The Script

ITAA

INTERNATIONAL TRANSACTIONAL ANALYSIS ASSOCIATION

VOL. XXXI, NO. 2 MARCH 2001



Sydney Reminders

Deadline for early-bird registration: 26 April 2001. For conference details and registration forms, see the January-February *Script*, visit www.corpconf.com.au/itaa, or contact the ITAA office. If you have questions, contact Caroline Jones, Professional Corporate Conferences, tel: 612 9805 0845; fax: 612 9805 1240; caroline@corpconf.com.au .

Sydney Meetings

* Board of Trustees: Monday afternoon 23 July and all day Tuesday 24 July
* Long-range planning committee: Monday morning 23 July
* General Membership Meeting: Friday 27 July 6:45-8 pm

All meetings will be held at the Landmark Park Royal Hotel

Nominations Sought for 2001 Election

The nominating committee is soliciting nominations for the positions of two trustees from the European region (2002-2004). Nominations require the name and consent signature of the nominee (it may be yourself), the name of the person making the nomination, and the name of the person seconding the nomination. Send nominations to Nominations Committee Chair, c/o ITAA, 436 14th St., Suite 1301, Oakland, CA 94612-2710, USA; fax: 510-625-7725; email: itaa@itaa-net.org . The deadline for nominations is 31 May 2000.

Election Procedures: All board members are elected at large by the ITAA membership (all members will be invited to cast their votes for all positions). As per the ITAA bylaws (revised 1996), if there is no more than one candidate per position, there will be no ballot, and the results of the election will be announced in *The Script* newsletter. If there is more than one nominee for a position, a ballot will be mailed to all voting members within 60 days of the close of nominations. The deadline for return of ballots is 60 days from the date of mailing. The results of the election will be announced to the candidates within 30 days after the election results are determined and to the voting membership as soon as practical thereafter. □

Germany After the Fall of the Wall

by Jan Hennig

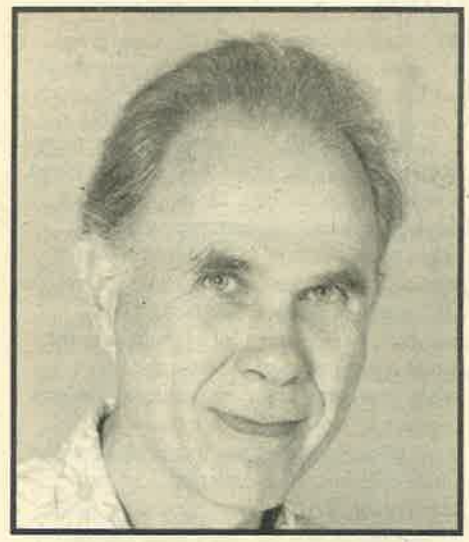
I begin with a story. It is the summer of 2000 in Mallorca, Spain. By coincidence, two families eating at the same restaurant discover that they are both from Germany: One is from the former East Germany, the other from the former West Germany. They begin to talk; it is easy, after all, since they speak the same language. However, as the conversation goes on, both families start to feel less easy. They don't seem to be getting convincing answers to their questions; the "other" family seems to perceive reality (about Germany and the Germans) differently. Prejudices are getting in the way of the dialogue, and with every transaction the situation grows worse. Neither family escalates, however, so the dialogue gradually ceases. Finally they withdraw from each other, both sides with the feeling of having missed a chance but not knowing why and how (and with a tendency to blame the "other").

Historically, the Berlin Wall was part of the Iron Curtain, the frontier between communist states and capitalistic states in Europe after World War II. Specifically, the Wall was the frontier between two German states, a reality that was never officially acknowledged by the western side. As one of the results of the war, the separation of Germany into two states was a kind of punishment of all Germans for Germany's crimes during the war, including the Holocaust. This frontier was difficult for West Germans to pass through and almost impossible for East Germans. In fact, if people managed to flee from east to west, they were expelled from the east and could not return. Although the Iron Curtain through Germany was installed earlier, before the Wall people in Berlin could cross the border between the two states via subway or by walking. However, on 13 August 1961, the last "hole" in the Iron Curtain in Germany was closed with the construction of the Berlin Wall. From then on, crossing from east to west was not only illegal, but often deadly as East German border troops were instructed to shoot people who tried to escape.

This short history provides a context for understanding the special situation that now exists in Germany eleven years after the Wall was torn down in 1989. The populations of two different states—totally separated from each other for almost 40 years yet sharing the same German history, language, and culture (at least at the beginning)—have come together to live in one state again. This situation—along with the fact that it has taken place during a peaceful, prosperous era when war, poverty, famine, and material hardship do not plague the population—provide us with a chance to examine both the opportunities and the difficulties people may experience in such a process of growing together and developing ways of sharing and cooperating. This process of coming together is one sought by peoples around the world, not only in Europe, and I want to suggest how transactional analysis can be helpful not only in explaining such processes, but in helping to make them successful.

"The process of coming together is one sought by peoples around the world, and transactional analysis can be helpful in explaining and making such processes successful."

To begin we must consider what conditions were like in the two German states and how differences between their populations developed. People in the east



were citizens of the German Democratic Republic; they lived in a communist state whose government was the party and whose friends were officially the Russians and others in the Soviet Union. For most East Germans, this created a difficult situation: Most could see Western TV in German and were aware that people in West Germany were doing much better materially. Regardless of Communist propaganda, they also realized that the West offered the personal freedom for which all people long, a freedom denied to them in East Germany. Thus they perceived

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Message from the President

by Gordon Hewitt

Greetings everyone. I had hoped to present members with a detailed account of the association's finances and membership trends in this edition of *The Script*. Unfortunately, it is taking longer than I anticipated to get all the information together in an appropriate format. I have decided it is better to wait until a future issue rather than present material that is incomplete. In my first month as president I have already had several suggestions from members that the board is following up. For example, several people said strongly that for them the membership fee is too high. Whether the fee can be reduced depends on whether we can do more for the members (no one has suggested reducing services) for less cost. I think increased efficiencies are possible, and I will be asking all members of the board to explore ways of reducing costs in their areas of responsibility. I have also had a suggestion that we should provide *The Script* and the *Transactional Analysis Journal* by airmail. Several people outside the States have complained that by the time they get their *Script* it is out of date. A number of people (me included) pay extra to get their *Script* by airmail, and my experience is that this helps me in feeling connected to the organization. Linda Gregory, who is Vice President of Operations, is exploring this issue to see whether we could afford to extend this service to all members within the current budget.

As I said in the last *Script*, my intention is to improve the cost/benefit ratio of membership in our association. If you have suggestions about how we might cut costs and/or improve services, please let me know your thoughts.

At the beginning of March I will attend the USATAA gathering at Frenchman's Cove in Jamaica. The gathering will be discussing the formation of a new, more geographically inclusive North American Transactional Analysis Association. I will be there to see how the ITAA can help with this process and to explore what kind of relationship the new association wants with the ITAA. I see the formation of this association as a very positive step and wish the people involved well in its creation. On my way back to New Zealand I will spend a week in the office in San Francisco getting to know its functioning first hand.



Servaas van Beekum

Finally, I am delighted to announce that the board has just ratified the nomination of Servaas van Beekum as Vice President of Training and Certification. Servaas is a former ITAA President and will be well known to many of you. The VP of Training and Certification is nominated by the Training and Certification Council, which is required under California law to be separate from the ITAA since professional bodies cannot be certifying bodies and still retain their tax exempt status. However, the ITAA has recognized the importance it gives to training by making the Training and Certification Council's representative to the Board of Trustees a vice president. The ITAA has two representatives on the Training and Certification Council. Welcome, Servaas, on behalf of the Board of Trustees.

Finally, I hope to meet as many members as possible at the Sydney conference, and I want

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EDITORIALLY YOURS

by Bill Cornell

Bonding and Bridging: Social Capital and the ITAA

In his final article as ITAA President (December 2000 *Script*), George Kohlrieser wrote, "Along the way the ITAA has been perceived, at best, as a secure base for the worldwide transactional analysis community and, at worst, as an obstacle to the development of regional and national organizations." Over the past couple of years, I, like many ITAA members, have given a lot of thought to the nature and purpose of the base the ITAA needs to provide to the transactional analysis community worldwide. "A base for what?" many of us, including our incoming President, Gordon Hewitt, are wondering. I wish the answers for ITAA's future were clear and simple, but things are rarely clear during periods of transition.

