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Routledge to Become the New Publisher of the Transactional Analysis Journal

by Bill Cornell

When the *Transactional Analysis Journal (TAJ)* first decided to seek a scholarly publishing company to take over production and distribution back in 2012, we contacted several publishing houses, finally narrowing our negotiations to SAGE and Routledge. At that time, several factors made the SAGE proposal more attractive to the ITAA. In March 2016, quite unexpectedly, I received a lengthy email from Adam Burbage, the incoming senior editor for the social science journals of Routledge, replacing Beth Davidson, the editor with whom we had been negotiating 5 years earlier. Adam wrote, "If the association were at some point in the near future to reappraise its current arrangements, I would be very glad of the opportunity to talk to you again about the sorts of services and support that Routledge could offer to the ITAA, as well as some of our more recent initiatives and plans. From the correspondence left to me by Beth it is clear that she enjoyed a very positive relationship with members of the ITAA and the journal's editorial team and very much enjoyed her discussions with you. She was disappointed not to have had the chance to work with you on the



Journal. I would be glad for the opportunity to renew this relationship." Adam's timing was perfect.

As we know well in transactional analysis, contracts can prove to be complicated undertakings, sometimes bringing problems that could not have been anticipated in advance. This proved to be true with the ITAA's contract with SAGE. When the opportunity arose to consider another publisher, we undertook a serious investigation.

Over 160 emails later, Adam met with the ITAA Board of Trustees just prior to the conference in Berlin to discuss the fine and final details of the contract, which he and Diane Salters were able to sign that week. Thus, as of January 2018, the new publisher of the *Transactional Analysis Journal* will be Routledge (and its parent company, Taylor & Francis), the leading academic pub-

lisher in the humanities and social sciences.

For the past 5 years, the *TAJ* has had a productive relationship with SAGE Publications, one that has profoundly altered the reach of the *Journal* to a much broader audience of human services professionals. The move to SAGE swept the *TAJ* into the digital age, making each issue available in both paper and digital form. The entire *TAJ* archive, back to 1971, is available online. This repository of riches—to which all trainees, trainers, researchers, and authors need access—holds the history of our theories and describes the progress of transactional analysis. The *Journal* is now available through nearly 7,000 libraries and universities. In 2016 alone there were 89,127 full-text downloads of *TAJ* articles and in 2017 so far there have been 271,068, thereby reaching interested students and professionals far outside the TA community. SAGE has been able to provide us with an amazing array of data, such as the number of downloads of each article, the number of visits to

the *TAJ* site from each country and university, and so on (see page 3 for some of this data). It was a primary goal in establishing our publishing relationship with SAGE to ensure the easy availability of the TA literature within the academic world and to professionals working in related disciplines, and I'm pleased to say we have achieved that.

It has also been a fundamental motivation of our hard-working coeditors and editorial board reviewers to make the *TAJ* a world-class journal. We see it as representing the past, present, and future of transactional analysis. With Eric Berne as its first editor, the *TAJ* has been supported financially and published continually for 47 years by the ITAA. It is the primary pathway by which new transactional analysis theory and practice are generated for the entire worldwide TA community. *TAJ* articles, especially those generated around current themes, link transactional analysis with contemporary issues in the social sciences and is the source of most of the material for the Eric Berne Memorial Awards. Articles from the *TAJ* are also translated into many languages and republished in TA association journals worldwide, thereby disseminating developments in theory and practice across the globe. SAGE, and now Routledge, have generously waived their substantial translation and republication fees to support the ITAA's interrelationships with national and regional journals publishing in other languages.

I have often been asked about how such a high number of downloads has come to be and how the *TAJ* is accessed outside of the ITAA. Membership in the ITAA is the first route, which provides unlimited free downloads (based on membership category). Other interested individu-

A Message from Routledge

Routledge, Taylor & Francis Group are delighted to announce a new publishing partnership with the International Transactional Analysis Association (ITAA). From the first issue of 2018, we will be publishing and distributing the *Transactional Analysis Journal*, which works to keep readers in touch with transactional analysis and the many ways the principles of transactional analysis can be applied. As the largest publisher in the social sciences, we are pleased to be able to offer the journal, its authors, and the association's members access to our rich interdisciplinary networks. The partnership is a positive step for both parties, creating more exposure and reach for the *Transactional Analysis Journal* through Routledge's extensive marketing, online, and distribution networks and adding another significant and leading title to the Routledge portfolio of journals devoted to psychoanalysis, psychotherapy, counseling, education, and the broad reach of the social sciences. The *TAJ* will be published four times a year online and will be printed as a bound volume once per year. The editors have planned a number of exciting and timely issues for 2018, which include theme issues on "Social Responsibility in a Vengeful World" and "Standing on the Shoulders of Giants: The Parent Ego State Revisited." We look forward to continuing to deliver high-quality content to readers around the globe.

