



Nozizwe Madlala-Routledge to Open South Africa Conference

The opening speaker at the 2008 World TA Conference in Johannesburg, South Africa, 7-10 August, will be Nozizwe Madlala-Routledge. A member of parliament (MP) of the Republic of South Africa, she was elected in 1994 when South Africans of all races voted for the first time in nonracial, democratic national elections and set up a government of the people led by President Nelson Mandela. After her election, Madlala-Routledge helped to set up the Parliamentary Women's Group (PWG), a multiparty women's caucus that lobbies Parliament on women's rights. She chaired the PWG and the African National Congress (ANC) Parliamentary Women's Caucus and served on the Portfolio Committee on Land Affairs, which oversaw the legislation on land reform, post apartheid. Madlala-Routledge led the delegation when South Africa was admitted to the Inter Parliamentary Union and was elected Vice President of the Meeting of Women Parliamentarians.

In 1999 Madlala-Routledge was appointed into the Executive as Deputy Minister of Defence for the South African government. There she was responsible for the transformation of the South African National Defence Force and its HIV/AIDS program. As Deputy Minister of Defence she gave political support to a project aimed at the provision of antiretroviral (ARV) drugs in the military. The project was the first such project to look at providing a research-based provision of ARV's for the South African National Defence Force. This research assisted the South African government's program on the roll-out of treatment to HIV/AIDS patients through the public health sector. She also initiated the African Women's Peace Table, which looked at how women understand peace and their role in peacemaking. She pioneered the concept of developmental peacekeeping, which looks at the role of the military and civil society in developing infrastructure with former combatants and internally displaced people while peacekeeping is in progress.

In 2004, Madlala-Routledge was reelected as an MP and appointed as Deputy Minister of Health. She was outspoken about the need for the health system to respond to the health challenges facing South Africa, particularly in the face of the HIV/AIDS pandemic. She worked closely with civil society organizations and health professionals to

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Speaking Truth to Power

by Diane Salters

The following piece was written by ITAA trustee and South Africa conference cochair Diane Salters after conference opening speaker Nozizwe Madlala-Routledge was dismissed as the South African Deputy Health Minister by SA President Thabo Mbeki in August 2007. Madlala-Routledge, a member of the South Africa Parliament and the African National Congress, was apparently dismissed because of her well-known efforts to help combat AIDS in South Africa, to resist denial by the government of the severity of the epidemic, and to confront the reluctance to provide antiretroviral treatment for HIV-positive people. The crunch came when she gave an interview to the press about high child mortality rates in an Eastern Cape hospital and described it as "a national emergency." During the era of apartheid in South Africa, Madlala-Routledge was actively engaged in the struggle (with the United Democratic Front) and spent time in prison. More recently, as well as serving in par-

liament, she has been actively promoting gender reconciliation workshops in South Africa with William Keepin and Cynthia Brix. The original version of the following piece was published as an editorial comment in the 20 November edition of The Cape Times. Our thanks to Diane for permission to republish it here.

"In its original usage, this phrase is a declaration of willingness to speak one's truth and stand defenseless in the winds that then may blow from the corridors of power."

Every now and then a particular phrase captures the public imagination and seems to express something important that needs saying. Since Nozizwe Madlala-Routledge used the phrase "speak truth to power" after her dismissal by



South African President Thabo Mbeki in August 2007, it has been cropping up in editorials, letter columns, and even recently in an advertisement for Andrew Feinstein's (2007) book *After The Party*.

Yet not everyone uses it to mean the same thing. In his response to Madlala-Routledge, President Mbeki interpreted this phrase as a sort of plea for protection, a claim to the right to speak out under the freedom of the press. Yet this phrase has a history with which our president seems unfamiliar. This phrase is no plea for protection.

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by Cholena Mountain

In this article, I describe some of the work I do with police officers and police staff who are employed by one of the 39 police forces in England. Although I will briefly consider some important areas, such as the risk to both police officers and myself from vicarious traumatization, my primary aim is to show how I use transactional analysis to help police officers deal with the stresses they face in their everyday work and lives.

I work in a freelance capacity as a force counselor. Although I initially trained to master's level in person-centered/humanistic counseling, I am retraining and working toward becoming a Certified Transactional Analyst (CTA) and a master's of science in transactional analysis psychotherapy. My work is divided into two main areas. Half my time is spent seeing clients (police officers and police staff) who either refer themselves or are referred by their line manager or through human resources. This work is mainly short term—between six and eight sessions—

Using Transactional Analysis with Police Officers

and covers a range of issues, such as relationships, bereavement, work issues, anxiety, and depression. I also work closely with occupational health to support staff returning to work after being out due to illness. The other half of my job involves working with teams that are deemed to be "high risk" by the nature of their roles. Some of these teams include those in firearms, road policing, undercover work, sex and dangerous offenders, rape and sexual assault, and domestic violence.

It has taken a while to understand and appreciate the culture of the organization and specifically the teams with which I am involved. I have explored some of the research by Pearlman and Saakvitne (1995a, 1995b), who focused on the impact on the therapist of working with trauma, and also the work of Figley (1995), who has researched the cost of caring (compassion fatigue). I have also visited and spent time in particular departments to gain some understanding of the complexities of the officers' roles, the environments they work in, how they spend their "down time," and their use of a particular kind of humor when faced with a distressing scene.

It has also taken time to gain the trust of both the teams and individual officers. I have found the

"I appreciate the tools I have found through transactional analysis and that have proven so useful in helping police officers deal with the challenges they face in their important and often difficult work."

contracting process I learned in transactional analysis to be particularly helpful in clarifying the contract for and purpose of the sessions as well as the confidentiality agreement. It has also been helpful to explain that I work in a freelance capacity and adhere to an external code of ethics (those of the Institute of Transactional Analysis).

