The Script

INTERNATIONAL TRANSACTIONAL ANALYSIS ASSOCIATION

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Perspectives on Groups and Transactional Analysis

This issue of *The Script* was inspired by the annual conference of the Institute for Transactional Analysis held in Edinburgh, Scotland, last April. This year it was focused on the place of group treatment in transactional analysis. Once again, we see a rich diversity in the influences of various theoretical models and cultures on the applications of transactional analysis in group settings and the applications of different modes of group work within transactional analysis. We look forward to further reports from the Edinburgh conference on groups and also to the interesting reports we hope to receive from the Utrecht conference on violence. We begin below with a conversation between Frances Bonds-White and *Script* Editor Bill Cornell.

The Evolution of Group Work in Transactional Analysis

Bill: Hi, Frances. I'd like to talk with you about your long-standing interest in group psychotherapy and some of your thoughts about the place of group work within the practice of transactional analysis these days. I thought I would start by asking you about your recent attendance at the Institute of Transactional Analysis (ITA) conference this past April in Edinburgh, Scotland.

Frances: I went to the ITA conference because it focused on groups. It was the first meeting devoted to groups I've seen in the transactional analysis world in years. Group psychotherapy and the use of groups are subjects I'm deeply interested in, and I wanted to support the attention to group work. I thought it would be a great opportunity to find out how other people in transactional analysis are using groups and thinking about groups. I also wanted to try out some of my ideas about working in groups with a transactional analysis audience.

Bill: I know you were a participant on the plenary panel. What perspectives on groups did you hear about from the panel?

Frances: The panel was, for me, the most interesting part of the conference. It was chaired by Charlotte Sills, and participants included Carlo Moiso, Jenny Robinson, Adrienne Lee, and Martin Wells. It was a great discussion, a wonderful variety of perspectives. Carlo works using a very Bernean model with individuals within the group. Martin, like me, has been influenced by the Tavistock model. Adrienne's work reflects the influence of Emily Ruppert, with a focus on process within the group. Jenny works in a therapeutic community and uses groups throughout the day and in the life of the community.



Bill: So, do you have a sense of how group practice and theory are evolving in transactional analysis these days?

Frances: Good question. I certainly had the sense that there's a wide range of group models being used within the English transactional analysis community. I was struck by the questions and attitude of the audience. There was a hunger, people looking for supervision and training around groups. I was a bit surprised to hear people talking about getting supervision from group analysts to help expand their knowledge base about group work.

Bill: We'll get back to the panel in a minute, but that comment makes me think of your prior experience as vice president of the Training and Certification Council and cochair of the ITAA training standards committee. How have you seen group practice and training evolve from that perspective?



"Common themes and unconscious issues that emerge in every group express basic anxieties about belonging that all people struggle with."

Frances: I understand that there is some consideration being given to dropping the exam requirement for a group tape. I think that would be unfortunate. In transactional analysis there has been a certain model of working with the individual in the group. There has not been a lot of formal training in the transactional analysis community about working with group process and the unconscious forces working within the group. In fact, it's been quite the opposite.

Bill: Quite the opposite?

Frances: I think this was reflected in Berne's clear statement that therapy was *not* done through the group. I remember a *Script* interview with John Gladfelter and Mary Goulding that captured that perspective—of working with transactions and transactional behaviors in the group but not worrying about the unconscious. That's how I was trained, to focus on the transactions and the script messages, not to work with the unconscious in groups.

Bill: That seems to reflect a current tension: the debate in contemporary transactional analysis theory about the nature, the place, of the unconscious.

Frances: I'm not sure Berne didn't pay attention to the unconscious. We tend to forget that Berne was operating as a highly trained psychiatrist who had spent years in analysis and studying psychoanalysis. For example, when he talked about the six advantages of games, he was clearly talking about the unconscious—psychic economy. Game theory was his way of adapting the psychoanalytic concepts of unconscious motivation and using that material in transactional analysis. But he didn't focus on the unconscious in group work. In his early writings, at least, he clearly talked about people needing time on the couch in addition to group so as to do script work, that is, work with the unconscious.

Bill: So in Berne's model the group was the literal vehicle of *transactional* analysis, the place to examine transactions. Something else happened in individual work.

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Candidates for ITAA President-Elect

As announced in the May-June Script, *there are three contested positions for the 2002 election: president-elect, vice president of development, and secretary. In this issue we are pleased to bring you statements from the six candidates for those positions. We begin here with statements from Jim Allen and Claude Steiner, candidates for president-elect, and continue on pages 4-5 with the others. The election ballot will be sent to members in late July. We also wish to congratulate the three nominees for uncontested positions—trustees Muriel James, Valerie Redman, and Lalitha Mathew. They begin their three-year terms in January 2003.*



James Allen

James R. Allen, MD, Professor of Psychiatry and Behavioral Sciences and Rainbolt Chair of Child Psychiatry at the University of Oklahoma, is a psychotherapist, educator, and administrator. He has served as the director of a psychiatry department, a community mental health center, and a children's hospital. Canadian by birth and education, he has also studied and worked in England, France, and India. He is the author, often with his late wife, Barbara, of approximately 100 papers and two psychiatry textbooks and, with Barbara, the recipient of the 1998 Eric Berne Memorial Award for theory. An updated collection of some of these

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Claude Steiner

Claude Steiner, PhD, TSTA, is a clinical psychologist who was born in Paris, France, and resided in France, Spain, and Mexico before moving to California to study physics and later psychology. Fluent in English, Spanish, and German, he has authored seven books, including Scripts People Live, Achieving Emotional Literacy, *and* The Warm Fuzzy Tale, *and has been translated into eight languages. He is the winner of two Eric Berne Memorial Awards. From 1998-2000 he served as chair of the Internet committee and is currently vice president of research and innovation.*

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THE EVOLUTION OF GROUP WORK

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Frances: That's right. It was Berne's focus on transactions in the here and now that he is famous for outside of transactional analysis. For example, Roy MacKenzie, in the book *Classics in Group Psychotherapy*, reprints Berne's 1958 article "Transactional Analysis: A New and Effective Method of Group Psychotherapy." In his introduction to Berne's article, MacKenzie wrote, "Berne specifically moved the focus of interest from intrapsychic phenomena to interpersonal transactions. Underneath the catchy phrases, this represented a major shift in keeping with Sullivan's interpersonal theory of development. . . . Most psychotherapy researchers have now moved to the same position" (p. 199). Berne didn't talk about looking at the meaning, the unconscious meaning, of the interpersonal transactions.

I want to come back to something else, which is that the reason we were all trained in this model in the 1960s and 1970s is that it's what everyone did, the model everyone was using.

Bill: So to come back to the panel, the audience response left you with the impression that people in transactional analysis are looking for a different kind of group model?

Frances: Not so much looking for another model as for a way to deepen our model, to make the transactional analysis model more useful. My sense from both the panel and the audience is that people are very deeply committed to transactional analysis.

Bill: When you are presenting to a group audience, in the American Group Psychotherapy Association (AGPA) or the International Association of Group Psychotherapy (IAGP), do you see an interest in transactional analysis and/or the influence of and a respect for transactional analysis?

Frances: I would say that I've seen the full spectrum. I meet people who know nothing much about transactional analysis but see it as superficial, a simplified version of psychoanalysis. I see people who've been trained in transactional analysis and have gone on to other things. I also meet people who knew Berne when he was a member of the IAGP, who respected him and thought he was on to something, but who think he became overinvested in being slick and didn't take transactional analysis where it could have gone. There are very few people from the ITAA in the IAGP; we seem to have lost the interest that Berne had in taking transactional analysis to other professionals.

Bill: So we've lost an important professional interface?

Frances: Yes. I certainly know from my position as a board member of the IAGP that the organization would welcome the ITAA's participation in the worldwide group psychotherapy community. The president of the IAGP, Sabor Ruftonjee, has asked me how we could get more transactional analysis people involved. She lives in Australia and co-led the large group meeting at the end on each day at the Sydney TA conference with Servaas von Beekum. She was very impressed by the growth of the organization, the organization itself, and the quality of the conference. It's a very important interface, one that I've been advocating for years.

