unemployed	150 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.

LESSONS IN LIVING

continued from page 1

that purely rational people cannot work with potentially dangerous animals because of their lack of emotional sensitivity to the irrational. He himself assumes and accepts that his tigers will be irrational; too often we see the irrational in other people as simply negative.

Organizations of all kinds are also influenced by the irrational. For example, it has been shown that executives and managers who take the irrational into account in their management styles are more likely to be successful. I wonder if we in the ITAA take the irrational enough into account. Could it be that the tendency to blame among some ITAA members is reflective of a failure to do so? I have been struck by how in San Francisco, and in many communications I have received since then, there has been a tendency to blame something on someone, to suggest simple causality. Membership is dropping because.... We fill our training groups here because.... In the United States they cannot fill their training groups because.... The ITAA is blamed for many things. Yet the reality of why things do or do not go well in organizations inevitably lies in a complex configuration of forces in operation at unique moments in time. Thinking that there are simple solutions to complex problems is usually based on incomplete information and often obscures both the true nature of the situation and effective efforts to develop solutions.

Most of us know well the motto "actions speak louder than words." In our transactional analysis work we see this process all the time—in our consulting rooms, in management seminars, in classrooms—wherever there is a tendency to be long on words and short on action. In fact, one of the motivations for the development of transactional analysis was to alter this tendency. At this point in our organizational history, we are working to take this motto to heart: The executive committee and board of trustees are moving actively in a focused direction to transform the ITAA as appropriate to the needs of our members and the demands of the times. Within each division, our vice presidents are driving projects that assist our members or expand our visibility into broader communities. We appreciate those of you who join us in actively seeking solutions, who present ideas and options, and above all, who are willing to help us act.

Being an international global organization at the stage of development the ITAA finds itself in is a real challenge. One of the most central and hottest issues is what kind of structure the ITAA should have in relation to national and regional organizations. Clearly, in recent years there has been a significant move toward national and regional organizations assuming primary importance for transactional analysts in their areas. In fact, at the long-range planning meeting in San Francisco there were calls to move the ITAA out of the USA in order to give USATAA a chance to grow, or to locate it closer to EATA in order to de-Americanize it or as punishment for being so "colonizing," as one group said. However, I find it alarmingly naive to suggest that if the ITAA would just move out of the way, then everything would be fine. In some cases, it sounds like simple scapegoating designed to avoid awareness of irrational forces that often accompany the change process as it sweeps through social systems such as the ITAA.

On the other hand, nothing is more true right now for the ITAA than the fact that it must embrace significant change. As Charles Darwin once said, "It is not the strongest species that survive, nor the most intelligent, but the ones most responsive to change." The Barr report, which grew out of the San Francisco long-range planning meeting, reflects a desire for change with the will to act. As you can read in the article on page 1 of this issue, many ideas were put on the table at the long-range meeting and discussion was far-ranging. The ITAA's continued survival and success depend on continuous and rapid change to meet the evolving and expanding needs of our members and the worldwide transactional analysis community. While the basics of transactional analysis remain effective and valid, the expectations and demands of a changing world require us to develop, transform, and expand to remain relevant to everyone we serve while staying true to our mission.



"Although decisions reached by consensus require more time and a willingness to relinquish individual positions, ultimately they belong to every member of the group."

All this means that the ITAA faces some very tough decisions. And how these decisions are made may well determine whether the organization ultimately thrives or flounders. I am reminded of how, as I watched Alfredo dance with the irrational in his tigers, captivated by the gentleness of the dynamic flow, I wondered if we as a transactional analysis community could reach some kind of consensus in our decision making.

There is no question that decision making by consensus is an ideal. Reaching real consensus between all members of a group is an art that often requires a long, painful process, but it reaps important rewards. Group dynamics experts know that a decision made quickly by voting or averaging is usually followed by a much longer implementation time than is one made by consensus. In fact, voting is the best way to leave everyone in their original position, without any discussion about options; those in the minority are usually left feeling powerless and like losers waiting for the next time so they can regain their power, get even, or even get revenge.