Prior to working with a team, I invite a senior officer to inform me of any significant issues that may be relevant (e.g., if a member of the team has died or the team has had to investigate a significant rise in fatalities). During sessions with the team, I enquire about general health and well-being. I talk about life balance and notice how the culture of the office often prohibits

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Writing for the TAJ: Our Responsibilities and Yours

by Bill Cornell, Ann Heathcote,
and Birgitta Heiller

It is a new era for the editorial board of the *Transactional Analysis Journal*. Jan Morrison has stepped down as one of our coeditors so she can pursue other endeavors. Birgitta Heiller has stepped up to take Jan's place, ensuring herself a lot less free time! Eight new people, from all over the world and representing all the transactional analysis disciplines, have come on as editorial reviewers. So it seems like a good time to again invite you, our readers, to write for the *TAJ*.

Many of the resources and much of the time in our transactional analysis associations worldwide are devoted to training and credentialing. These efforts are focused on acquiring and then demonstrating competence, "getting it right," so to speak. This is an important organizational function. Our journals, however, provide a different function—one more of education than training, a place to "get it wrong" as well as right in the sense of trying out new ideas, questioning theory and technique, and building community through discussion and debate.

In this article, we would like to address professional writing from two perspectives: our tasks as editors and your tasks as writers.

When an manuscript is submitted to the *TAJ* for publication, the first thing that happens is that Robin Fryer sends the manuscript to one of the three coeditors for an initial review. The coeditor can then do one of three things: authorize the article to be sent out for review, reject it from consideration (which is rare), or do an initial edit with instructions to the author to rewrite before the article is sent for review. If the article is to go out for review, Robin removes all identifying information about the author(s), assigns a number, and sends the manuscript to two editorial board members with the expertise to evaluate that particular article. All reviews are anonymous; this is an essential condition for all professional, peer-reviewed journals. Some authors reference themselves so heavily that it is impossible to disguise who he or she is, but fortunately these are the exceptions. When it is impossible to disguise the identity of the author, we select reviewers known for their evenhandedness and lack of political agenda.

The *Journal* struggles increasingly these days with manuscripts written by authors for whom English is a second or even a third language. This has placed an extraordinary burden on the board and Robin. We are currently discussing options about editorial policies with regard to quality of English and translation. It is also important to note that the *TAJ* only accepts original English-language manuscripts. We have considered this issue long and hard, investigating at length what the standard is in peer-reviewed journals as well as taking the needs of our international community into account. Ultimately, we decided that we would only accept previously published English-language articles if they have been significantly altered and retitled so they are, in essence, new articles. We will continue, however, to accept manuscripts that have been published in non-English journals and then translated into English so as to make that material available to a wider English-language readership worldwide.

The reviewers are given considerable freedom in how they do the evaluation, but they are all asked to consider several fundamental questions:

- **CONTENT**—Does this paper make an original contribution? Does it present existing ideas in a new and helpful way? Does it make new connections between ideas? Does it contribute to theory? Does it contribute to practice? Does it contribute to research?
- **STRUCTURE**—Are the ideas, observations, and/or clinical or research material well organized and clear? If not, what are the paper's weaknesses? Is it verbose, vague, unclear, confusing? Does the author(s) seem to have problems with English? What changes, if any, are needed to achieve a clear, well-structured article?
- **ACCURACY**—Are there any inaccuracies in theory? Is the article adequately referenced? Does it contain an adequate literature review section? Is the abstract suitably concise and clear? Overall, is the article suitable for publication substantially in its present form; and if not, what changes need to be made?
- **STROKES**—What did you particularly like about this article? What other strokes would you like us to pass on to the author(s)?

That is the heart of the reviewers' work, and it is quite a lot. Some reviewers simply answer these questions, while some undertake very detailed editing of the manuscript. Then the reviews are sent to the coeditor(s). We look at the article again, synthesize the reviewers' feedback, and

either accept the article as is, reject it, or (more likely) give a conditional acceptance with requests for fine tuning. All the critical thinking and editing that goes into the review process is to support the author in writing the highest quality article possible.

When all is said and done, the manuscript goes to Robin Fryer, who then does her final polishing, which ensures a first-class piece of work. Robin is a glorious asset to the ITAA and the *TAJ*. Her skills ensure a very high quality publication and offer our authors wonderful lessons in effective writing.

So those are our tasks as members of the editorial board. These take considerable time, thought, and devotion. Now, what are your tasks and responsibilities as authors?

"Professional writing is both a privilege and a responsibility. In the TAJ we make every effort to support authors in communicating their ideas effectively and in fostering a lively community of ideas and experiences."

Since its inception, the Instructions to Authors section of the *TAJ* has included a quote from Eric Berne, who edited the original *Transactional Analysis Bulletin* (which preceded the *Journal*). Berne said, "If you are mad at the editor, please show it in some other way than by sending a first draft. . . . The editor loves hard-working transactional analysts who study English grammar and write good abstracts."

Unfortunately, in spite of Berne's comments, we still get a lot of first drafts, although we do not think (or we hope anyway) that it is an expression of anger at the editors. More often than not, the first drafts seem to be a product of either anxiety, laziness, or inexperience in writing. The *TAJ* welcomes first-time and inexperienced authors and will work hard on their behalf. We have published many outstanding articles by first-time writers. However, it is your responsibility as an author to go beyond the first draft!