I have been reading a fascinating book, with the unlikely title of *Bowling Alone*, that I think can offer us some valuable insights for thinking about the importance of voluntary groups and associations. Written by Robert D. Putnam, professor of public policy at Harvard University, the book features an equally unlikely photo on the back flap of Dr. Putnam in 1955 with his bowling team. Based on extensive social surveys and research in the United States, the book addresses the "collapse and revival of American community," although his concepts and insights are hardly limited to the USA. The recognition of the importance of civic and social life in the long-term health and vitality of nations, groups, and individuals is the heart of this book.

Bowling Alone is centered on the concept of "social capital" (p. 18), a concept invented and reinvented throughout this century by a number of educators, social theorists, economists, and sociologists. Putnam summarizes the concept this way: "Whereas physical capital refers to physical objects and human capital refers to properties of individuals, social capital refers to connections among individuals—social networks and the norms of reciprocity and trustworthiness that arise from them" (p. 19). According to Putnam, groups that engage in high levels of social capital create "a norm of generalized reciprocity: I'll do this for you without expecting anything specific back from you, in the confident expectation that someone else will do something for me down the road" (pp. 20-21). He concludes that "a society characterized by generalized reciprocity is more efficient than a distrustful one. . . . Frequent interaction among a diverse set of people tends to produce a norm of generalized reciprocity. Civic engagement and social capital entail mutual obligation and responsibility for action" (p. 21). Putnam builds a strong and eloquent case about the nature of the glue of civic and social life, generalized reciprocity, or as we might say, a healthy and mutually responsive stroke economy. This glue is every bit as important to the vitality and longevity of a voluntary professional association as it is to neighborhood, civic, ethic, social, and governmental groupings. What holds us together? Why should we stay together? Why bother?

To my mind and in my values, the primary function of an international organization such as the ITAA is to provide frequent, varied, and meaningful opportunities for and means of interaction among a diverse set of peoples—for example, via the *TAJ, The Script,* conferences, collegial and social networks, and a central and consistent office staff. The worldwide membership of the ITAA is certainly a diverse set of people sharing a common interest, though often with conflicting priorities.

Putnam continues: "It is important to ask how the positive consequences of social capital—mutual support, cooperation, trust, institutional effectiveness—can be maximized and the negative manifestations—sectarianism, ethnocentrism, corruption—minimized" (p. 22). The ITAA has certainly seen its share of negative manifestations—sectarianism, mistrust, competitiveness—corrode the vitality of our organizations and members.

Putnam draws on the work of community organizers Ross Gittell and Avis Vidal to make a crucial distinction between the "bridging (or inclusive)" and "bonding (or exclusive)" (p. 22) potentials in the organizational and societal applications of social capital. He describes bonding social capital as a kind of "sociological superglue" that is good for mobilizing solidarity and reinforcing group identity and bridging social capital as a "sociological WD-40" or lubricant, which is better for facilitating linkages to the outside and for information diffusion.

I think the vitality of any organization requires tremendous skills and responsiveness to constantly shifting demands between these bonding and bridging functions. The ITAA must provide the bonding functions of maintaining the theoretical and professional identity of transactional analysis practices while bridging actively and respectfully to other professional modalities. National and regional organizations need, I think, to provide the primary bonding functions to local members, while the ITAA serves the bridging functions among the regionally focused transactional analysis associations and a worldwide membership through the *Journal,* newsletter, conferences, and other forums for theoretical and technical interchange.



"The primary function of an international organization such as the ITAA is to provide frequent, varied, and meaningful means of interaction among a diverse set of peoples."

Jan Hennig's article in this issue on the excitement, hope, frustration, and mistrust inherent in the German reunification process illustrate in a compelling fashion the enormous difficulty and anxiety of social change and the complexity of interweaving bridging and bonding functions. Jan writes of "how our primarily 'self-protective' gut reactions to anything strange or foreign are modified and shaped by our learning experiences." I want to emphasize here the importance of the bridging functions of an international organization to facilitate learning in an atmosphere of generalized reciprocity.

There are no doubt times when the ITAA and other transactional analysis organizations fail segments of their membership or, as evidenced by Tim Schnabel's letter in this issue, leave an individual member feeling discounted and disenfranchised. Tim refers to Frances Bonds-White's letter printed in the Members' Forum a few months ago. Frances was angry with our members, her colleagues. Tim is angry with the organization and its leadership. These are not pleasant letters to print. It is easy to wish that issues and disturbances like these will not occur. But they do, and it is our wish that *The Script* provide one forum for discussion and hopefully correction of these problems.

To return again to Putnam's words, "Community, communion, and communication are intimately as well as etymologically related. Communication is a fundamental prerequisite for social and emotional connections" (p. 171). Now this isn't exactly news to the transactional analysis community; I just like the way Putnam says it, the way it reads off the page.

Since I started with Putnam's words, I thought it only fitting to end with them as well. It is my hope that *The Script* will continue to be a primary means of communication, discourse, and dissent within the transactional analysis community worldwide. As we head into a period of new organizational leadership and change, I invite all perspectives on the value, the need, the failures, and the frustrations you feel with the ITAA. Let us hear from you.

Bill Cornell can be reached at 36 Corbriwood Ln., Gibsonia, PA 15044, USA, or at bcornell@nauticom.net

REFERENCES

Putnam, R. D. (2000). *Bowling alone: The collapse and revival of American community*. New York: Simon & Schuster.

Gittell, R., & Vidal, A. (1998). *Community organizing: Building social capital as a develop ment strategy*. Thousand Oaks, CA: Sage. □

Letter from Tim Schnabel

Dear Bill and Friends,

I write to tell you that I shall not be renewing my membership with the ITAA. Frances Bonds-White's letter in the August 2000 *Script* was helpful for me in identifying my ongoing and collective frustration, especially the past six years, when she said, "I feel short of patience about waiting for or working to facilitate change."

I have been a member of this organization for almost 24 years—17 as a CTA and 7 as a PTSTA. I have worked diligently and committedly as chair of the fund distribution committee for the past 7 years. After much painstaking and long-term reflection, I have decided to let go of it all. This has been quite difficult, as the ITAA has been a home for me. I have received much from so many, have grown and prospered along the way, and I am most satisfied with my contributions.

Early on I was impressed with the ITAA and so proud to be a member. That time has long since passed. What I envisioned and worked for is simply beyond my reach, such as an organization quick to respond from its heart rather than quick to prove who's right or wrong. It has been important for me to take my time with my decision as I am aware that script would call for my leaving from a hurt and angry place, and making everybody wrong. Well, my hurt and anger is in the form of mourning, and no one is wrong. Also, discontinuing my membership is a declaration of my profound dissatisfaction with what this organization has become, who it actually serves, the many undiscussables, and the level of collective angst that does not even get addressed, never mind resolved.

Like so many long-term members before me, I could have quietly let my membership lapse. Well, that's not me. In leaving I want to express my view with resentments and appreciations and express my love for some wonderful people.

Who are we as an organization, why do we exist, and what are we up to? I do not know, and no one can tell me what the ITAA is really about. For most of my 24 years here, I have witnessed many people work, often competitively at cross purposes, employing discounting as means to achieve outcomes. Just as a specialist in blood disorders has no guarantee she won't contract leukemia, being experts on the stroke economy has not kept many of us inside the ITAA from accumulating collective, unresolved hurts through the years. Sadly, I now have some of my own.

