

The Political Is Personal and the Personal Is Political

Script Editor Bill Cornell Interviews Graham Barnes

Continuing our exploration of social and political aspects of transactional analysis as we lead up to the "Freedom and Responsibility" World TA Conference in Edinburgh this July, Script Editor Bill Cornell interviews long-time ITAA member and former officer and trustee Graham Barnes about his work to support democracy in Croatia and his writing on transactional analysis. Graham founded the Southeast Institute in Chapel Hill, North Carolina, where he was active in civil rights work. In 1977 he edited the well-known TA text *Transactional Analysis After Eric Berne: Teachings and Practices of Three TA Schools*. He is also the author of *Justice, Love and Wisdom: Linking Psychotherapy to Second-Order Cybernetics and numerous articles in the Transactional Analysis Journal and other publications*. Since moving to Sweden in 1983, Graham has been involved in teaching psychotherapy in various parts of Europe, including the former Yugoslavia and now Croatia, where he is an advisor to the pro-democracy think tank Foundation 2020.



"What was it like training psychotherapists who were going through radical social and political change and war?"

"I saw in the face of war and violence the breakdown of all psychotherapy theories."



Bill Cornell: Graham, we've been focusing recent issues of *The Script* on the community and political activities of our members as a tie-in to the upcoming conference in Edinburgh on

the theme of "Freedom and Responsibility." I initially thought of interviewing you in conjunction with your training and political activities in Croatia and Yugoslavia, but after reading more about your work, I started thinking about how much of your writing in transactional analysis has touched on both the politics of theory and the epistemology of theory—the history of how ideas evolve. So I'd like to start there, actually, by talking about these themes in your writing.

Graham Barnes: Sure, that sounds fine. I think it is important that we view what we do not only in terms of the present, but that we also keep in mind that those who follow us will be looking at our history, including the history of our ideas. So we have to put our material out

there where it can be examined. We don't always know what we're doing when we're developing ideas, what things could mean to others who will come along. They will see new possibilities, new meanings, in what we have done. This is what the civilizing process is all about at its best.

When I was first involved in transactional analysis—back in 1970—it was still primarily an oral tradition. That is why I brought together many of the early major theorists and TA practitioners in the book I edited titled *Transactional Analysis After Eric Berne: Teachings and Practices of Three TA Schools*. My concern was that much of transactional analysis at that time was not written down, and that it needed to be so that people

could work with it. I was afraid that the best of the oral tradition would be lost, and I think much of it was, unfortunately. Today, I see what you are doing with interviews and articles in *The Script* and some of the material in the *Journal* as additional ways of keeping important memories and ideas from getting lost; this gives us a way to work with our ideas and to keep transactional analysis alive and evolving.

BC: That's an interesting comment. I do see our publications as essential in both recording what is happening in the transactional analysis world and in providing an open forum for discussion, dialogue, and even argument about our ideas. That's one of the reasons we are highlighting the Edinburgh theme of "Freedom and Responsibility" in *The Scripts* this spring and in an upcoming theme issue of the *TAJ*.

To return to a more personal level, I'm not sure if this is an appropriate question, but since we are focusing here on the interface between psychotherapy and politics and on the politics of ideas, I have wondered why you left the United States to live in Europe.

GB: I was very socially and politically active in the United States from the 1960s into the 1980s, *continued on page 6*

Transactional Analysis Identity

by Günther Mohr

Recently I became interested in the issue of identity as it relates to transactional analysis as a theory, a method, and a community of practitioners. This interest was stimulated by my perception that there are several implicit identities adopted by transactional analysis practitioners, each of which has certain advantages. I was also motivated by my concern that transactional analysis is in the decline of its product life cycle and my wondering if we have to accept this development or whether we can intervene.

"There are several implicit identities adopted by transactional analysis practitioners, each of which has certain advantages."

While I very much appreciate the principles of transactional analysis—such as the OK-OK attitude—the fact is that, at this point, many of them are also utilized by other models and schools of psychotherapy and organizational and educational work.

Nevertheless, for me transactional analysis continues to offer something special, so I am interested in what might be done to strengthen and clarify our position in the professional community

and the public domain. To do that, I think we need to start with considering who we are, so I want to focus here on some ways of thinking about identity. After that, I will present a new perspective on transactional analysis identity.

What Do We Mean by Identity?

I would like to begin by asking you as the reader to consider the following questions:

1. What is your conception of the identity of transactional analysis?
2. Are you identified with transactional analysis? If so, what about it are you identified with primarily?
3. How do you know that you are or are not a transactional analyst?
4. How do other people notice that you are or are not a transactional analyst?
5. If you could write a new identity description for transactional analysis, on what would it focus?

There is a good deal of literature about identity, most of it related to the individual. And, not surprisingly, there is no single definition for identity. One of the foremost authors on the subject, Erik Erikson, characterized identity in terms of one's perception of his or her own uniqueness and continuity over time and the recognition of this uniqueness and continuity by others as well. He (Erikson, 1966) also suggested that it involves the ability to realize oneself as something

that is continuous and remains the same and to have the ability to act on the basis of this. Identity is, therefore, how a person sees himself or herself and how others see him or her. Problems related to identity can be described in terms of a crisis of identity and/or a confusion of identity.

In his *Dictionary of Transactional Analysis*, Tilney (1998) offers this definition: "Identity is the unique character of the individual. Establishing an identity is an important developmental task" (p. 58). Identity involves (1) integrating aspects of the self, (2) reducing the complexity and variety of aspects of the individual so that

identity is simpler and more consistent, (3) the ability to be recognized and identified in a desired way, and (4) the bridge to image (how an individual or organization is viewed by those outside of it) and attraction (whether people are attracted to an individual or organization). There can also be a transfer from individual identity to the identity of a several-person constellation, such as a group, organization, or community (e.g., the transactional analysis community). Thus, a group of individuals develops a "We" identity (see Figure 1).

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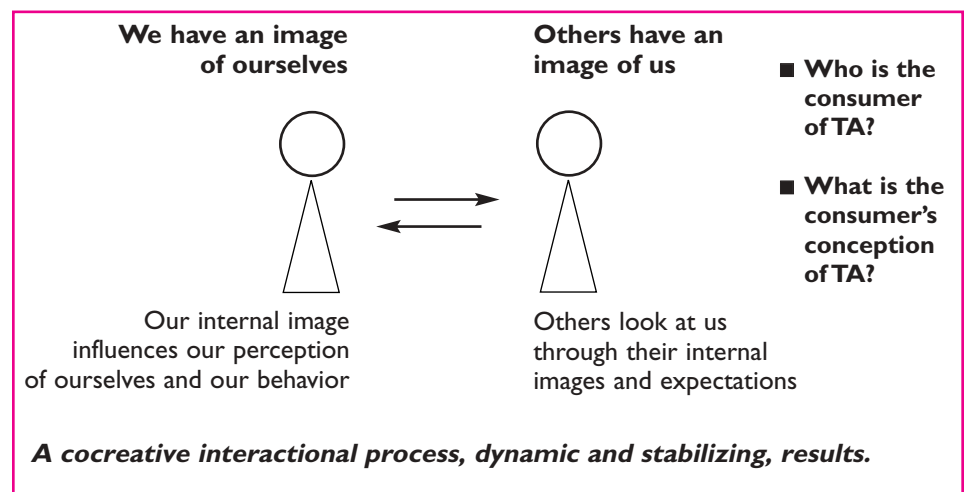


Figure 1. "We" Identity for the Transactional Analysis Community

Identity, Image, and Attraction

Identity has an inside and an outside aspect. If we look at transactional analysis identity, we as TA people are part of the inside aspect, although we strongly influence the outside view of transactional analysis. There is a connection between the identity, the image, and the attractiveness of an organization. The image is half of the identity—the outside perception. This perception is relevant in terms of the attractiveness of the organization to individuals and whether they choose to belong to it or not.

The organizational psychologist Donald Super (1985) found some interesting correlations in his research. One was that the preference of a professional for belonging to a certain organization results from the relationship between the candidate's self-concept and his or her ideas about the organization. That is, the choice to join an organization depends on how the person's image of that organization is viewed in terms of his or her self-description and as a context in which he or she has options for developing, enriching, and improving his or her own ego. That explains why when people are asked about their transactional analysis identity, they give so many different answers; they are talking from their own frame of reference.