A few years ago, Bill Cornell and Robin Fryer began developing a writers' workshop called, "Getting Beyond the First Draft," which we try to present at conferences as often as possible. In the next few paragraphs, we offer a brief overview of some of the material from that workshop as a way to encourage people to attend one of the workshops in person. They are designed so participants have a chance not only to hear some helpful information about writing (especially for peer-reviewed journals) but also to practice writing and to receive feedback during the workshop itself. Much of this material is based on Bill Cornell's experience and evolution as a writer and what he has learned from his many years of collaboration with Robin.

Perhaps the most important point we make is that we recommend that authors write five drafts of a manuscript before submitting it for review. Yes, five. But please keep reading—it's not quite as bad as it sounds. And you'll learn a lot and your writing will get much more efficient if you do it.

First draft: Just write. You are writing to yourself in this phase. Don't worry about form or content, just get thoughts and feelings down on paper. The first draft is often an argument, maybe

with yourself, maybe with a particular author, maybe with colleagues. This draft will often include long quotes that are part of your reading and thinking. These quotes may be paraphrased or taken out later, but right now they are part of how ideas are forming. You are writing to no one but yourself. Bill calls the first and second drafts "private writing," as the author is writing to himself or herself at this point. You have not turned out to the audience. Writing in this way makes the work more personal and lively.

Second draft: Review the first draft with the questions, "What am I trying to say? What are the central ideas?" Eliminate the peripheral material (but don't throw it away—save it, as it may form another paper or be reintegrated into the current one later on in the writing). Put the ideas into a logical sequence. Now give this manuscript to two or three people for feedback. At this point, feedback on content is not as important as feedback on style. Ask your colleagues for feedback on the ideas, but also ask, "What held your interest? What opened your thinking? Where did you lose interest? What was unclear? What is the central idea? What more do you want from this paper?"

Third draft: Now use the feedback to turn your attention to your audience. To whom are you writing? How do you engage their interest and their thinking? We are now in the phase of "public" writing, writing to others rather than to yourself. This is also the draft in which you write the literature review and perhaps develop case material. Most important at this stage, READ WHAT YOU HAVE WRITTEN OUT LOUD. It is amazing to do this. You will hear your writing in a very different way. The sequence and flow of the writing will be clearer. You will experience the paper as an audience as well as the author. You may want to have your colleagues read it again, this time focusing on content.

Fourth draft: Now you are writing to your audience. Center your attention on the sequence of ideas. Be sure you have addressed your motivation for writing the paper and the development of the ideas—this further engages the readers. Good writing invites conversation, dialogue.

Fifth draft: Polishing. Do the abstract. Look at subsections and subheadings to clarify the organization. Check transitional sentences from one section to another. Check grammar and spelling—sloppiness on these details really puts off reviewers. No one working for the *TAJ* would object to receiving a manuscript after the fourth draft, but that fifth draft adds the extra polish that your work deserves. Robin Fryer will add even another layer of polish by the end.

Professional writing is both a privilege and a responsibility. In the *TAJ* we make every effort to support authors in communicating their ideas effectively and in fostering a lively community of ideas and experiences. From start to finish, the editorial board and Robin Fryer make every effort to ensure a collaborative effort rather than a judgmental process. We invite and deeply value your contributions to the *TAJ* and to the continuing development of transactional analysis theory and technique.

Bill Cornell, Ann Heathcote, and Birgitta Heiller are the coeditors of the Transactional Analysis Journal. They can be reached by e-mail: Bill Cornell at bcornell@nauticom.net ; Ann Heathcote at amheathcote@theworsleycentre.co.uk ; Birgitta Heiller at birgittahellier@aol.com .

ITAA The Script

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Eric Spoke to Me through Redecision Transactional Analysis

by Janet Lee O'Connor

Eric Berne first said "hello" to me in graduate school. I started going to "therapy school" as an academic minor to enhance my effectiveness as an educator. I was studying for a doctorate in reading, and a wise mentor suggested counseling skills would enhance my work with individuals who had learning disabilities and reading difficulties. What a blessing this was to me! During this process, I did an independent study in rededecision transactional analysis on the recommendation of my personal therapist. I was introduced to Robert and Mary Goulding through their book *Changing Lives Through Redecision Therapy* (Goulding & Goulding, 1979). The Counseling and Guidance Department at the University of Arizona was focused mainly on Adlerian counseling. While I thought the theory interesting, it was not interesting enough to learn more than the basics. I also studied transactional analysis and other theories. They all seemed to have pieces I could use in teaching and tutoring, and none really seemed to resonate with me.

I then had the opportunity to attend the first Evolution of Psychotherapy Conference in Phoenix, Arizona, in 1985. While attending the Gouldings' presentation on rededecision therapy, Eric "spoke" to me through the dynamic school of rededecision therapy. Transactional analysis came alive for me. I was excited that the rededecision model could incorporate some of the best

"While attending the Gouldings' presentation on rededecision therapy, Eric 'spoke' to me through the dynamic school of rededecision therapy. Transactional analysis came alive for me."

parts of other theories that made sense to me: behavior has a purpose, work in the here and now, how we react depends on approach, defense mechanisms, attachment theory, the counselor-client relationship is important, and so on. I already had experience in my own therapy with the Parent, Adult, and Child and knew we

had three ego states. I watched the Gouldings demonstrate how these ego states were used to support autonomy and allow the client to go back, in fantasy, to an early childhood scene and "redecide." In the act of rededeciding, we stop being victims, end depression, manage feelings, and succeed. I realized the power to be cured is within each of us, and a skilled therapist will assist this process.

Around this time, I was told by a colleague that I was "incompetent," and I questioned whether to stay in the field if I was not a good therapist. I made the decision that, if I were to continue in the field, I wanted more training and the opportunity to explore my abilities as a therapist. Because of the presentation by the Gouldings and the gentle, yet no-nonsense approach they demonstrated, I started intensive training at the Western Institute for Group and Family Therapy. I flew to California one weekend a month for the next 5 years as well as attending 1- and 2-week intensives in the summer. I instinctively knew that training would enhance my skills, and my Child wanted to be with these people, Bob and Mary, who helped people change in an elegant way I wanted to learn.