Vishani Perera and Adam Burbage
representing Routledge

the SCRIPT

Newsletter of the International Transactional Analysis Association

5932 Corte Cerritos
Pleasanton, CA 94566-5880, USA
Fax: 925-600-8112

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Full-Text Downloads

	2015	2016	2017 YTD
January	5,601	5,325	180,260
February	5,994	5,850	34,406
March	9,655	6,272	6,869
April	5,085	6,086	6,857
May	7,476	5,577	7,047
June	7,890	5,409	4,504
July	5,099	3,784	5,806
August	3,282	7,868	16,903
September	7,631	12,241	8,416
October	8,960	6,889	-
November	5,575	8,934	-
December	4,731	14,892	-
Total	76,979	89,127	271,068

* Full-text downloads include both HTML and PDF article usage

als are another source of downloads. Someone writing an article on group therapy, trauma, or some other subject can search by keywords on their topic; among the articles they may discover will be those from the *TAJ*, and they can then pay to download them. Many of the downloads come through students and faculty affiliated with universities and libraries that subscribe to the *TAJ*. In addition, SAGE ran occasional promotional campaigns that offered a selection of *TAJ* articles to the subscribers of their entire catalogue of journals. These options have dramatically increased the likelihood of citations of *TAJ* articles in non-TA journals.

With our move to Routledge, the *Transactional Analysis Journal* will now be included in an internationally renowned portfolio of academic and scholarly journals, including

Bill Cornell is one of the coeditors of the *Transactional Analysis Journal*. He can be reached via email at wfcornell@gmail.com.

Psychoanalytic Dialogues, the *European Journal of Psychotherapy and Counselling*, *The International Journal of Psychoanalysis*, *Educational Psychology*, the *Organizational Management Journal*, *Educational Studies*, *Contemporary Psychoanalysis*, the *Journal of Creativity in Mental Health, Culture and Organization*, and *Body, Movement and Dance in Psychotherapy*—to name but a few of the Routledge

journals that touch on the areas of study and concern addressed in transactional analysis.

The details of the transition will be published in the December *Script* and with further communications to the ITAA membership directly from Routledge. We look forward to many years of productive partnership with Routledge. 6

Top 2017 TAJ Article Downloads (as of 12 October)

Down-loads Brief Title/Author

- 1497 Falling Apart and Getting It Together by Jo Stuthridge
- 1309 A TA Perspective on Suicide Risk Assessment by Tony White
- 1271 Using the OK Modes Model to Enhance Clarity in Communication by Anita Mountain
- 972 Secret Gardens and Dusty Roads by Valentina Terlato
- 834 Life the Hidden Template by Ken Mellor
- 555 Book review by Brad McLean of *Transactional Analysis for Depression*
- 535 Letter from the Coeditor by William Cornell
- 393 Book review by Edward Novak of *Into TA*
- 327 Science and Psychotherapy by John McLeod
- 299 Introducing New Editorial Board Members
- 282 Ellipses: Cultural Reflexivity by Salma Siddique
- 243 Rebels and Sweethearts by Emily Hunter Ruppert
- 237 Letter from the Coeditors by Mark Widdowson and William Cornell
- 229 Paradoxical Findings Regarding Therapist Empathy by Vladimir Goussakovski and Margarita Sizikova
- 219 The Impact of a Client's Suicide by Silvia Baba Neal
- 217 Listening to the Voices of Women Suffering Perinatal Psychological Distress by Emma Haynes
- 217 Letter to the Coeditors by Ken Woods
- 208 Empirical Evidence of TA Psychotherapy for Chronic Pain by Barbara Horvat Rauter
- 205 Incredibly Different and Amazingly Similar by Anne de Graaf and Esther de Graaf
- 184 The Pilgrim Model by Peter Milnes
- 181 The Spirit of Rebels and Sweethearts by Martin Wells
- 159 Letter from the Coeditor by Jo Stuthridge
- 116 Dancing in a Different Country by Carole Shadbolt
- 113 I Love You, and You, and You by Robert van Tol
- 99 Being with the Emergence of Transgendered Identity by Vicky Blake
- 95 The Trouble with Gender by Suzanne Johnson
- 89 Letters From the Coeditors by Brad McLean and William Cornell
- 83 Letter to the Coeditors by Martin Wells
- 69 Historical and Clinical Experiences Across the Gender Spectrum by Vernon Rosario
- 62 Book review by Marina Vasile of *The Enigma of Desire*
- 61 A Conversation with Jack Drescher by Brad McLean
- 49 Alone in Pain No More by Marion Wade
- 45 Book Review by Dianne Brooker of *Healing the Nightmare, Freeing the Soul*