Transactional Analysis Identity as a Complex System

Transactional analysis is a theory, a method of practice, and a community of practitioners who belong to a number of different organizations, so it is a complex system (Figure 2). Taking this into account, we have the following levels:

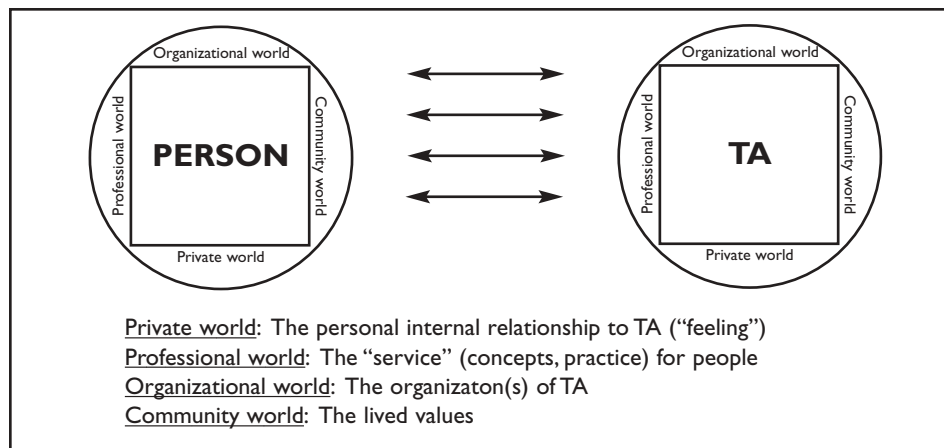


Figure 2. TA as a Complex System — Complex System Identity

1. The personal transactional analysis identity: People in the TA community “feel” an identity as a transactional analyst.
2. The identity of transactional analysis as a service: What is transactional analysis on a conceptual level and how is it viewed by the general public?
3. The identity of transactional analysis organization(s): There is a joke about the devil that says that when he heard that humans had developed a “good idea,” he proposed “organizing it,” the idea being that a good idea often loses its spirit and usefulness when it becomes “organized.” Now transactional analysis as a “good idea” is organized, but what is the identity of the organization?

One provocative “version” of an answer to these questions could be the following: A transactional analysis community is comprised of a transactional analysis teacher who has created a system of clients who pay for learning. And if someone wants to have more success as an institute leader, he or she needs to develop a “school” of transactional analysis and also to “sail” a bit under the TA “flag.”

If we use the four-world model of personality (Mohr, 2000) (Figure 3), we see that an organization can be viewed in terms of how it serves the four aspects of the personality as they are expressed in the world: the professional role, the organizational role, the private role, and the community role.

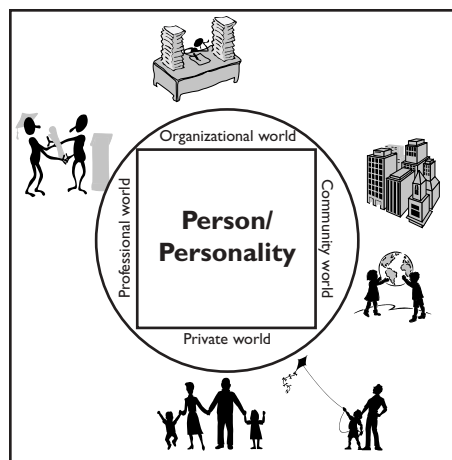


Figure 3. Four-World Model

Three Models of Transactional Analysis Identity

If you ask transactional analysis people, “What is the unique character of transactional analysis?” you will get several answers, some of which are described in the following paragraphs.

1. “Transactional analysis identity is what TA people do.” From this perspective, all those who define themselves as transactional analysts and who have had training in TA have a transactional analysis identity. And they have the right to call that transactional analysis what they want to. The problem with this view is that it is not clear where the border is. How does quality control function? It is obvious that in the development of the transactional analysis community, many individuals and institutes defined themselves and

what they do as somehow different from “classical” transactional analysis (e.g., integrative, redecision, developmental, systemic, relational, etc.). On the one hand, this demonstrates the richness of transactional analysis; on the other, it reveals a trend toward differentiating or distancing from classical transactional analysis. The question is why this is felt to be necessary or desirable.

2. “Transactional analysis identity comes through TA concepts.” Transactional analysis people work using transactional analysis concepts. The “hard-core” form of this says that transactional analysis comes through working with and using the concepts of Eric Berne and/or those of the first generation of transactional analysis users (the founders). Common metaphors should be used, such as the wording “Parent, Adult, and Child” with a Bernean meaning. They also use certain diagrams, such as the stacked circles (structural and functional ego states) and triangles (drama triangle, miniscript). The examination system for official certification in transactional analysis rests on this model of transactional analysis identity.

3. “Transactional analysis identity comes through some basic principles of the work.” Another view on transactional analysis was described by Schmid (1989). He focused on some metaperspectives, and following this approach transactional analysis can be considered from these perspectives:

- Analyzing transactions: The main point is that the focus of consideration is the unit of transaction. There is no speculation or a set of assumptions. All analyzing is based on real transactions.
- Developing models that describe real transactions
- Consciousness of context: There is always a relating to the context. That is one of the implicit systemic attributes transactional analysis has had from the beginning.

- The transactional analysis/cybernetic model: Transactional analysis describes dynamic patterns, for example, in games, the miniscript, or even the script.
- Transactional analysis as an experimental concept: We watch the world and relate our maps to the phenomena we observe around us. As Eric Berne said, we aim to heal the patient in the first session, and if that does not work, to try in the second, and so on. We are always building hypotheses and testing them out.
- The culture of the transactional analysis community: open communication; international, high-quality standards of training and certification.

Transactional Analysis as a Brand

I will now use some terms from outside psychology to describe identity. I use concepts that describe transactional analysis identity by integrating all three of the perspectives just described.

One framework I have found useful to apply in this process is economics. After all, the economic world is a behavioral world too. And from the beginning, transactional analysis could be viewed economically, because people had to live and to make money with their transactional analysis knowledge and skills. In addition, the language of economics is free from the clinical emphases that have so characterized the historical development of transactional analysis.

One concept from economics that is particularly useful in this regard is that of “brand.” A brand is a psychological entity that exists in the mind of the consumer. Products are made in factories, whereas brands exist in the consumer’s mind. A brand has certain meaning for consumers. Think of the following: What is the “safest” automobile? For years now, many people have said “Volvo.” But are Volvos really safer than other cars? Perhaps so, but more importantly, that is what the brand stands for in the consumer’s mind.

It is very hard to establish a brand image in the marketplace. A brand is characterized by:

- Brand philosophy
- Brand history

Cultural and geographical anchoring, that is, a strong connection to a certain culture or geographical area

- Brand name
- Brand entrance time point (when a brand is introduced into the marketplace)
- Belonging to a specific market and company
- Technical quality: concept, price, behavior of practitioners
- Brand communication, symbols, design

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ITAA The Script

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1/16 pg	\$50	2" (5cm)	3" (7.6cm)
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Table 1. Theses for the Transactional Analysis Brand

Brand philosophy	There are several.
Brand history	50 years
Cultural and geographical anchoring	The transactional analysis brand began in the United States but has developed and changed more and more as it moved into different parts of the world.
Brand name	Not all transactional analysis practitioners and institutes take the name "transactional analysis" for advertising purposes.
Brand entrance time point	1960s
Belonging to a market and company	Belongs to five markets and some organizations (ITAA, regional multinational organizations, national organizations, institutes, individuals)
Technical quality: concept, price, behavior of practitioners	High-quality standards in training and certification
Brand communication, symbols, design	Certain transactional analysis symbols (e.g., the three circles with P, A, C, etc.) have been regulated via organizational professional practices guidelines.

KEEPING IN TOUCH

Latin American Region

The 25th Congreso Latinoamericano de Analisis Transaccional will be held 20-23 April 2005 in Lima, Peru. The theme of the conference is "Congrat Bodas de Plata." Presenters include: Dr. Rolando Paredes, Guatemala; Dr. Octavio Rivas, Mexico; Dra. Néida Gómez, Puerto Rico; Dr. Roberto Shinyashiki, Brazil; Dra. Elisa Lión, Argentina; Dr. Rafael Junchaya, Peru; Dra. Auxiliadora Marengo, Nicaragua; Dra. Angela Melgar, Peru; Dr. Roberto Llanos, Peru; and Dr. Francisco Rivera, Peru. For details contact Angela Melgar Muniz by email at amelgarn@yahoo.es.