One of the competencies I acquired during

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The Script ITAA

The Newsletter of the International Transactional Analysis Association
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Editor: William F. Cornell, MA
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Desktop Publishing: Stacy Jolles
Printing: MarinSun Printing

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

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9/16 Page	$370.	6-3/4"(17.2cm)		9-1/4"(23.5cm)
Full Page	$625.	9-1/4"(23.5cm)		12-1/3"(32.4cm)

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

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

The Script (ISSN 0164-7393) is published monthly except January, May, and September by the International Transactional Analysis Association. The subscription rate is $10/year as part of dues for all classes of membership. For information on dues rates for various membership classifications, contact the ITAA office at the above address. Periodicals postage paid at Oakland, California and additional mailing office. POSTMASTER: send address changes to *The Script*, 436 14th Street, Oakland, CA 94612-2710. © 2000 International Transactional Analysis Association, Inc.

Published on recycled paper

THEME ISSUE PLANNED

We are planning a theme issue of *The Script* on the topic of "Transactional Analysis and Science." Please send your contributions via email to robinfryer@aol.com or to 1700 Ganges Ave., El Cerrito, CA 94530-1938, USA.

JOURNAL ENTRY

by Tony Tilney

Famous Women

In my last column I wrote about Freud and Berne and ended by changing the words of Ecclesiasticus in the Apocrypha from "Let us praise famous men and our fathers that begat us" to "Let us praise famous men and women and the parents who gave us life and meaning."

The most famous of the female ancestors of transactional analysis is Melanie Klein. Born in Austria, she became deeply involved with psychoanalysis in Berlin and subsequently moved to England, where her approach put in place the foundations for the British object relations school of psychotherapy. Her most direct contribution to transactional analysis was the concept of life positions, but she also probably influenced Berne's thinking about the Child ego state.

Klein was fascinated by the child's inner world. Psychoanalysts had come to believe that experiences in early childhood had a profound effect on later life. Freud, among others, developed theories about how child development occurred and consequently how disturbing experiences at different developmental stages might impact later. All these theories were based on the "reconstructed child," a picture of childhood based on the recollection of adults. However, the method of investigation in use, free association, required mental and linguistic skills not available to a young child. Klein's solution was to observe children directly, to play with them using a collection of objects that might represent their daily experiences and that also offered opportunities for symbolization of mental processes. Through play she was able to investigate children's thinking, their emotional responses, and the ways in which they constructed meanings.

As she developed knowledge of child thinking, Klein began to theorize about earlier stages of development, stages with which she could not work directly but that seemed to leave traces on young children. This again was a reconstructed child, but the reconstruction was much closer to the actual experiences of childhood. Klein was able to supplement her speculations with direct observations of very small children, and the picture of early thinking and experiencing that emerged was disconcerting to say the least. At birth the child is ejected from an environment in which all of her or his needs are constantly met (the womb) into a disturbing one that may be too hot, too cold, too bright, or too noisy, where the functioning of the body starts to create discomfort or even pain (colic), and where the mother is not constantly, intimately present as she had been.

In addition, Klein believed the child's growing consciousness produces an awareness of his or her inner world that is also unpredictable and disturbing. The individual starts on this long-life journey, which will be dominated by the two tasks of regulating the inner and the outer worlds. The mother or father is usually fairly successful at regulating the child's outer world, although this calls for intuition and insight as well as love. Regulating the inner world is far more difficult for parents, and the child has no language and very limited powers of communication or understanding of his or her own inner world. Klein's insight vividly caught the urgent, sometimes desperate nature of this constant struggle to regulate lived experience.

The main caregiver is usually the mother, and on her falls the task of regulating the baby's inner and outer experiencing. She has the task of being intuitively open to the baby's experiencing. Through her interaction with the small child, she constantly manages both worlds and thus transforms the child's distress into comfort. Bollas (1984) referred to this activity as functioning as a transformational object, a person able to transform the experience of another through insight into the other's distress and ultimately understanding of the other's need. Later in life this may also be the task of the psychotherapist. The possibly desperate nature of this early internal struggle also gives us insight into the distress of the disturbed client, who in adult life has once more lost the power to regulate his or her inner world. The Kleinian view emphasizes the need to help clients regulate their internal world rather than seeking to impose order from without. To a small child, the inner world must seem to constitute most of their experience, which is often the case also with severely psychologically distressed adults.



"Melanie Klein's most direct contribution to transactional analysis was the concept of life positions, but she also probably influenced Berne's thinking about the Child ego state."

Later the child becomes increasingly good at thinking and finds clear thinking a powerful resource in regulating both the inner and outer worlds. Clear evaluation of situations and clear decisions help one to chart a smooth path through life. Classical transactional analysis emphasized this at the expense of understanding the child's dilemma in regulating the two worlds, a dilemma which for many remains unresolved in adult life. Increasing interest in working with the Child ego state has done much to restore the balance. The key issues for the therapist are: "How old is the Child that is presenting at this moment?" and "What does the client most need—to think clearly or to have the therapist help him or her transform the client's internal experience?"

Among all the other healing resources that transactional analysis provides, there is a need to value and use our Kleinian heritage, both in its original form and as developed by the British object relations school.

REFERENCE

Bollas, C. (1984). *The shadow of the object: Psychoanalysis of the unthought known.* London: Free Association.

Tony Tilney can be reached at 63 Victoria Rd., Sutton Coldfield, W. Midlands B72 1SN, England, or at aatilney@aol.com

TRANSLATORS NEEDED

The *TAJ* would like to publish more articles from authors who do not speak English and/or to reprint articles that have been published in other languages. However, to do so we need to find members who are willing to do occasional translations and/or work with non-native English-speaking authors. If you can help, please send your name, address, phone, and email address (if available) along with what languages you can translate to managing editor Robin Fryer at robinfryer@aol.com or 1700 Ganges Ave., El Cerrito, CA 94530-1938, USA.

TAJnet Update

by Alan Jacobs

The mother of all social science—and perhaps "the physics" in the sense that physics provides the foundation from which all hard science evolves—is anthropology. The study of cultures is essential to the study of psychology. In an international network of therapists, educators, and trainers, cognizance of other cultures is essential. One avenue for attaining such awareness is the use of Internet mail lists that expand one's knowledge and view of the world, that is, specialized lists for people interested in specific topics. An excellent one is called H-Net, which can be found at http://www.h-net.msu.edu/ . A mailing list requires that you subscribe, in this case free of charge, in order to receive daily postings on relevant discussions, to which one may respond.

"One avenue for attaining awareness is the use of Internet lists that expand one's knowledge and view of the world."

H-Net: "An international consortium of scholars and teachers, H-Net creates and coordinates Internet networks with the common objective of advancing teaching and research in the arts, humanities, and social sciences. H-Net is committed to pioneering the use of new communication technology to facilitate the free exchange of academic ideas and scholarly resources. . . . Hosted by Michigan State University, H-Net has had a series of ongoing projects funded by the National Endowment for the Humanities and the United States Information Agency."

The list of lists can be found at http://www2.h-net.msu.edu/lists/ A small sample of them includes the following: H-Africa, African History and Culture; H-AmIndian, American Indian History and Culture; H-German, German History; H-Holocaust, Holocaust Studies; H-Japan, Japanese History and Culture; H-Review, H-Net Book Reviews (reviews only, no discussion); H-Sci-Med-Tech, History of Science, Medicine and Technology; and H-Women, Women's History

As a point of specific information, I have been lucky enough to have been certified by H-Net as the editor of a list I suggested, H-Genocide. It has been my goal for some time to expand my admittedly personal interest in Holocaust studies to comparative genocide studies. The fact of 6,000,000 Jews killed during WWII pales in comparison to the 170,000,000 innocent people killed by governments in the 20th century. This list is one aspect of this effort. Among the many facets of this subject, the list will be exploring how lessons in extremes of power abuse can be utilized in everyday life in the family, work, and even the therapist's office.

