Bill Cornell

Interviews Former ITAA President George Kohlrieser

"Berne said, in essence, how we relate can lead to intimacy or it can lead to hell. These degree games are hell, and they are about violence."

Script Editor Bill Cornell

Facing Conflict, Finding Common Ground

Standing Together: Diversity and Communication

by Heather Fowlie

There can be no prospect of ‘standing together’ unless we acknowledge the power discrepancies that presently accompany our differences.

The following are excerpts from the keynote speech given by Heather Fowlie at the 17th Australian Transactional Analysis Conference at Te Papa Museum, New Zealand, 12 November 2004.

I am delighted to be here and to have the honor of delivering this keynote speech. I didn’t always feel so positively about doing this sort of thing, and I think the process that I went through around it is interesting enough to share with you, especially as it has a direct link with the theme of this conference and the content of this speech.

When I was asked to give this keynote, I thought the organizers had made a mistake and didn’t realize who I was. Internally I felt sure that I wasn’t experienced enough, good enough, qualified enough, big enough, old enough—whatever “enoughs” you could think of, I wasn’t them!

Through vigorous discussions with friends and colleagues, I began to realize that I was talking to myself in the language of internalized oppression. As a female—and an originally working class woman—the mental health work that I do is sometimes framed as inherently political. I was thus reminded that transactional analysis is a natural and unavoidable consequence of being born and raised in a society in which some classifications or differences are devalued and compared less favorably to others.

This is depicted in Wycoff’s (1976) equation, which she wrote about in the book Love, Therapy and Politics, which was the book that made me decide to train as a transactional analysis therapist rather than another kind of therapist. I came across it in a secondhand bookshop and saw how political it was and thought that transactional analysis might be really political so it would suit me. Of course, when I entered training I realized that transactional analysis practitioners are no more or less political than any other practitioners, but it worked to get me here.

continued on page 6
"A new look at what every leader needs to know about controlling emotions, relating, dialoging, negotiating, and breaking free of being hostage to the past or to one's current environment. This book is a practical masterpiece."

—Jim Allen, M.D. Professor of Psychiatry and Behavioral Sciences, President of International Transactional Analysis Association

In Hostage at the Table George Kohlrieser brings his unique expertise in the emotional land mines of negotiation to the challenges of leadership. Leaders everywhere will find much of practical use in this smart and engaging look at emotional landmines that make or break an organization.

—Daniel Goleman, author, Emotional Intelligence

Published by Jossey-Bass ISBN: 0-7879-8384-0 www.hostageatthetable.com

George Kohlrieser, Ph.D. TSTA Former President of the ITAA

George: Right. The story has to be told without too much humor. It’s not to entertain. You can teach the theory of grieving, for example, and people will learn something. But you can tell a story like Frank’s, who at 99 had a stroke, recovered, and at 104 was blind and could still say, “The party isn’t over yet.” People hear Frank’s story and they understand grief and recovery at a gut level. I start every chapter in the book with a story as well as weave in vignettes all along. And if I use ludic stories in my training, storytelling is a real art. I learned a lot about the power and function of storytelling reading Joseph Campbell and listening to great storytellers like my father.

Bill: To switch gears a little bit, at the heart of your book, as I understood it, is the concept of the secure base.

George: I think the establishment of a secure base is central to effective leadership and fundamental to high-quality personal lives and professional leadership. This is a completely new concept in corporate and organizational leadership. In leadership training, I teach people you must deal with people’s emotions; a leader is an influencer of emotions. I also teach about the establishment of a secure base—secures bases, really. I have people reflect on their personal history and who their secure bases were: parents, teachers, spouses, friends, bosses, religious leaders, and so forth.

One of the problems in the corporate world is that so many people don’t have friends, haven’t secured bases. But having a secure base or bases reduces anxiety and increases trust and effectiveness. In an organization, the secure base may be the boss, peer, the corporation itself, or even the work, or even the product. In fact, leadership itself should provide a secure base. I teach about intercultural secure bases—how secure bases help to shut down anxiety-based reactions and reduce the sense of danger. The fact is, people think better and work better together when...
Facing Conflict
continued from page 2
there is trust. That’s the key idea I work to com-
municate in my leadership training: how to cre-
ate and maintain secure bases so as to reduce fear
and increase trust. Leaders must have secure
bases and must also be a secure base for others.

Another thing that is important in the corporate
world is for people to learn about separation and
loss—how to separate when necessary, whether
willingly or unwillingly.

Bill: I’m not sure what you mean by “willing or
unwilling.”

George: Corporate life these days—any orga-
nization really—is not completely secure. There
are constant changes, losses, and transitions that
are often forced, not chosen. Therefore, the cor-
poration may temporarily be lost as a secure base.
The leaders, however, can still be secure bases and
help employees rebound to the organiz-
ization as a secure base. Leaders have to under-
stand the meaning and power of loss, separation,
transition, and grief. People have to go through
that process in order to be able to rebuild a
secure base. Too many organizations don’t rec-
ognize the emotional impact of separation and loss.
This is probably the biggest missing ele-
ment in corporate life and leadership today. As a
result, workers’, attachment, effectiveness, and
engagement within organizations is dropping off
catastrophically, something I document in the
book.

In psychotherapy, we understand the importance
of positive transferance, safety, and the secure base.
How do we lead without these things? I don’t
think you can lead effectively through times of
change without understanding that it’s the
job of leadership to create security and cohe-
sion. You can be tough and even deliver pain
when necessary, but you have to acknowledge the
pain and its effects if you are going to main-
tain trust and cohesion among your colleagues
and employees. I teach people, even corporate
leaders, that you have to “go back” to under-
stand your own history of secure bases in order to
learn to provide them to others and to under-
stand their function. We were talking earlier
about autonomy. To be truly autonomous, you
must have a secure base. It is important to be
secure and autonomous, rather than an
autonomous loner who remains isolated.

Bill: I’d like to talk more about the connection
you elaborate in the book between the secure base,
bonding, and conflict.

George: The root of all conflict is the threat of
differentness with a willingness to help the other
person who is also threatened to get what he or she
needs. When you demonstrate engagement, reciprocity
becomes possible, and the other will begin engaging
in return. These are learned, not natural skills.
But where do we learn such skills these days? If
we don’t learn them from our parents, teachers,
religious leaders, or governments, we have to
learn them later. These days we—and more
importantly, our children—are being taught too
often to fight, to use violence as a solution, by
our governments, our movies, our video games.