North American Region

The Americas Transactional Analysis Association (ATAA) is alive and well after a fantastic and productive year in 2004. We incorporated in Canada, thanks to Nancy Porter-Steele; we held our first conference in Canmore, Alberta, coordinated by a terrific committee led by Lorna Johnston; and we elected officers to take us into 2005. The new officers are: President Janet Lee O'Connor (USA), Vice President Gloria Noriega (Mexico), Vice President Curtis Steele (Canada), Secretary Louis Morissette (Canada), and Treasurer Janice Dowson (Canada). Many

thanks to Robert Avery for serving as Secretary and to Nancy Porter-Steele for serving as Treasurer. We wish them a safe and prosperous New Year with gratitude for their time of service. As we move into 2005, with many questions as to the role ATAA will play, we are all excited for this new organization. The decision was made to assess dues at \$25 (US) for individuals and \$50 (US) for organizations. This may change in the future as financial needs arise. There are no plans for a conference in 2005, although we will have a board and membership meeting at the USATAA conference in Nashville, Tennessee, in October. Gloria Noriega is planning another international conference for ATAA in Mexico in 2006. We are actively seeking new members, so if you are interested in joining, please contact Dianne Maki at makisethi@aol.com or call her at (908)234-1873.

The Eastern Regional Transactional Analysis Association is planning an Advanced Seminar with Process for 30-31 April 2005 at the Marriott Courtyard Princeton in Princeton, New Jersey, USA. The theme is "Shame and Attributions," and guest speaker Lynn Taska, PhD, will present a successful, research-based method of short-term cognitive therapy for victims of childhood sexual abuse. The cost is \$65 per person. On 29 April prior to the seminar, ERTAA will present "Transactional Analysis in the 21st Century: Transforming Lives and Systems."

This one-day, hands-on educational workshop will reintroduce transactional analysis as a method for use today. For details about either the advanced seminar or the workshop, contact Fred Clark at 261 Spring St., Cheshire, CT 06410, USA; email: fredclark@cox.net.

2005 USATAA Conference Proposals Correction: The address for sending program proposals for the 27-29 October 2005 USATAA Conference in Nashville, Tennessee, was incorrect in earlier publicity. All proposals should be sent to: Gaylon Palmer, LCSW, 11622 Fair Oaks Blvd., Suite 103, Fair Oaks, CA 95628, USA. If you have not received a form and want one, contact felipegarcia@satx.rr.com.

European Region

The Societa Italiana di Analisi Transazionale (SITA) had the first Italian Transactional Analysis Trainers' Conference in Rome from 3-4 December 2004. Under the theme "Analisi Critica e Innovazione in AT" (Critical Analysis and Innovation in TA), the 60 participants came together at the Università Pontificia Salesiana to discuss four topics: transactional analysis theory, theory and processes of training, application in the clinical field, and supervision/ethics. Participants described the congress as full of great coworking. The trainers came from different



Exam Coordinators Carla De Nitto and Mara Scoliere during the December 2004 SITA Trainers' Conference in Rome

parts of Italy and are organized in different institutes, so there was a good deal of sharing ideas from different schools. In recent years, Italian colleagues have developed considerable theory about the relationship between therapist and client (e.g., the Roman psychodynamic school). The meeting continued the high standards and contributions Italian theorists and practitioners have brought to modern transactional analysis theory. After the congress, 5 December, 8 CTAs and 4 TSTAs passed their exams. (Our thanks to ITAA Board of Trustees member Günther Mohr for this report.)

TA Identity

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Some further aspects:

- A brand is a psychological entity that exists in the mind of the consumer.
- To generate an international brand is quite difficult.
- A brand is connected with a promise of quality.
- A brand allows regional variety in any "underlying" products (e.g., a product may be different in the United States versus Japan).
- A brand needs ongoing product development based on the needs of the market and the environment.

It is not easy to survive in competitive markets, so maintaining a successful brand takes a good deal of work. Any products produced and marketed under the brand name must be adjusted constantly to the challenges and needs of the market. That means the market and any products associated with the brand differ: The market is a system that results from the behavior of all participants, including competitors and customers (macroeconomic category); products are constructed by a company (microeconomic category); and the brand is in between, a link if you will, because it is constructed by the producer, the reception of customers, and its market position in relation to competitive brands.

- The brand can create benefits for the user, and thus the user attributes value to the brand.
- There can be several products under one brand name.
- A brand dies when it fails to adjust to users' needs.

The identity of a brand is connected to the identity of the organization that produces and markets it. The identity of an organization or company is described as its "corporate identity." However, the real identity is the culture of the company, the deep structure. This is not what

one reads in the organization's brochures or the mottoes on its walls (e.g., the red banners in Eastern Europe proclaiming "Socialism will be victorious"). For the inside perspective on identity, we must look at "deep structure": the history, the organization's script, its milestones, and so on. This reveals the forces and the energy-reducing factors in an organization.

Ideas for the Transactional Analysis Brand

These ideas offer us some interesting perspectives for thinking about transactional analysis identity:

- Transactional analysis has already become a brand.
- Eric Berne created the brand, and he was extraordinarily successful at marketing.
- Transactional analysis could develop as a good brand in the market of psychological methods used in therapy, counseling, education, and organizational work.
- We need to differentiate between the transactional analysis brand, specific products, and the benefits of those products.
- The challenging aspect of brand identity is creating and finding a brand construct that can be used as a good umbrella for a variety of products (e.g., various institutes, taking into account regional differences, etc.).
- If we view transactional analysis as a brand, institutes all over the world could operate under this brand. However, in Germany, for example, although there are many transactional analysis institutes, some use transactional analysis methods but do not promote the brand name "transactional analysis" because the perceived identity of TA (the image) is not one with which institutes feel they can be safe and successful.
- Transactional analysis must change its product and its production technology. A brand survives when the products under the brand name change.

In conclusion, today there exist several explicit and implicit transactional analysis identities. To develop transactional analysis as a living theory, practice, and organized community, we should be

aware of these various identities. It helps to look at TA from the perspective of economics and to be aware of the brand aspect of transactional analysis after its first half century in the world.

Günther Mohr, PTSTA, is a clinical and organizational psychologist and an economist who since 1990 has worked in coaching, consultancy, and training to organizations. He is the author of *Lebendige Unternehmen führen, which applies modern systemic transactional analysis to organizations*. Günther is also a member of the ITAA Board of Trustees. He can be reached at the *Institute für Coaching, Training, und Consulting, Klarastrasse 7, D-65719 Hofheim, Germany*; email: info@mohr-coaching.de.

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EXAM CALENDAR

Exam	Exam Adm.	Exam Date	Location	App. Deadline
CTA Exam	COC	July 7, 2005	Edinburgh, Scotland	Apr. 1, 2005
	BOC	Nov. 12, 2005	Wellington, NZ.	Aug. 12, 2005
	COC	Nov. 18, 2005	Hofgeismar, Germany	Aug. 1, 2005
	BOC	Jan. 26, 2006	Chennai, India	Oct. 26, 2005
	COC	Nov. 17, 2006	Neustadt/Weinstrasse, Germany	Aug. 1, 2006
	COC	Nov. 16, 2007	Neustadt/Weinstrasse, Germany	Aug. 1, 2007
TSTA Exam	COC	July 7, 2005	Edinburgh, Scotland	Jan. 1, 2005
	COC	Nov. 16, 2005	Hofgeismar, Germany	May 1, 2005
	COC	Nov. 15, 2006	Germany	May 1, 2006
CTA Written	All Regions (Non-Europe)	Your choice	Submit to Regional Exam Coordinator after paying \$50 fee to T&C Council	Your choice
TEWs	PTSC	July 10-12, 2005	Edinburgh, Scotland	March 10, 2005
	PTSC	Nov. 19-21, 2005	Hofgeismar, Germany	July 19, 2005

* COC CTA exam candidates who are doing the COC written case study must submit it no later than six months before the oral exam date. Details/application available from the COC Language Group Coordinators.