Through my training in transactional analysis, I came to believe that people are responsible for their thinking, feeling, and doing. With this knowledge, we can make life changes supported by a caring professional to confront, challenge, and support the process. I didn't realize that transactional analysis had the framework within which to accomplish this goal prior to learning the rededecision approach. There is not a day that goes by that I do not use something I learned at the Western Institute in my personal and professional life. I still hear Bob and Mary's voices in my head at times: "You are able!" "That's a thinking, not a feeling." "I hear what you want to do; what are you 'willing' to change?" Working with Bob and Mary revealed that I was more than competent. In fact, I am an excellent therapist and have continued to grow and improve my skills over the years through my association with transactional analysis professionals. TA professionals respect and honor differences, incorporate the international community with opportunities to learn from each other, and value each practitioner for his or her contribution to the transactional analysis and world communities.

When Bob died in 1992, Mary started talking "retirement." To continue this dynamic therapy, the Southwest Institute for Group and Family Therapy (SWGFT) was born to conduct ongoing training and supervision in rededecision transactional analysis. Anyone who wants to learn this dynamic brief therapy is welcome. We teach the applied model in which participants are given the opportunity to experience rededecision in a group setting with follow-up discussion of methods used. In addition to didactic discussion, video, and readings, participants take an active role by conducting supervised, time-monitored therapy sessions with participants in the group. Rededecision transactional analysis offers clear, concise methods to support the clients' goals and produce rapid, long-lasting change measurable in behavioral terms. Rededecision transactional analysis, one of the first brief therapy models, is especially effective in facilitating the change process when only a few sessions are available per client.

I take any opportunity I can to demonstrate rededecision transactional analysis at conferences. I am always awed by the willingness of people to volunteer as "a client" so I can facilitate change



for them. In the process, others experience how the model works in the moment. This trust by participants attests to the reputation of quality engendered by transactional analysis. Many of the same participants from previous demonstrations as well as TA colleagues continue to support me in my work. I have deep gratitude for the excellent training and supervision I have received. This training grounded me in the rededecision model, and through continuing support of transactional analysis therapists, I have the confidence and expertise to display this exquisite therapy model. I consider myself a practitioner rather than a theoretician. I leave the models to others and benefit from their research and study as I apply the end result to my work with students, trainees, and clients.

Mary Goulding has continued to mentor me, and as a result of her encouragement, I accepted the position of president of the Americas Transactional Analysis Association (ATAA). This decision has provided me with many opportunities for Child introspection as well as dabbling in "political stuff," which my Adult usually avoids at all costs. Growing an international organization is challenging and frustrating as well as rewarding. ATAA is still finding its voice in the international community. One main goal is to support education and training in the international community. This was what attracted me to the organization. To that end, we are in the process of creating an application instrument designed for individuals and groups to request funding to promote transactional analysis to anyone who wants to listen and learn.

To continue the work of Eric Berne, Bob and Mary Goulding, and others, I have also been a part of the formation of the Rededecision Therapy Association. This is an international organization created to provide a forum to promote and practice rededecision therapy. We have almost finished the incorporation process and have many members who have supported us financially and in other ways to make this association a reality. In addition to serving this association as membership chair, I am also responsible for publishing a newsletter four times a year.

I value the opportunity to continue to participate in these international organizations. It affords me the opportunity to learn and interact with professionals who focus on ego state strength and avoid stroking pathology. I was recently honored to be asked to participate as a member of the editorial board for the *Transactional Analysis Journal*. In this position, I look forward to a good deal of work as well as continuing my own education in transactional analysis.

Janet Lee O'Connor can be reached by e-mail at southwesttraining@q.com.

REFERENCES

Goulding, M. M., & Goulding, R. L. (1979). *Changing lives through rededecision therapy*. New York: Brunner/Mazel.

Couples Workshop Capetown, South Africa

A weekend especially designed to assist couples in making desired changes both in themselves and their relationship in order to have the kind of life together they want. Information from rededecision therapy, family systems therapy, sculpting, and other approaches will be used to assist couples in increasing their awareness, autonomy, spontaneity, and capacity for intimacy with one another. Up to five therapists will be invited to observe the process and learn this approach. They will have an opportunity to meet separately, twice a day, with the leaders to discuss their observations. Join us for a fun and productive weekend.

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Faculty: Vann Joines, Ph.D., and Josephine Lewis, Psy.D.

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Tuition: \$900 per couple (\$850 if registered one month in advance, \$250 deposit)
\$300 for therapists (\$250 if registered one month in advance, \$100 deposit)

To register, call the Southeast Institute, Chapel Hill, North Carolina, USA, at 919-929-1171 or e-mail registrar@seinstitute.com