Bill: Not only movies, video games, and govern-
ments, but even our churches and religions are
advocating and justifying violence—even
demanding it. George Bush, for example, uses
religion to justify violence.

George: That is so true. We must find the
courage to turn and approach the other. If the
person doesn’t want to form an emotional bond
with you, look for a common interest—there
always is one. The bond, the bridge, will be
formed around a common interest rather than a
personal bond, if necessary.

Bill: You said in one of your e-mails to me as we
were setting up this interview that your leader-
sip training model is shaking up the corporate
world. How so?

George: The corporate world is focused on
making more and more products and only on
achieving results. The overt message may be
that “we are putting people first,” but that is
basically bull. What is shaking people up is the
idea that high performance is built and main-
tained through bonding and building relation-
ships. As I said earlier, corporate people so often
have no bonds, not with each other or even with
family. They have few friends and little time to
spend with people outside of work. The time
they spend working is incredible. The idea that
shakes people up is that true leadership creates
an engaging and safe secure base in the corpo-
rate world. People deal with pain and grief in the
world of work, must deal with emotions, and must
learn to dia-
logue. Across the spectrum of organizational life,
I teach employees, police, politicians, and non-
governmental organizations, nonprofits, govern-
ment agencies—people feel taken hostage by
their work environments. True leadership helps
people look at themselves and their emotions
and to create change. What shakes people up is
the understanding that dialogue brings
out greater trust, better ideas, and higher
performance. Most corporate communication is
uni-di-
rectional. I teach the use of dialogue at
every level of an organizational structure.

Bill: Before we stop, I like you talk a little bit
about your upcoming trip and participation at a
leadership conference of the World Economic
Forum in Sharm el Sheikh, Egypt.

George: Sure. I’m really excited about that
meeting. I’ll be giving a talk and chairing a panel
on “The Psychology of Leadership” with a
special emphasis on understanding the Arab
mind-set. The World Economic Forum (WEF) is
sponsoring the conference to address issues of
leadership in the Middle East. I believe much of
building cooperation between the business com-
unites, nongovernmental organizations, social
activists, and even governments in 50 countries.
Dr. Kohlrieser works with profit and nonprofit organizations, law enforcement,
and religious identities. How do we build
bridges and dialogue between religions and eth-
ic groups to stop the incredible demonization
and escalations of violence there? It is a privi-
lege to be invited to participate. With over 60
percent of the population in the Middle East
under the age of 25, our only hope for harmony
is to build strong leadership skills in young
adults, both male and female.

Bill: What an extraordinary experience that
should be! I think this is a good place to stop
our conversation for today, but in my persistent role
as Script editor, I must say that we would love to
have a conversation about your experience at the
conference once it’s over.

George: I’d be happy to write something. And
thanks so much for this conversation and the
wonderful work you and Robin Foyer do with
The Script and in the service of the transactional
analysis community. You two build bridges and
keep the dialogue alive.

George Kohlrieser, PhD, can be reached at
kohlrieser@imd.ch.

“Conflict Management:
The Art of Making Peace”

with George A. Kohlrieser, PhD

This 55-minute tape shows internationally recognized trainer, hostage negotia-
tor, and conflict resolution specialist George A. Kohlrieser, PhD, discussing what
causes conflict and how to resolve and prevent it. He demonstrates how to
maintain interpersonal connections in the midst of conflict, transaction by
transaction, creatively combining transactional analysis theory and applications
with John Bowlby’s work on separation and attachment. With great intelli-
gence, experience, humor, and passion, Dr. Kohlrieser provides practical steps
for avoiding real conflict and embracing conflict. With a special emphasis on
understanding the Arab mind-set, the World Economic Forum (WEF) is
sponsoring the conference to address issues of leadership in the Middle East. I
believe much of building cooperation between the business communities, nongovernmental organizations, social activists, and even
governments is necessary in developing leadership skills among young Arabs. This is crucial in the Arab world, which is so rife with poverty, intense
splitters between rich and poor, and struggles over ethnic and religious identities. How do we build bridges and dialogue between religions and ethnic
groups to stop the incredible demonization and escalations of violence there? It is a privilege to be invited to participate. With over 60 percent of the population in the Middle East under the age of 25, our only hope for harmony is to build strong leadership skills in young adults, both male and female.

Bill: What an extraordinary opportunity that
should be! I think this is a good place to stop
our conversation for today, but in my persistent role
as Script editor, I must say that we would love to
have a conversation about your experience at the
conference once it’s over.

George: I’d be happy to write something. And
thanks so much for this conversation and the
wonderful work you and Robin Foyer do with
The Script and in the service of the transactional
analysis community. You two build bridges and
keep the dialogue alive.

George Kohlrieser, PhD, can be reached at
kohlrieser@imd.ch.
Nominations for Officer & Trustee Positions

The ITAA is pleased to announce the following nominations for board and officer positions:

**Vice President of Operations**
C. Suriyaprakash, India

**Vice President of Research and Innovation**
Moniek Thunnissen, The Netherlands

**Treasurer**
(no candidate)

**Trustees**
US/Canada/Mexico: Dan Caudles, US
India/Asia/Africa: Diane Salters, South Africa
Central/South America: Joaquin Granados-Rossi, Costa Rica

Because there are no contested positions, there will be no election. These individuals will begin to serve their terms on 1 January 2007.

**ITAA Membership Meeting and Proxy Form**

Members are urged to attend the 27 July 2006 membership meeting from 4:00-5:30 pm in Istanbul, Turkey. If you cannot attend, please fill out the proxy form below.

The ITAA Bylaws state that the quorum for conducting business at the membership meeting is 50 voting members or 5% of the qualified voting membership, whichever is smaller. Please sign and mail the form to the ITAA by 27 June 2006 or file it with the ITAA secretary at least 30 minutes before the scheduled time of the meeting. This general proxy will only be used to establish a quorum.

**Proxy Vote Form**

[ ] hereby assign my proxy vote to the secretary of the ITAA or to ____________

[ ] (please print)

herewith assign my proxy vote to the secretary of the ITAA or to ____________

[ ] (please print)

[ ] to be used only to establish a quorum at the membership meeting of the International Transactional Analysis Association, convening on 27 July 2006 at 4:00 pm in Istanbul, Turkey.