Note: Exams subject to availability of examiners/exam supervisors. BOC not responsible for expenses incurred when unavailability of examiners/exam supervisors causes exams 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 arrange to take a BOC exam, contact the T&C Council, 436 14th St., Ste. 1301, Oakland, CA 94612-2710, USA. **Note:** COC people sitting for BOC exams must forward the equivalent of the EATA fee to the T & C Council office. **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:** \$450 ITAA members/\$600 non-ITAA members payable in US dollars to T&C Council, c/o the T & C Council office, 436 14th St., Ste. 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.

Introducing Members of the ITAA Board of Trustees

Claude Steiner, Vice President of Internet

I have on my desk a photograph of myself—perhaps 5 years old, while living in Spain—attentively looking at some sort of gadget while applying a small screwdriver to it. Taken by my father, this picture is prophetic, for as long as I can remember, I have been a tinkerer, a user of tools, a fixer, an assembler, a designer, and inventor of minor useful electrical, mechanical, and psychological devices.

The joys of successful tinkering are addictive. Oliver Sacks, the famous neurologist and also a tinkerer, describes the feeling. In *Uncle Tungsten: Memories of a Chemical Boyhood*, he writes of his response on discovering Mendeleev's periodic table of the chemical elements:

"This produced in my twelve-year-old self a sort of ecstasy. The sense (in Einstein's words) that 'a corner of the great veil had lifted'" (p. 211).

When I, as a 15-year-old then living in Mexico City, constructed a radio from instructions in *Mecanica Popular* (the Spanish edition of *Popular Mechanics*) using a toilet paper roll, copper wire, and a crystal and heard, coming at me from the ether, a Perez Prado mambo in my earphones, I had my most memorable experience of that sort of joy.

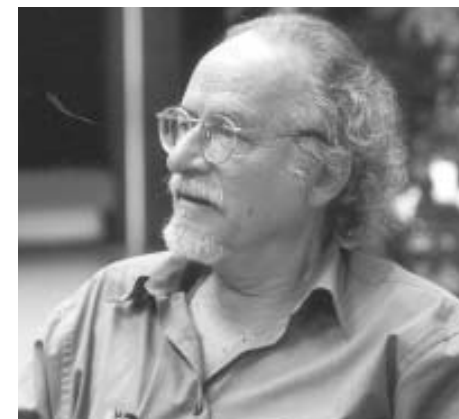
"My aim is to make full use of information technology to bring transactional analysis into the public's awareness."

Six decades later I am still a tinkerer. I now have a wholly outfitted automotive shop at my ranch in California, and I refuse to hire a mechanic, carpenter, or plumber if I can do the job myself. I enjoy the exercise of skill and inventiveness required by each job, and when it is done, I enjoy knowing exactly what was done and that it probably will be a lasting fix. In addition, my Child enjoys the outlandishness of this pleasure knowing that no self-respecting psychotherapist would want to engage in such unprofessional behavior. However, I am firmly convinced of the validity of the link between fixing machines and being a psychotherapist, a connection that was made clear to me by Robert Pirsig in his classic book *The Zen of Motorcycle Maintenance*.

There is, in this account, some relevance to my present job with ITAA. As vice president of Internet, I have the opportunity to use my ingenuity, this time on cutting-edge information hardware and software. As transactional analysis and the ITAA step into the twenty-first century's information age, it is important that we increasingly make our system information based. My aim, with the help of our Webmaster and the Internet Committee, is to make full use of information technology, principally the Internet, to bring transactional analysis into the public's awareness.

As VP of Internet, I am committed to making transactional analysis information accessible to people around the world. This consists of two major tasks. One is to continually improve and maintain our expanding Web site. The other is to continue to add transactional analysis information and services that will benefit our current members and serve as outreach to nonmembers.

At this point we have a large Web site covering a great deal of territory, including downloadable information about transactional analysis, Eric Berne, and the ITAA. We offer access to our organizational documents, ethics regulations, and training and certification programs. There is information about the books, journals, videos, DVDs, and other products for sale. We offer members opportunities for merchandising their books, listing their own Web sites, highlighting their services, and participating in forum discussions. In the year that I have been working on the Web site, the number of unique hits has gone from 50k to 80k, an increase of 60%, with most visits concentrating on the informational pages



about transactional analysis, key TA concepts, and Eric Berne. We will soon be streaming audio and eventually video. If you have not visited our Web site recently, I invite you to do so at www.itaa-net.org.

As a long-time California licensed clinical psychologist, I am aware of the needs and requirements of psychotherapists and am committed to bringing transactional analysis to the attention of all human resources professionals to encourage them to learn about TA, to use its information in their work, and hopefully to join our organization.

If you would like to participate in this activity, you can provide eagerly welcomed feedback or join the Internet Committee. I can be reached at 2901 Piedmont, Berkeley, CA 94705, USA; email csteiner@igc.org. See you in Cyberspace!

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Sacks, O. (2001). *Uncle Tungsten: Memories of a chemical boyhood*. New York: Knopf.

You Are Invited to the Annual ITAA Membership Meeting

By right of your membership in the ITAA, you are warmly invited to the membership meeting during the Edinburgh conference on Saturday 9 July from 5:45-6:45 pm. In addition to hearing reports from the president, secretary, treasurer, and other officers and committee chairs, there will be an opportunity to dialogue with the board about the future of the ITAA. We are eager for your input, and I hope to see you there.

James R. Allen, MD, ITAA President

World TA Trainers Meeting in Edinburgh

On Wednesday, 6 July, from 9 am-1 pm during the Edinburgh Conference, all PTSTAs and TSTAs are invited to meet together so share experiences of transactional analysis training, including similarities, differences, new ideas, and concerns. Among other things, we will discuss ideas for alternative trainer qualification.

WELCOME TO NEW MEMBERS

NEW MEMBERS MEMBERSHIP SPONSOR

January 2005

Nasima Akter, Bangladesh	P. K. Saru
Selina Akther, Bangladesh	P. K. Saru
K. R. Nagesh Babu, Bangladesh	P. K. Saru
Stephen Baggaley, Australia	—
Kohinure Begum (Choite), Bangladesh	P. K. Saru
Dr. Dilruba, Bangladesh	P. K. Saru
Shaheen Islam, Bangladesh	P. K. Saru
Sharon Kelly, USA	—
Mehtab Khanam, Bangladesh	P. K. Saru
Moqsud Maleque, Bangladesh	P. K. Saru
Charlotte McLachlan, New Zealand	—
Marie Naughton, United Kingdom	—
Shek Zadi Rezina Parvin, Bangladesh	P. K. Saru
Mahmooba Naznin Sani, Bangladesh	P. K. Saru
Kayo Sekiya, Japan	—
Peter Shotton, United Kingdom	—

February 2005

G. Asok, India	P. K. Saru
Brian Clougherty, USA	—
K. C. Kuruvilla, India	—
Suzanne McGhie, Australia	—
Errol McKinstry, Canada	—
Gunsagari Rao, India	P. K. Saru
Emily Schatzow, USA	—
K. S. Subramaniam, India	P. K. Saru
Iain Watson, Australia	—
Marilyn Wright, UK	—

Upcoming TA/Theme Issues

"FREEDOM AND RESPONSIBILITY"

Editor: Bill Cornell

Deadline for manuscripts:

1 September 2005



Please follow the instructions to authors on the inside front cover of any recent issue of the *TAJ*. Email manuscripts to *TAJ* Managing Editor Robin Fryer, MSW, at robinfryer@aol.com or send to her at 1700 Ganges Avenue, El Cerrito, CA 94530-1938, USA.

Nominations Sought for ITAA Officer and Trustee Positions

The ITAA nominating committee is seeking nominations for the following elected positions:

Officers (nominations allowed from any region and elected at large by all ITAA voting members)

President-Elect (2006, serves as president 2007-2009, past president 2010)
Vice President of Development (2006-2008)
Secretary (2006-2008)

Regional Trustees: Term of Office 2006-2008 (only voting members from a given region may be nominated and only voting members from a given region will vote for the trustee to represent that region)

1 from Europe
1 from United States/Canada/Mexico
1 from Australia/New Zealand
1 from India/Asia/Africa

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. To be eligible for nomination, trustees may not have already served two consecutive terms of office in any position on the board. Position statements (charters) that describe the function and selection criteria for each of the officer positions are available from the ITAA office. Nominees are encouraged to read and understand these before accepting nomination.