There is a relevant and true story about a group of Japanese (one of the strongest consensus-seeking cultures in the world) and Americans who were going on vacation together. Their first important decision was where to go. The Japanese, who numbered quite a few more than the Americans in the group, were eager for fresh air and beautiful hikes; they proposed a trip to the mountains, while the Americans wanted to go to the seaside. The latter suggested voting on the issue, and given that they were in the minority, they accepted their inevitable defeat for the sake of avoiding conflict and maintaining their friendship with the Japanese. However, the Japanese kindly but firmly refused to vote and instead began a discussion that delayed the group's departure by a day. In the end, the Americans were convinced that going to the mountains was fine because a nearby lake providing opportunities for swimming, canoeing, and water skiing. When the Japanese were asked why they refused to vote, given that they had a winning majority, they were clear: "Voting would have taken us to the mountains sooner, but it would also have threatened our vacation with our American friends. They would have felt dissatisfied, lowering the morale of the whole group, to say nothing of what would have happened on the first rainy day. And if we were to go on vacation together again next year, our American friends would have more power over the decision about our destination because they lost this year."

Voting always creates winners and losers. Unsatisfied losers may find they are no longer interested in the task for which the decision was made; they may slow down the implementation with their poor participation or, in worst case scenarios, active sabotage. Moreover, the split that inevitably results becomes a "fish under the table" and shows its consequences in future group decisions. Although decisions reached by consensus require more time and a willingness to relinquish individual positions, ultimately they belong to every member of the group. This allows everyone to feel "on board" and responsible, which motivates group members to stick to the decision.

Now I am not afraid to "fight the good fight," to argue for something about which I feel passionately, to accept and even revel in differences and diversity, but I don't see that as incompatible with reaching some form of agreement on common goals or a consensus about what really matters. I am willing to negotiate nonstop toward a compromise and a consensus. This is what win-win means: Reaching a common goal through intense dialogue, with the end result being that everyone involved can move whole-heartedly into action. Sometimes consensus seeking is viewed as reflecting weakness, powerlessness, or wishy-washy outcomes where "the orange is just cut in half." The truth is that consensus seeking is one of the most challenging, powerful, demanding, and creative processes I know. It is only for the courageous and daring.

I am concerned that in the ITAA we have resorted to fighting, blaming, and position taking, which is often the quicker, easier path to take when faced with differences and disagreements. I would like us to put greater time and energy into reaching decisions so that ultimately our decisions are more inclusive and thus more likely to be effectively implemented. Certainly that is our goal with the long-range planning process: We are accepting that change is necessary, taking the necessary actions to seek input from all the relevant constituencies, and searching for ways to reach consensus about those things that really matter to the future of the organization and the transactional analysis community worldwide.

The ITAA of the future must and will be significantly different than the ITAA of the past or even the present. Wouldn't it be wonderful if the transactional analysis community could reach a consensus—through dialogue, an understanding of each others' needs, and honest compromise—about how to structure our organizational systems? Wouldn't it be productive to reach a consensus on many of the other decisions facing the ITAA? Think of all that could be done if the energy put into fighting and blaming could instead be directed toward acting on and achieving positive, consensual goals!

As we were driving home, Andrew said, "Dad, can you teach me to talk to the tigers and animals like Alfredo and Dr. Doolittle?" I asked him why he wanted to do that. "Because they were having so much fun and they never fight."

I wish you a joyful holiday season and a happy, healthy, blessed New Millennium.