Kohlrieser Book Wins French Award

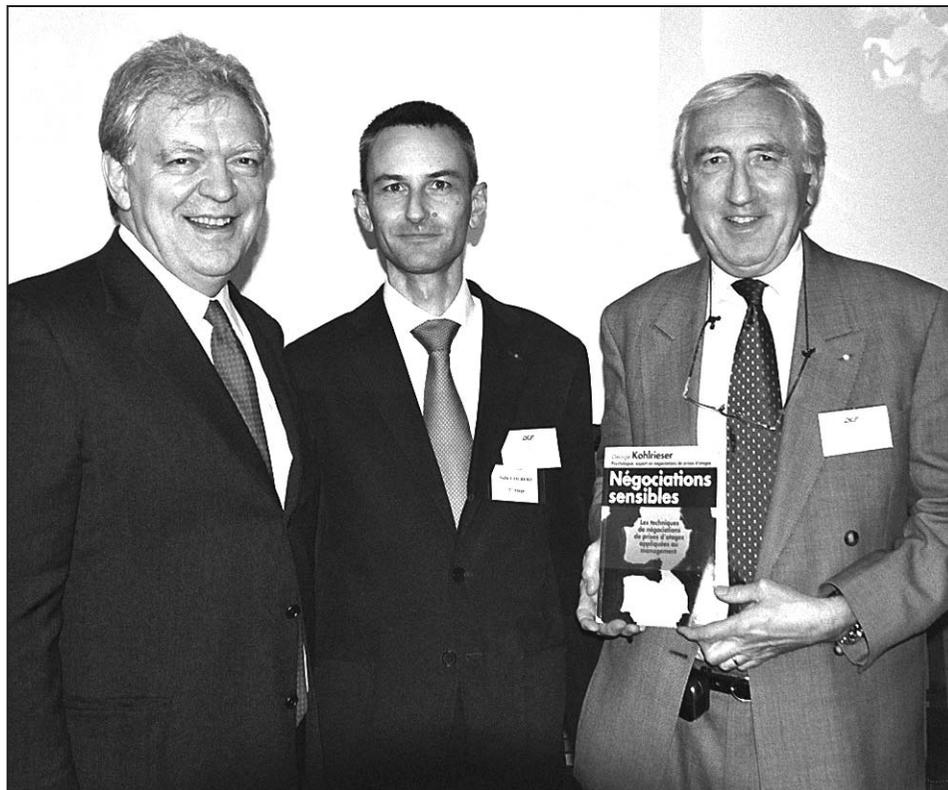
As announced in the March 2008 *Script*, former ITAA President George Kohlrieser was unanimously awarded the Best Business Book of the Year 2007 by DCF (the French Association of Business Leaders) for *Négociations Sensibles*, the French translation of his book *Hostage at the Table: How Leaders Can Overcome Conflict, Influence Others, and Raise Performance* (Jossey-Bass, 2006). The award was created in 1979 by a nationwide organization of French business leaders whose jury underscores the importance of the human element in business relationships. The book was chosen because of its unique, innovative, and creative approach to understanding leadership.

George received the honor at a prestigious ceremony held at the National Assembly building in Paris. In addressing the 200 conference participants, he emphasized how leadership has taken on new importance in understanding success in organizations, education, politics, social welfare systems, and health care. If leadership is understood as a process of influence and persuasion toward a defined goal, then leaders must make

the tough decisions and judgments to help people accept the changes that are needed in every culture and country by seeing what benefits can be had by participating in such changes. This requires that leaders be trustworthy, authentic, and honest. If leadership is, indeed, a learnable talent not controlled by heredity and genes, the question becomes how to develop leadership qualities and competencies from childhood to the end of life.

George also emphasized the role that social intelligence—the ability to talk, dialogue, and negotiate—plays in successful leadership. He spoke about how transactional analysis is one of the most powerful and effective tools to engage people in cooperation and change processes. Leaders can change destinies and their use of transactions is the means to do so.

A former hostage negotiator and police psychologist, George writes in his book about how people allow themselves to be held mentally hostage on a daily basis by others or themselves. *Hostage at the Table* has been translated into eight languages, including French, Chinese, German, Hungarian, Romanian, Russian, Korean, and Swedish.



George Kohlrieser (left) is presented with the award for the "Best Business Book of the Year 2007" by the French Association of Business Leaders (DCF). To his immediate left is Christian Fournier, President of DCF-Nice, and on his far left is Guy Tournois, a member of the jury who chose George's book for the award.

"Conflict Management: The Art of Making Peace"

with George A. Kohlrieser, PhD

This 55-minute DVD/tape shows internationally recognized trainer, hostage negotiator, and conflict resolution specialist George 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 intelligence, sensitivity, and humor, Dr. Kohlrieser addresses the theory, practice, and problems of dialogue and negotiation as they relate to conflict resolution in personal, professional, and community settings. As Dr. Kohlrieser says, "The science and art of conflict resolution is built on the skills of dialoguing and negotiation, and there is no better tool for doing these than transactional analysis. Thirty years of doing, analyzing, and training in conflict resolution, hostage negotiations, and violence management have made me a believer in the power to influence even the most violence-prone person through transactional analysis. The secret is the ability of the negotiator to continually bond and rebond and to work authentically with the process." Dr. Kohlrieser, a founder of Shiloh USA and Shiloah Europe, works with profit and nonprofit organizations, law enforcement, and governments in 50 countries. He specializes in organizational development, conflict management, team building, and stress management. He is a former president of the ITAA and a faculty member of IMD.

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Australia/New Zealand: 1 position

There are also two vacancies on the board that can be filled by board appointment for the remainder of the terms of office: vice president of Internet and treasurer. If you are interested or wish to suggest someone else to fill either of these vacancies, please contact ITAA Secretary Lorna Johnston (see below for contact information).

Nominations require the name and consent signature of the nominee (it may be yourself), the name of the person making the nomination, and the name of the person seconding the nomination. To be eligible for nomination, trustees may not have already served two consecutive terms of office in any position on the board. Position statements (charters) that describe the function and selection criteria for each of the officer positions are available from the ITAA office or in the Guidelines (part of the official documentation) on the ITAA Web site at www.ita-net.org. Nominees are encouraged to read and understand these before accepting nomination.