TA in Mainland China Celebrated With First CTA

by Xu Lili, Chen Lei, and Thomas Ohlsson

Transactional analysis has been developing in Mainland China for 12 years now and has gone through several stages, including introduction, rapid growth, slowing down, and renewal of our goal toward growth and stabilization.

In the summer of 2004, Professor Yang Mei of Beijing Capital University of Economy and Trade met Thomas Ohlsson, PhD, TSTA (P), from Sweden, at the World Conference for Psychology in Beijing. Yang Mei arranged for him to be invited by Doctor Zhao Mei and Teacher Liao Ya Ming of Beijing Mental Health Center to teach the first TA 101 in Beijing in April 2005. In July of that year, the first ongoing TA training program began. It was a 3-year program that met twice a year for a total of 28 days and was set up by Teacher Tian Guo Xiu at Capital Normal University and taught by Thomas and his colleagues Roland Johnsson and Annika Björk from Sweden's Institute for Life Therapy (IFL). Until 2008 the program was administered by Teacher Cheng

Peng and taught in more than ten cities across China. During 2009-2010, IFL teachers taught other TA courses in China, and in 2011-2012 Professor Lin Gui Rui organized a series of TA trainings taught by Thomas for psychology counselors at Beijing's universities. Meanwhile, Roland and Annika taught at Eastern Normal University in Shanghai.

In 2011, Cheng Peng encouraged Teacher Chen Lei to contact Thomas to set up a continuing, long-term TA training program. In February 2012, the China TA Association (CTAA) was begun, and Chen Lei became its first president. In March 2012, Thomas taught the first TA 101 held by CTAA in Beijing. A TA teaching contract for 2012-2014 was signed with Thomas and later prolonged until 2017. Until now, 38 courses of 3-4 days each have been taught under this program for more than 1000 students. CTAA has also promoted many other TA activities, such as study and reading groups online and offline, TA counseling and supervision, TA publications, and TA seminars. In October 2015, the



Xu Lili, the first Certified Transactional Analyst in Mainland China

first China TA Conference was held in Beijing. CTAA has also held many TA lectures for government bodies, industrial and business enterprises, educational institutions, and so on. As a result, transactional analysis is known and increasingly used in China today.

On 26 August 2017, CTAA Vice President Xu Lili became the first Certified Transactional Analyst (psychotherapy) in Mainland China when she passed her exam in Berlin. Teacher

Xu Lili can be reached at lily@chinata.org; Chen Lei can be reached at amy@chinata.org; and Thomas Ohlsson can be reached at thomas@livsterapi.se.



*Xu Lili with supervisor Thomas Ohlsson and supporting Chinese delegation in Berlin.
From right: Wang Lu, Zheng Yang and Zhou Sili with son Shenqi, Xu Lili, Thomas Ohlsson,
Chen Lei, and Peng Zhihui with daughter Liu Yijia*

Xu started to study TA in 2005 with Thomas, who became her supervisor. She is a registered psychologist of the China Psychology Association and has written a TA book about Chinese games that is selling well. Her exam interpreter, Zhou Sili, PhD, is also a CTA candidate and is preparing for her examination.