Bill: In your work with groups, how do you see the attention to unconscious processes deepening the work of the group?

Frances: What I've been working with over the past 15 years or so is how Bion's ideas of work with the group-as-a-whole can be integrated with transactional analysis. I think that you can look at games, discounts, and passive behaviors on a group-as-a-whole level as well as on the level of the individual transaction or interpersonal interaction.

Bill: Can you summarize the concept of the group-as-a-whole?

Frances: The group-as-a-whole means that you are thinking about the unconscious communication that takes place among the members of the group by all kinds of means. Common themes and unconscious issues that emerge in every group express basic anxieties about belonging that all people struggle with.

Bill: So in contrast to Berne's model, significant therapy is seen to happen *through* the group.

Frances: Yes. Actually, as we talk about the unconscious, this is very consistent with the classical definition of the purpose of confrontation, which is that you intervene to bring into conscious awareness that which was out of awareness or unconscious.

Bill: That is very different from the behavioral confrontation that became so popular in transactional analysis.

Frances: Definitely.

Bill: As you talk about this role, I'm reminded of Foulkes' image of the group leader as a conductor for the unconscious communication within the group.

Frances: Yes, the notion of the matrix of unconscious communication with the leader as conductor, that was Foulkes and Anthony (1984). I think this deepens the transactional analysis model by letting us move back and forth between the individual, the interpersonal, and the group-as-a-whole. That gives us more flexibility in our work. I actually think I'm very Bernean in my approach, even as I've expanded my repertoire.

> *The notion of the matrix of unconscious communication with the leader as conductor deepens the transactional analysis model by letting us move back and forth between the individual, the interpersonal, and the group-as-a-whole."*

Bill: Could you give an example of how you might shift from the individual to a group-as-a-whole intervention?

Frances: Let's suppose someone in the group initiates a "Yes, But" game. There are the opening moves (the con and response). It goes on for a while, and someone else in the group pulls a switch, some kind of an attack that makes the other group member a scapegoat. You have the first two moves of the game: the switch and the crossup. So as the therapist you can go with the game, intervene with the individual, confront the game by exposing it, or you might say, "Gee, I wonder how it is useful for this group to let this process go on for so long?" (Each group member was a participant. I don't believe anyone is a bystander, this goes all the way back to the Haimowitzs' idea that if a member of a group can play a game for four or five minutes, all of the members are participating.) So now each person is invited to take some responsibility for what is going on in the group—everyone has a part, a responsibility. If the group wasn't invested in the game, the game couldn't be played. So by being curious about what people are getting out of it, you open up a lot of exploration about how people are using each other to avoid work and change.

Bill: Thanks so much, Frances. I think we're running out of space. As you speak of exploration, it certainly seems like there was a lot of exploration going on at the Edinburgh conference.

Frances: Yes, there was so much going on. The congress was all residential, everyone together at meals, a chance to talk to people on breaks. It was a reminder of the pleasures of group life.

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Foulkes, S. H., & Anthony, E. J. (1984). *Group psychotherapy: The psychoanalytical approach* (2nd ed.). London: Maresfield Reprints.

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Books Sought for Translation

The Ukrainian Association for Transactional Analysis (UATA) is undertaking a long-term translation process as a service to our members, of which we now have 75 and anticipate 120 by year's end. We plan to translate all the material listed in the bibliography of the EATA *Training and Examination Handbook* at the rate of 10 articles and/or chapters a year. We will send this material out three or four times a year.

We have a complete set of the *TAJ*, but of the books listed in the *Handbook*, we only have Steiner's *Scripts People Live* and the *Cathexis Reader*.

We are appealing to ITAA members for loans or gifts of books listed in the required reading list for the CTA exam. If you loan us a book, we will return it once we have translated it. We will be most grateful for books you send as a gift. We are currently translating from English into Ukrainian; translations from other languages are in the future.

If you can help us with translation and publishing permissions, we would also be most grateful. The Ukraine is well know for piracy, to which it resorts because of the artificially induced poverty here. However, UATA would like to maintain world standards of copyrights and other legal requirements.

Your help in these matters will be of great value to us. Books can be mailed to the following address: Nadyezhda Ivanovna Spassenko, a/s 12, Pereyaslav-Khmel'nyts'kyi, Kyivs'ka oblast' 08402, Ukraina. Communications may be sent to nadyezhda@spassenko.relc.com .

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Transactional Analysis in Turkey

by Fatma Reid

Challenging Beliefs about Group Therapy

Two of my beliefs about group therapy were challenged by a transactional analysis group I led here in Turkey over the last three years. The group originally consisted of nine people, with one new member added toward the end of the first year and two new members added only a few months ago.

The first belief was that the therapist who sees a client individually should be different from the one who sees the client in group. As time progressed, I realized what a big advantage it was to have been and to continue periodically to be the therapist for individuals in the group as well as for the group as a whole. For some group members, I was their former therapist, having worked with them earlier for some months or, in the case of one person, on and off through adolescence and young adulthood. For others I was a relatively new person they had met and established some trust with over a few sessions prior to joining the group. I think the fact that they had someone they knew to "take off" with on this new journey—that is, protection experienced by the Child of the adult client, a familiar "holding environment"—not only eased the transition from individual to group therapy but also contributed significantly to the unusual cohesiveness of the group. From my side, seeing members of the group individually—some weekly at the beginning, then bi-weekly and eventually monthly, and others less regularly—allowed me to follow their script fall-backs more closely and to use my awareness of them to make more timely interventions in group or individual sessions.

The second belief was the importance of group therapy. I was a flag carrier for individual therapy, claiming that group therapy was the "icing" on the cake, which implies that one can do without it and that it should be recommended only after sufficient individual work. I also held the prejudiced view that group therapy could be an alternative for those who did not want or need "depth" therapy. I was wrong. Group therapy is important in its own right and provides a fantastic opportunity for multiple transferences and working through. It is a miniature of life, a duplicate of the family model, a social milieu, a hall of mirrors, a discovery room of self, and a delivery point of goods as changes in feelings, thoughts, and behavior, all witnessed by more than one person. I owe this renewal of faith in group therapy to my clients and to an integrative therapy model that uses transactional analysis as its core element.

> "Group therapy is important in its own right and provides a fantastic opportunity for multiple transferences and working through. It is a miniature of life."

About the Group

Before I discuss more about my views on group therapy, I want to give some additional information about the group itself: what we did, who was in it, the approach I used, some of the challenges we faced, and some of the outcomes.

The group was originally made up of nine people: six women and three men, with one man and two women joining the group later, making a total of 12 members. The women ranged in age from 31 to 55, with the average age being 40. The men ranged in age from 30 to 58, with the average age being 41. All but two of the group members were either self-employed or working in top executive positions. Nine had university degrees, and three had finished high school (which in Turkey corresponds to junior college).

We met weekly for two and a half hours and every other month for a full day. I believed that this combination of meeting lengths would ease the letdown that would come as we reached termination, which would culminate in monthly meetings only. We are



getting there—we start "rehearsals" this summer!

The approach I used with the group was mainly insight oriented and took advantage of cognitive and behavioral interventions when necessary. Intermittently, I provided theoretical material or practical information that my clients used as cognitive reference and that also balanced my therapeutic role as an auxiliary parent. This allowed me to be perceived at such times more as a third person rather than the primary second person or "significant other." It also prevented prolonged dependence on me as the therapist by helping the clients' Adult function more effectively and using me as an auxiliary parent when mirroring, idealization, or programming were necessary.

We started the process with structural

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Firemen's 9/11 Recovery Group

by Terry Simerly

The terrorists attacks in the United States on September 11, 2001, were unexpected, sudden, and overwhelming. The emotional toll, even on those who were not directly affected, has been devastating and prolonged. Like many New Yorkers, I did not lose anyone immediate as a result of the attack on and collapse of the World Trade Center towers. A client knew the pilot of the plane that hit the Pentagon; a brother of another client barely escaped the south tower. Everyone knew of someone who died. I have friends who lost family and colleagues who lost clients.