The vice president of training and certification position is also open for nomination this year. A nomination will be made by the T&C Council and submitted to the ITAA Board of Trustees for approval.

Send nominations to the Nominations Committee Chair, Lorna Johnston, 202 40th Ave. SW, Calgary, Alberta, Canada T2S 0X3; email: lorna@thechangeinstitute.ca; phone: 1-403-243-4208; fax: 1-403-243-4209. **The deadline for nominations is 31 May 2005.**

Election Procedures: 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.

What Is a Transactional Analyst?

What is a "transactional analyst?" Or maybe the question should be, who has the "privilege" of using the identity "transactional analyst?"

I raise the question because the term is used in the *TAJ* and *The Script* and is a focus of differing opinions on the Internet Forum discussion list. While the Board of Certification certifies people as transactional analysts, it is especially interesting to note that on the ITAA website, "transactional analyst" only appears in the description of psychotherapy and not for counseling, education, and organizational applications. I suspect that there is a wide range of definitions, and that commonly those who read or hear the words think that the other person's definition is the same as theirs. Berne used the term in some of his writings, but I am unaware of it having been defined by him.

I suggest the lack of agreement has its roots in the multiple definitions of "transactional analysis." Berne (1961/1973), in *Transactional Analysis in Psychotherapy*, made it clear that structural analysis proper was an initial procedure to be performed in either individual or group psychotherapy settings, and that "it deals with the mastery (but not necessarily the resolution) of internal conflicts through the diagnosis of ego states, decontamination, boundary work and stabilization, so that the Adult can maintain control of the personality in stressful situations" (p. 86). He stated that transactional analysis—meaning the formal analysis of transactions, the aim of which was "social control"—was one of three options when structural analysis had produced its maximum therapeutic benefit. The other options are termination of treatment or initiation of psychoanalysis. Social control means that the Adult "decides when to release the Child or the Parent, and when to resume the executive" (p. 86). He also stated that "transactional analysis proper" is followed by game analysis and that, in turn, by script analysis. And in the Preface to the book, he stated "later on, the term 'transactional analysis' will be used to refer to the whole system, including structural analysis" (p. 12).

The definition of transactional analysis provided in the *TAJ*—a much broader one—is "a theory of personality and a systematic psychotherapy for personal growth and personal change."

So it appears there are at least four meanings to the words "transactional analysis":

1. The analysis of transactions, including complex sets known as games
2. The three procedures: structural analysis, analysis of transactions, and game analysis
3. A theory of personality
4. A systematic psychotherapy

And I understand that some therapists also include script analysis as an aspect of transactional analysis, so maybe there are five meanings.

Over the years, I have not described myself as either a TA therapist or as a transactional analyst. I have described myself as a psychiatrist with a special interest in the application of the concepts of transactional analysis in group psychotherapy. When asked about my "school," I identified myself as eclectic.

My interest in psychiatry had its roots in three important experiences. While in medical school, I was pained as I became familiar with the plight of inpatients in psychiatric hospitals and the primitive and wacky treatment they received. As an intern, I observed some patients undergoing elective surgery, which I believed was unnecessary but based on neurotic obsessions. And as a military medical officer, I discovered my ability, through conversation, to help personnel who were depressed.

My psychiatric residency was in a large state hospital (4100 patients), where at times I had the daily responsibility for care of at least 60 and sometimes 300 inpatients. The didactic aspect of the training was provided by the psychoanalytic faculty of the Neuropsychiatric Institute of the University of Michigan. From the beginning, it was obvious to me that psychoanalytic theory and practice offered very little as I performed my services in the hospital.

During psychiatric training, another important series of events occurred. We residents established a series of seminars to which we invited renowned therapists. During each seminar, the guest interviewed a patient, in the presence of the audience, and then discussed the interview in light of the therapist's personal theory and orientation. What impressed me about those seminars was the remarkable similarity in the quality of the relationship evident during the interview, although the therapists' discussions of the events were always personalized and related to the ideas that they espoused. I concluded that the "magic" was not in their particular orientation and preferred theory but in their ability to relate to the patient.

In my residency I had been introduced to von Bertalanffy's general systems theory. Several years later, as an active member of the American Group Psychotherapy Association (AGPA) and the International Association of Group Psychotherapy (IAGP), my interest in general systems theory as applied to human systems was rekindled. I have ever since used my understanding of group dynamics, based in general systems theory, as a background for the psychotherapy I provided.

When I decided to learn about transactional analysis, I had already attained certification by the American Board of Psychiatry and Neurology and served on the clinical faculty of two schools of medicine. I had also completed training in "psychoanalysis in groups" at a recognized psychoanalytic institute. My initial interest was in incorporating transactional analysis into my existing clinical practice and teaching, because I believed its operational concepts were superior to others with which I was familiar.

My decision to seek certification as an ITAA Clinical Member was with the intent of becoming certified as a Teaching Member. The credential of Teaching Member was important to those therapists in training with me who desired ITAA membership. Of course, that all occurred prior to the change that provided voting privileges to Regular Members and the later separation from ITAA of the certification process. My sponsor for both levels of ITAA membership was Bob Goulding. I also learned much from other Teaching Members.

Subsequent to my transactional analysis training, there was a dramatic change in the way I conducted group psychotherapy and how I taught group psychotherapy to others. I believe that change occurred because of the introduction of goal-specific contracts. While I used and taught the basic concepts of transactional analysis, I did not engage all clients in the sequence suggested by Berne.

Prior to the use of contracts, clients entered therapy with nebulous purposes. As a consequence, the tendency was for therapy to extend for prolonged periods and with no clear end point.

When I introduced contracting into existing groups, there was some confusion as the clients learned to function in this different way. At times it was astonishing to old clients when new clients (having defined their goals prior to entering the group) were able to complete their therapy in a relatively short time.

It is gratifying to read the information on the ITAA website in the description of psychotherapy: "Transactional analysis utilizes a contract for specific changes desired by the client." I am informed that some persons applying transactional analysis in psychotherapy use a "general contract." I believe that to be a perversion of what Berne preferred. The problem with a general contract is that it is more likely to establish a symbiotic relationship between client and therapist, which not uncommonly results in a termination that is unsatisfactory to one or both. For those who use a "general contract," I suggest rereading of Berne's (1966) *Principles of Group Treatment*.

Since prior to my learning transactional analysis I had focused on inconsistencies in clients' communicative behavior and in recognition of the "as if" aspects of their relationships with me and others, it was easier to understand these behaviors in terms of ego states, transactions, games, and scripts instead of neurosis, transference, and so on. At times, I specifically taught the transactional analysis concepts and used audio or video replay to review.

So here I am. I believe that the concepts of transactional analysis provide a superior understanding of individual and interpersonal dynamics. As such, I wish that they were more widely taught and understood. I conceptualize group dynamics using a combination of general systems theory and Berne's concepts of the "private structure" and "group imago," the latter of which both have a psychoanalytic flavor.

I am aware that some have said, "I am proud to call myself a transactional analyst." Others have objected to the use of the description by persons who are not certified. Still others object to the use of the description by ITAA members who promote the use of psychoanalytic concepts. In the United State, I believe there is no definition in law for the description.

Why do I go into such detail? Because I want to describe how I integrated the concepts of transactional analysis in my clinical practice and teaching of psychotherapy. Previously, I described myself as eclectic; that still seems an apt description.

I have no position, pro or con, regarding someone's use of the title, "transactional analyst." I suspect the personal preference to have a distinguishing title resides in one's life script, although I am not thereby suggesting that the preference is pathological.

Returning to my initial question and considering that transactional analysis concepts are so important for me and that I have invested in the ITAA and in teaching transactional analysis to many others, would you classify me as a "transactional analyst?" And whether your answer is yes or no, what is the basis for your opinion?

Bill Holloway, MD, is a past president of the ITAA who now lives in São Paulo, SP, Brazil. He can be reached by email at bill@billholloway.com.