George Kohlrieser: georgeak@datacomm.ch

EXAM CALENDAR

Exam	Exam Adm.	Exam Date	Location	App. Deadline
CTA Oral	BOC	Jan. 18, 2000	Coimbatore, India	Oct. 18, 1999**
	COC	April 6, 2000	Canterbury, England	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, England	Oct. 1, 1999
	COC	July 13, 2000	Paris, France	Jan. 1, 2000
	BOC	Aug. 9, 2000	Halifax, Nova Scotia	May 9, 2000
	COC	April 5, 2001	England	Oct. 1, 2000
	COC	July 5, 2001	Vienna, Austria	Jan. 1, 2001
	BOC	July 25, 2001	Sydney, Australia	April 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	Jan. 13-15, 1999	Coimbatore, India	Sept. 13, 1999
	PTSC	April 1 2000	Canterbury, England	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,436 14th Street, Suite 1301, Oakland, CA 94612-2710; 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, 436 14th Street, Suite 1301, Oakland, CA 94612-2710; USA. **COC Training Endorsement Workshop:** to take a COC TEW, contact the European TEW Coordinator, c/o the EATA office.

Halifax 2000 Conference

9-13 August

"Connecting in the New Millennium"

The program proposals for the 2000 Halifax conference are in, and the committee is putting together an outstanding scientific program. We will publish more details after the first of the year, but in the meantime, it isn't too early to make arrangements for lodging. The conference hotel—the beautiful Westin Nova Scotian—welcomes your reservations now. Send in the form below or telephone the Westin at 902-421-1000.

Hotel Reservation Request

Group Rates (in Canadian dollars, taxes not included): Single/double $109, triple $129

Name: _____

Mailing Address: _____

Postal/Zip Code: _____

Telephone: _____

Arrival Date: _____ Time: _____ Departure Date: _____

Beds per Room (circle one): 1 or 2 # of Persons: _____ # of Rooms: _____

Sharing Room With: _____

Nonsmoking requested (circle one): yes no

Rooms are held until 4 pm unless guaranteed. If arriving after 4 pm, please *guarantee* your reservation by sending a one-night deposit with your reservation request or use a credit card.
Card (circle one): American Express Visa MasterCard Diners Club EnRoute
Card Number: _____ Exp. Date: _____
Cardholder Name: _____

A confirmation of these arrangements will be sent on request.

Fax to: _____ or mail to _____

RESERVATION REQUESTS MUST BE RECEIVED NO LATER THAN 12 July 2000, after which requests are accepted only on a space available basis at regular hotel rates. Rooms are not available prior to 3 pm, although every attempt will be made to accommodate earlier arrival requests.

Send reservation form to The Westin Nova Scotian, 1181 Hollis Street, Halifax, Nova Scotia B3H 2P6, Canada, or fax to 902-422-9465. (Phone: 902-421-1000)

Integrative Psychotherapy Residential Workshop - Summer 2000

Richard Erskine, Ph.D., and Rebecca Trautmann, R.N., M.S.W.

Friday, July 28 to Sunday, August 6, 2000

This residential ten-day workshop will focus on the theory and clinical practice of Integrative Psychotherapy. Topics that may be taught include: shame and self-righteousness; cumulative and acute traumatic reactions; the schizoid process; and the psychotherapy of dissociation, desensitization, and disavowal. Various methods of working within the therapeutic relationship will be demonstrated and may include contact, inquiry, affective attunement, involvement, and modes of empathy in individual and group psychotherapy.

This workshop is for mental health professionals who want to apply theory in clinical practice and to enhance their effectiveness through identifying aspects of contact interruption, life script, and countertransference. There will be opportunities for case consultation. We will teach, demonstrate, and elaborate on the concepts in *Beyond Empathy: A Therapy of Contact-in-Relationship* by Richard Erskine, Janet Moursund, and Rebecca Trautmann (1999, Brunner/Mazel, ISBN 0-87630-963-5).

Cost: $2300 for tuition, room, meals; reservation fee: $500 nonrefundable
Location: Kent, Connecticut (near New York City)
at the Old Chestnut Inn, with spacious grounds, gardens, and swimming

For information and to register, call or write:
Institute for Integrative Psychotherapy, 500 East 85th St,
New York, NY 10028, U.S.A.
212-734-5291 (phone) * 212-879-6618 (fax)
Email: workshops@IntegrativeTherapy.com

The Institute for Integrative Psychotherapy is approved by the American Psychological Association to offer continuing education for psychologists, by the National Board of Certified Counselors for counselors, and by the American Board of Examiners in Pastoral Counseling for pastoral counselors. Clinical social work CE credits are available in some states. The Institute for Integrative Psychotherapy maintains responsibility for the programs.