Alan Jacobs, TAJnet Editor, can be reached at 4507 N. Magnolia, Chicago, IL 60640, USA, or at ajacobs@bravenewweb.com □

Welcome to New Members

September 2000

Name	*Sponsor*
Ararwal, Daya	P. K. Saru
Dryden, David	—
Gold, Elisabeth	—
Kennedy, Joyce	—
Marsh, Kevin	—
Narayanan, V.S.	P. S. Viswanathan
Ulus, Fuat	—
Rama, Rupa	P. K. Saru
Rao, Nagaraja	P. K. Saru
Sushella, R.	P. K. Saru

October 2000

Name	*Sponsor*
Anetha, S.	Sashi Chandran
Cassius, Eric	—
Farinola, Mario	—
Flemming, Cherly	—
Fraser, Dean	—
Graham, Judith	—
Hanaoka, Keiko	Kenji Suganuma
Mayilswami, K.	Sashi Chandran
Pankajam, Kavitha	Sashi Chandran
Prasanna, Devi	Sashi Chandran
Prathiba, N.	Sashi Chandran
Priya, Devi	Sashi Chandran
Ziv, Laura	—

November 2000

Name	*Sponsor*
Belcmer, Nicola	Jo Stuthridge
Caravella, Marina	—
Ellis, Jerome	Geraldine Lakeland
Hayde, Vicky	—
Jankovic, Stevan	Dr. Zoran Milovojevic
Manuel, Lonnie	—
Radovanvic, Mirjana	Dr. Zoran Milovojevic
Saade, Sylvia	—
Smith, Janice	—
Tumpej-Bleiweis, Jasmina	Dr. Zoran Milovojevic

December 2000

Name	*Sponsor*
Evans, Judy	—
Franklin, Peter	—
Griffith, Joshua	—
Ksenija, Vukovic	Dr. Zoran Milovojevic
Mzyata, Sachiko	Michiko Fukazawa
Nakamura, Kimiichi	Michiko Fukazawa
Yasuyo, Iizuka	Michiko Fukazawa
Zamani, AhmadReza	—

January 2001

Name	*Sponsor*
Aubele, James	—
Brooker, Russell	—
Fortune, Aileen	—
Ishii, Hiroko	Michiko Fukazawa
Lazor, Mirjana	Dr. Zoran Milovojevic
Moore, Deborah	—
Poslon, Milota	Dr. Zoran Milovojevic
Sakamoto, Takao	Chie Shigeta
Serer, Marijana	Dr. Zoran Milivojevic
Rowe, Paula	—
Taguchi, Teruko	Michiko Fukazawa

Welcome Back Reinstated Members

Martha Adams, Fairhope, Alabama, USA
Marjorie Anderson, Newport Beach, CA
Isabelle Buhlmann, Lausanne, Switzerland
Josephine Burleson, Forth Worth, Texas, USA
Miguel De Anquin, Miami, Florida, USA
Miranda Fortes, Rio De Janeiro, Brazil
Elizabeth Jorgensen, Pacific Grove, California, USA
Henry Jorgensen, Pacific Grove, California, USA
Yvonne Retief, Pretoria, South Africa
Diana Snow, Fairhope, Alabama, USA
Judith Stubbs, Louisville, Kentucky, USA
Reed Whittle, Bedminster, New Jersey, USA
Tsung Wu, Taipei, Taiwan, Republic of China
Misa Yamamoto, Osaka, Japan □

Training News

New CTA Exam Assessment Approved

The new CTA psychotherapy oral exam assessment was approved at the last training standards committee (TSC) meeting held at the Halifax conference in August 2000. It was also passed by EATA's professional training and standards committee (PTSC) in Paris in July 2000. The implication of this is that beginning February 2002 this will be the only official assessment form used for the CTA clinical/psychotherapy field. All trainers need to familiarize themselves with this assessment as it is very different and requires a shift in thinking and frame of reference.

As we are aware training programs take into account what trainees are expected to know in order to be assessed, *please* take note of this change (see complete assessment on this page). If you have questions, please direct them to TSC cochairs Elana Leigh and/or C. Suryaprakesh. □

Sydney Exams and Training

The **CTA and TSTA exams** in Sydney will be held on Wednesday 25 July beginning at 9 am and running all day. Examiners and examinees will meet for briefings the night before (exact time to be announced). All exams and meetings will be held at the Landmark Park Royal Hotel.

The Sydney **training endorsement workshop** (TEW) will be held immediately following the conference, from Sunday evening 29 July to early afternoon 31 July. The TEW leaders will be Charlotte Daellenbach and Linda Gregory; the location will be determined based on the number of people attending.

The **Training and Certification Council** (T&CC) meeting in Sydney will be held on Saturday 21 July at the Landmark Park Royal Hotel. There will be no TACC meeting in Sydney as they will be meeting in Vienna in early July. □

TRANSACTIONAL ANALYSIS CONFERENCES WORLDWIDE

April 5-8, 2001: Keele, England. Institute of Transactional Analysis Conference. Contact: Richard Reynolds at rreynolds@edinburghhealth.co.uk .

April 19-22, 2001: Stamford, Connecticut, USA. ERTAA Conference. Contact: Fred Clark, 261 Spring St., Cheshire, CT 06410-2722, USA; 203-271-3733 (phone/fax); website: ERTAA.org .

July 6-8, 2001: Vienna, Austria. 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.

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

CTA Psychotherapy Oral Examination

1. Professional and Personal Identity. Ability to describe his/her own ideological beliefs and relate them to the philosophical assumptions of transactional analysis, including the implications of cultural, racial, social identities, and the significance of this on the assessment, the contract, the work, and the therapeutic relationship.

5	3	1
Awareness of own social and cultural identity and that of the client and the possible implications of these on the therapeutic work, including the significance of differences. Clearly related to philosophical assumptions.	Some awareness of social, racial, and cultural identity and differences in the therapeutic relationship.	Little or no awareness of the significance of racial, cultural, and social factors.

2. Establishment and maintenance of an "I'm OK, You're OK" relationship

5	3	1
Competent and effective relationship, including understanding of ulterior processes (e.g., games and transactions as transference and countertransference) and the complexity of the therapeutic relationship.	Evidence of an effective empathic connection with the client. Some understanding of relationship dynamics and the appropriate demonstration of protection, permission, and potency.	Scant evidence of an empathic connection and little understanding of the complexity of the therapeutic relationship.

3. Theory: Capacity to conceptualize psychotherapy in terms of transactional analysis theoretical concepts

5	3	1
Discussion of TA theory, including different trends and approaches as well as recent developments.	Knowledge of several major approaches in TA.	Scant knowledge—only one approach.

4. Integration into transactional analysis practice: Capacity to discuss a range of treatment options and support the chosen strategy.

5	3	1
Flexible, in-depth discussion of practice in relation to theory.	Discussion of practice in relation to theory, some reference to different options.	Little ability to relate practice to theory.

5. Clarity of client assessment

5	3	1
Assesses situations and issues accurately.	Perceives problems but is unclear as to their significance.	Lack of awareness of major issues.

6. Contracts and treatment direction

5	3	1
Appropriate shared focus/treatment contract clearly related to treatment direction, interventions, and the implications of the therapeutic context (setting, duration, frequency, legal obligations).	Appropriate shared focus or treatment contract but not related to treatment direction or interventions; OR evidence of therapeutic movement but no negotiated contract. Some awareness of the implications of the therapeutic context.	No clear goal or treatment contract. Interventions indicate little or no treatment direction. Little awareness of the significance of the therapeutic context.

7. Effectiveness: Can the candidate demonstrate creativity and effectiveness and discuss interventions within the context of the relationship, the contract, and the stage of treatment? Does the candidate monitor the effect of his/her interventions on clients and respond to this?

5	3	1
Most interventions accomplish what they are designed to achieve. Therapist monitors the effect of his/her interventions and responds appropriately.	Interventions are moderately effective. Therapist somewhat attuned to the client's response.	Interventions are counterproductive or ineffective. Therapist is ill attuned to the client's response.

8. Professionalism

5	3	1
Is aware of privileges and limitations of training and clearly relates to ethical principles.	Limited awareness of privileges and limitations of training, but clearly relates to ethical principles.	Serious question about awareness of limitations and/or ethical principles.

9. Capacity for self-reflection

5	3	1
High awareness and understanding of own process and its impact on therapeutic intervention.	Some awareness and understanding of own process and its impact on therapeutic intervention.	Little awareness and understanding of own process and its impact on therapeutic intervention.