In recently years, Vann Joines, Stephen Karpman, and Julie Hay have also been invited to teach in Mainland China by other organizations and individuals.

ITAA President Diane Salters was pleased to hear of Xu Lili's success in Berlin and writes, "We are excited to learn that we now have a Certified Transactional Analyst in Mainland China. This is a real milestone for the worldwide TA community, and we send our best wishes and congratulations to Xu Lili, her supervisor Thomas Ohlsson, and others in the China TA Association. We hope Xu Lili is the first of many of our Chinese colleagues who will join the ranks of certified members, and we look forward to the continuing success of the Mainland China TA community." 📍

TA Conferences Worldwide

20-27 January 2018: Frenchman's Cove, Jamaica.
USATAA Gathering. Contact: usataa.org (click on events)

27-29 April 2018: Liverpool, United Kingdom. UKATA National Conference. Contact: <http://www.ukataconference.co.uk/>

11-13 May 2018: Vienna, Austria. 38th DGTA Conference.
Contact: <https://www.dgta-kongress.de/workshop-registrierung/>

5-6 July 2018: London, England. EATA/IARTA Development and Research Conference. Contact: <https://eata2018.london/>

17-19 August 2018: Kochi, India. ITAA-SAATA Conference.
Contact: www.saata.org/conference2018

3-4 November 2018: Lyon, France. First Tri-National French-Language TA Conference (IFAT/ASSOBAT/ASAT-SR).
Contact: info@ifat.net .

TAJ Theme Issues

"Transactional Analysis and Existential Perspectives: Religion, Faith, Spirituality, and Beyond"

Guest Editor Anne de Graaf and
Coeditor Sylvie Monin
Deadline: 1 May 2018

"Transgenerational Trauma"

Coeditors: Jo Stuthridge and
Helen Rowland
Deadline: 1 November 2018

Please follow the submission requirements posted [here](#).

Email manuscripts to
TAJ Managing Editor Robin Fryer,
MSW, at robinfryer@aol.com .

President-Elect Resignation and Board Response

by the ITAA Board of Trustees

On 22 October 2017, the ITAA Board of Trustees (BOT) met via Zoom to take up various important issues. The first is that Lynda Tongue has resigned as president-elect. Having attended the board meeting in Berlin, she was made aware of the current challenges facing the ITAA. She subsequently submitted a proposal for action, which was not accepted. Lynda and the board differed in their approach to the situation, and she felt that due to these differences and lack of alignment, the best option for all was for her to withdraw. She tendered her resignation with immediate effect. The board thanks her for her integrity in stating her position clearly and acting on her beliefs. We thank her for the stimulation she provided to our thinking about the various challenges that the ITAA currently faces. We wish her well and trust that she will remain an active and appreciated member of the ITAA.

In response to Lynda's resignation, the board reviewed the governance situation. The options were to appoint a president-elect now or call for nominations with any necessary election taking place in 2018. This was considered to be the best course of action. The new president-elect will then take up the position after the 2018 annual general membership (AGM) meeting next August.

This will allow him or her a full year in that position prior to moving to the position of president in 2019.

The board also unanimously agreed that to effect a smooth transition and allow a newly elected president-elect adequate time to become familiar with the duties and responsibilities of the role, Diane Salters would be asked to remain in office as president for an extra year. This decision was made in compliance with the ITAA bylaws, California law, and after consulting with three past presidents. Diane has agreed to remain as president for an additional year, and the board wishes to express our thanks and appreciation to her for her willingness to extend her service.

The board took an important step in addressing the financial challenges facing the organization (as reported to the AGM in Berlin) by approving the appointment of John Oates (Steff Oates's husband), a chartered accountant, to the ITAA Finance Committee. He has already begun contributing to our understanding and management of our finances, and our current treasurer, Geethan A., reports that he is glad for John's input and assistance. We will be reporting back to the membership on a regular basis because we are committed to building strong lines of communication between the board and the members we serve. 

Call for ITAA Board Nominations

The following positions are open for nominations now. Deadline for nominations: 2 February 2018 5 pm PST.