Updates to the 1999-2000 ITAA Directory

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Keeping In Touch

Transactional Analysis on Top in Malaysia

by Thomas Ohlsson

For four days in August 1999, transactional analysis was on the top in Malaysia. At Peacehaven Campsite, near the famous Genting Highlands mountain resort, 42 Malaysian therapists, counselors, and teachers favored working long days learning transactional analysis to the temptations of the nearby casino. Berne's roulette wheel theory of racket feelings was, of course, part of the learning process, as were genuine feelings of interest and excitement well rivaling anything found around the gambling tables.



Interpreter Ling Mee Chooi (center) and teacher Thomas Ohlsson (right) receive presents from course organizer Kok Suh Bin (left) after four intensive transactional analysis days.

Life Line Malaysia organized a TA 101 immediately followed by two-and-a-half days of further transactional analysis training for people engaged in careers helping others. The training included personal script work and training in using contracts in helping work. Miss Kok Suh Bin of the Life Line organization competently and bravely undertook the complicated task of bringing students and teachers together in a safe and creative environment. Miss Ling Mee Chooi no less bravely took it upon herself to be the "interruptor" (as she called it) of the teacher, translating from English (the Swedish variety) to Chinese (the Mandarin variety) and back.

Psychologist Thomas Ohlsson, CTSTA from the Institute for Life Therapy (IFL) in Malmö, Sweden, was the teacher. With IFL colleagues Annika Björk and Roland Johnsson, he has traveled to Taiwan to teach transactional analysis for the past 12 years in cooperation with Sissel Knibe and Taiwan's Chung Hwa TA Association. Dr. Wu Hsin An, Life Line director of Kaohsiung, Taiwan (and appreciated keynote speaker at the Maui ITAA conference in 1999), suggested that transactional analysis might be useful also in Malaysia. So, eventually, from 28-31 August 1999, Western methodology and Eastern living skills again met, this time in multicultural Malaysia. "Ou laushr" ("teacher Ohlsson") taught transactional analysis in Malaysia for the first time with a very special sense of homecoming and gratitude. Thirty years ago the Cheong family in Malacca accepted him as their son-in-law. Even though he and his wife, Maureen, have since raised their family in Sweden, Malaysia is still family and home to him.



TA 101 course participants in Genting Highlands, Malaysia, 29 August 1999, with teacher Thomas Ohlsson in the middle.

Thanks to the efforts of Kok Suh Bin, transactional analysis was well exposed in the Chinese press in Malaysia in connection with the course. Two large nationwide newspapers did interviews for their feature sections. The *Sin Chew Jit Poh* on September 3 did a full page on transactional analysis under the title, "Instead of Alone—Find a Way Out."

The course participants came from several states in Malaysia. Some were part-time volunteer counselors also holding other jobs or going to school. Some were professional therapists or counselors and yet others were teachers. There was a great interest in continued transactional analysis learning as certificates were handed out at the end of the course, and work is presently in progress to make that possible. Conditional and unconditional positive strokes were plentiful, and the teacher was rewarded, in addition to getting beautiful Selangor pewter, with comments such as, "Thank you for these interesting, meaningful, and useful courses. Glad to know you!"

Coimbatore Meeting a Big Success

by C. Suriyaprakash

We are glad to share with our ITAA colleagues our success in convening a two-day meeting on transactional analysis in Coimbatore 9-10 October 1999 at the Hotel Surya International (the venue for the 1997 ITAA designated conference). The gathering was jointly hosted by Relations-Organisational TA Consultants and Asha Counselling and Training Services.