10. Overall rating: Demonstration of an understanding and practice of the therapeutic relationship using TA concepts.

5	3	1
Ethical, effective TA theory-based practice suitable to the context.	Some competence in theory and practice.	Low competence using TA.

Training in India

by C. Suriyaprakash

ASHA Counselling and Training Center was the host to two important programs in Coimbatore that propel the growth of transactional analysis in this part of the world. On 20 and 21 January 2001 ASHA organized a PTSTA workshop. Eight PTSTAs participated in this special program, which has become an annual event. Charlotte Daellenbach and Elana Leigh from New Zealand and Australia, respectively, were the faculty. They traveled all the way from these far places to help the growing transactional analysis community in this southern part of India.

The workshop provided opportunities for participants to obtain supervision on their teaching and supervision. A special session on the new BOC CTA written exam produced much discussion and useful clarification. This year the workshop was unique in that several issues relating to collaboration among trainers were discussed at length and specific action plans evolved. On the whole, it was a rewarding experience to all who were connected with it. Thanks to Charlotte and Elana, without whom the workshop would not have been possible.

On 22 January, ASHA was the venue for BOC CTA oral exams. The significance of this year's exam is that there were no local examinees. Two trainees from Japan took the exam in educational specialization, and Yoshinobu Kitamura passed. It was a rich experience for the organizers as well as for the examiners and examinees. The examiners generously came from several places outside Coimbatore. Thanks to BOC cochair Charlotte Daellenbach and exam supervisor P. K. Saru, who made it possible once again.

The success of both programs gives testimony to the teamwork of ASHA. Special thanks to its members Ambrose and Ramachandran, who were present throughout the three days and took care of the arrangements behind the scenes. □



BOC CTA Oral Exam (from left): Charlotte Daellenbach, BOC Cochair; successful CTA candidate Yoshinobu Kitamura; and P. K. Saru, Exam Supervisor

EXAM CALENDAR

Exam	Exam Adm.	Exam Date	Location	App. Deadline
CTA Oral	COC	April 5, 2001	Keele, England	Jan. 1, 2001*
	BOC	April 19, 2001	Stamford, Connecticut	Jan. 19, 2001
	COC	July 5, 2001	Vienna, Austria	April 1, 2001*
	BOC	July 25, 2001	Sydney, Australia	April 25, 2001
	COC	Nov. 2, 2001	Grenoble, France	Aug. 1, 2001*
	COC	Nov. 16, 2001	Neustadt, Germany	Sept. 1, 2001*
	BOC	Nov. 17, 2001	Christchurch, N. Zealand	Aug. 17, 2001
TSTA Oral	COC	April 5, 2001	Keele, England	Oct. 1, 2000
	COC	July 5, 2001	Vienna, Austria	Jan. 1, 2001
	BOC	July 25, 2001	Sydney, Australia	April 25, 2001
CTA Written	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
TEWs	PTSC	Apr. 8-10, 2001	Keele, England	Dec. 8, 2000
	PTSC	July 2-4, 2001	Vienna, Austria	March 2, 2001
	TSC	July 29-31, 2001	Sydney, Australia	March 25, 2001

* 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.

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.



PTSTA Workshop (sitting from left): Josephine Dhanaswamy, P. S. Viswanathan, Charlotte Daellenbach, and P. K. Saru; (standing from left): I. A. Mohan Raj, C. Suriyaprakash, Sashi Chandran, Elana Leigh, Susan George, and T. S. Radhakishnan

Congratulations to Successful Examinees!

Salzburg, Austria, 17 November 2000

CTA Examinees Passed
Bernhard Adam (counseling)
Ute Benker (education)
Maya Bentele (organization)
Norbert Berggold (organization)
Monika Blankschön (education)
Markus Brüesch (education)
Karola Brunner (counseling)
Pia Bylund (organization)
Blanka Cépická (psychotherapy)
Dorothee Demandt (counseling)
Lukas Geering (education)
Annemarie Hasler (counseling)
Barbara Hock-Hartmann (psychotherapy)
Petra Jensen (psychotherapy)
Heidi Karafiat-Foth (psychotherapy)
Beate Knopp (organization)
Gabriele Meckelburg-Randau (psychotherapy)
Nevenka Miljkovic (education)
Uwe Neumann (counseling)
Stefan Sattler (education)
Henning Schulze (organization)
Dorothe Schulte-Peschel (education)
Eilhard Sweers (psychotherapy)
Antje Teborg (counseling)
Irena Tüscher-Antener (counseling)
Eva Weidinger (education)
Margot Zinser (psychotherapy)

Thanks to Salzburg Examiners
Hilde Anderegg
Rolf Balling
Bettina Banse
Elisabeth Benda-Thaa
Amanda Berghold-Straka
Ilse Brab
Gerhard Buchinger
Doris Burke
Dr. Magdolna Cseh
Jacqueline Dossenbach-Schuler
Dr. Ullrich Elbing
Lieselotte Fassbind-Kech
Toni Fuchs
Angelika Glöckner
Benno Greter
Jürg Grundlehner
Jürgen Gündel
Heinrich Hagehülsmann
Ute Hagehülsmann
Günter Hallstein
Erich Hartmann
Hans-Georg Hauser
Peter Held
Uli Helm
Dr. Jan Hennig
Dr. Gudrun Hennig
Claudia Hermeking
Karin Horn-Heine
Dr. Martha Hüsgen-Adler
Dr. Nada Jabandzic
Sadmir Jabandzic
Dr. Hans Jellouschek
Wolf Jordan
Dr. Hans Joss
Richard Jucker
Christine Kahle
Dr. Gerd Vita Kamphaus
Angela Klöcker
Christa Krzysteczko
Armin Kuhn
Dörte Landmann
Katharina Liebenberger
Peter Lüthi
Ulrike Marwedel
Dr. Fritz Mautsch
Brigitte Menrad Killet
Cornelia Michel
Arlene Moore
Ulrike Müller
Norbert Nagel
Richard Reith
Dr. Sigrun Ritzenfeld-Turner
Dr. Bernd Roggenwallner
Almut Schmale-Riedel
Karl-Heinz Schuldt
Uwe Schulz-Wallenwein
Angela Seifert
Klaus Sejkora
Matthias Sell
Ulrike Sell
Angelica Smulders
Ulrike Steiner
Ulrike Stier
Rainer Thiele-Fölsch
Cornelie v. Welser
Dörte Verres
Werner Vogelauer
Sigrid Wagner
Bernhard Wydra
Ruth Yu-Szammer

Process Facilitators: Birger Goos
Anne Kohlhaas-Reith
Ilse Brab
Exam Supervisor: Uta Höhl

Auckland, New Zealand, 23 November 2000

CTA Examinees Passed
Linda Hoeben (clinical)
David Bromell (clinical)
Jan Plummer (clinical)
Margaret Butterfield (clinical)

Thanks to Auckland Examiners
Marie Corbett
Margaret Bowater
Geraldine Lakeland, Chair
Bob Trett
Suzanne Johnson
Servaas Van Beekum, Chair
Elana Leigh, Chair
Jan Grant, Chair
Vince Gilpin
Maurice Vaughan

Exam Supervisor: Charlotte Daellenbach
Process Facilitators: Evan Sherrard, Bob Trett □

GERMANY

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the West German population as efficient, successful, and fortunate to have everything one could want in life. On the other hand, they were also proud of their own achievements—the best in the entire Communist bloc—and conscious of their own separate state, the GDR.

People in the west, citizens of the Federal Republic of Germany, also found life difficult in the beginning, but soon personal success and the Wirtschaftswunder (the miraculous growth of the economy) gave people a feeling of pride and success. The GDR became the enemy; everyone feared communism and an attack from communist countries, which would probably occur with Germany as the battlefield. On the other hand, they spoke of the East Germans as their "brothers and sisters" who were quasi-captured by "the Russians." The GDR was not perceived to be a German reality but only a Russian construction, a prison for the East German population. Since the two groups did not have contact with each other (and nobody in the west watched East German TV), West Germans believed that people in East Germany were just waiting for a reunion and had stayed essentially the same over all those years. The lack of contact made this illusion possible, and despite repeated formulas for reunion with the East Germans, after so many years of separation no one expected the situation to change in the foreseeable future. The separation seemed normal and accepted. Thus, in reality the two populations had become strangers to each other and did not know it.