Officers (nomination and election by all ITAA voting members):

President-Elect (2018-2019)

Vice President Operations (2018-2020)

Vice President Research & Innovation (2018-2020)

Vice President Professional Standards (2018-2020)

Treasurer (2018-2020)

Regional Trustees (nomination and election only by members of the region):

North American region (2018-2020)

Africa region (2018-2020)

Latin American region (2018-2020)

Nominations require the name and consent signature of the nominee (it may be yourself), the name of the person making the nomination (if not the nominee), and the name of two people seconding the nomination (one may be the person making 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 will be available soon on the ITAA website at itaaworld.org and from Steff Oates at lcfan@me.com. Nominees are encouraged to read and understand these and the full nomination/election documents before accepting nomination.

Send nominations to ITAA Nominations Chair Steff Oates at lcfan@me.com.

Those who accept nomination to the above positions must sign the “Rules for Candidates Seeking Election” (see this page) which they will receive from Steff Oates and are also posted on the ITAA website. They must also email a written statement (maximum of 250 words) and digital photo to Steff as soon as possible and no later than the 2 February 2018 deadline.

Election Procedures: As per the ITAA bylaws, 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. An unopposed candidate will take up his or her position following the annual general meeting (AGM). If there is more than one nominee for a position, a ballot will be sent to all voting members within 45 days after the close of nominations. The deadline for return of ballots is 45 days from the date of mailing. The results of the election will be announced to the candidates within 45 days after the election results are determined. 📞

If you have not already submitted a Consent to Use of Electronic Transmissions so that you are eligible to vote electronically in case of a ballot, we urge you to do so immediately by visiting [here](#).

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Rules for Candidates Seeking Election

3.4 Election Campaign Guidelines

Preamble. These guidelines are intended to assist in maintaining a spirit of collegiality and essential fairness in all ITAA elections and to keep the amount of campaigning and electioneering for trustee positions within established procedures. They also offer a procedure for identifying a campaign violation and spell out the consequences.

3.4a Endorsement of Candidates

- i. Individual members may endorse candidates for elected positions within the ITAA provided that such endorsement makes clear that it represents the personal view of the endorser. If such personal endorsements are made by individuals holding an elected, appointed, or honored position within the ITAA, they may not mention their position within the organization as part of the endorsement.
- ii. ITAA resources may not be used for the purpose of supporting any one candidate over another.
- iii. The electioneering use of online, social media, newspaper/newsletter, or journal advertisements, as well as setting up websites and social media pages, is prohibited.
- iv. The association’s newsletter may be used to report the candidacy of nominees and election results provided that the report is included as a news article and all candidates for a nominated position are represented.
- v. The staff of the ITAA are to refrain from electioneering in any form, including making personal

statements regarding the qualifications of any candidate.

3.4b Campaign Statements

- i. Candidates may make written statements to appear in the ITAA newsletter at such time as the nominations are announced therein. Such statements will be confined to a discussion of issues facing transactional analysis and the ITAA as well as a brief personal biographical sketch. Statements from nominees for all positions may not exceed 250 words. Statements exceeding the word limit will be edited down at the discretion of the ITAA Managing Editor.

3.4c Campaign Spending and Membership Appeal

- i. Mass mailings, including mass emails, on the part of a candidate seeking nomination or election or on behalf of that candidate by other individuals or organizations is prohibited. Although it is appropriate for nominees for elected positions within the ITAA to communicate their platforms and qualifications to the membership (see item ii below), mass mailings are deemed inappropriate because they create the possibility of unfair economic advantage for some nominees.
- ii. Individual personal letters, including emails or phone calls to friends and colleagues, are appropriate.
- iii. Form letters or “Dear Colleague”-type letters or emails sent by an individual or a group of individuals to a group of persons on a mailing list are not acceptable practice.

- iv. Setting up a website, distributing an electronic poll, and/or using social media in such a way that it may be deemed to be part of a future or ongoing election campaign is also not acceptable.

3.4d Dissemination of Information on Electioneering

- i. These election guidelines will be published in *The Script* newsletter at the same time and along with the announcement of the list of nominees for the year if there is at least one contested position and therefore an election ballot.
- ii. The ITAA Nominating Committee chair will mail a copy of the election rules to each candidate at the time his or her nomination is official. For nominations to be accepted, nominees must sign and date the rules form.