Nearly 350 firemen died at Ground Zero. In the weeks after the attacks, the firehouses in New York became shrines, places to grieve and sources of comfort for a wounded city, alive with people, flowers, food, messages, and prayers. The firehouses were places for communal mourning and support.

I, like so many, reacted with a wish to do something to counter my immense feeling of helplessness. I live and work in the garment district, and our local firehouse is on the block, a minute from my door. Although I knew that all rescue services were inundated with counselors, I delivered a letter to the captain of the firehouse, introducing myself as a psychotherapist and neighbor and volunteering to provide grief or trauma counseling. I reminded him that in times like these, those of us who are civilians need to give something back.

A full three weeks after sending the letter, I got a call saying, "I think we're ready to talk." I learned that a unit of six men from the firehouse had gone down to the towers that day. They all survived. They wanted to meet as a group, at the firehouse. They were glad I was available because counseling provided by the fire department was done on an individual basis and meant coming in from their homes in the suburbs on their days off. They liked that they could meet as a group and on their watch. Their unit had been together for several years and felt like a family: They cooked together, lived together, and played together. There were five straight men and one gay man, or as they put it, "five brothers and a sister."

Although they had worked closely with dozens of men in other houses who perished, everyone in this particular unit survived. There were two reasons for this: They arrived just before the first tower fell and cleared the street of large debris so that people could get through and escape. This delayed their getting to the second tower. When they approached, because people were jumping as well as debris falling, it was impossible to move in. One fireman noted that those who jumped saved others by making access to the doomed tower impossible. With both buildings coming down and the ensuing black storm, the men in the unit were separated, and each thought the others had died. One was in such severe shock that he wandered downtown, dissociated, for several hours.

The dispatcher back at the firehouse that day had trauma of another sort: He had to field calls from frantic wives and family but had no information because phone service from downtown was out. He had to be the voice of calm, although he thought that none of his buddies had survived. Somehow they did, and after triage at the hospital, maimed with smoke and debris inhalation and eye infections, they were released.

We arranged to meet weekly in the firehouse kitchen. In the beginning, the men were not able to talk about the details of that day, particularly the most frightening and horrific. That took several meetings. At first they spoke in general terms about what they had endured and how they had fared in the intervening weeks. They knew about posttraumatic stress disorder (PTSD) but were unprepared for the persistence of their symptoms or the judgments they made about themselves for having them. Indeed, theirs was a lexicon of PTSD. To a man, they were hypervigilant, a hazard of the job in the first place. For months, each alarm call to the station raised the question, "Is this another terrorist attack?" Low-flying planes and loud noises startled them. A couple had bouts of crying. All of them felt numb at times. Several angry blowups had occurred at the firehouse; some men reported being irritable with wives and kids. One said he realized how spaced out he had been at home when his young daughter asked, "When is Daddy going to be back to normal?" Most of the men had trouble sleeping. One said his wife noticed him running in his sleep.

> "While, of course, they all wanted to 'snap out of it,' they began to understand that we as human beings are not wired that way, that recovery is slower and idiosyncratic."

There were also persistent dissociative experiences and flashbacks. Most reported physiological symptoms of anxiety and panic. In the past, even when they had survived dangerous fires, they had never experienced such an accumulation of symptoms. One of my functions in the group was to normalize these reactions, which they felt were crazy or "mental." Understanding and beginning to accept that these were normal responses to overwhelming trauma helped them cope more effectively with their feelings and behavior.

Most of the men also felt depressed. They mourned buddies they had worked closely with and indeed felt some relief when bodies of missing fireman were recovered. Attending memorial services became almost routine. Some more than others felt survivor's guilt.

The group met weekly for six weeks; then we met as they needed, which has usually been about once a month. Much of my role has been that of active, empathic listener and someone who educated them about PTSD—how to identify symptoms, what to anticipate, and how to cope. It seemed to make a huge difference to them to have a "professional" validate that the psychological, physiological, and behavioral fallout they were experiencing was not only normal, but also highly likely when people endure threats at the survival level.

While, of course, they all wanted to "snap out of it," they began to understand that we as human beings are not wired that way, that recovery is slower and idiosyncratic. As one said, "I guess you don't go through hell without paying a price."

As I write nine months after the attacks, I pop into the firehouse every couple of weeks and we catch up. Through it all, the men never lost their camaraderie, or even their sense of humor. Now with the warm weather, the firehouse door is open again, and there is joking and play. I am grateful to the guys for entrusting me with a tender duty at such a vulnerable and overwhelming time. And like any good therapeutic experience to which I've contributed, my heart profited at least as much as theirs.

Terry Simerly, PhD, is a Certified Transactional Analyst (clinical) in private practice in New York. He can be reached at 252 W. 30th St. New York, NY 10001, USA, or by email at terrysimerly@aol.com .

Candidates for VP of Development



Fanita English

I am eager to run for the position of vice president of development. The ITAA is very close to my heart and has been since its inception. I have chosen to run for this position now because I believe I can make a useful and important contribution.

One way is to find ways to publicize and market ITAA's current and future products. Among these, one of the most important is the series of videotapes that the ITAA has produced, including the four newest ones filmed during the all-day group held during the 1999 ITAA conference in San Francisco. Developing a wider viewing audience for these tapes would not only bring in additional income for the organization but also promote our concepts in a professional way.

There are additional ways to interest both lay and professional people in the ITAA and in transactional analysis. I have some ideas that I would like to work on—perhaps with a subcommittee that could work together to proceed speedily and effectively. In addition, I want to hear ideas from members about other projects and services that the ITAA might develop to foster greater awareness of what we are about and what we have to offer.

My qualifications for this position include the fact that I am a Teaching and Supervising Transactional Analyst (clinical and organizational), and much of my professional experience over the past 20 years has involved doing workshops all over the world for both clinicians and professional and business organizations. In addition to English, I am fluent in French, German, and Spanish, which has given me the opportunity to work with a broad range of people from various cultures and backgrounds and with varied interests. By constantly seeking new ways to interest workshop participants in the value of transactional analysis, I have learned a certain amount of flexibility in promoting transactional analysis concepts while still maintaining the high standards and spirit inherent in our theories and methods.

If I am elected to this position, I will do my utmost to support the development of the ITAA, keeping in mind that transactional analysis is a vibrant theory and method of practice that can apply to many fields and greatly enhance the effectiveness of practitioners.

I would like to work with the board and members on development issues that would ultimately result in recruiting new members, bringing back those who have dropped out, and continuing to offer good service to current members.



Sari van Poelje

I have been a management consultant for 16 years and a PSTA in the organizational field for six years. As a consultant I have worked nationally and internationally in profit and nonprofit companies using transactional analysis as a frame of reference. As a trainer I have set up transactional analysis coaching and consultancy training programs in various countries.

Transactional analysis is important to me both personally and professionally. I was in transactional analysis therapy for quite a while before I discovered that there was a name for what I was learning. I remember saying in my intake interview for training that I did not want "all this clinical stuff"; I just wanted to be able to intervene in organizations more effectively. Luckily, I learned more than I bargained for, and I am grateful for the quality of life and work I enjoy today because of it.

Growing up in Aruba, Spain, Italy, Belgium, and Saudi Arabia taught me to deal with difference and change. This has helped me in my work and in the various capacities I have fulfilled within transactional analysis organizations. I served as president of the Dutch Transactional Analysis Association and as vice president of EATA. During this time we set up an organizational structure to accommodate the growing European constituency, taking into account all the different nationalities and cultures at work within the council. A personal focus was also to expand our active commitment to equal opportunities. I have contributed to developing core competencies for the organizational field and am a strong supporter of going beyond simple translation of clinical concepts when working in organizations. This is reflected in the book *TA in Organizations* that Thomas Steinert and I edited.