Signature: ____________________________

Date: ____________________________

**WELCOME TO NEW MEMBERS**

**NEW MEMBERS**

<table>
<thead>
<tr>
<th>Name</th>
<th>Membership Sponsor</th>
</tr>
</thead>
<tbody>
<tr>
<td>February 2006</td>
<td></td>
</tr>
<tr>
<td>Moghlai Aamir, Saudi Arabia</td>
<td></td>
</tr>
<tr>
<td>Genn Chubak, United States</td>
<td></td>
</tr>
<tr>
<td>Michael Enoch, United Arab Emirates</td>
<td></td>
</tr>
<tr>
<td>Peter Hall, Spain</td>
<td></td>
</tr>
<tr>
<td>Aye Karr, India</td>
<td></td>
</tr>
<tr>
<td>Breno Olhmann, India</td>
<td></td>
</tr>
<tr>
<td>Sajid, India, India</td>
<td></td>
</tr>
<tr>
<td>K. Ram, India</td>
<td></td>
</tr>
<tr>
<td>Randieta Stan, India</td>
<td></td>
</tr>
<tr>
<td>C. K. Sarah, India</td>
<td></td>
</tr>
<tr>
<td>T. N. Gopi, India</td>
<td></td>
</tr>
<tr>
<td>Enrique Lopez Buschitz, Mexico</td>
<td></td>
</tr>
<tr>
<td>Rachael Bell, New Zealand</td>
<td></td>
</tr>
<tr>
<td>Milena Djuricic, Serbia</td>
<td></td>
</tr>
<tr>
<td>Ivana Stace, Serbia &amp; Montenegro</td>
<td></td>
</tr>
<tr>
<td>Magdalena Petrikovic, Serbia &amp; Montenegro</td>
<td></td>
</tr>
<tr>
<td>Rozita Baziyun, Serba &amp; Montenegro</td>
<td></td>
</tr>
<tr>
<td>Duran Polatovic, Serbia &amp; Montenegro</td>
<td></td>
</tr>
<tr>
<td>Evka Bucarac, Serbia &amp; Montenegro</td>
<td></td>
</tr>
<tr>
<td>Vladimir Milevic, Serbia &amp; Montenegro</td>
<td></td>
</tr>
<tr>
<td>Mircia Tavares, Serbia &amp; Montenegro</td>
<td></td>
</tr>
<tr>
<td>Ljupa Pribicovich, Serbia &amp; Montenegro</td>
<td></td>
</tr>
<tr>
<td>Anna Mayes, Slovenia</td>
<td></td>
</tr>
<tr>
<td>March 2006</td>
<td></td>
</tr>
<tr>
<td>Mary Anne Stewart, Australia</td>
<td></td>
</tr>
<tr>
<td>Maureen Cook, Australia</td>
<td></td>
</tr>
<tr>
<td>Anna Schuchdit, Russia &amp; Hispanic</td>
<td></td>
</tr>
<tr>
<td>Shawn Ashton, Canada</td>
<td></td>
</tr>
<tr>
<td>Sushmita Nagaputra, India</td>
<td></td>
</tr>
<tr>
<td>Hinna Nihacks, Japan</td>
<td></td>
</tr>
<tr>
<td>Mayme Amoureau, Japan</td>
<td></td>
</tr>
<tr>
<td>Tamadu Magaru, Japan</td>
<td></td>
</tr>
<tr>
<td>Dui Hye Jung, Korea</td>
<td></td>
</tr>
<tr>
<td>Peter Tra, New Zealand</td>
<td></td>
</tr>
</tbody>
</table>

**NEW MEMBERS**

<table>
<thead>
<tr>
<th>Name</th>
<th>Membership Sponsor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fenna Cameron, New Zealand</td>
<td></td>
</tr>
<tr>
<td>Antonio Mari, New Zealand</td>
<td></td>
</tr>
<tr>
<td>Milena Luzo, Serbia &amp; Montenegro</td>
<td></td>
</tr>
<tr>
<td>Irina Dorogi, Serbia &amp; Montenegro</td>
<td></td>
</tr>
<tr>
<td>Mila Araman, Ivac, Serbia &amp; Montenegro</td>
<td></td>
</tr>
<tr>
<td>Nadja Mileki, Serbia &amp; Montenegro</td>
<td></td>
</tr>
<tr>
<td>Lydna Yuga, Serbia &amp; Montenegro</td>
<td></td>
</tr>
<tr>
<td>Jelena Peran, Serbia &amp; Montenegro</td>
<td></td>
</tr>
<tr>
<td>Zdenka Matavvnik, Serbia &amp; Montenegro</td>
<td></td>
</tr>
<tr>
<td>Manja Zupanec, Serbia &amp; Montenegro</td>
<td></td>
</tr>
<tr>
<td>Sonja Petkovic, Serbia &amp; Montenegro</td>
<td></td>
</tr>
<tr>
<td>Danijela Rus, Serbia &amp; Montenegro</td>
<td></td>
</tr>
<tr>
<td>Jelena Luki, Serbia &amp; Montenegro</td>
<td></td>
</tr>
<tr>
<td>Darja Koncic, Serbia &amp; Montenegro</td>
<td></td>
</tr>
<tr>
<td>Tatjana Milanovic, Serbia &amp; Montenegro</td>
<td></td>
</tr>
<tr>
<td>Aleksandra Relic, Serbia &amp; Montenegro</td>
<td></td>
</tr>
<tr>
<td>Ksenija Spiler, Bosnia &amp; Herzegovina</td>
<td></td>
</tr>
<tr>
<td>Danica Berbic, Serbia &amp; Montenegro</td>
<td></td>
</tr>
<tr>
<td>Tessa Elliott, United Kingdom</td>
<td></td>
</tr>
<tr>
<td>April 2006</td>
<td></td>
</tr>
<tr>
<td>Andrew C. Miller, Australia</td>
<td></td>
</tr>
<tr>
<td>Abida Sultana, Bangladesh</td>
<td></td>
</tr>
<tr>
<td>Arpita Ray, Bangladesh</td>
<td></td>
</tr>
<tr>
<td>Maha Al Ather Murshed, Bangladesh</td>
<td></td>
</tr>
<tr>
<td>Carla Palme Schmidt, Brazil</td>
<td></td>
</tr>
<tr>
<td>Edelina Palma, Brazil</td>
<td></td>
</tr>
<tr>
<td>Lado Marnovic, Serbia &amp; Montenegro</td>
<td></td>
</tr>
<tr>
<td>Marina Minzic-Juric, Serbia &amp; Montenegro</td>
<td></td>
</tr>
<tr>
<td>Senada Milanic, Serbia &amp; Montenegro</td>
<td></td>
</tr>
<tr>
<td>Margarite Saco, South Africa</td>
<td></td>
</tr>
<tr>
<td>Nadaraz Sury, Turkey</td>
<td></td>
</tr>
<tr>
<td>Al Chexan, United States</td>
<td></td>
</tr>
<tr>
<td>Dacreta Canaill, United States</td>
<td></td>
</tr>
</tbody>
</table>