Send nominations to the ITAA Secretary and Nominations Committee Chair Lorna Johnston at thechangeinstitute@shaw.ca or fax to her at 1-403-243-4209. **The deadline for nominations is 31 May 2008.**

Election Procedures: As per the ITAA bylaws (revised 1996), if there is no more than one candidate per position, there will be no ballot, and the results of the election will be announced in *The Script* newsletter. If there is more than one

nominee for a position, a ballot will be mailed to all voting members within 60 days of the close of nominations. The deadline for return of ballots is 60 days from the date of mailing. The results of the election will be announced to the candidates within 30 days after the election results are determined and to the voting membership as soon as practical thereafter.

KEEPING IN TOUCH

Leonard Ghan, the first international member of the ITAA, died 6 March 2008 after a brief but courageous struggle with cancer. We will publish more about Leonard in an upcoming issue of *The Script*. We offer our condolences to Leonard's family and his many friends.

Morris Haimowitz is turning 90 this June. He was one of the first people to bring transactional analysis across the Mississippi River in 1968. You are invited to celebrate this milestone with him in Tilden Regional Park, Berkeley, California, on 14 June, when his daughters are throwing him a birthday picnic. The next day he wants to go on a hike in Muir Woods. For more information, contact Carla Haimowitz at CarlaHaimo@sbcglobal.net.

The Transactional Analysis Regional UK South East Conference, sponsored by the Institute of Transactional Analysis, will be held on 14 June 2008 at the Bridgewood Manor Hotel in Chatham, UK. The theme of the conference is "An Invitation to Do Something Different," and the keynote presenters are Dr. Tony Baker, consultant in psychiatry, on "Getting Free from Unhelpful Feelings," and Mica Douglas, PTSTA (P), on "Being Different Is an Invitation to Being Ourselves." For more information, please contact Debbie Sutton at 01634 724 551 (tel) or e-mail jamesandalyson@aol.com

We Are What We Learn: A TAJ on Training within Transactional Analysis

by Rosemary Napper and
Trudi Newton

Many paths lead to the Certified Transactional Analyst (CTA) designation around the world, yet how much do we know about any transactional analysis training other than what we have been through and perhaps what we now provide if we are a trainer? Does this matter? We think it does, and so we have agreed to coedit a special issue of the *Transactional Analysis Journal* on the theme of "Transactional Analysis Training." It is scheduled for publication in October 2009, and the deadline for submissions is 1 January 2009. We thought it would be helpful to share some of our thinking about this important topic in the hopes of stimulating your own thinking and, hopefully, your writing.

We think it's important to share experiences of CTA and Provisional Teaching and Supervising Transactional Analyst (PTSTA) training because, for all of us, we are what we learn. There seems to be a lack of debate about the theory of training practice—indeed, a 3-day Training Endorsement Workshop (TEW) is all it takes to qualify to take out a PTSTA contract. There also seems to be a set of assumptions that differ from place to place about what constitutes a 1-, 2-, 3-, or 4-year (or more) transactional analysis training program. There is also confusion about teaching transactional analysis to people for personal development, or in educational and organizational settings, and training transactional analysts in all fields. Originally, transactional analysis training was designed for qualified practitioners in their fields; now, in some places, it is an initial and skills-based psychotherapy in its own right, which inevitably skews the emphasis in the training as well as in the content.

Application, supervision, and personal work are also part of the learning process, and there have been previous *TAJs* dedicated to the first two of these aspects. This will be the first time that an entire *TAJ* will be focused on the range of issues that are connected with a training program itself. We invite you to join us in creating this theme issue of the *TAJ* as a way to raise and discuss these issues.



Trudi Newton



Rosemary Napper

"We invite you—as a learner or as a trainer—to contribute either a short or a longer article about what concerns, stimulates, or interests you about your transactional analysis training as a way to begin this discussion."

Among the provocative questions we would like to suggest are:

- How do we know that training programs are enabling us to maintain a high standard throughout the world? What are the ways to ensure this other than standardization of the curriculum?
- What is the connection between the practitioner's philosophy and the way that the training program is delivered? Do we practice what we preach?
- Within transactional analysis there are a wide range of practices, each with a different philosophical base: classical, re-parenting, redecision, constructivist, relational, and so on. How do these impact the training theory and practice, and how clear is this to trainees making a choice? Indeed, how are potential trainees encouraged to make a choice?
- How in training programs do we address the issues that inevitably arise for those participants who have had bad school experiences

somewhere in their past? To what extent is the relationship between transactional analysis trainer and participant symbiotic?

- How do trainers differentiate teaching and learning? And how do they think about this within a transactional analysis framework? Is there a theory of practice within transactional analysis? How do we understand the learning process in a transactional analysis frame?
- To what extent is being a qualified teacher a benefit or a hindrance in being a transactional analysis trainer? Why is CTA education not the prerequisite for becoming a qualified transactional analysis trainer?
- On what learning theories is each transactional analysis training program based? Is the deliverer able to articulate this and argue for one way of learning above another from a transactional analysis perspective?
- How is a training program impacted by its location in a private, for-profit institute; an academic establishment; a charity; or some other type of organization?
- Is our exam system the best way of assessing applied learning? Does it make a difference

in which country an exam is taken? Is there a place for international, intermediate qualifications prior to CTA?

- How is the CTA regarded in comparison to other qualifications, such as master's and doctoral degrees? What is the status of transactional analysis training in different fields in different countries?
- How does group size impact the learning process? Should this be regulated?
- In what way do the scripts of Eric Berne and a group's trainer(s) influence the culture and hence the practices and content of a learning group?
- What is the function in contemporary times of the TA 101? (And what's in a name—the phrase "101" is not understood in many countries.) Originally designed for therapy clients so they could gain knowledge to empower themselves on their own therapeutic journey, should the TA 101 be the only entry point into further transactional analysis training?
- Some places have requested a shorter route to transactional analysis qualification. How does this fit our understanding of the process of becoming a professional? How different, really, is the South American CTA? Research suggests that it takes 10,000 hours to gain mastery of a language or craft; is this what TSTA represents?
- Who is prevented from taking up transactional analysis training?
- What is the balance between intentional and incidental learning in a training group? What are the critical incidents, or magical moments, that stay in the minds of learners? Can these be contrived by trainers?