I have been an ITAA member for many years and am now a candidate for vice president of development. Among my tasks would be to create revenue-generating projects and to promote transactional analysis as an effective model for change. I believe we should reach outward to build a future based on our present, not just our past. This means using all the marketing talent in our membership to promote transactional analysis in professional communities/associations and in local communities in innovative, socially active ways.

The vice president of development is also responsible for information delivery and translations to make our international community of learning possible. Communication is at the heart of transactional analysis, and I believe that we can do more using modern technology.

I believe my overriding responsibility is to contribute to the durability and growth of the ITAA. I resolve to contribute my knowledge and skills to the ITAA in whatever form I can to create a model of cooperation across all

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Candidates for Secretary



Denton Roberts

I am a 32-year member of the ITAA and have served previously as a member of the board of trustees in several capacities: as treasurer (two terms), as secretary (one term), and as an at-large trustee (one term). I also served as acting executive director for 18 months in 1999-2001, in the process helping the organization to negotiate successfully several major transitions.

I desire to be elected as ITAA secretary in order to work for increased transparency in the organization so that all members may have access to the inner workings of the administration. In fact, I want to play a major role in the democratization of the organization. I will also work to help regenerate interest in transactional analysis and the ITAA around the world, including in the United States.

I also think that I have an important historical perspective to bring to the work of the board. I think there is much to be gained from consolidating our early history. It is my firm conviction that the ITAA is the repository of crucial data related to the humanistic revolution of the past 40 years and that we in this association will be seen as pioneers in a major international paradigm shift that will greatly affect the course of history.

As well as being a long-time ITAA member, I am also certified as a TSTA in the clinical, educational, and organizational fields. I have worked with the BOC as an examiner on every level and have conducted clinical exams for the BOC internationally.

I was a founding member of the Scholarship Grant Fund, the Eric Berne Fund for the Future, the Social Action Committee, and the International Relations Committee. Through these efforts I have worked to help spread transactional analysis to the broadest possible community, always with an eye to making sure that cultural and economic differences did not limit access. If elected I will continue this commitment, one that is increasingly important if transactional analysis is going to have the impact that it can and should have on helping to create a better world for all people.

I am also a recipient of the Muriel James Living Principles award, the author of several books and numerous articles, and the retired pastor of a culturally diverse religious community in Southern California. Currently, my home base is in Los Angeles, although I often travel in the United States and internationally.

I believe my many years of experience and my proven commitment to the ITAA will be an important asset to the organization as it faces crucial challenges in the coming few years. I ask for your vote and promise to serve you well.



Diane Salters

In offering to serve as ITAA secretary, I recognize how much I value having a truly international body that links us all both as individual members and through our national or regional associations. Although I have served on the Institute of Transactional Analysis (UK) council and ethics committee and have been a key person in reviving the almost defunct South African Transactional Analysis Association over the last two years, I have not served on the ITAA board of trustees before. I would now really like to contribute at an international level.

I will bring to the position an enthusiasm for transactional analysis that dates from 1975 when I first joined a transactional analysis group and that still enlivens my work as therapist and trainer.

I will also bring a particular perspective that I hope will be of value to the board in that I have lived and worked in very different contexts. Brought up in South Africa, I left in 1968 and spent 25 years in England as a political exile. In 1993 I returned to South Africa to take part in the first democratic elections and to participate in the healing of my country. I currently work with a wide variety of people across the still very evident racial, cultural, and economic divides. This, together with my experience in England, means that I know something of the needs of our members in both "developed" and "developing" contexts.

My current work is varied and includes a small private psychotherapy practice. I also facilitate workshops called "Caring for the Carers," which are for home carers and counselors working with HIV- and AIDS-affected people. Most of these caregivers (mainly women) are from poor areas and are doing amazing work. I am also training a pool of facilitators from various language and racial groups to assist with more workshops.

Another area of my work is using transactional analysis for cultural diversity training in business contexts. I teach on the executive MBA course at Cape Town University's Graduate School of Business and run workshops for companies. I also teach basic transactional analysis to first-year student nurses. What I enjoy most about my work is sharing my delight in transactional analysis and seeing how accessible and useful it is to people at all levels of education and from different cultural backgrounds.

I have a strong desire to improve South Africa's links to the international transactional analysis community after our years of isolation. I also believe that transactional analysis has a great deal to offer in Southern Africa and that our experiences here can bring a whole new perspective to cultural diversity within the transactional analysis community.

I live in Simons Town with my husband and youngest son. My elder children and my granddaughter live in England.

- *continued on page 5*

James Allen

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papers and current conceptualizations will be published this year by the ITAA as Therapeutic Journey: Practice and Life. *A trustee 20 years ago, he was active in helping set up the competency-based clinical examination. During the past year he has served as acting ITAA secretary.*

PLATFORM

I see six interrelated challenges facing the ITAA today: (1) internationalism, 2) membership, 3) inclusive and creative education, 4) finances, 5) outreach, and (6) civility.

Internationalism

Major issues remain about how the ITAA can best help local leaders and groups feel supported/enhanced and how it can realize its goal of being a truly worldwide federation. While we have members in many countries and our publications, board, and committees are increasingly international in scope, we need to increase our efforts toward mutually rewarding relationships with both regional organizations and smaller transactional analysis communities worldwide. For example, we need to continue assessing our relationship with EATA as we seek ways to work more closely together on projects of mutual interest and benefit. We also need to support formation of a new Canada-Mexico-United States organization.

Membership

Membership has been declining, which suggests that many members have not felt heard or that the organization no longer offers the excitement it once did. It is important to reevaluate continuously the perceived relevance of services we offer and the nature and quality of our programs/products. This is complicated by the fact that the value of and need for a given service/program/product differs by region. I believe the ITAA belongs to its members, and I see the president's job as bridging differences and advancing the goals of as many members as possible. To this end, it is important to use technology, especially the Internet, to encourage more feedback and involvement from more members.

Education

The ITAA was founded to disseminate transactional analysis theories and methods and to provide a forum for evolving new ones. Fulfilling this broad objective involves but is not limited to formal transactional analysis certification training and support for T&CC activities as well as our journals and newsletter, conferences, books and videotapes, and website and Internet discussion list. However, since people from different regions and professional backgrounds have differing perspectives on and needs for education, we must use our resources wisely to support a variety of educational activities. For example, while we need to know what our core principles are, we should not restrict ourselves to them as they were originally articulated. We need to offer advanced training and intellectual excitement at conferences and in other ways for seasoned practitioners. We need to expand educational opportunities via our website by developing online courses and training modules. Since the advancement of transactional analysis depends in some regions on governmental/insurance acceptance or coordination/integration with university programs, we need to help national groups gain official recognition for all fields of transactional analysis, including governmental and third-party payor acceptance and master's degree programs.

I also think we need to reassess our relationship with the T&CC. Legally, it must remain a separate body, so I would like to see the ITAA provide it with a set sum of money but not interfere in its internal workings. It may also be time to considering moving its administrative functions out of the ITAA office; this would allow the T&CC to be truly autonomous while freeing up ITAA staff time for supporting development and less formal education in underserved areas.

Finances

We are spending more than we bring in and have dipped into investment capital. We must ask ourselves whether we wish to continue this pattern until our capital is gone or begin living on income plus investment dividends. As a social liberal but fiscal conservative, I would prefer to limit spending to income, including interest. However, this decision should be made by the membership. If elected, I will work to see that members have the information they need and the means to communicate their wishes so that financial decisions are made with full awareness of their consequences.

Outreach

Today, whenever transactional analysis is presented in a thoughtful, creative way, it is received with interest and enthusiasm by professionals and lay people alike. The era of TA as a pop psychology is past; it is up to us to present our theories and methods in ways that generate interest. I want to make sure that transactional analysis is viewed worldwide as a legitimate approach, whether this means developing relationships with other professional organizations, encouraging presentations by our members at non-TA conferences, and/or writing and encouraging others to write for non-TA publications. As president, I would see my role as providing leadership, encouragement, and support for members to reach beyond our association to communicate with others about transactional analysis and the ITAA.