3.4e Reporting a Violation of Campaign Procedures

- i. Any member who suspects that he or she received or viewed communication from a nominee or on behalf of a nominee that violates these election guidelines may file a complaint by emailing the ITAA Secretary.
- ii. Members are encouraged to first reach out directly to any such nominee to clarify his or her intent and to give the person feedback about the communication in question.

3.4f Violation of Election Guidelines

- i. These guidelines are posted on the ITAA website.
- ii. All nominees are expected to know the guidelines and will therefore be held responsible for following them even before the guidelines have been sent to

them when their nomination is submitted. Any behavior counter to the guidelines, therefore, is considered a violation of campaign procedures.

- iii. The ITAA Board of Trustees will contact any nominee thought to be in violation of these guidelines as part of an inquiry into his or her actions.

- iv. If the Board of Trustees judges the nominee to be in violation of the guidelines, the person's nomination will be rescinded for that election cycle.
- v. The nominee will not be prevented from participating in future election cycles.

Nominee Signature _____

Date _____

Award Nominations Sought

Eric Berne Memorial Award

Deadline: 1 December 2018

Send EBMA nominations to committee chair
Lis Heath at lis.heath@gmail.com.



Hedges Capers Humanitarian Award

Muriel James Living Principles Award

ITAA Service Award

Goulding Social Justice Award

Nominations Deadline: 1 January 2018

Send nominations for the Capers, James, Goulding, and Service Awards to
ITAA Secretary Sumithra Sharatkumar at
sumithrask@gmail.com.



ITAA Research Award

Nominations Deadline: 1 January 2018

Send nominations for the ITAA Research Award to committee
chair Biljana van Rijn at biljana.vanrijn@metanoia.ac.uk



See the ITAA Web site or contact the ITAA at info@itaaworld.org
for details on making nominations for these awards.

Using Fanita English's Unconscious Motivators in Employee Counseling

by Véronique Lenfant

I work in career management, accompanying employees when they are considering ways of evolving professionally or changing jobs. Sometimes I also work with people who have experienced burn-out, depression, loss of motivation, or job loss. I use classical transactional analysis concepts, but I also find useful and effective the diagnostic and intervention method offered by Fanita English with her concept of unconscious motivators. This idea is not as well known in TA as I think it should be. I often compare it to Paul Ware's (1983) idea of "doors," which provides an understanding and intervention plan of sorts to complement classical TA concepts. This is also true for English's unconscious motivators.

A Brief Recap

According to English, not all of our time is devoted to procuring strokes. It is also organized in a different "time" dimension that she refers to as *emotional time* (in the sense of setting in motion). Three unconscious drives are at work: the survival motivator (Survia), the expressive motivator (Passia), and the transience motivator (Transcia). All three influence us and determine the way we structure our time.

Each motivator has a specific goal

and its own characteristics (English, 2008b). For instance, the survival motivator has to do with survival conclusions, recognition hunger (Berne, 1972), the need for strokes, and the awareness of the passing of time; the expressive motivator relates to meaning making and finding an interest in things; and the transience motivator has to do with letting go.

The unconscious motivators function at a constant energy level, as do the functional ego states (Dusay, 1972).

We feel "OK" when our drives use our mental energy proportionately so they combine, rotate, and/or interact with one another harmoniously. "Not OK" feelings result when one drive pulls in very different directions from another one at the same time, or one or two drives compete for the individual's conscious awareness and energy (English, 1988, p. 296).

You cannot see the motivators, but they can be identified through

"You cannot see the motivators, but they can be identified through manifestations of their characteristics and aims. All three are active in each of us, although we each have a favorite that guides us in our actions and major decisions."



manifestations of their characteristics and aims. All three are active in each of us, although we each have a favorite that guides us in our actions and major decisions. If our favorite motivator is not nourished or is inappropriately fed, our psychic energy becomes depleted (English, 2008a). Understanding how the motivators combine in a client and identifying his or her favorite motivator enables us as practitioners to make a diagnosis and plan an intervention.