**LONG-TIME MEMBERS HONORED**

Below are the names of those members who have completed 10, 25, or 30 years of membership in the ITAA. As president I thank them on behalf of us all for their loyalty to this organization. It is only through the continued support of our members—and especially our long-term members—that we can move confidently into the future. I therefore salute these people as supporters and as holders of the history and wisdom of our organization.

James R. Allen, ITAA President

**30 Years of Membership**
Joann Anderson
Jose Mesguita Nogueira Ayres
Gary G. Barkas
Amika Birkh
Linda K. Brewer
Paul Brown
Gael Burford
Lea Cheria
Vilma Novo Mendonca Cortez
Michael B. Cox
Keiko Doe
James Hanna
Thomas Kachten
James C. Knaack
Ole Kyed
Aaron Lederer
Helene Lemeux
Betty P. Lowary
Vern Masse
Robert Medlin
Chamal Merat
Carol Monson
Yoshitaka Moronaga
James A. Pesta
Henry Ian Pierr
Suzanne C. Robinson
Rishun Shinzato
Alice Stevenson
Brenda Mary Tweed
Natalie Tyler
Hilary J. Wakefield
Mary Westphal

**25 Years of Membership**
Lasse Alhny
Kathy Bouchere
Pinuccia Casalegno
Alberto Jorge Close
Leisha Douglas
Yen Chong Fong
Gwen Griffin
Patricia L. Lutz
Maria Gloria Molaioi
John J. Oprendek, Jr
Vincent Pereira
U. L. R. Raker
Diana Shmukler
Forrest H. Stewart
Oddmund Teigen
Valentina Terlato
Ana Tholenkra
Grama Trafick
Thomas D. Vadaya

**10 Years of Membership**
Motoko Sato Arita
Duncan Brenner
Keith Chinnoch
Leonard A. Clark
Pierre Cioete
Sue Cornforth
Yvonne De Kuyff
Claude Marie Dupin
Maita T. Flesch
Munetake Fujita
Dominique Gaussee
Susan Jane Hampton

Yoshiharu Hanako
Laura Hawkes
Sandra Hayes-Gardiner
Linda Hoeben
Kamihiko Iida
Hiroe Iida
Julien Pierre lhiick
Leida le Voj Jackson
Jean Michel Javouze
Lorna J. Johnston
Norko Kazuguchi
Jeanette Kinc
J. Alfred Levert, II
Yoko Maeda
Ray McHilbin
Ksenija Popadic Mihailovic
Masanori Mizuno
Masayuki Ohashi
Gilles Pellerin
Meena Radhakrishnam
Lise Small
C. Suriyaprakash
Yumose Toshimichi
Maurice E. Vaughan
Marion Wade
Patricia M. White
Mitchell Win
Susanne Ulricia Young

The TAJdisk is a research tool designed to complement and promote the existing TAJ paper journal. It is designed to run on a Windows PC and has the following features:

- Includes most TAJ articles from volumes 1-30 (i.e., from 1971-2000 inclusive). (A small number of pre-April 1993 articles will not be included where authors have refused permission to republish.)
- The collection of articles can be searched by title, author, year, or content. A search result will show a list of all articles found.
- Each article can be viewed, searched, or printed for personal use.

The TAJdisk is available now for £59 (currently about $104), which includes worldwide shipping. A percentage of each sale is received by the ITAA, and bulk purchase discounts are available for training organizations.

Full details and purchasing are available at www.tajdisk.co.uk.

**IT CONFERENCES WORLDWIDE**

**JUNE 26-29 2006**: Istanbul, Turkey International TA Conference sponsored by ITAA and TAD. Contact: info@ta2006.org or secretariat@ta2006.org; website: www.ta2006.org.

**SEPTEMBER 2-3 2006**: Coimbatore, India. Annual meeting organized by Asha Counseling and Training Services and Relations Institute of Development. Contact: C. Suriyaprakash at suryis@yahoo.in or fax +91 422 2310520; www.asha-net.com.

**SEPTEMBER 6-9 2006**: Sydney, Australia. 18th Australasian TA Conference. Contact: Antonio Pedreira (ALAT President) at atpedreira@uol.com.br or call 71 3237-2035/3331-6855; or contact Monica Levi at monicalevi@uol.com.br.


**SEPTEMBER 17-19 2006**: Sydney, Australia. 18th Australasian TA Conference. Contact: Nadine Emmerton at nemerton@primusonline.com.au.
Writings for a professional journal involves entering into dialogue with one’s collegial community. Writing to one’s peers can be both exciting and intimidating and is often accompanied by the anticipation of recognition, belonging, even acclaim, on the one hand, and disagreement, disregard, or even rejection, on the other. Such an enterprise is not easy, and yet it is our discussions through professional journals that are at the heart of the evolution of theory and technique.

The urge to write is simultaneously creative (“I have an idea!”) and antagonistic (“I have a better idea than . . . !”). This tension is essential for vibrant thinking and writing. Professional writing often starts with an argument or challenge to some other author(s) or school of thought. The argument phase of writing is what we commonly call “the first draft.” The guidelines for writing on the inside front cover of every Transactional Analysis Journal include Eric Berne’s admonition, “If you are mad at the editor, please show it some other way than by sending a first draft.” Writing is also often an effort to wrestle with gaps between theory and actual clinical experience, which sometimes demands that we reconsider our training and preferred modes of practice. This wrestling match in one’s own thinking, especially when writing to one’s peers, can create a stalemate with a first draft full of great questions that stays on one’s desk.