> *"I think the question before us today is not whether but how the ITAA will change and the degree to which we will each take responsibility for these changes."*

Civility

There has recently been an unfortunate lack of civility in some of our interactions. Although some dissension can and should be expected as a reflection of our differences and the self-interests of various groups—the freedom to dissent being a key feature of a democracy—our official stance of "I'm OK, You're OK" is often not borne out in our behaviors with each other. As long as issues within the organization are cast in terms of winners/losers, we all lose, and in the process we invalidate our very foundations.

I am willing to work hard on these issues and to commit significant time and energy to being president of this organization if elected. I think the question before us today is not whether but how the ITAA will change and the degree to which we will each take responsibility for these changes.

Sari van Poelje

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levels and membership groups in our organization. Given developments in our world today, I believe our major challenge is to practice what we preach in terms of dealing with our differences and transforming them into strengths. I hope you will support me with your vote to do just that.

Claude Steiner

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PLATFORM

I firmly believe that the ITAA is an important organization whose members have great potential to benefit people around the world. As a member who wants to see the ITAA fulfill Eric Berne's vision, I am offering to make a half-time commitment to this work. I will use my name recognition and visibility and commit my efforts and considerable skills as an multilingual, international writer, lecturer, and organizer for the three years of the presidency plus the additional incoming and outgoing years.

I was very young—21 years old—when I met Eric Berne in 1966. In the next 16 years before he died I became his student and later a colleague, friend, and cofounder, among many, of the ITAA.

Today, 32 years after Berne's premature death, the ITAA has come to a crossroads. The economic bubble that has maintained our solvency has burst at the same time that our membership is declining. We operated at a $176,000 deficit last year, and 280 members out of 1600 failed to renew. Basically, the next three years will be crucial.

However, we still have a reasonable financial base. Our true crisis is membership. Until recently, the ITAA was managed by an executive director with a board of trustees (BOT) and a number of committees of volunteers who were not accustomed to having serious demands put on them. We can no longer afford a full-time executive director to operate the ITAA; the opportunity to run the organization is now, for the first time, squarely on the shoulders of ITAA volunteers.

Gordon Hewitt has done a great job updating, legalizing, and democratizing our guidelines and procedures. We have a well-functioning office and editorial staff, and we have a small international corps of skillful people who have proven their willingness to work hard and responsibly.

> *"My aim is to restore transactional analysis to its well-deserved place among the many movements dedicated to advancing human opportunities and potential around the world."*

Members, Volunteers, and Assets

The ITAA depends for its continued, dynamic existence on an Internet-capable core of volunteers. Volunteers are derived from the membership, and the ITAA membership, as is typical of many similar organizations, has been declining and continues to decline with little replacement. Still, we have hundreds of members all over the world and many undiscovered potential volunteers. Our most important current assets are our members and volunteers, our office in Oakland and its seasoned workers, the *TAJ* and *The Script* with Robin Fryer as managing editor, the *TAJnet* online journal, our conferences, and our products. Most important to our future growth and acquisition of new members is our successful website. We are receiving about 1750 visits a week (not mere hits, but unique visitors), of which 85% are non-ITAA members.

I live a few miles from the Oakland office and will work closely with the staff and the VP of operations to strengthen the operating structure of the organization. If elected I will make use of the executive committee—the officers and vice presidents of the organization—to advance our agenda between our yearly board meetings.

The development committee has made steady progress in generating interest in the ITAA and in increasing profits from our print and tape products. As president I will work with the VP of development to continue to improve the quality and increase the number of our products. I will also continue our public awareness campaign to generate an increase in interest that would generate new membership.

We are in an intimate relationship with the Training and Certification Council which, although entirely independent from the ITAA, is an essential aspect of our movement. If I am elected, I will cultivate that relationship to the maximum possible mutual advantage. Wherever and whenever possible, I pledge to work cooperatively and to avoid conflict in the affairs of the organization.

Our Basics: Theory and Science

To represents transactional analysis around the world, the ITAA needs to stand for unique TA-based theories and methods that are being continually validated through scientific research. As vice president of research and innovation, I have made it one of my priorities to produce a research and theory portfolio with which to represent our views to professionals around the world. If elected I will work with my successor to continue to make this a priority.

International Diversity

One of Eric's dreams—international diversity—is one of the ITAA's long-term goals. The ITAA's mission will be best served if international representation is improved in membership, committees, and board. I take criticism of US-centrism seriously. I will work on Internet interactivity and international recruitment of members and volunteers to bring the ITAA to its avowed international diversity goals.

The ITAA works with the worldwide transactional analysis movement by keeping cordial and mutually supportive relationships with regional organizations around the world. The development of a USA/Canada/Mexico regional organization, separate from the ITAA, is an important outcome that I will actively support.

To recapitulate, I will work on the following goals: (1) the improvement of the size, vitality, and interactivity of our membership and volunteer corps; (2) expansion of our Internet presence and activities; (3) improvement of our services and value for fees; (4) the continued vibrancy of our theory and methods; (5) protection and wise use of our funds; (6) cooperation with T&CC and regional affiliates; and last, but certainly not least (6) increasing public awareness about our theory, methods, scientific support, and the contribution transactional analysis has made to the fields of psychotherapy, education, consultation, and counseling.

I pledge to pursue these goals vigorously, with the ultimate aim of restoring transactional analysis to its well-deserved place among the many movements dedicated to advancing human opportunities and potential around the world.

Diane Salters

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Finally, in recommending myself for election, I have a good deal of experience in serving on committees and boards (the Quaker Peace Centre, among others). The qualities that I display are that I think clearly, act responsibly, and am efficient and effective in completing tasks. I also enjoy engaging with others to find creative solutions to organizational problems.

It would be my privilege and pleasure to serve as ITAA secretary.

My Journey Through Groups

by Martin Wells

I joined my first group in 1950, the day I was born. My arrival changed the group from two to three members. For the first two years, I was physically very dependent on the female member of this group. Some years before my arrival, the two original members belonged to much larger groups that had been at war with each other, a massive and bloody conflict.

One of them, my mother, lived in the country that had defeated hers and was barely able to talk to the victors in their own language. She was 24 when she arrived in the United Kingdom. Her own mother was living in Austria. Her father and brother died in the conflict.

Not surprisingly, we learned that it was good to adapt to the dominant culture and not to stand out. We found it difficult to acknowledge difference, conflict, and intense feelings. So we rarely or never spoke about many things, including our group's history. In particular, conflicts in the family were neither openly expressed nor resolved.

Another member joined our nuclear group seven years after me. I welcomed him like a good and helpful brother should. At the same time, I could not talk about or even feel my anger, jealousy, and sense of displacement.

There was much love, security, and encouragement in this group, and I felt a strong sense of belonging. However, belonging often meant conforming.

I spoke about my family in this way as my introduction to a panel on groups at the Institute of Transactional Analysis (ITA) Conference in Scotland in April 2002. I wanted to convey how living in groups is fundamental to our lives and how our families—our first groups—lay down deep patterns for every other group that we later join.

The life path that I took (much against my parents wishes) was into social work and later into psychotherapy. In my twenties, I also developed an interest in Eastern mysticism and read all I could find about it.

Looking back, I can now see that my leaning toward Marxism and mysticism (and later Jung) helped me to understand the unity of all things and all beings. The power of collective action and collective consciousness was clear to me. Although I did not know how to talk about it then, I could see that certain phenomena occurred in groups that indicated that groups as a whole have profound influences on their parts.

My training in transactional analysis, which I started in 1980, gave me a wonderfully clear structure for understanding the human psyche and communication between people. Berne's writings about the use of transactional analysis in group therapy enabled me to understand the interactions within groups and the boundaries in and around them.

However, I came to find that I needed more of a perspective on the impact of groups, systems, and families on their members and on what Foulkes (1964) described as the group matrix. I became increasingly interested in what could be healed collectively as an addition to the value of concentrating on individual issues.