Following the peaceful revolution of November 1989 and the fall of the Berlin Wall, the formation of a single German state became the goal. At that point, differences became visible for the first time in 40 years. These included different ways of speaking (we had forgotten the dialects spoken in East Germany) as well as different ways of living, thinking, and feeling that had developed under the different political systems. The number and seriousness of these differences was much greater than expected. People had developed different identities as East Germans and West Germans and did not realize it until they began living together. After months and even years of enthusiasm and hope for reunification, these differences led to many difficulties and misunderstandings that still live today in the minds of Germans.

One of these differences involves the language used to refer to the event that led to the new Germany. In the former GDR they use "Wende," which means "turn," whereas in the former GFR it is called "Wiedervereinigung," which means "re-union." To me, "Wende" or "turn" is more of an Adult term, appropriate since the whole process was initiated and carried through by the people of East Germany, with the West helping with the completion. In contrast, "Wiedervereinigung" or "reunion" is more representative of Parent and Child wishes since it reflects the view that a new union was needed and a step back does not fit.

However, the most impressive experience for me and others was how easily these emerging differences became reasons for rejection, anger, frustration, new prejudices, and the danger of a new separation in Germany, one definitely caused by Germans themselves. The "others" are sometimes accused of being responsible for any problem "we" now have (e.g., unemployment, loss of social security, high taxes, right extremists, Xenophobia [hostility to strangers], etc.).

In searching for explanations for and solutions to the problems we Germans face in becoming one country again, I found interesting help from neurobiology. There one finds studies that describe how young birds protect themselves from birds of prey such as eagles or hawks by "freezing" (e.g., not moving when they perceive danger). This instinct, though, is far more general and causes young birds to freeze if they perceive any other bird at all. It is only through learning to recognize more and more birds, including those that are common in their environment but not dangerous, that young birds learn to freeze only when they perceive a bird that is rare and thus unknown to them or one that is actually dangerous.

This example may provide us with clues for understanding problems between populations. There seems to be an existential reaction (at the level of instinct) to something unknown that activates "protective" impulses in many living forms, including humans. However, these reactions can be differentiated through learning in contact. For example:

How would we react to such a "person"? If we met him or her? If we have only heard about him or her (like the Yeti)?

What kind of protective reaction could happen in our guts? And what could the resulting behavior be? Would we want to flee? To ignore? To fight? To explore?

Would it make a difference if we had seen such persons once or twice or often or never?

It seems to me that using this neurobiological model we can understand how our primarily self-protective gut reactions to anything strange or foreign are modified and shaped by our learning experiences. This provides us with a model of how we have instinctual reactions that we cannot deny or basically change (the tribal feelings described by George Kohlrieser) and, at the same time, how we may modify and change the outcome of these reactions—the behavioral results. These modifications can be achieved through learning, which can either happen through teaching (with all the possibilities of the "teaching power" abuse that can occur for manipulative purposes in political and other indoctrination) or much more effectively through contact. For contact to happen, we need room for meeting each other and the possibility of making contact, which means we need to feel secure enough to dare such behavior. We also need to develop the attitude that it is attractive to explore the foreign instead of to stay with the familiar.

"West Germans and East Germans had become strangers to each other and did not know it."

If we accept these neurobiological ideas as valid for humans, then we can appreciate that there is no easy, fast way to overcome difficulties that arise with the growing together of populations worldwide, a process necessitated by the increasing population on the planet. These "coming togethers" are difficult at best and at worst can lead to war and other forms of fighting instead of cooperation.

Nevertheless, there is hope for the possibilities of learning. In addition to biological evolution, there is also an "evolution of ideas" that follows similar rules and that suggests that we have not only genes determining our lives but also "memes" ("contagious" ideas). These are mixed over and over again and lead to some individuals and populations that are more successful than others. Biological evolution seems to point in the direction of more complex and differentiated organisms. One reason for that, scientists believe, is the greater flexibility and adaptability to changing environments that such complexity and differentiation provide. If such a mechanism is also true for the evolution of ideas (as some scientists suggest), then transactional analysis is right on track because it focuses on Adult awareness (internal and external), is oriented toward change (i.e., the human ability to evaluate and reconstruct reality continuously), and is relatively free of belief systems that might hinder Adult awareness. The basics of transactional analysis—decisions and contracts—are immensely important for the development of societies. Development in the direction of human rights, ethics, and morals is not based on biologic necessity, but rather on the decisions of thinking people, decisions that are accepted (contractual) and then make their way into the heads of more and more people so that they become accepted as goals (almost?) globally.

Contacting is a way to construct safety via the Adult; this seems to be the most stable way of finding constructive solutions both individually and evolutionarily. We all used this method of constructing safety for our lives when we built our scripts (using our own Adult—as immature as it was at the time—to define our lives). At that time we learned the "Martian" way. It was only later that other people (the grown-ups, who had all the power) forced us to forget what we knew, to not see what we saw, and instead to believe what they believed and knew as "truth."

Transactional analysis teaches us that we can use the same process of constructing safety now with a grown-up Adult that is even more powerful. People in full contact with others can experience intimacy, and they rely

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26th EATA Kongress
Vienna, 6-8 July 2001
"Acceptance in Europe"

In Europe, the "old" continent, the word "acceptance" is rarely used. Many countries, many peoples live together in this Europe, and every one of them is proud of its history. In our time, a new Whole-European Identity is being sought. This search will be successful if a basic principle of transactional analysis is realized: "I'm OK, You're OK" and, consequently, "We're OK, You're OK." The acceptance, the tolerance, and the acknowledgment of others are more relevant than ever. The aim of this congress is to consolidate acceptance in Europe. This congress is devoted particularly to the city of Vienna, the city of Sigmund Freud, Alfred Adler, and Viktor Frankl.

Schedule

July 6	Morning:	Arrival, welcoming of participants, introductory speech
	Afternoon:	Workshops
	Evening:	Walk through "Old Vienna"
July 7	Morning:	Lectures/ Keynotes
	Afternoon:	Workshops
	Evening:	Festive reception with dance and buffet in the "Rathaus"
July 8	Morning:	Keynotes, workshops
	Afternoon:	Saying farewell

Services for Participants

* Simultaneous translation of the plenary sessions in four languages (German, English, French, Italian)
* Translation during some of the workshops
* Recreational breaks during the congress
* All workshops and keynotes will be in the Austria Center Vienna (ACV)
* Lunch in ACV is possible
* Baby-sitting facilities
* Hotel reservations with suitable public transport facilities

Further information and registration: "EATA 2001" Austria, 1020 Vienna, Karmeliterplatz 1/6;
Tel: +43/676/4502617; Fax:+43/676/4502717; email: eatakongress2001@hotmail.com

LETTER

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my tenure as a management consultant was conducting comprehensive "cultural assessments" of organizations that were stagnant and wanting to either dramatically change, create powerful breakthroughs, or reinvent themselves (products, services, governance structure, internal communication, and going to market). Briefly, a powerful way to change organizational culture is to assess and accurately define the operating state of that culture. A shift in culture takes place when there is a change in operating state (defined as the unseen, unexamined assumptions, beliefs, and interpretations that determine behaviors, actions, and relationships). The assessment I would present was not my interpretation of the existing culture but rather a comprehensive mirror about how people said the culture occurred for them. Once the data was presented, key organizational principles had to align on what did or did not fit for them before proceeding.

The underlying belief is that the primary prerequisite for all change is to have a profound relationship with the truth, with "what is so," and as transactional analysts we know this. I am deeply saddened that there has been such an effort to *avoid* seeking the truth in any realistic and comprehensive manner about the ITAA—its real purpose, mission, vision, internal processes and communication, strategies, and outcomes.

For the past two years I have promoted the idea that such a cultural assessment be conducted of the ITAA with emails and supporting documents. I received not even one note of "Thanks, but no thanks and here's why." You can tell me you disagree or tell me "No," but I abhor being ignored, especially by people with whom I have worked and labored through the years. The silence was simply deafening, and the effect was deep hurt for me.