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MAJOR INTERNATIONAL TRANSACTIONAL ANALYSIS CONFERENCE

6-10 JULY 2005

The Edinburgh Conference Centre
Heriot-Watt University

"FREEDOM AND RESPONSIBILITY"



ORGANIZED BY

The Institute of Transactional Analysis (ITA)

in association with

The Institute of Developmental Transactional Analysis (IDTA)

on behalf of

The International Transactional Analysis Association and

The European Association of Transactional Analysis

HIGHLIGHTS

- ❖ World gathering of the transactional analysis community
- ❖ Exploration of the theme "Freedom and Responsibility," which is of acute and powerful resonance for our times
- ❖ 500 delegates from across the globe representing all transactional analysis applications
- ❖ Day-long preconference institutes, one for each field: psychotherapy, counseling, organizations, and education
- ❖ 2½ days of workshops and activities with an unrivaled variety of styles, depth, and topics
- ❖ Keynote speakers and institute presenters of world renown
- ❖ Fringe activities: support groups, yoga, meditation, etc.
- ❖ Social program: formal and informal events appealing to everyone's Child
- ❖ A chance to visit parts of Scotland both famous and unfamiliar on pre- and/or postconference optional tours

For booking and accommodation information and call for proposals see the January-February 2005 *Script*, visit www.ita.org.uk, or contact ITA Administrator Charlie King, PO Box 1101, Wigton, Cumbria CA7 9YH, United Kingdom; email: admin@ita.org.uk

especially in civil rights. I was never really excited about Jimmy Carter, but when he was elected president—after Richard Nixon and the Watergate and Vietnam messes—I was more hopeful. Then came Ronald Reagan, and I didn't like what I saw happening in the country. I finally decided that I could not keep living in the States, even in a relatively progressive place like Chapel Hill, North Carolina. I felt I had to move, and Europe seemed the appropriate place since I'd been working in several countries there. Ultimately, I chose Sweden. For me, it was a political move, a political decision, not unlike what we've been seeing since George W. Bush's 2004 reelection with the increase in Americans who are looking at the possibility of moving to Canada.

"Most of my life I've stood in the space between alternative possibilities. On the boundary one learns to live with uncertainty and insecurity."

In a way, my leaving the United States is antithetical to everything I believe in, because I believe we have to work in and with groups to influence and change public policy. However, I also think there are certain stages in life or certain things that happen in our societies when some of us say, "I can't take it any longer." That doesn't mean I've given up. Almost everything I do is, either directly or indirectly, in response to American policies or the American situation. That's because I love the country I was born in. You can love it and still leave it. And I left it long before I ever set foot in Europe. Leaving began as an intellectual odyssey that was accelerated by my enrollment in Harvard Divinity School in 1964. I can't imagine a more cosmopolitan place than Harvard at that time. I was able to study with scholars from Europe, Africa, and Asia as well as from the Americas. That's when I claimed my right to world citizenship.

BC: It seems like maybe you've had a similar relationship to transactional analysis. You sort of stand at the edge of TA, not quite leaving it, although it looks like sometimes you've come close. My sense is that you are devoted to transactional analysis, that you love it, yet you continue to critique its theory and politics.

GB: That's true. Most of my life I've stood in the space between alternative possibilities. On the boundary one learns to live with uncertainty and insecurity. Yet, one must decide. Making choices does not preclude becoming a multidimensional human being. I know well what it's like for people to be true believers, and I don't believe in beliefs. I think it is one of the most dangerous things we humans do, to be totally devoted to one system or theory or person—one anything. To avoid that sort of thing, I have tried to keep my practice philosophically informed, sociologically based, and politically oriented. Having multiple frames of reference, whatever our field, provides us with a basis for critique, doesn't it?

BC: That's certainly a primary value of mine as an editor of the *TAJ*: to maintain a forum for multiple perspectives, for open and respectful discussion of ideas and theories.

GB: I'm not surprised. I know you keep many frames of reference in your thinking and draw from different modalities in your writing. I really appreciate that about you and your work. Knowing that there are TA people who are pluralists keeps me involved in transactional analysis, keeps me hopeful. I think that's the best word for what we're talking about: pluralism.

There are transactional analysis practitioners who enjoy diversity and welcome social and political pluralism in their therapeutic practice and their personal lives.

BC: That is one of the things that drew me to transactional analysis and keeps me involved, one of the things that is unique to TA, I think. There is something in transactional analysis theory and the TA structure that encourages openness to other models.

GB: Well, I differ with you to some degree on that, Bill. I think transactional analysis is actually a closed theory. It is the people involved with transactional analysis—some of them, anyway—who are open and who are pluralists.

BC: How do you see transactional analysis as a closed theory?

GB: That's a difficult question to answer briefly. I think transactional analysis is similar to psychoanalysis in that if practitioners don't accept certain premises, they can't call themselves psychoanalysts. I think transactional analysis is similarly locked in. It seems that some of our colleagues hold that to be a transactional analyst, one must accept and agree to certain theoretical premises and the techniques that are based on those premises. I hold that to be a transactional analyst, one has to understand the basics of communication and relationships—and to demonstrate competence in working with people accordingly. That means that we don't have to believe in theories, like ego state theory, for example. The key is the transaction. Obviously, we aren't there yet, but I think some transactional analysts are beginning to question transactional analysis theory, to challenge basic premises and assumptions rather than accepting them as "true believers" might be expected to do. If it weren't for such people, I don't think it would be possible for me to remain in the transactional analysis community.

BC: I agree with you that ego state theory is a good example. Interestingly, some transactional analysis practitioners are using theories of self and self-states rather than ego states to understand self-organization and internal coherence.

GB: Exactly. This is not to say that ego state theory cannot be useful to people, but only as a metaphor. All aspects of theory can be useful, speaking pragmatically in the William James sense of pragmatism. Some people who experience an oppressive childhood seem to find the metaphor of a Parent ego state oppressing the Child and pushing out the Adult useful. But I become concerned when ego state theory is used in psychotherapy as a kind of hypnotic phenomenon by psychotherapists who really believe people have inside themselves these abstractions called ego states. My scientific side does not accept turning abstract concepts into concrete things. I don't think we can expect to gain scientific credibility if we use a theory to give us facts that we can't subject to empirical investigation.

BC: Getting back to the Edinburgh conference theme of "Freedom and Responsibility," I wanted to talk with you about your ongoing work in Croatia and regions of the former Yugoslavia because so much of your writing has been about the interface of therapy and politics. In the information you sent me to read in preparation for this interview, you wrote that in Zagreb you were able "to integrate epistemology explicitly into our work. And that included the epistemology of politics as well as the epistemology of psychotherapy (and the politics of psychotherapy). You might ask, did we also do the psychotherapy of politics?" I found those comments really interesting and provocative.

GB: When I wrote that I actually had in mind the theme of the Edinburgh conference, which I think is brilliant. It is another example of diversity and pluralism within the transactional analysis community. When we look at the epistemology of psychotherapy and politics, what we are doing is asking, "How do we come to know something, how is knowing done by us human mammals?" To ask that question requires language, and it

leads us into dialogue. Through talking with each other about our differences, we construct ways to become aware of our implicit beliefs and to call into question our own assumptions and the political premises of our psychotherapy and social theories. A conference like Edinburgh gives us a chance to discuss and question our basic beliefs and theoretical assumptions about concepts such as freedom and responsibility.

BC: How did you come to work in Zagreb and what sustained your commitment to working there?

GB: I was initially invited by Josef Berger, a professor of psychology at the University of Belgrade. He was in the United States on a Fulbright Scholarship in the late 1970s and did a workshop with Mary Goulding. He told her he would like to bring somebody to Belgrade to teach transactional analysis and group psychotherapy, and Mary sent him to me. He was a very serious and eclectic scholar and had written several books on group psychotherapy, among other things. I had a group of 20 people training in Belgrade for 4 years. I took them to the point where many of them sat for their clinical exams. After that, in 1984, I was invited to teach in Zagreb.

I think what kept me going back was that the people there really wanted to find out how to help people change. I think that is what Berger saw in transactional analysis from the beginning: that it is an approach that holds out hope for people to really change. During those years, many things were changing politically in Yugoslavia—especially after Tito's death. My focus has always been on change; I frequently say to therapists, if you want people to change, you have to change, I have to change, we have to change, our theories have to change. Every patient requires us to change, and if we are to take responsibility when political and social changes occur, we have to have the flexibility to act.

"Through talking with each other about our differences, we construct ways to become aware of our implicit beliefs and to call into question our own assumptions and the political premises of our psychotherapy and social theories."

BC: What was it like training psychotherapists in a region that was going through such radical social and political change and during a war?