Almost all the models of groups that I have learned within transactional analysis have been about individual work within groups. This was either in the form of the therapist working with an individual or the therapist working with transactions between group members; in both cases, the other members of the group served as an audience. While these models remain relevant, in my opinion they leave out significant dimensions of human consciousness and, rather like Newtonian physics, only give us a billiard-ball-striking-against-billiard-ball view of human interaction.

For example, the usual description to which I was exposed in my training was of someone initiating a game and someone else getting hooked into it. If this happened in the group, the rest of the group traditionally acted as spectators to the therapy that then took place. If they participated at all, it was later when they gave feedback. While very valuable, I felt as though something crucial was missing with this approach.

In the mid 1980s I met Ken and Elizabeth Mellor, who have been my spiritual mentors since that time. Ken has made many significant contributions to transactional analysis theory and is a Teaching and Supervising Transactional Analyst (clinical). Through my meetings with the Mellors, I began to realize the underlying reasons for my earlier interest in mysticism and my sense of what I needed in a theory of groups.

The meditations, teaching, and supervision they have given me has opened a doorway to a perspective on human connectedness and universality that has enriched my personal and professional life. So, for example, I can now occasionally sit in a group or with a family or couple and experience the unity and wholeness that exists as a backdrop to the apparent divisions. One member can be understood as expressing a microcosm of the whole system.

> "The fact that a game occurs signifies its relevance for each individual as well as for the group as a whole at its particular stage of development."

In the "quantum/mystic model" that I now use, all people present are understood as initiating and responding simultaneously. All are seen as relating to mirror images of themselves. The parts they play in games, for example, are regarded as being matched by all players, no matter who overtly expresses what; for instance, both "the kicker and the kicked" are part of each.

Furthermore, all group members, including group leaders and therapists, are understood to act out internally whatever others do in the group. They participate internally (intrapsychically), even if not overtly (behaviorally). The fact that, for example, a game occurs, thus signifies its relevance for each individual as well as for the group as a whole at its particular stage of development.

Two particularly powerful techniques for helping people both to deal with their own contributions to what occurs in groups and to learn as much as possible from those events are the "Unifying Meditation" and the "I Am That Meditation." Both were developed by Ken Mellor and have formed a fundamental part of my work as a psychotherapist for well over ten years. They help people to use external (and internal) events to develop personal integration and inner oneness.

Over the years, I have enjoyed the new dimensions others have contributed to my learning. In recent times, Dr. Andrew Clark and Deirdie Sutton-Smith, two UK group analysts, have encouraged me to view the whole group as the client and to address my interventions in that way, which has greatly expanded my understanding. This view of group process both challenged me and helped me to integrate a perspective on human connectedness in groups with experiences that had arisen repeatedly in my meditation practice.

Earlier this year as a part of my personal supervision I sought some guidance from the *I Ching* (the Chinese oracle of change) specifically about leading groups. Part of the response was to highlight how profoundly healing it is to have the experience of knowing our unique parts in a balanced whole. More specifically, when I asked about the task of a group therapist, the advice of the *I Ching* was to "create a whole where everything has its place."

In line with this, I now see the therapist's job more as one of rebalancer than treater of the sick. The image is of someone holding the boat steady while the members row. This job, as I see it now, involves staying connected to my own experiences, identifying personally with all the material that is expressed in the group, and responding to the whole group as the client as well as to its individual members.

A recent example of this process occurred when I had a sense that a group I was coleading was resisting change. While meditating on the group, I unified myself with the resistance and quickly became aware of and faced my own resistance to change in the supervision I was having about group processes and interventions.

Practicing the "Unifying Meditation" has helped me on countless occasions to face myself with myself, to reclaim my projections, and to establish deep levels of union. The therapy I did subsequently was then always much easier and more productive for all involved. I also use it as a powerful tool in supervision, where I often have my trainees do it as a part of their preparation for our sessions.

Relating to groups in this way and meditating on the inherent nature of things helps to enhance my awareness of the power, influence, and creativity of the unconscious parts of the human psyche. Not surprisingly, I keep discovering that I have recreated my family of origin in the different systems in which I am working and that I have done so with the same intensity with which I first experienced it.



To resolve these issues, I use the tools available to me from the rich variety of sources I have mentioned. These re-creations offer wonderful opportunities to heal the different aspects of my past, my family's past, and that of my ancestors.

Martin Wells, TSTA(C), lives in the UK, runs meditation-based psychotherapy groups in the National Health Service, leads meditation workshops in Goa each year, and in 2003 plans a training workshop on groups in Corfu, Greece. He is also a cotrainer at the Edinburgh Institute. He can be reached at 11 Clare Rd., Cotham Bristol, United Kingdom BS6 5TB; email: martin_wells@lineone.net .
Information about the work of the Mellors and access to the meditations mentioned in this article can be found on the Biame Network website at http://www.biamenetwork.net . The author thanks Ken Mellor for his help with the input and editing of this article and Emily Ruppert, Nick Pamphlett, and Suzanne Boyd for their contributions along the way.

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Master Therapists at Work

Four Videotapes Featuring Pioneering Transactional Analysts in Action

Muriel James on Contracts | **Fanita English on Permissions** | **Claude Steiner on Strokes** | **Mary Goulding on Redecisions**

These tapes were recorded during an all-day group led successively by four well-known transactional analysts who belong to the first generation of therapists who learned directly from Eric Berne. Grounded in a lifetime of successful practice, these master therapists employ a persistent clarity that helps people solve their problems. Clients rapidly come to recognize their life patterns and feel the potential empowerment of operating from a better position. These videos demonstrate an effective brief therapy.

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TA in Turkey

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analysis, working back and forth on decontamination as we dealt equally seriously with boundary issues. As inner boundaries became clearer through decontamination, interpersonal boundaries also became clearer. Turkish society has both the fantastic advantage along with the disadvantage of lax or porous boundaries. Sometimes what seems to be "empathy" or "intimacy" may come from undefined boundaries.

Turkish values also give priority to friendship, which is defined as "helping at times of need," preferably without the other having to ask for it, and "wasting time together," which mean being together just to be together, with no other agenda. Therefore, the "no rescue" ground rule had to be handled with cultural sensitivity and adaptation. As we made our way through ego state analysis, script analysis, and redecision work, psychological games that contained the potential for sabotaging the group—either as transferred anger or as negative life positions that sought confirmation—were confronted and patiently worked through. It was the group's cohesiveness and belief in accepting and tolerating the "mistakes" of friends that prevented some members from being rejected by the group.

We referred to Steiner's emotional awareness scale from time to time to see our progress and used many exercises from Stewart and Joines's book *TA Today*. We also employed affirmation messages both to assess needs and to evaluate progress in completing the unfinished tasks of earlier stages of development. We used drama and the empty chair in introducing the Child and the Parent both phenomenologically and historically. Both the person himself or herself and the group as a whole had a much clearer sense of where an individual group member was coming from through these activities. Finally, relaxation and short forms of meditation were always an integral part of our meetings.

Toward the end of the first year I used the CAT, a projective test for children, in most probably the first time in the world with adults. It proved to be tremendously enlightening for everyone by providing distance from and therefore a less defensive look at the Child. Gaining awareness about the elements of personal life scripts was perhaps easy for such bright and hard-working people as my clients in this group. However, actually giving up a script role—especially if it held visible and practical power for the person, and even if it carried with it the burden of tremendous responsibility or the risk of loneliness—was the hardest part of therapy.

Among the members of this group, "Please others," "Try hard," and "Be perfect" were the most common drivers.

Case Examples

To give a sense of the effect this long-term group had on its members, I offer here two examples.