Recovering Balance: A Case Example

Mélanie was the director of a brand in an international company. She came to me following experiencing professional burnout caused by the following factors:

- “Blind” acceptance of the task of implementing a planned communication strategy. Her superiors suggested she take on the job, and Mélanie did not check out what means were being made available to her to do it because of a discount: “If they give me this job to do, that means I can do it.”
- She was allotted two employees, both involved in career track changes so they had never worked in a communications department and were not competent in that area. Mélanie decided that if need be, she could do the work herself so that the quality delivered would be at the expected level.
- Mélanie loves to be creative, but the project was all about production—high-level production but not of a nature that called on her capacities for vision, anticipation, and creation.
- Mélanie is married with two children, and her salary is the family’s main support, so leaving her job or the company would be a real risk.

When I met Mélanie, she was tired but still doing OK. She was also still in psychotherapy. Because the company respected her skills, they offered her another mission until a new opportunity opened up.

Mélanie’s favorite motivator is the expressive one. She enjoys creating,

Véronique Lenfant is a Certified Transactional Analyst (Counseling) who lives and works in France as a consultant. She presented workshops about the unconscious motivators at recent transactional analysis conferences in Geneva and Berlin. Véronique can be reached at veronique.lenfant@orange.fr.

searching, and developing strategies, not to obtain recognition (the recognition hunger is specifically attached to the survival motivator), but rather, for the challenge and discovery involved (attributes of the expressive motivator). This is how she defines her professional identity: “I do well with special projects because they are out of the usual setting.”

Lifting the discounts and reinforcing the Adult ego state helped Mélanie to regain her self-confidence and trust her own way of going about her job. However, identifying that her favorite motivator was the expressive one turned out to be essential. If not enough energy is invested in a person’s favored motivator, then imbalance sets in, the motivators no longer flow with one another, the person’s energy level drops, and he or she feels bad or perhaps “tired for no clear reason.”

Mélanie’s new director finally offered her another job, but when she checked it out, she found it did not have a dimension involving “research/creation/added value.” She had all the necessary skills and could do the job, but if she took it on, the risk was high of her relapsing into burnout. She would invest the survival motivator (by doing the work, because activity is an attribute of that motivator), which would combine weakly with the expressive motivator (the ability to find interest in something and to make meaning). Referring to the work of Victor Frankl (1988/2009), I hypothesized that the meaning she would find in the job would be value linked to the sense of duty.

However, to Mélanie, what really lends meaning to her work is “adding her stone” to a construction through her research and creation (creation value). In her case, the job she was being offered would be like

“Lifting the discounts and reinforcing the Adult ego state helped Mélanie to regain her self-confidence and trust her own way of going about her job. However, identifying that her favorite motivator was the expressive one turned out to be essential.”

asking an artist to teach, that is, to work only on other people’s creations, without being allowed to do her own creating. This could really “dry her up” unless she could compensate for it in her personal life.

The relapse would take place insidiously: Mélanie was aware of her need for intellectual stimulation, but she did not know this need was part of her psychic energy. So she might feel tired, emptied (loss of meaning) without understanding why. This could feed her fear of burning out again and thus of being seen as a “fragile” person. Then her energy would be invested more in the survival motivator. So understanding the way her unconscious motivators functioned turned out to be really helpful.

Fortunately, the human resources director at the company where Mélanie worked had followed my workshop on the motivators, so it was easy to explain to her the risks of the proposed job and to imagine options with Mélanie, even temporary ones.

In Mélanie’s case, solving first-degree impasses, lifting discounts, and so on, would not have been sufficient to work with her effectively. English (1992) underscored that when important underlying needs are not taken into account, this may lead to misunderstanding between partners, to misinterpretations of behavior, or worse, to presumptions of pathology in relationships that are

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The Theory Development & Research Conference planned for 5-6 July 2018 in London, England, is **accepting proposals until 15 December 2017**. The theme of the conference is “Working at the Relational Edge of Evidence,” and the committee is looking for contributions that aim to develop and critique aspects of TA theory, present your research, or offer workshops on theoretical developments or research methodology. To submit a proposal, visit <https://eata2018.london/call-for-papers/>. The conference is hosted by the European Association for Transactional Analysis and the International Association for Relational Transactional Analysis (IARTA). Keynote speakers will include Charlotte Sills and Steve Chapman on “Creative Adventures in Transactional Analysis” and Prof. Mick Cooper on “Developing an Integrative Model of Counselling and Psychotherapy: Contributions from (and to) Transactional Analysis.” For additional information, visit <https://eata2018.london/>.