This writers’ workshop is designed to carry participants beyond the first draft. A successful article moves from argument and questioning to engagement, challenge, exploration, and invitation to dialogue. We will be working together with one another’s manuscripts in dyads and as a group, addressing such questions as:

■ What interferes with the clarity of my writing? What am I working through for myself in undertaking this piece of writing?
■ How can I articulate my ideas and experience more clearly, first to myself and then to the reader?
■ To whom am I writing? How do I write with this audience in mind?
■ Do I demonstrate knowledge, respect, and regard for those whose ideas I am addressing?
■ Do I provide sufficient basis—through literature review, research, and/or case material—to substantiate my point of view?
■ How do I keep the reader engaged?
■ How do I invite readers into their own or their own thinking and experience? How do I invite readers into a respectful, creative interchange with my own thinking?

Participants must bring to the institute a manuscript in progress and have read Elizabeth Minnich’s essay, “Teaching Thinking,” which will be e-mailed upon registration. If possible, please e-mail your working draft to Bill Cornell by 10 July at bcornell@nauticom.net or mail hard copy to him at 145 44th Street, Pittsburgh, PA 15201, USA.

Bill Cornell is editor of the ITAA newsletter, The Script, and a coeditor of the Transactional Analysis Journal. He has published numerous articles and chapters in a variety of journals and books and is the editor of The Healer’s Bent by Jim McLaughlin and the coeditor with Helena Hargaden of From Transactions to Relations. He is also a psychotherapist in private practice in Pittsburgh, Pennsylvania, USA, and does training, supervision, and conference presentations throughout Europe and North America.

To register for this institute and the conference, visit www.ta2006.org

Istanbul Business Meetings
Board of Trustees:
Monday 24 July and Tuesday 25 July, 8:30 - 5:00 pm
ITAA President’s Wine and Cheese Party:
Tuesday 25 July, 6:30 - 8:00 pm
Meeting with New ITAA Trustees:
Sunday 23 July, 7:30 pm (in Jim Allen’s room at the Hyatt Regency)
Annual ITAA Membership Meeting:
Thursday 27 July, 4:00 - 5:30 pm
TA Presidents’ Meeting:
Friday 28 July, 6:30 - 8:30 pm (followed by dinner)

ISTANBUL PRECONFERENCE INSTITUTE
Beyond the First Draft: Writing for Professional Journals
with Bill Cornell
26 July 2006

ISTANBUL, TURKEY
26-29 JULY 2006

TRUST AND UNCERTAINTY IN THE 21ST CENTURY

Organized by The International Transactional Analysis Association (ITAA) and the Turkish Transactional Analysis Association (TAD)
Supported by ASAM Child and Family Development Center

Preconference Institutes: 25-26 July
BOC Exams (CSTA/TSTA): 26 July

ANNOUNCING A SPECIAL PANEL ON
“Different Approaches, Different Domains: Transactional Analysis and Other Approaches at Work, in Family Relations, and in Personal Growth”
with Jim Allen, John Heath, Jack Wood, and Birgitta Heiller

James R. Allen, MD, FRCPC(C), MPH, TSTA, is professor of psychiatry and behavioral science and Rainbolt Chair of Child Psychiatry, University of Oklahoma Health Sciences Center, Oklahoma City, Oklahoma, USA. He is also the current president of the International Transactional Analysis Association. His particular interests include neurobiology, constructivism, positive psychology, and mentalization.

John Heath, TSTA, lives and works in northern England. He is a psychotherapist in private practice and also runs a transactional analysis training program. He is particularly interested in the field of body-oriented psychotherapy and in the notion of psychophysical healing. He is consultant psychotherapist to a chronic pain management program.

Jack Denfeld Wood, PhD, is clinical professor of leadership and organizational behavior at the International Institute for Management Development (IMD), in Lausanne, Switzerland. His academic publications and areas of special interest include depth psychology and the role of unconscious processes in leadership and followership, group dynamics, and ideology. Jack is a practicing psychotherapist and a diploma candidate at the C.G. Jung Institute in Zürich.

Dr. Birgitta Heiller, TSTA, is a BPS chartered counseling psychologist and UKCP registered psychotherapist who runs a private clinical and supervision practice and teaches in the UK as well as abroad. Her interests include the integration of psychotherapeutic approaches and the convergence of the neurosciences, psychoanalysis, and psychotherapy. Relational methodology and constructivist theories are currently the main sources of inspiration informing her clinical practice.

Send conference questions to info@ta2006.org
Visit the conference Web site at www.ta2006.org

See the January-February 2006 issue of The Script for more information
Standing Together

continued from page 1

The equation that Wycoff (1976) came up with was this: "Alienation + Oppression + Mystification." (p. 7)

By alienation, Wycoff was referring to a felt "sense of not being right with the rest of the world or humankind, a feeling of being not-OK, because something is wrong with you." (p. 7)

She suggested that this feeling is a result of and arises out of growing up in a society in which you are oppressed and then lied to about that oppression. This is the last part of her equation, mystification, by which she means deception. People are deceived into colluding with their oppression; they are deceived into believing that something is wrong with them rather than understanding they are being exploited.

"Parenthood involves helping children to develop the skills and resources that they need to live interdependent rather than overly independent or overly dependant lives."

Despite many years of therapy, a passionate belief and commitment to antipressive practices, and many challenges to my own personalizations as both the oppressed and oppressor (because we take it in the other way too), the alienation and mystification that goes along with the unconscious adoption of both these roles (oppressed and oppressor), still have the potential, at times, to come back and bite me—and, unfortunately, in the process, you.

The theme of this conference is "Standing Together: Diversity and Communication." The synopsis that I sent to the conference organizers described this keynote as forming a little more unambiguously, and I want to share that with you now. There can be no prospect of "standing together" unless we acknowledge the power discourses that presently accompany our differences. There can be no celebration of "diversity" unless we appreciate and accept the fact that oppression currently serves to devalue our differences. There can be no legitimate "communication" unless we challenge the lies and redistribute some of the power that has created and continues to maintain this disparity.