One group member coined a new term for himself, "Shadow Man," as we witnessed the emergence of the Adult in his reported experiences. This client, whom I will call Orhan, has controlled himself and his environment with his bright adult Child self. His father, who was a self-made man with a negative life position toward others, invested in Orhan both as an alter ego or idealized self and as an idealized father figure since he did not have one himself. Hence, Orhan had to grow up very fast, almost skipping not only childhood but also young adulthood. As a result of his experience and growth in the group, Orhan had fun discovering his Natural Child, although he also felt great conflict in letting the "Shadow Man" free himself from the Child-contaminated Parent he had inherited. As his Adult freed itself from Parental contamination, Orhan no longer invested all his attention in the brighter of his twin sons, thus breaking the pattern his own father had set with him. Apart from this, he became less vengeful toward people he felt had let him down, thus moving away from the negative life position he had introjected from his father.

As we approach the transition to ending this group, another member, Hasan, spoke from his script and burst out recently, "This will have to go on eight more years!" The history is that his parents were divorced when he was eight, and he had to be a quiet, understanding boy in facing his mother's unexplained departure from the home. Both the hurt and the anger that surfaced for him in therapy were immense. Whatever the reason, he had not been ready for that separation. He reexperienced the trauma when his own son was eight. At that point he divorced his wife, his Child acting out the past trauma; later he remarried the same woman, completing the return of the mother in fantasy. However, even that was not sufficient to cure his panic disorder and his need to hold on to someone until he was ready to let go. This "other" was mainly the wife, later his son, and almost continuously his driver, who chauffeured him on his daily trips. For nearly 30 years Hasan was successful in covering his social phobia. He tried both psychoanalytic and behavioral therapy in Germany and in Turkey with no results. The secondary gain provided by his social phobia was too strong. I decided that the social phobia would be the last thing to work on, believing that when he was ready he would leave the "lifeboat" he had used for so many years. Hasan made fantastic progress through his script journey, turning into an appreciative husband who was no longer passively or actively aggressive toward his wife. He made peace with his deceased father, visiting his grave for the first time in 30 years. Hasan can now take long walks with his dog alone, enjoy air travel without taking Xanax, stay home by himself, and even dismiss employees he had not been able to face letting go earlier.

Conclusion

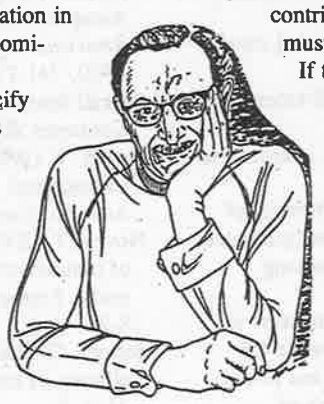
These two examples reflect only a small fraction of the stories of growth and change that emerged from this group. For most of the participants, the major gain they have experienced as a result of being in the group is a solid sense that they have traveled a part of the road and know where they are. They recognize what, for them, still needs to be done, but with an increased awareness of their capacity to take care of themselves and experience intimacy.

Fatma Torun Reid, MA, is a Regular Member of the ITAA and a psychotherapist, trainer, and consultant who lives and works in Istanbul, Turkey. In 1979 she founded ASAM, the first private child and family counseling and therapy center in Turkey. She also did pioneering work in Jordan, cofounding the El Mawel Center in Amman in 1988. This year her book, roughly translated from the Turkish as Hurry-Up Moms and Forgetful Men: Selected Readings on Psychology in Everyday Life, *was published by Sistem Publishers in Istanbul. She can be reached at Sarigul Sok 15/5, Caddebostan, Istanbul 81060, Turkey; tel: +90 216 302 7598; fax: +90 216 363 3484; email: frreid@yahoo.com .*

Send Berne Award Nominations in Now!

December 1 is the deadline for nominations for the Eric Berne Memorial Award. The following information and materials must be submitted to the EBMA committee in care of the ITAA office no later than that date:

1. *Name(s) of author*(s) nominated.
2. *Publication citation:* Full reference for journal article, book, or publication in which the contribution being nominated has been published.
3. *Area of contribution:* Specify one of the following categories as the area in which you think the most significant contribution has been made: (a) theory, (b) research, (c) applications, (d) other areas not covered by these.
4. *A brief title for the contribution:* For example, the concept in theory, a descriptive title for the research project, the specific practice application, or a title for some other relevant area.
5. *A detailed statement* supporting the nomination as an original and highly significant contribution to transactional analysis in the designated area. This statement must include discussions of the following:
   (a) The originality and innovation of the contribution within transactional analysis
   (b) The relationship to previous work in transactional analysis and related theories or fields of application, including research where applicable
   (c) Evidence of the impact the contribution has had on the development of the field of transactional analysis
   (d) Any other statements about the contribution that need to be considered by the committee in the opinion of the person(s) making the nomination
6. *Individual, group, or organization making the nomination:* Please supply the name, address, and telephone numbers, fax numbers, or email addresses of the person(s) the EBMA committee may contact if additional information or material is required to fully consider the nomination.
7. *Copies of the publication(s):* At least one copy of the article or book in which the contribution being nominated appears must accompany this written material. If the article or book was written in a language other than English, then either a translation into English must be included along with a copy of the publication(s) in the original language or a summary or abstract of the major ideas presented in the publication(s) must be submitted in English.
8. *Notification of the nominee:* It is the responsibility of the person(s) making the nomination for the award to notify the author(s) of their intention to do so and to provide them with a copy of the written materials submitted to the Eric Berne Memorial Award Committee. They are to verify to the committee that they have done so either by submitting a copy of their letter to the nominee or a statement to that effect. Without this verification, the nomination will not be accepted, except in those instances in which the award would be made posthumously.



ITAA WEBSITE: www.itaa-net.org

The ITAA website provides comprehensive information about every aspect of the ITAA. Recent additions to the site include links to upcoming international, national, and regional activities as well as membership criteria and an application form. If you want your website linked from the ITAA site, please forward the site address (URL) to Elaine Frances at elaine@itaa-net.org . Please also forward to her any suggestions, feedback, and information for upcoming events.

EXAM CALENDAR

Exam	Exam Adm.	Exam Date	Location	App. Deadline
CTA Oral	BOC BOC COC	Nov. 12, 2002 Jan. 12, 2003 April 10, 2003	Perth, Australia Bangalore, India Swansea, Wales	Aug. 12, 2002 Oct. 12, 2002 Oct. 1, 2003
TSTA Oral	BOC COC	Nov. 12, 2002 April 10, 2003	Perth, Australia Swansea, Wales	Aug. 12, 2002 Oct. 1, 2003
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	TSC PTSC TSC PTSC PTSC	Nov. 17-19, 2002 Nov. 23-25, 2002 Jan. 16-17, 2003 Apr. 14-16, 2003 July 6-8, 2003	Perth, Australia Arezza, Italy Bangalore, India Swansea, Wales Malmö, Sweden	July 17, 2002 July 23, 2002 Sept. 12, 2002 Dec. 1, 2002 Mar. 6, 2003

* 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.

Thoughts on Reading Ted Novey's Survey Report

by Mervyn Hine

Ted Novey's (2002) recent report on the effectiveness of transactional analysis therapists is a substantial piece of work and an important one for the ITAA and the transactional analysis community. His report is an enlarged follow-up of the smaller survey he published in the *TAJ* in 1999. In aim and detail, both copy the 1995 survey (Mental Health, 1995) of the value of psychotherapy to some 4000 readers of *Consumer Reports* (CR) based on replies to a detailed questionnaire. The CR survey also led the Institute for Psychoanalytical Training and Research (IPTAR) recently to do a similar survey of 99 clients (Freedman, Hoffenberg, Vorus, & Frosch, 1999), the results of which are referred to below.

The first public comment on Ted's results, prior to the publication of the report in the *TAJ*, suggested that since transactional analysis-trained therapists seem to have been rather successful for their clients, one could conclude that transactional analysis gives us a successful model of the mind and its working and makes an excellent tool for therapy (Steiner, 2001). This started me thinking about the importance of how Ted's results are assessed and presented and about how the ITAA could best make use of the report and profit from the extensive mass of data behind it, as I suggest below. I am writing as someone who worked with Ted on the statistics in his first report, as someone who has been analyzing further the data in the spreadsheet constructed by Ted from his answers to the questionnaire, and as someone who has seen the relevant critical literature about the method used in the CR studies.