GB: This is a very hard question. I had taught there over a decade before there was a war. All that time I saw the hardships people endured under communism. Even in the early 1990s no one I talked to seemed to have any idea that there would be a war. In our program in Zagreb, there were Croats, Serbs, Slovenes, Montenegrins, Bosnians, Muslims, Jews, Catholics, those of the Orthodox faith, and others. Most of them were psychiatrists and psychologists, and they came from the universities, the military, the prison system, hospitals, and other state institutions. These were professional people who wanted to see change for the better. They were helping people change, instilling hope, and they were bringing about changes in their institutions, creating social hope. They were not just from Croatia, but from all the republics of what was then Yugoslavia.

Once Milosevic started fanning flames of hate—and when war broke out—everything became a matter of survival. The epistemological issue that arose in that situation was profound for me and for many of my colleagues. I saw friends and colleagues caught up in a war, and I saw in the face of war and violence the breakdown of all psychotherapy theories. There was nobody who could use their psychoanalytic theory or transactional analysis or any other grand theory

to do anything remotely related to what was going on during that war.

BC: So there was no theory, no set of values, that was strong enough to provide people with a sense of coherence during the war. Is that what you are saying?

GB: No, not really. I saw many demonstrations of values, deep values. Things came apart, but not the psychotherapists who trusted themselves and worked together to care for the suffering. My point is that during the war people had to act in response to the situation and to what other people were doing. For example, there were children who had witnessed dreadful things and had been so traumatized that their hair turned gray overnight. These children had to be pulled back into life. Theories about the Oedipus complex or ego states are of no use in such circumstances. If they are useless in times of war, why use them in peacetime? Why not do what psychotherapists had to do then? First, they had to find out how to make contact with each child or grown-up, establish rapport, and listen to their stories. And then they had to help them make up new stories embodying hope. The theories didn't work; they broke down. And they're breaking down in psychotherapy every day, and new theories come along to replace them. If only we could wean ourselves from making our psychotherapy theory centered.

BC: I'd like to come back to your ongoing interest in the interface of psychotherapy and political and social structures. I know you've continued to be involved in the political situation in Croatia. Would you tell us a little about that ongoing work?

GB: After Tudjman was elected president of Croatia—that was in 1991—I was asked by his office to set up a program to help them learn about running a democratic government. I designed a program based on some of the things that had been done in organization and communication with Allende in Chile, but at the last minute it was cancelled for political reasons. It took almost a decade before we were able to get that work going with the establishment in 1999 of a think tank called Foundation 2020, which was set up to work on issues related to democracy and globalization. Foundation organizers decided that Stepé Mesic—a brilliant jurist and a member of our group—would be the best candidate to lead Croatia out of totalitarian rule into democracy (Tudjman was still alive at that time, though he died 2 months later). Although initial polls showed Mesic with only 2% of the vote, he went on to win the election with over 55% of the vote, a big political success.

For 5 years now, Foundation 2020 has sponsored annual international workshops on topics such as "Globalization and Democratization as the New Identity," "Images from Croatia 2010," and "How Can We Run Organizations on Ideas Instead of Ideals." The fifth meeting, in May 2004, was on the theme of "How Can We Trust Each Other?" and was a celebration of Gregory Bateson's centennial. It was attended by many international political and business leaders and scholars. During that gathering, a very significant event for the country of Croatia and the region took place: The presidents of the five countries that made up the former Yugoslavia attended and met together for 2 days of talks. While political events in Croatia continue to be volatile, and the role of democracy there is by no means certain or clear, I continue to be involved in various ways working with some of their leaders as well as with Foundation 2020 to support democratic ideas and processes.

BC: Hearing all that you've said so far, I can't help but wonder if your interest in both psychotherapy and political and social issues has been informed by your experience as a gay man.

GB: Yes, I think at least since I was 5 years old. You see, I realized at a very young age that if I was going to survive—I was seeing how people were made to conform to society—it was going to be difficult. However, I'm proud to say that I got to a point when I was openly out and just

assumed, "This is the way I am, and if you don't like it, too bad."

To answer your question more precisely, of course, I didn't want to be the way I was. I lived in a rural area, a small town where everyone knew everyone else, and we had our "village queer." Nobody wanted to be like him. He went about minding his own business. Certainly he was an unlikely gay role model. But back then, who was? So as a boy I thought, "Can I be a respectable person, a respected person, and still be me?" I thought that maybe there were other boys who were like me, but I didn't know who they were. By the time I reached high school, I

"All my work on racism was related to knowing what it was like not to be able to conform."

was dating girls and hanging out with the guys. Then, when I was 16, our next-door neighbor girl broke up with her boyfriend. He was one of the most popular boys in our school. He was 2 years older than me, very talented, and all the girls swooned over him. Anyway, after this break up, he asked me to go to a drive-in movie with him. Now when we were younger, he and I and another boy used to walk around the school grounds with our arms locked around each other—boys did that sort of thing back then. So when he invited me to the movie, I said, "Sure." Well, you can imagine the rest of the story.

For 2 years after that he and I were inseparable. We still dated girls, and then we would get together afterward and spend the night at his house or mine. That's the way I lived. I knew that there were people who were really concerned, and I just ignored them. Sometimes when we were driving during the day, I'd pull

him close and he'd say, "What if people see us?" But I'd say "I don't care"; I was deeply in love (and so was he) and that was all that mattered. I never had close friends turn on or against me, though other people who didn't know me could be quite unkind. Earlier I sometimes got called sissy, and there were occasional snide remarks, usually from people I hardly knew, but I just took it.

When I was a senior in high school, I decided I couldn't have a professional future if people knew I was gay. Most "homosexuals" I read about ended up being committed to "insane asylums." I knew if I was going to have a professional life, a life of any quality, I was going to have to go into the closet. And I did. I tried to adjust, to conform. I went into psychotherapy—psychoanalytic therapy, by the way—to try to be normal. I did everything I knew how to do to make myself "normal." It just didn't work.

And during this time, all my work on racism, for example, was related to knowing what it was like not to be able to conform. I knew what it was like to be segregated and to be oppressed. But at the same time, I wasn't like a black person: I could hide in order to conform, they couldn't. But what if you were black and gay? So I knew the work, the political work, that had to be done. The fact is, I don't think there is anything I've done that I am proud of that is not related to my being a gay human being.

BC: That is a very powerful statement.

GB: Yes. Being gay is not just what I do, it is who and what I am. I don't have a choice about it, and I'm happy about that. If it was a matter of choice—of decision or redecision—I can tell you, there was a period in my life when, if I could have, I would have been the most changed individual in the world!

BC: I think this is the perfect place to stop. Thank you for this talk.

**An Invitation from the
USA Transational Analysis Association**

**Nashville, Tennessee
27 - 29 October 2005**

**"Healthy Living in a Changing World:
New Strategies with Transactional Analysis"**

This conference is designed to bring together the transactional analysis community in the United States, and we also welcome friends and colleagues from Canada and Mexico who have joined with us in the organization of The Americas Transactional Analysis Association (ATAA) as well as others from the world TA community. The program will offer presentations, experiential workshops, and institutes that showcase transactional analysis applications in the fields of counseling, psychotherapy, organizational development, and education.



For details and to register, contact Suzanne Wilson at psswlp@bellsouth.net or visit www.usataaconference.org

Earlybird Registration Deadline: 3 June 2005

T&C Bulletin

The Training and Certification Council (T&CC) is considering circulating an e-bulletin on training and exam news that would be sent to all trainers and trainees by email. If you are interested in receiving the bulletin, please send your name and email address to Suriyaprakash C. at suriyaprakashc@vsnl.net.