Our Problems with Difference

We are not born with a problem with difference; it arises, instead, out of the very first difference that we have to negotiate and come to terms with, which is a massive and significant one—the fact that we are different from and therefore separate from our mother (or whomever is fulfilling the primary caregiver role). Fairbairn reminds us that our greatest motivation is for contact, and, as a consequence, our greatest fear is of separation. Accepting the fact that we as infants literally cannot exist without contact and the dawning realization that because we are different/separate from our mothers we are therefore separable has the potential to feel life threatening and to raise all kinds of primitive terror within us. To prevent this potential separa-
tion and later to keep the primitive terror associ-
ated with it out of awareness, we as infants and young children put our energies into developing defenses as a means of both attempting to pre-
serve and strengthen the bond with our primary caregiver and to deny and repress anything that appears to threaten it (the earliest and most primitive form of script).

To summarize and restate the core of Fairbairn’s developmental perspective through our transactional analysis lens, through the intuitiveness of A1 we develop ways of pleasing our parents, thereby making ourselves more and more like the kind of child we think our parents want. Then, if they in fact find us as we are allowed to rise or seem to threaten them, they might cause our parents to abandon us. By intro-
jecting and then identifying with the parts of our caregivers that hurt, confuse, or frustrate us, we manage, in the fantasy of our own mind, to keep our caregivers as totally good and therefore dependable and available to us.

In effect, from our earliest moments, we as infants, terrestrially of separation, are attempting to deny that there is a problem with difference. If we fear that we could provoke this separation and any emotions within our caregiver that we fear could do the same. One of the tasks of parent-
hood is to understand, respond to, and contain this terror and to manage it in such a way that there is little need for the child to develop an extreme version of the kind of defenses just described. Additionally, and at the same time, parenthood involves helping the child to devel-

op the skills and resources that he or she needs to live an interdependent rather than an overly independent or overly dependant life. For all intents and purposes, we are talking about the healthy evolution of symbiosis.

Children who are helped to dissolve the symbiosis in an age-appropriate and healthy manner gradually come to realize that separation/differ-
ence is not, in fact, life threatening and therefore life enhancing. Children who are not stay unre-
solved and disturbed around issues of separa-
tion. And theory suggests that the younger the child, the more frequently and the greater the degree to which the symbiosis is unres-
tured or unsuitably enforced, the more primitive the disturbance that is likely to follow. As children get older, they rely more and more on their defenses to keep feelings associated with their unresolved symbiosis at bay, and the more they may need to avoid and/or attack anything within the self and anyone outside the self that threatens to raise these feelings out of the uncon-
scious where they have been banished.

Difference acts as a major threat to the success of this attempted banishment of feelings because it serves as a compelling and undeniable reminder of our separateness from each other. It therefore operates as a powerful symbolic link back to our very first experiences of difference and the accompanying feelings that we had to accept, contain, and manage as part of that expe-
rience. Sameness—however contrived it might be—does not provoke this process in the same way. This may explain why many liberally-minded people often try to deny the differences that exist between us: “I don’t care if they’re black, green, yellow, or orange; I treat everyone the same” or “I don’t really think of you as gay” and so on. By denying the relevance of differ-
ence, one can “disappear” it and thus not have to contend with the threats that facing differences can evoke.

Another way of thinking about this is to ap-
preciate that our difficulty with difference leaves us open to the threat of having to accept and act-
ing toward them in a prejudiced way—in other words, seeing and acting toward them as if they are an object (to form an opinion about the other based not just on good or sufficient knowl-
edge and to relate to the other on the basis of this in a discriminatory manner). And it follows that the greater our difficulty with difference, the more we are likely to be able to tolerate.

How we think about these differences, the vary-
ings values we place on them, and how free and appropriate we feel it is to act on our difficulties, differs dramatically, however, and suggests that some kind of socialization takes place that sig-
ificantly impacts on this process. This social-
ization process takes our differences and labels them, assigns different qualities to them, and places different values on them so that we end up with some differences being valued as supe-
rior and the norm from which all other differ-
ences are judged—everything else, as inferior and lacking in some way (e.g., the male norm is superior to the female difference, the white norm is superior to the black difference, the healthy norm is superior to the homo-
sexual difference, etc.). This process, plus the presence and assigning of power (in all its forms, including economic, political, social, et cetera) to groups that are considered normal, leads to the oppression of those groups that are seen to fall outside of this norm. Basically, the presence of power takes what starts off as an individual difficulty with difference and transforms it—through the processes of definition, devaluation, and lies—into a medium that enables, supports, and maintains the oppression of some groups and the people and automatic privilege of others.

This is graphically depicted in the following equation: Power + Prejudice = Oppression.

To summarize what I have said:

■ Our problem with difference arises out of the very first difference we have to accept and negotiate: the one with our primary caregiver.

■ Awareness that we are different from our pri-
mary caregivers brings into focus the fact that all our separateness and therefore separable from each other.

■ Since we are relationship seeking from birth and as infants cannot exist without our prima-
ry caregivers, this knowledge feels life threaten-
ing and therefore terrifying to us as small children.

■ To avoid the separation that we fear, we develop and adopt all kinds of defenses to try and prevent this separation.

■ If our parents are appropriately able to assist us through this process, then these defenses will be minimal and our terror of separation will diminish.

■ If the healthy symbiosis that exists between us and our primary caregivers is not appropriately resolved, we are likely to carry some of this terror into adult life.

■ The degree of terror that we as children take with us into adulthood is, for the most part, dependent on the degree to which the sym-
biosis was and remains unresolved.

■ To cope with the feelings arising out of our unresolved symbiosis, we as infants deepen our defenses as a means of keeping these feel-
ings out of awareness.

■ Difference in the present acts as a powerful and symbolic link back into this most primi-
tive and first part of us.

■ To keep this terror at bay, we try at one extreme to deny difference and at the other to literally get rid of it.

■ The addition of power into this dynamic transforms this individual difficulty into a medium that enables, supports, and maintains oppression.

■ In this way, our difficulty with difference leaves us open and vulnerable to the potential of both being oppressed and of being oppres-
sive.

“People are deceived into colluding with their oppression; they are deceived into believing that something is wrong with them rather than understanding they are being exploited.”

THERAPEUTIC JOURNEY: Practice and Life

by James Allen and
Barbara Allen

"This extraordinary book is a must read! From an introductory guide to the therapeutic encounter for the novice to clear and accessible expositions of such topics as constructivism and the inner neurobiology of intersubjectivity, it does, indeed, offer us a therapeutic journey full of insight, wisdom, and joy.”