Exit Interviews Ignored: While I conducted informal telephone interviews on my own volition of some 20 past certified members in 1994, not one formal exit interview has ever been suggested, encouraged, or authorized by any board or the former executive director. This is not only arrogant, it is a prescription for disaster!

Why has this organization been so unwilling to grant a listening to so many who have spent their time, money, and energy for, collectively, hundreds of years, letting them drift away silently? Why has this organization been so unwilling to learn their truths?

Smart business people want to know why employees leave, especially why *good* employees leave. When I voluntarily left the management consulting firm I was with for two years in 1998, I was asked to participate in a two-hour exit interview, even after already completing a comprehensive exit interview form. They wanted to know what worked, what didn't, what I might have done differently, was I angry or sad, did I have any regrets, did I have any suggestions for them moving forward? It was a meaningful, healing, and completing exercise for me and for the vice-president of human resources who conducted the interview. Part of the completion for me was that I actually felt *heard.*

My pleas for formally organizing and conducting such comprehensive interviews of departed ITAA members have fallen on deaf ears for more than six years. My resentment and outrage has moved to sadness. I simply surrender.

Living a Lie: If the revolving leadership of the ITAA is not willing to seek, welcome, and honor the truth, then what exists is a lie. I shall not contribute my money in the form of dues to an organization that is, in effect, a lie and most assuredly, adrift.

One Truth: While the ITAA is a nonprofit organization, it is not dependent on your dues or mine to survive financially. When you have $1.5 million in assets, my $140/year in dues is a piece of dust on the stagnant elephant! I currently experience the ITAA dollar rich with diminishing membership, an absence of synergy, and poor in spirit. Oh, what money can't buy! Any organization that does not conduct exit interviews of its departing long-term members has not held the customer (member) in high regard, nor does it want to know his or her experience or truth.

Caring Less Today: Quoting from what some members said in a meeting, "[They] recalled how they had or had not been welcomed and invited into the ITAA and many agreed that the organization seems to take less care today to make new members feel included and wanted than it did several years ago. Someone commented on how many 'important' people have left the center of the ITAA and have moved to the edges or left the organization altogether during the last few years."

No, this is *not* a quote from a meeting at the recent Halifax Conference. This is a quote from the March 1980 *Script* identifying results from a group process chaired by Lucy Freedman at the January San Antonio Winter Congress. Given the exodus of thousands of ITAA members in the past 25 years and that our US numbers declined from 1527 to 668 in the years 1990-2000, wouldn't you think this leakage of Titanic proportion would be *loudly* addressed? Why hasn't the headline of *The Script* screamed, "What is it about the ITAA, who we are and what we're up to, that people keep leaving in droves?" That this question has not been asked and fully addressed is more than unprofessional; it is unconscionable! The angst and internalized oppression of any organization can be measured by the amount of operative undiscussables.

Now, 20 years later, the situation has only deteriorated. I am angry and saddened.

No Synergy, Little Agility, and Plenty of Impotence: Twice I have written in these pages that the chapter on transactional analysis had been deleted from the most widely used counseling and psychotherapy theories text in graduate schools here in the United States. Not one sigh of concern. In my cultivation of a relationship with the author, Jerry Corey, he afforded me the privilege of rewriting the chapter on transactional analysis in his group counseling book as a step toward possibly having the transactional analysis chapter reinserted. I have been amazed that not one response of concern (never mind alarm) regarding this political maneuvering came from the membership or board. An organization supposedly positioned to revitalize itself might have mobilized and leveraged some of its senior members to counter this abuse. Only silence. I surrender.

The TSTA Not a Useful Achievement in My Real World: Three years ago I let my PTSTA contract lapse. During the seven years it was in effect, I loved teaching 101s and conducting trainings. However, I couldn't for the life of me be motivated to enroll one of my trainees to do the trip toward certification as a CTA. For so many, the training did not help toward licensure, and only a portion of the training hours could be used for license renewal.

Have I stopped giving 101s? Not at all. In developing a relationship with the Counseling and Psychological Services Department through Georgia State University, I have been a guest lecturer for 12 years. I have offered two transactional analysis-related programs (one the TA 101) through continuing education. I built my credibility and trust with them over time in the classroom. They don't care what my level of certification is with the ITAA. They know I do an excellent job, the programs are well attended, and I get good reviews.

The programs are attended by licensed doctoral and master's level psychotherapists in Georgia, and you know what? Every attendee receives *core* hours toward license renewal. This is something I cultivated, strategized about, and promoted. With the exception of the valiant efforts of Laurie Hamilton in obtaining CEUs for MITACs, this kind of credibility for transactional analysis-related programs is conducted piecemeal. This is nothing the ITAA as an organization has aided or promoted in the States, and it desperately needs to.

So Many Blessings . . . So Many Appreciations: I have never been part of an organization with so many incredibly talented, bright, dynamic, and exciting people. I want to end this writing by expressing my appreciation and love to those I keep in my heart always.

In the central office I appreciated that Susan Sevilla encouraged me to play big and go for the changes I envisioned in Fund Distribution. Ken Fogleman has been invaluable to the ITAA and to me through the years. What a find in hiring Elaine Frances! She is wonderful.

One has to wonder where the ITAA would be without Robin Fryer. She is an organizational treasure. She has worked her butt off forever and yet often gives credit to those around her.

And to those who have profoundly influenced me, tickled my funny bone, and/or deeply touched my heart, I love you whether I am a member or not. I mention here: Vann Joines, Jacqui Doubles, Rhoda Moyer-Searcy, Valerie Batts, John and Pam White, Jonathon Wagner, John James, Muriel James, Morrie and Natalie Haimowitz, Pam Levin, Colin Godwin, Elaine Childs-Gowell, Tom Paul, John Iacovini, Gail and Harold Nordeman, Tom Porpiglia, Rebecca Trautmann, Bob Gibson, and the remarkable Jo Lewis.

This organization can rise from the ashes in the States and internationally, but it would take a transformation that would be gut wrenching and long term. What the process would require most is deep and prolonged healing. Actually, this is my wish for all—healing with a rebirth of inspiring possibilities. As a nonmember, I look forward to attending future conferences, connecting with those I love and enjoy. Blessings to all.

Tim Schnabel, Lilburn, Georgia, USA

PS: This letter, which was written in October 2000, was followed by a series of conversations and correspondence with George Kohlrieser encouraging me to remain in the ITAA and do the work I had been proposing. Subsequent conversations with Gordon Hewitt did not prove fruitful in forwarding the work I proposed. My decision to leave is final. □

GERMANY

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on their Adult and Child ego states in cooperation. If we follow this thinking, then the Adult becomes the leading ego state, not only for problem solving, but also for contact and intimacy. This could be a reevaluation and clarification of the importance and value of the Adult.

Jan Hennig, TSTA, is a medical doctor and psychotherapist in private practice in Germany and currently president of EATA. He was born in Berlin in 1941 during the war. After the war, his home address was in the American zone of Berlin, which meant that he and his parents became citizens of West Germany even though many of their relatives became citizens of East Germany. They were not allowed to travel to Western countries, but Jan and his mother did obtain permission to visit relatives in East Germany once a year, a very difficult and frightening process. In this way Jan had contact with and information about the GDR that most West Germans did not. Since the fall of the Berlin Wall he has been observing and living the process of (re?)uniting with the citizens of the former GDR, and for the last year he has also been working with three colleagues from the former East Germany (Eberhard Schmidt, Jens Haensch, and Yvonne Haensch) to understand the difficulties and opportunities presented by these processes as well as how transactional analysis can be useful in that context. Jan can be reached at Kapellenstrabe 3, 63867 Johannesberg, Germany, or via email at janhennig@t-online.de . □

MESSAGE FROM THE PRESIDENT

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to remind national and regional organizations that they are invited to send a representative to the long-range planning committee meeting in Sydney on 23 July.