Training programs are central to the way that the transactional analysis community grows and develops. We invite you—as a learner or as a trainer—to contribute either a short or a longer article about what concerns, stimulates, or interests you about your transactional analysis training as a way to begin this discussion.

Rosemary Napper and Trudi Newton are both highly experienced trainers of trainers, and both have qualifications in the educational field as CTAs and TSTAs. Rosemary can be reached at Rosemary.Napper@btinternet.com; Trudi can be reached at trudi.newton@btinternet.com.

Corrections

Taking Transactional Analysis into the Islamic World: The population of Kozhikode is not 99.5% Muslim; rather, the membership of the training group is 99.5% Muslim.

Psychotherapy Panel at South Africa Conference: There has been a change in the chair of the panel; Elana Leigh will chair the panel rather than Charlotte Sills.

South Africa Contact Information: As published in the March *Script*, the correct contact information for the conference is as follows:

Please do not book direct with the hotel. Use the registration form for registering and booking accommodation:
www.ta2008conference.org

Registration and booking queries should go to: Estelle Lotter at sataa2008@ripco.za.com; Tel: +27 11 482 2835; Fax: +27 11 482 2836

Conference committee contacts: Diane Salters for program-related queries at dsalters@iafrica.com; Sharon Kalinko for general queries at skalinko@global.co.za

Examiners Sought

Plans are already in hand for exams to be held at the site of the 2008 World TA Conference in South Africa. Exams will be held on Wednesday 6 August, with institutes the following day and the conference opening on the evening of Thursday the 7th. Candidates for TSTA exams are already applying for places, and no doubt CTA candidates will soon follow. Our intention for the 2008 exams is to do as much preparation as we can beforehand by recruiting examiners and supervisees and planning potential boards and supervisions. If you are a TSTA and are planning to attend the World Conference in Johannesburg and are willing to examine, please let me know! I also want to hear from CTAs or PTSTAs who want to examine or be a supervisee or audience member.

—Trudi Newton, BOC Cochair, can be reached at trudi.newton@btinternet.com

EXAM CALENDAR

| Exam | Exam Adm. | Exam Date | Location | App. Deadline |
|--------------------|--------------------------|---------------|-------------------------------------|--|
| CTA EXAM | COC | 3 July 2008 | Slovenia | 1 April 2008 |
| | BOC | 6 Aug. 2008 | Johannesburg, S. Africa | 6 May 2008 |
| | BOC | 30 Oct. 2008 | Rotorua, New Zealand | 30 July 2008 |
| | COC | 14 Nov. 2008 | Neustadt, Germany | 1 Aug. 2008 |
| TSTA EXAM | COC | 3 July 2008 | Slovenia | 1 Jan. 2008 |
| | BOC | 6 Aug. 2008 | Johannesburg, S. Africa | 6 Feb. 2008 |
| | COC | 14 Nov. 2008 | Neustadt, Germany | 1 May 2008 |
| CTA Written | All Regions (Non-Europe) | Your choice | Submit to Regional Exam Coordinator | Your choice after paying \$50 fee to T&C Council |
| TEWs | BOC | August 2008 | Johannesburg, S. Africa | April 2008 |
| | BOC | 2-4 Nov. 2008 | Rotorua, New Zealand | 1 July 2008 |

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

Note: Exams subject to availability of examiners/exam supervisors. BOC not responsible for expenses incurred when unavailability of examiners/exam supervisors causes exams to be canceled or postponed. To be an examiner for an ITAA/BOC exam, examiners must be at least a CTA for a CTA exam or a TSTA for a TSTA exam.

To arrange to take a BOC exam, contact the T&C Council, 2186 Rheem Dr., #B-1, Pleasanton, CA 94588-2775, USA. Note: COC people sitting for BOC exams must forward the equivalent of the EATA fee to the T & C Council office. **To arrange to take a COC exam,** contact your EATA Language Coordinator. Check with the EATA office or the EATA Newsletter for the name of the appropriate Language Group Coordinator. **TSC Training Endorsement Workshop fee:** \$450 ITAA members/\$600 non-ITAA members payable in US dollars to T&C Council, c/o the T & C Council office, 2186 Rheem Dr., #B-1, Pleasanton, CA 94588-2775, USA. **COC Training Endorsement Workshop:** to take a COC TEW, contact the European TEW Coordinator, c/o the EATA office.

Speaking Truth

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In its original usage, it is a declaration of willingness to speak one's truth and stand defenseless in the winds that then may blow from the corridors of power.

Nozizwe Madlala-Routledge is a Quaker. In other words, she is a member of the Religious Society of Friends, known since the seventeenth century as Quakers. As a Quaker myself, I recognized that in using this phrase, Madlala-Routledge was drawing on a well-established Quaker tradition, one that calls on us to speak out with integrity regardless of powerful injunctions from party, state, or society to remain silent. Edward Said, the Palestinian intellectual whom Feinstein quotes in his book, attended the Quaker school in Ramallah and not only used this phrase in his writing but made it a central tenet of his life. So where did it come from originally?