Mary Goulding, MSW

This book is a collection of papers by Jim and Barbara Allen, who spent 40 years integrating mental health principles into their public and private lives and their teaching. The topics they write about range widely and include what to do after meeting the patient, types of treatment, trauma, social constructivism, working with children and adolescents, the biological underpinnings of transactional analysis and mental health interventions, family therapy, transac-
tional analysis, the work with Indian adolescents, the Oklahoma City bombing, war, and the Tulsa race riots of the 1920s. While neither solely a textbook nor a memoir, these papers can be used by both beginning and experienced practitioners.

Price: $50
Shipping: Surface: USA: $7, International: $12
To purchase, contact the ITAA, 2186 Rheem Dr., #B-1, Pleasanton, CA 94588-2775, USA; Phone: 925-600-8110; Fax: 925-600-8112; E-mail: itaa@itaa-net.org
Web site: www.itaa-net.org

THE SCRIPT
MAY-JUNE 2006 6
Our Roles as Transactional Analysis Practitioners in Challenging Oppression

It will probably come as no surprise that I think that we have a role to play in challenging oppression since both roles—oppressed and oppressor—exist, in particular, our fear of difference from whence this all originates—limits and separates us from ourselves and by definition from others as well.

I want to return to Wycoff’s (1976) equation of oppression to expand how I think we can intervene. If you recall, she suggested that Alienation = Oppression + Mystification. Her equation basically means that people are deceived into colluding with their oppression, deceived into believing that something is wrong with them rather than understanding they are being exploited. She goes on to suggest that if mystification is removed, people can realize that they are actually being oppressed and they will no longer feel that they are not OK. This is shown in the following equation: 

Oppression + Awareness = Anger (p. 8)

Awareness is the opposite of deception, and Wycoff was suggesting that once people become aware of the ways in which they are oppressed, they will become angry about it. An anger that is very useful in motivating them to use their Adult and focus their energy on fighting for and reclaiming their power.

The last part of Wycoff’s (1976) equation focuses on the antitheses to alienation or mystified oppression: Awareness + Contact = Action + Liberation (p. 9). She was suggesting that the awareness and anger that comes from removing mystification brings with it an understanding and desire for action. “To be able to make your life better, you must seize control over it; thus, you must act. Contact is awareness alone is not enough. Thought, when it excludes the necessity for action, is alienated” (p. 9). To be able to overcome oppression and gain liberation, we need support and inputs from others, which she calls “contact.”

Wycoff’s equation basically suggests that intervention, at least initially, needs to focus on raising awareness and demystification. This kind of intervention is a highly political one and, interestingly enough, is so nonintervention because it simply serves to maintain the status quo. As Samaels (1993) wrote, “Politics concerns the way in which people is held or deployed by the state, by institutions, and by sectional interests to maintain survival, determine behaviour, gain control over others and, more positively perhaps, enhance the quality of human life. Politics implies efforts to change these arrangements and efforts to maintain them” (p. 3).

Awareness raising and demystification are also highly personal interventions, both for the practitioner and the client, whether the latter is an individual, an educational establishment, or an organization. We cannot help a client to do this unless we have done it for ourselves. The process for both is similar and involves a commitment and an ability to:

- Work through our own separation issues
- Work through our own experiences of oppression
- Work through our own ability to oppress
- Work through and examine our own attitudes, values, and beliefs, locating where we picked these up from and exploring whether they have any relevance for our lives today

Acknowledging and embracing difference is a challenging process for all of us. It takes us out of our comfort zone and reconnects us back with any unresolved terror that we carry within us. Failure to respond to this challenge, however, unhelpful defenses, reinforcements, exaggerates, and feeds that unresolved terror. In this way we have a lot more to gain than lose from facing and naming our fear.

I was recently at a transactional analysis trainers’ meeting where we were discussing issues of diversity with each other. There had been many heated discussions at previous meetings around various subjects, which suggested a rumbling anger and a lack of difference per se and of different approaches in particular. In a moving and well-structured exercise, we were invited to discuss our fantasies and fears with each other. Many of us were able to identify that we had been “demonizing” each other, carrying and projecting some kind of malevolent fantasy Parent onto the other. And in naming and owning the projection, we were able to let much of it go. In response to this, one trainer said, “When I am away from here I can demonize you, when I meet with you and get to know you, it is not so easy for me to do that.”

My hope is that we can use this conference in some small way to acknowledge our differences, to get to know each other better, and in the process to increase our ability to stand together, celebrate our diversity, and communicate with each other.

Heather Fowlie is a Provisional Teaching and Supervising Transactional Analyst (psychotherapy) in private practice in southwest London, England. She is deputy head of the transactional analysis department at the Merinias Institute in West London and teaches in the MSC program there. She can be reached by writing to her at 264 Cannon Hill Lane, Raves Park, SW20 9HN, England, or by e-mail at HeatherFowlie123@aol.com. For a full copy of this speech, please contact Heather at the address given.

The author wishes to thank Suhith Shivanath for permission to reproduce this speech.

REFERENCES


“Difference acts as a major threat to the success of this attempted banishment of feelings because it serves as a compelling and undeniable reminder of our separateness from each other.”

CEU Credits for TA Videotapes

Currently, social workers, marriage and family therapists, and licensed counselors can obtain credits (through NBCC and/or the California Board of Behavior Science Examiners) for viewing any of the following ITAA videotapes on transactional analysis and answering a short, multiple-choice questionnaire for each tape.

Jack Dusy on “Evolution of Transactional Analysis and Its Applications” (1.5 CEUs). Tape = 100 mins., $45 mem./$55 nonmem.

Fanita English on “Permissions” (1 CEU). Tape = 35 mins., $45 mem./$55 nonmem.

Fanita English on “The Forces Within Us” (1 CEU). Tape = 58 mins., $45 mem./$55 nonmem.

Mary Goulding on “Reductions” (One of Master Therapists Series) (1CEU). Tape = 49 mins., $45 mem./$55 nonmem.

Robert Goulding on “Scripts” (1 CEU). Tape = 55 mins., $45 mem./$55 nonmem.

Robert and Mary Goulding on “Redecision Therapy” (2 CEUs). Tape = 70 mins., $85 mem./$95 nonmem.

Muriel James “Self-Reparenting Theory and Practice for Group Leaders” and “Ego State Boundary Problems: Diagnosis and Treatment” (1.5 CEU for both tapes). Tapes = 86 mins., $90 mem./$110 nonmem.