The theme of the meeting was "Saying Hello—Vision for the New Millennium." Eric Berne said, "To say hello rightly is to see the other person, to be aware of him as a phenomenon, to happen to him and to be ready for him to happen to you."

"Saying Hello '99" provided a forum for advanced trainees, professionals, and aspirants to come together, share their experiences, and learn from one another. Our experience of this meeting last year and the spirited feedback we received from participants encouraged us to make this an annual event.

We are at the threshold of the new millennium, where the fast pace of modern life has overshadowed our capacity to say hello to our fellow human beings. These times of change are characterized by problems and possibilities. The Coimbatore meeting offered a rich source of innovative ideas for addressing the increasingly complex social and psychological realities of the next century and for rediscovering our capacity for and joy in saying hello.



Organizers and some of the participants and presenters from the October meeting in Coimbatore, India: (on floor, from left) J. Anitha Suriyaprakash, C. Suriyaprakash, T. M. Ramachandran, Raghavendra Rao, S. Aparna; (sitting on chairs, from left) Tehemtan Dhabhar, Varalakshmi, P. K. Saru, Lalitha Matthew, K. R. Selvamani; (standing, from left) Sadagopan, Seetha Sadagopan, Dr. Susan George, Raghuraman, P. B. Muralikrishnan, C. S. Murali, I. A. Mohan Raj, Stephen Titus, Nanthini Harikumar.

There were four workshops running parallel for two days each: (1) "Breakthrough Workshop" (saying hello to self) with Dr. Ali Ansari; (2) "Healthy and Joyful Living" (saying hello to life) with Lalita Matthew and Stephen Titus (both advanced trainees in transactional analysis; (3) "Conflict Resolution" (saying hello at work) with Tehemtan Dhabhar, PTSTA; and (4) "TA Basics" (saying hello to growth and change) with a team of PTSTAs and CTAs led by P. K. Saru, PTSTA.

The meeting was attended by 90 delegates and 11 presenters. The greatest success was that we had 32 participants for the "TA Basics" and 16 corporate delegates for the "Conflict Resolution" workshop. Thus we were able to reach out to people who have had no exposure to transactional analysis. The feedback was very positive and many have shown interest in advanced training.

It was a rich experience for the organizers as well and gave them an opportunity to express their team spirit. We look forward to "saying hello 2000"!

Keeping Transactional Analysis in Textbooks

by Tim Schnabel

For the past 11 years I have lectured in the Department of Counseling and Psychological Services at Georgia State University. My two-hour presentations added some much needed beef to the chapter on transactional analysis in Gerald Corey's text, *Theory and Practice of Counseling and Psychotherapy*. I was a regular speaker until 1997 when his 5th edition hit the streets with the chapter on transactional analysis deleted!

I was outraged! I wrote him a carefully worded but forceful letter both complaining about the change and asking him to reinsert the chapter when the book is revised. He politely replied and left an opening for discussion. We began a frank conversation about what comes next when the text is revised in 2002 and why the chapter on transactional analysis was deleted. Politics, plain and simple!

Perhaps coming from a place of some guilt, Corey asked me to edit the chapter on transactional analysis in his text, *Theory and Practice of Group Counseling* (5th edition). I gingerly took on the task. In that chapter there is a section on "Applying TA with Multicultural Populations." I recommended Valerie Batts to Jerry, and her contribution to the chapter is powerful. Jerry accepted almost 90% of my editing, and the chapter is much improved—highly informative, accurate, and user friendly. The chapter is sprinkled with quotes from *TA Today* by Stewart and Joines, and previous misquotes by Bob Goulding were replaced with accurate ones from the Gouldings. In addition, demographics on the ITAA are included at the chapter's end.

I feel privileged to have made this contribution. When I received the $125 honorarium, I figured my salary to be $4.17/hour. However, my actual pay was honor, integrity, showcasing transactional analysis and the ITAA, and laying the groundwork to get that chapter on transactional analysis edited and inserted back into Corey's primary text in 2002.