The Deutschen Gesellschaft für Transaktionsanalyse (DGTA) (German TA Association) will hold its 38th conference in Vienna, Austria, from 11-13 May 2018. The theme is “Eric Berne Meets Sigmund Freud – Transactional Analysis Moving On.” The conference organizers write, “The ideas of Eric Berne and his followers are the source from which we draw as transactional analysts, and many of these thoughts were influenced by Sigmund and psychoanalysis. Many other impulses and insights have come together until TA has increased to a large river of theory and methodology. Today, in a world of rapid change, we must face the task of moving on and finding answers for the problems of human beings in the 21st century. In Vienna, the birthplace of psychotherapy, we want to discuss how we can develop and renew the heritage left to us.” For more information visit [here](http://www.dgta.de).

The first Francophone TA Conference will be held 3-4 November 2018 in Ecully, France. This tri-national conference is being organized by the three

French-speaking TA associations: Institut Française d’Analyse Transactionnelle (France), Association Suisse d’Analyse Transactionnelle (French-speaking Switzerland), and Association Beige por l’Analyse Transactionnelle (French-speaking Belgium). The theme of the conference is “Hope”: How can transactional analysis offer hopeful answers to the real needs of humans and their common aspirations to peace, love, tolerance, and joy in a world that appears so complex and filled with uncertainty and insecurity in so many areas of our lives? Keynotes and workshops will offer opportunities for reflecting on and opening up to the theme of hope and the search for alternative paths for humanity. For further information, contact IFAT at info@ifat.net.

Asha Counselling and Training Services has been identified as one of the top three counseling centers in Coimbatore, India. For the past 19 years Asha has provided systematic, scientific, and ethical psychotherapy and counseling services as well as training of nationally and internationally accredited professionals in those fields, much of it based on transactional analysis. The rating was based on a 50-point inspection of factors such as reputation, history, complaints, and reviews. The Asha staff includes Saru P K, Suriyaprakash C, Mohanraj I A, Raguraman K., K. Arulmozhi, Dr. S. Thamilselvi, Dr. K. V. Jayashree, Rema Giridhar, and Kousalya Karthikeyan. Asha, which means “hope,” is a project of CHILd (Centre for Holistic Integrated Learning and Development), a nonprofit trust whose main framework for training and certification is transactional analysis. Three TSTAs and 21 CTAs have been certified under Saru’s supervision.

TA Applications

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fundamentally normal (p. 168). My experience and years of observation have led me to share her conviction.

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CALL FOR PROPOSALS

The theme of the 2018 ITAA-SAATA conference is “The Dance of Culture”.

We invite you to submit your new work in the relevant areas. The conference will consist of high-quality institutes, keynote speeches, workshops, lectures, and papers. Presentation of new ideas will be given priority.



01 - PRESENTATION GUIDELINES

Please include a maximum of three specific objectives:

- Include a note on your presentation - 100 words
- Include a profile of all presenters - 50 words
- Include a picture of the presenter/s (.jpeg format)

02 - PAPER SUBMISSION GUIDELINES

All submitted papers must

- Be in English
- Contain authors' names, and email addresses affiliations
- Be formatted in Times Roman 12 point font with a 1.5 spacing
- Be in a format that can be viewed on any platform
- Be of no more than ten pages, including the abstract and appendices, but excluding references

Presentation Slots

- 45 min (paper only)
- 1.5 hour
- 2.0 hour
- 3.0 hour

03 - POSTER GUIDELINES



Language English



Medium: Colour



Size: 3"x2"

04 - FINE PRINT

Proposals must be received by 31 January 2018

- Research submissions must represent new and original work. Concurrent submission is not allowed
- The review process is single-blind peer review. SAATA reserves the right to publish the accepted papers in its publications at a later period
- Submission that does not comply with the above guidelines may be forsaken for publication without review
- Accepted refereed papers, posters, etc, must be presented at the conference by an author registered to attend. We strongly encourage at least one author of every paper to register by the early-bird deadline so that session chairs can make plans for its presentation
- Authors of accepted papers will retain intellectual property rights to their material but will be required to sign a copyright release form to SAATA. After publication by SAATA, extended versions of papers can be submitted to journals in accordance with the policies of those journals, work referred

Conference Registration Opens 17 November

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