Yann Joined on “Diagnosis and Treatment Planning from a TA Framework” (1.5 CEU). Tape = 90 mins., $45 mem./$55 nonmem.

Stephen Karpman on “Game-Free Communication for Couples” (1 CEU). Tape = 74 mins., $45 mem./$55 nonmem.

Claude Steiner on “Emotional Literacy and Transactional Analysis” (1 CEU). Tape = 78 mins., $45 mem./$55 nonmem.

Claude Steiner on “Strokes” (One of Master Therapists Series) (1CEU). Tape = 49 mins., $45 mem./$55 nonmem.

Abbe Wagner on “Breaking the Communication Barrier: TA + NLP” (2 CEUs). Tape = 129 mins., $95 mem./$105 nonmem.

The cost for obtaining CEUs (which covers administrative expenses) is separate from the cost listed above for the videos themselves.

To Apply: If you already have the tape(s), please fill out the form below (indicating the tapes for which you seek credit) and send the form with payment or credit card information covering the CEU application process to the ITAA office. If you do not have the tapes for which you seek CEU credit, you can order them using the form below. When ordering the tape(s), include the CEU application form below and add the cost of CEU application to your check or credit card payment.

Exam and Certificate: You will be sent the tape(s) and/or the short questionnaire for the tape(s). After viewing the tape and completing the questionnaire, return the latter to the ITAA office and a CEU certificate will be issued for the total number of credits obtained from the application (currently a minimum of 1 and a maximum of 15.5 CEUs)

CEU APPLICATION AND TAPE ORDER FORM

Name_________________________Degree_________________________

Address____________________________________________________

Phone ____________________________State License # _______________________

Email ______________________________________________________________

Tapes I want to order:

❑ Dusy  $45/$55
❑ English (Permissons) $45/$55
❑ English (Forces) $45/$55
❑ Gouldings: $85/$95
❑ Gouldings: $45/$55
❑ James: $90/$110
❑ Karpman: $45/$55
❑ Karpman: $45/$55
❑ Karpman: $45/$55
❑ Wagoner: $95/$105

Subtotal for tapes ordered (includes airmail shipping) $________________________

Tapes for which I want CEU credit (Cost: $10 per tape):

❑ Dusy $45
❑ English (Permissons) $45
❑ English (Forces) $45
❑ Gouldings $45
❑ Gouldings $45
❑ James $45
❑ Karpman $45
❑ Karpman $45
❑ Wagoner $105

Subtotal for CEU credits for tapes $________________________

Total Enclosed $________________________

❑ Check enclosed (payment must be in US funds drawn on a US bank). Make check out to “ITAA/CEU.”

Please fill my: □ VISA □ MasterCard □ American Express □ JCB □ DiscoverCard

Card Number__________________________Exp. Date_________________________

Signature ____________________________

Date ____________________________

Send form and payment to ITAA, 2186 Rheem Dr., #B-1, Pleasanton, CA 94588-2775, USA, or fax to 925-600-8112
**TA Association Presidents Invited to Gather in Istanbul**

Following the successful gathering initiated last year by EATA President Adrienne Lee to bring together the presidents of national and regional transactional analysis conferences during the 2005 World TA Conference in Edinburgh, Scotland, ITA President Jim Allen has invited them to join together again this year in Istanbul during the ITA/TAD conference 26-29 June 2006.

The Istanbul TA Association Presidents’ meeting will take place on Friday 28 July from 6:30-8:30 pm and will be followed by a dinner.

A letter has gone out from President Allen to the presidents included on the list below. However, if the information on the list is outdated or incomplete, please contact Hernandez at the ITA office (e-mail: ker@ita-int.net) as soon as possible so that everyone who should be invited will receive an invitation.

This is a special opportunity for the leaders of TA associations from all across the globe to get to know each other better and to share their ideas, concerns, and successes. As President Allen says, “I hope as many TA association presidents as possible will join me in Istanbul for stimulating conversation and dinner. If last year’s gathering is any indication—and I’m sure it is—we have a lot to say to and learn from each other!”

**LAST NAME FIRST NAME FAX EMAIL ASSOCIATION COUNTRY**

| Abe Wagner | TSTA (Or- ganizational) | TSTA | conference schedule this year | www.abewagner.com . | along with his course “Breaking the Crooked Manager”.

---

**EUROPEAN REGION**

As we set to press we received word that Petruska Clarkson died in Amsterdam, Netherlands, on 21 May 2006. Her death will be mourned by many, and we extend condolences to her family, friends, and colleagues. We plan to publish a longer remembrance of her in an upcoming issue.

---

**NORTH AMERICA REGION**

Abe Wagner, TSTA (Organizational) writes that transactional analysis in the organizational world is alive and well. His seminar and conference schedule this year includes St. Petersburg, Helsinki, London, Cairo, Istanbul, Buenos Aires, Singapore, Tokyo, Ottawa, and Mexico. His books The Transactional Man and Show Me What You Know were both translated into Spanish and have been well-received.

---

**ASIA/AFRICA REGION**

“Saying Hello!” is the theme of our annual two-day meeting on transactional analysis and human development, to be held 2-3 September 2005 in Coimbatore, India. The conference was attended by over 100 people from all over the world, including CTA trainers and trainees, along with the gathering is jointly hosted by Asha Counselling and Training Services and Relations Institute of Development.

This year we plan to have a TA 101 alongside a workshop on “Process Journey” by Lalitha Mathew and her team, a workshop on thinking skills to teach children with learning disabilities, and an exclusive workshop for advanced transactional analysis trainers. We would be glad if any transactional analysis trainers traveling to India around that time would like to attend the meeting or do a one- or two-day workshop for our trainees here.

In addition, Script readers might be interested to know that the TA Study Circle of Coimbatore celebrated its 23rd anniversary in March.

---

**CENTRAL/SOUTH AMERICA REGION**

The XXVI Latin American TA Congress will be held 6-9 September 2006 in Bahia, Brazil. The congress is sponsored by the Latin American TA Association (ALAT) and the Brazilian TA Association (UNAT). For general conference information, see www.dagaz.com.ar or dagazhost/indexes.php. The call for papers can be accessed at www.dagaz.com.ar/ dagazhost/indexes.php and proposals should be sent to Aida Leiva at monica.levi@ucl.edu.ar by 31 June; for accommodations and registration, see www.dagaz.com.br/dagazhosti/unar ismo.php.