The Pilgrimage of Psychotherapy: The Client-Therapist Relationship

A professional continuing education conference to explore the client-therapist relationship, the client's personal development, and the therapist's professional and personal development

**30 June thru 3 July 2005
Santiago de Compostela, Spain**

The week prior to the ITAA/EATA/ITA conference in Edinburgh, Scotland

Sponsored by the
International Integrative Psychotherapy Association

Held at the
Hotel Palacio del Carmen

This five-star hotel is the beautifully remodeled former Convent Las Oblatas in the center of Santiago de Compostela, the destination of the legendary Pilgrimage

Simultaneous translation in English, Spanish, Italian, and French

All-Day Institutes on Thursday 30 June 2005

Fundamentals of Integrative Psychotherapy:

Helene Cadot, Wayne Carpenter, Jesus Cuadra, Joan Lourie, Amaia Mauriz Extabe, Lindsay Stewart, Damon Wadsworth, and Gregor Zvelc

The Neuro-Psychological Basis of Trauma:
Maggie Senior

Attunement, Involvement, and Attachment Theory:
Marye O'Reilly-Knapp

Relational Group Therapy:
Grover Criswell and Kathryn Van der Heiden

Friday 1 July and Saturday 2 July

Keynote Presentations:
David Conlin, Paul Guistolise, and Maggie Senior
30 Workshops, Clinical Forums, and Supervision Groups

Closing Program on Sunday 3 July

**A Comparative Presentation of
Therapeutic Methods and Perspectives**

Carlo Moiso and Richard Erskine,
with commentary by Mario Salvador

For conference, hotel, and registration information
visit our website at: IntegrativeAssociation.com

Or contact: Alexis DiVincenti, Executive Director, IIPA,
252 East 51st Street, Suite 3B, New York, NY 10022 USA;
phone: 212-758-2354; email: IntegrativeAssn@aol.com

Can You Help Us Find These People?

AUTHORS FOR WHOM OUR CONTACT INFORMATION IS NO LONGER CURRENT

We are trying to locate the following people, all of whom wrote one or more articles for the *Transactional Analysis Journal* between 1971 and January 1993. If you know where they are and can supply postal and/or email addresses or phone and/or fax numbers, please contact Lisa Rosenstreich at the ITAA office at lisar@itaa-net.org or by phone at 510-625-7720 or fax at 510-625-7725. *Time is of the essence, so we would be grateful to have any information you can offer as soon as possible.*

USA

Alden, Meredith, Berkeley, CA
Allen, Brian, Berkeley, CA
Allen, Jon, De Kalb, IL
Altorfer, Otto, Burlingame, CA
Aronson, Helene Davies, Dulzura, CA
Austin, Virginia, Houston, TX
Bach, M. Taylor, Cincinnati, OH
Baker, Richard R., Wheeling, WV
Ball, J. D., Hampton, VA
Belk, Byrnes, Beaumont, TX
Bell, Grover, Minneapolis, MN
Best, Randall, Charleston, IL
Blackledge, Virginia, El Cerrito, CA
Boulton, Mary
(c/o Estate Executor), New York, NY
Boyce, Mel
(c/o Estate Executor), Corte Madera, CA
Bradford, J. Allyn, Cambridge, MA
Brockman, Joan, Big Spring, TX
Campbell, John, Action, MA
Cantrell, Margaret, Sparks, NV
Clark, Barbara, College Station, TX
Clark, M. Edward, Kansas City, KS
Clary, Thomas, Washington DC
Collins, William, Fullerton, CA
Conway, Nan, Beaumont, TX
Cooper, Terry, Lafayette, IN
Cory, Thomas, Chattanooga, TN
Cranmer, Robert, San Francisco, CA
Cunningham, Carla, St. Louis, MO
Dale, Warren Lee, San Mateo, CA
Daniel, James, Austin, TX
Drennan, Beverly, San Angelo, TX

Edwards, David, Hollister, CA
Edwards, Sally Ann, Sierra Madre, CA
Enscoe, Gerald, Egg Harbor, NJ
Fetsch, Robert, Lexington, KY
Fielding, Elizabeth, Lafayette, CA
Fine, Marvin, Lawrence, KS
Ford, LaNelle Brigance, Austin, TX
Frank, Julian, Chicago, IL
Friday, Paul, Oakmont, PA
Garrison, Christine, Bloomington, IN
Gellert, Shepard, Huntington, NY
Gere, Frederick, San Jose, CA
Gibson, Dennis, Wheaton, IL
Gillespie, John, La Mesa, CA
Gleason, Daniel, Grand Forks, ND
Gormly, Anne, Princeton, NJ
Greer, Arthur, Houston, TX
Greve-Warren, Becky, Richmond, VA
Hartman, Cherry, Portland, OR
Hawk, John, Cotati, CA
Heiber, Robin, Los Angeles, CA
Henderson, Anne, Brookline, MA
Herman, Lisa, Berkeley, CA
Hughes, Charles, Forest Park, IL
Huige, Kristyn, Ann Arbor, MI
Ives, Marian Sheppard, Lodi, CA
Kahn-Schneider, Joan, Farmington, MI
Kanter, Lisa Herman, Los Angeles, CA
Kaufman, Dorothy, Middletown, WI
Keller, Wayne, Puyallup, WA
Kleeman, Joseph, Evanston, IL
Knippel, George, Houston, TX
Kornblum, Elaine, Clayton, MO
Kouw, Willy, San Antonio, TX

Krumper, Michael, Portland, OR
Laube, Jerri, Indianapolis, IN
Lee, Richard, Dubuque, IA
Lee, Vicki, Portola Valley, CA
MacHovec, Frank, Eagle River, AK
Mackey, John, New York, NY
Maine, Gary, Meadville, PA
Maisenbacher, Jerry, Springfield, IL
May, Clyde, Ft. Worth, TX
McKinney, Sally, West Lafayette, IN
Meagher, Jack, Kansas City, MO
Miller, Barbara, San Francisco, CA
Misel, Lory, Seattle, WA
Moroney, Margaret, Bryan, TX
Moses, Joanne, Tucson, AZ
Narboe, Nancy, Portland, OR
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Steckel, Tianne, Walnut Creek, CA
Theobald, Thomas John, Streator, IL
Ware, Paul, Shreveport, LA
Wilder, Claudine, San Francisco, CA
Wilson, Grace, Oakdale, NY
Wilson, John, San Jose, CA
Wollenberg, Bruce, Goleta, CA
Zechnich, Robert
(c/o Estate Executor), Madison, WI

CANADA

Arbuthnott, Dennis, Regina, Saskatchewan
Arbuthnott, Katherine, Regina, Saskatchewan
Birnbaum, Jack, Toronto, Ontario
Leibl, Raymond, Toronto, Ontario
Parry, Thomas Alan, Calgary, Alberta

AUSTRALIA

Cartmel, Gloria, Queensland
McPhee, Susan, Kent Town, S. Australia

ENGLAND

Falkowski, W., London

GERMANY

Kleinwiese, Elisabeth, Berlin

NO ADDRESS FOUND

Aiken, B. A.
Alford, Jane
Aluise, John
Amundson, Norman
Andersen, Robert
Andre, Rae
Andrews, Sandra
Arnold, Tim
Austin, Anita
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Wilder, Claudine
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Williams, Janice
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Wright, Anna
Wright, Ardin
Young, O. Fraser
Zeig, Jeffrey
Zimmerly, Belle

Integrative Psychotherapy 7-Day Residential Workshop

with **Richard Erskine, Ph.D.**

Monday 8 August to Sunday 14 August 2005

This residential 7-day workshop will focus on the theory and clinical practice of Integrative Psychotherapy. Topics that may be taught include: shame and self-righteousness; cumulative and acute traumatic reactions; the schizoid process; and the psychotherapy of dissociation, desensitization, and disavowal. Various methods of working within the therapeutic relationship will be demonstrated and may include contact, inquiry, affective attunement, involvement, and modes of empathy in individual and group psychotherapy. This workshop is for mental health professionals who want to apply theory in clinical practice and to enhance their effectiveness through identifying aspects of contact interruption, life script, and countertransference. There will be opportunities for case consultation. I will teach, demonstrate, and elaborate on the concepts in *Beyond Empathy: A Therapy of Contact-in-Relationship* by Richard Erskine, Janet Moursund, and Rebecca Trautmann (1999, Brunner/Mazel, ISBN 0-87630-963-5).

Cost: \$1950 for tuition, room, meals; reservation fee: \$750 nonrefundable

Location: Kent, Connecticut (near New York City) at the Old Chestnut Inn, with spacious grounds, gardens, and swimming

For information and to register, call or write: Institute for Integrative Psychotherapy, 500 E. 85th St., New York, NY 10028, USA; tel: 212-734-5291; fax: 212-879-6618; email: IntegPsych@cs.com; website: Integrativetherapy.com

The Institute for Integrative Psychotherapy is approved by the American Psychological Association to offer continuing education for psychologists and by the National Board for Certified Counselors for counselors. Other professional CE credits are also available. The Institute for Integrative Psychotherapy maintains responsibility for the program.