Gordon Hewitt can be reached at 30 Totara Street, Eastbourne, New Zealand, or at gordon@wn.planet.gen.nz □

Perspectives in Transactional Analysis

by Muriel James

Includes 20 essays covering a wide range of topics, including basic transactional analysis principles/techniques, fascinating accounts of Muriel's own life and her relationship with Eric Berne, the drama of cultural scripts, techniques for personality structural change, spirituality and the human spirit, and special applications of transactional analysis in clinical and organizational settings. Previously published and edited for this volume many of these papers are no longer available elsewhere.

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Keeping In Touch

REGION I—ASIA, THE PACIFIC, AFRICA

Margaret Bowater writes that the **Australasian Transactional Analysis Conference** in Auckland, New Zealand, on 23-26 November 2000 was a dramatically different style of conference—possibly a world first for an international TA conference—in that the venue was an indigenous meeting house, the beautifully carved Hoani Waititi Marae. The fact that the 40 participants not only worked together in one group all day, sitting on mattresses, but (most) also slept as a group on the same mattresses at night—a great leveller!—contributed to the evolution of a powerful sense of unity. We followed traditional marae rituals of meeting, speaking, and farewell. There is nothing so empowering for a nervous contributor as having to stand up and hold the sacred talking stick!

"Everyone contributed in depth to the developing process, including leading a song or reciting a poem. We also had beautiful grounds to walk in, a bush picnic at spectacular Piha Beach, a meal cooked on hot stones in the earth, and the chance to watch a top Maori concert party in rehearsal. It was a memorable bicultural experience, suffused with many levels of spirituality.

"Our theme was 'Roots and Shoots in TA—Spiritual, Scientific and Cultural,' and our two keynote speakers were Vince Gilpin of Canada and Gordon Hewitt of New Zealand. Vince treated us to a thought-provoking address on the spiritual roots of transactional analysis. How many of us realize that Eric Berne's statement "I'm OK, You're OK" is actually a spiritual principle, one born out of his painful experiences of discrimination as a boy from the Jewish quarter of Montreal? Gordon, a zoologist, emphasized that the whole natural world is spiritual and wove in threads from the scientific background of transactional analysis. Evan Sherrard pointed out that in science, each culture grows different organisms; so what culture does transactional analysis grow? Mihiteria King contributed much from a Maori perspective, including weaving two baskets as gifts during the process. Others gave brief, passionate speeches about dreams, male violence, sex therapy, philosophy—and four people passed their CTA exams!

"Transactional analysis is alive and well in Australasia. We look forward to seeing you at the Sydney Conference!"

C. Suriyaprakash and I. A. Mohan Raj write of the success of the third annual meeting on transactional analysis in Coimbatore, India, 14-15 October 2000 at the Hotel Surya International (the venue of the 1997 ITAA designated conference). The meeting, which was titled "Saying Hello!," was organized jointly by ASHA Counselling and Training Services and RELATIONS organizational transactional analysis consultants to spread the use of transactional analysis among the public. Nearly 100 delegates from varied facets of society—including students, teachers, managers, social workers, housewives, and counselors—attended the meeting. There were four parallel workshops: "Ghost in the Pot," an organizational program by Tehemtan Dhabhar, PTSTA; "Emotional Intelligence" by Prof. R. Venkatachalam, PhD; "Relationships: Binding or Bonding" by Stephen Titus, CTA, and team; and "TA 101" by P. K. Saru. The feedback about the workshops was excellent, and many people here have shown interest in advanced training in transactional analysis with many more such programs. The organizing committee for the meeting included P. K. Saru, PTSTA; C. Suriyaprakash, CTA; I. A. Mohan Raj, CTA; and advanced trainees Udaya Shree Badiga, C. S. Murali, T. M. Ramachandran, P. B. Muralikrishnan, K. Raguraman, D. Ambrose, and Ragavendra Rao. The success of the program was yet another testimony to the dedicated teamwork of the organizers.

Piyush Jani writes, "I am engaged in rural tribal development in India, and we believe that to achieve success, participants need to assume they are intelligent and imaginative. I am using transactional analysis and other psychotherapeutic methods to achieve these goals and to encourage each individual to contribute his or her knowledge to society and its positive development. I am also working on a paper on encouraging rural participation in community development by application of transactional analysis, group dynamics, and psychotherapy methods in developing countries. I would appreciate any help *Script* readers might offer, including simple, clear examples of how transactions are blocked and complementary and/or any cartoons that might be used to illustrate transactional analysis concepts. I can be reached via email at janipp2001@yahoo.com or by post at Krishi Vigyan Kendra, Dungarpur, Rajasthan, India."



Abe Wagner and members of the Japan Transactional Analysis Conference Committee, January 2001, Kyushu, Japan (standing left to right): Nobuko Ohkouchi, Masami Kobayashi, Rev. Sachiko Shirai, Abe Wagner, Tsunashma, Watanabe, and Hirofumi Fujita (seated).



Members of the Serbian Association for Transactional Analysis, who started the new millennium with a TA 101 course on 3 January 2001. SATA President Marina Banic Petrovic is standing on the left.

REGION III—EUROPE

The 15th Annual Conference of Transactional Analysts from the Educational Field of Application in German-speaking countries (Austria, Switzerland, Germany) took place in Karlsruhe, Germany, from 27-29 October. The meeting drew more than 230 participants to over 40 workshops and two keynote speeches on the theme of "Learning in Relationships–Relationship as a Key to Learning." This theme proved of widespread interest to many people, and the conference offered a great venue for fruitful discussions and practical learning in old and new relationships between colleagues from inside and outside the transactional analysis world.

Congratulations to Thomas and Jutta Steinert on the birth of their son, Luis Alexander! Their wonderful email announcement had a beautiful quote from Dante Alighieri: "Three things are left for us from paradise: Stars, Flowers, Children." They report that mother, son, and father are happy, deeply moved, and healthy.

The Serbian Association for Transactional Analysis (SATA) was founded on 5 December 2000. The president of SATA is Marina Banic Petrovic, CTA, and the secretary is Milica Vulicevic; both can be contacted via email at sata@beotel.yu . Marina writes, "We hope the new millennium will be for all of us a time of cooperation and mutual assistance. What do we say after we say hello? Welcome to free Serbia!"

REGION V—UNITED STATES

Bill Krieger, former *Script* editor, has announced that he is formally retiring from his private practice in Albuquerque, New Mexico. He had a thriving practice there for roughly 30 years and also did workshops throughout the United States. Bill's accomplishments in the transactional analysis community were many: In addition to being the newsletter editor, he served on both the ITAA board and the USATAA board for many years. However, as his friend and colleague Abe Wagner writes, "Perhaps Bill's greatest accomplishments were outside of the TA field. He was the national president of the American Mental Health Counselors Association, which at that time was 15,000 strong; he was on the governing council of the American Counseling Association, which had a membership of 60,000; and he was chair of the National Academy of Clinical Mental Health Counselors, which is their national certifying body. Bill also created the Enhancement Model in psychotherapy, which is being used by a number of practitioners in the United States."



Our best wishes to you, Bill. The contributions you have made to the welfare of others will be long remembered.

Sam Lloyd, ITAA Secretary, reports that the third edition of his popular book, *Developing Positive Assertiveness*—which has been one of Crisp Publications top sellers since 1988—will be released in early 2001. Congratulations, Sam!

Abe Wagner was the keynote speaker at the Japanese Transactional Analysis Conference in Fukuoka, Kyushu, Japan. The conference was attended by 250 people who apply transactional analysis in organizations and education. Abe says the turnout was excellent because of the fine job done by the organizing committee.

Abe continues to do public seminars in Japan and training for the Singapore government. He recently received an award from The Executive Committee, which is an international organization of presidents of corporations. Abe completed 200 presentations to CEOs with an excellent rating. He also just produced an In-House Training Program, which includes videos, CDs, workbooks, a Leaders Guide, and copies of his *Transactional Manager* book. This training provides an excellent opportunity for transactional analysts to get their foot in the door in corporations by using this training package. Abe can be reached via email at abewagner@compuserve.com or by phone at 303-368-7227. He also has a website at www.abewagner.com . □