What Do the Reports by Ted Novey, IPTAR, and the CR Survey Say?

In summary, Ted's report presents various measures of satisfaction of a set of people with psychological problems after working with certified transactional analysis clinicians; it compares these results with those in the 1995 CR survey of a set of CR readers treated by psychiatrists, psychologists, other mental health workers, and physicians for apparently similar problems. These two surveys and the IPTAR survey used the same questionnaire and analysis methods to produce their results. The conclusion, as stated by Ted, is that the levels of satisfaction of the transactional analysis therapists' clients were significantly higher than those of the CR mental health specialists' clients, for all durations of therapy between one month and more than two years. The IPTAR results for their clients are similar, with slightly lower satisfaction levels than those in the CR report.

The Survey Procedure and Contents

Ted sent requests to a large number of therapists—including about 50 in the United States and all certified transactional analysis clinicians (more than 1,000) in other parts of the world—asking them to distribute the questionnaire to clients, who would return answers to Ted via third parties. The clients thus knew that they could answer freely because their therapists knew nothing of their replies. In total, questionnaires were sent to about 2,400 clients. Responses were received from clients of 10 therapists from the United States and 17 from other countries. Good-quality responses were received from 932 clients, nearly half from the United States. To compare, IPTAR surveyed 99 clients of their own institute.

The questionnaire contained some 35 questions, all with multiple options to specify, among other things, the type of therapist, age, and how he or she was chosen; the client's age, sex, and education; the level of the client's particular problems before and after therapy together with their overall emotional state; how the clients rated their therapist's personal approach and competence; what type of work was done, the frequency of sessions, the duration of therapy, and the reason for termination; and how costs were covered and their effect on choice of therapist.

In preparing his report, Ted put into a spreadsheet those questionnaire answers he needed to calculate the "satisfaction" figures quoted in his report, the same figures as those presented by CR. The great majority of the data remain on the individual questionnaires returned to Ted. In contrast, IPTAR extracted and used more of the answers in parts of their analysis.

Actual and Possible Uses of the Data and Survey Procedure

Answers to only a few of the questions—those on success and duration of therapy—were used to produce the published results in the CR and transactional analysis surveys. The plethora of data not used to this point suggests some possible ways in which both Ted's survey procedure and the data could be used to go beyond his results:

- To check how well the CR and transactional analysis procedures are matched: The CR clients had a wide range of therapists, whereas Ted's therapists were all transactional analysis-trained and certified clinicians. How could this difference affect the comparison?
- To examine the reasons for and effects of nonreplies in the survey procedure: Few therapists responded to Ted's request, and only a fraction of their clients returned the questionnaire. Could the absentees have produced different results?
- The relevance of the data to the value of transactional analysis itself as opposed to the present results, which report on the performance of transactional analysis-trained therapists
- To examine and compare the working and performance of different transactional analysis therapists as functions of the types of client and problem as well as the types and duration of therapy. The answers to the wide range of questions mentioned above offer many possibilities for detailed studies.
- To use the questionnaire and the results as a model for further studies

Apart from the first topic, which would imply some collaboration with the CR group, my suggestions for more work are all concerned with the transactional analysis client data and its relevance to TA: They in no way imply criticism of Ted's work, which was aimed at a comparison with the CR results. There are, in addition, possibilities for comparison with the IPTAR results that use data not selected by Ted for his spreadsheet.

Possible Actions on These Topics

On the first topic, more detail on the numbers and scores of different types of CR therapists would allow a closer comparison of transactional analysis clinicians and the relevant CR psychiatrists, psychologists, and social workers, who get the highest CR scores, by eliminating the physicians and others. This would depend on cooperation with the CR staff, which may not be feasible.

For the second topic, the procedure for collecting the data is known and could in principle be repeated to try to find out more about the therapists and clients who did not produce replies to the questionnaire. I would suggest that a short summary of the results, stressing their importance for the standing of transactional analysis and the value of finding missing items, be sent to all the therapists approached at the start along with a request to help improve the positive first results by explaining why they could not join in the project (if they had not). Those therapists whose clients did provide Ted's data would be asked to send the letter (or a more appropriate version) to all the clients they had approached, encouraging the nonresponders to give information about why they did not reply, about their special conditions, and so on. As before, this information would be sent back anonymously through an independent channel so the clients could respond freely. Such a repeat survey would be made more productive if the therapists and clients were suitably reimbursed.

A major question is, did the responding therapists use mainly transactional analysis or did they use other modalities as well? Experienced therapists usually develop a wide range of techniques, so the results reported by the clients may not represent the effects of transactional analysis on the therapy. One of the questions refers to the type of therapy used, whose answer could give an idea of how far transactional analysis ideas, as opposed to transactional analysis training, determined the results. The aforementioned letter to therapists might also ask them to what extent their style of therapy used transactional analysis.

On the fourth topic, to give an example of what might be done, I have, using Ted's existing spreadsheet data, been able to extract tables and graphs showing for individual therapists:



"I started thinking about the importance of how Ted's results are assessed and presented and about how the ITAA could best make use of the report and profit from the extensive mass of data behind it."

- distribution of the overall scores of clients as a function of duration of therapy
- distributions of clients' "emotional state" before and after therapy
- distributions of clients' "improvement" and ratings of therapists' competence

All of this covered both US and international data.

One conclusion was that the uniformity of success across the various countries presented by Ted is matched by uniformity among therapists, an interesting result.

Ted's spreadsheet contains the answers to the necessary six questions to copy the CR results and to a few of the others, but he did not undertake the much larger work of inputting all the 30+ answers from the questionnaires not needed for his report. Much more could, I think, be usefully done if help were hired by the ITAA to input all the data into a spreadsheet. It would then be a goldmine of information for other people to work on in the framework of an ITAA research program. The data is all anonymous, so there should be no objection to making it available for this purpose. It is here that the IPTAR results are relevant, since they had answers to more of the questions on the therapy and therapists, which allowed them to classify and distinguish between different client problems and, for example, the effects of therapy session frequency and duration for different problems.

Possible Extensions to the Program

In a discussion of the importance of transactional analysis training as a key element in the positive results, Ted suggested running a similar survey asking ITAA members who are not certified but do therapy—and thus presumably have not had the training experience that is involved in the latter stages of the certification process—to see how far the good results are repeated.

At least some of the clients' problems listed in the questionnaire could well have led them to transactional analysis-certified counselors rather than to clinicians, and it could be interesting to repeat the survey, inviting counselors to ask their clients to reply. This population could well overlap with that treated by the marriage counselors, social workers, and physicians in the CR survey. In any case, a comparison of results from transactional analysis counselors and transactional analysis clinicians could be of interest.

The possibility of getting together with IPTAR could be considered: They did some sophisticated analysis of their data, as I mentioned earlier, and we could benefit by learning from them, particularly by working seriously with people in a field other than transactional analysis. Finally, there may be a stimulus here for the ITAA generally to strengthen its support of research and of collaboration with other disciplines.

Mervyn Hine was born in 1920 and trained as a physicist with a PhD in 1950. He worked in the CERN laboratory in Geneva and came to transactional analysis in working with his wife, Jenni Hine (TSTA), on ITAA planning matters, mainly after retirement. He also served as treasurer in 1990-1991. He can be reached at 27 Ch. Des Neyruaz, 1297 Founex, Switzerland; email: jmhine@span.ch .

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TRANSACTIONAL ANALYSIS CONFERENCES WORLDWIDE

November 13-17, 2002: Perth, Australia. Sixteenth Annual Australasian TA Conference. Contact: Kate Meredith, 10a Ilea Place, Mindarie, W. Australia 6030, 08-93051160 (phone); 08-93051150 (fax).

April 11-13, 2203: Swansea, Wales. Institute of Transactional Analysis Conference. Contact: Doug Hampson: dhampson@glam.co.uk