The phrase can be dated with some certainty from an influential tract published by an American Quaker committee in 1954 entitled *Speak Truth to Power: A Quaker Search for an Alternative to Violence*. When some of the committee were, much later, asked where the phrase came from, they replied that it must have been from one of the early Quaker teachers. This would seem likely, since the early Quakers repeatedly demonstrated their willingness to risk all by speaking their truth. In the seventeenth century, the Quakers suffered considerable persecution. Indeed, one of the questions early

meetings were asked to respond to in their annual reports was, "What Friends, imprisoned for their testimony, have died in prison since the last yearly meeting?" Since then, many have risked their freedom in opposing slavery, war, and other forms of persecution.

So, naturally, it might be assumed that the elders of the Quaker movement must have used this phrase. But had they? One panel in the "Quaker Tapestry" depicting the history of Quakerism depicts the delegation to the Tsar of Russia in 1854 asking him to help avert war in the Crimea. It has the words "speak truth to power" beneath it, but the tapestry was only commenced in 1982, and the makers may have embroidered the history a little.

Research on this question has thrown up no early use of the phrase in Quaker literature, so where did that 1954 tract get the phrase? One of the committee members, Milton Mayer, was of Jewish background; perhaps it had come from Jewish writings? No such exact form of words was found. Maybe it came from Robert Burns, or Confucius, both of whom said similar things? But no connections could be established between them and the committee. The nearest match was found when it was recalled that one of the members, Bayard Rustin, was interested in the teachings of Islam. In a hadith in the *Mishkat Collection: Book of Rulership and Judgment*, it is recorded that Mohammed said, "The most excellent jihad is when one speaks a true word in the presence of a tyrannical ruler."

Possibly drawing on this teaching, and certainly drawing on the early example of Quakers, Rustin had in 1942 written to his fellow Quakers in Man-

hattan: "The primary social function of a religious society is to 'speak the truth to power.'"

Ironically, although he was an influential member of the American Friends Service Committee, Rustin's name does not appear on the 1954 tract. It was withheld at his request because, as a homosexual, he was facing a possible criminal charge—the law being what it was at the time—and he was concerned that this might compromise the work of the committee.

So it seems that this phrase, so well loved today by Quakers the world over, comes not directly from our early founders but from a gay, black American with an interest in Islam—a wonderfully diverse origin that makes the phrase all the more suitable for South African use.

It is worth noting that Rustin, a remarkable man, was also active and influential in the work of Martin Luther King, Jr., but there too, he kept himself in the background to protect the movement. At that time, some truths were still too difficult for the civil rights movement as a whole to speak.

Similarly, now, it seems, there are some truths that the South African liberation movement does not dare to speak, and those individuals (public servants and elected representatives) who decided to "speak truth to power" are paying the price of loss of career, status, and acceptance. This is doubly sad because we have such a rich tradition in this country of people willing to "speak truth to power." Nor were they simply risking their careers. They, like the early Quakers, were risking their liberty and their lives. Indeed, many of our parliamentarians are there because they took such risks. Why their silence now?

Perhaps there is a big difference between speaking "truth to power" when you stand outside the circle of power and when you stand inside it. Only a handful of white people found the integrity and courage to "speak truth to power" under apartheid. One's group and the protection it confers is no easy thing to give up. To speak truth to the power of the other is one thing; to speak truth to one's own power source in another.

We have three Nobel Peace Prize winners in South Africa who exhibited a remarkable capacity to "speak truth to power": Albert Luthuli, Archbishop Desmond Tutu, and Nelson Mandela. We have a fourth, F. W. de Klerk, and personally I have always wondered why he received the award. I think I now understand. He got it for being willing to listen to the truth even though he had power. Some would argue that he had to be pretty much forced to listen and his power was diminishing. True . . . and he could still have refused to listen.

So, perhaps what we seek in our country at this time is not only those who will continue to take risks and "speak truth to power" but also those who, once we put them in power, will be willing and able to "hear truth spoken to power." For me, that would mean we had truly freed ourselves of the authoritarian shackles of our past.

In a mature democracy, speaking truth to power need not cost officials or representatives their careers—need not cost the public the loss of good servants. While researching "speak truth to power," I was interested to find a March 2007 address to newly inducted executives in the Canadian civil service given by James R. Mitchell (2007), an experienced consultant on governance. The title is, "Can I Really Speak Truth to Power?" He spells out the nature of the phrase and shifts it from its religious origins firmly into the world of present-day civil service.

Mitchell (2007) calls the duty to speak truth to power "a 'positive obligation'—a duty to do the right thing, and not simply refrain from doing the wrong thing" (p. 5). He goes on to acknowledge that there is no one "Truth" to be told in public life but that officials have a duty to communicate what they know (the facts), lessons they have learned from experience and their best judgment of what to do in light of those facts and experiences. They should do this, he says,

because it is their most fundamental duty, what they are paid to do:

- Not to tell people what they want to hear but what they need to hear
- Not to hide the facts . . . even if they run counter to received wisdom, or someone's preferred course of action
- Not to make your boss comfortable, but to equip him or her to do the right thing even if it makes them uncomfortable (p. 3)

What a different South Africa we would be living in if this was the established norm for what is expected of those in public life. I am not for a moment suggesting that we are the only country struggling with these issues—far from it. I am saying that, given our history, we expected a lot of our new democracy, and we should not give up on it at this critical juncture but continue to protect it at every turn. All of us need to acknowledge our debt to those who have spoken truth to power in our past and ensure that their efforts were not in vain. Each of us, in our own way and our own context, needs to carry on speaking truth to power and supporting leaders who know how to listen to truth when in power.

Diane Salters is cochair of the 2008 World TA Conference in South Africa and a member of the ITAA Board of Trustees. She can be reached by e-mail at dsalters@iafrica.com.

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Madlala-Routledge

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promote the scientific approach to dealing with HIV/AIDS and in campaigning for treatment for AIDS patients. Although she faced immense difficulty working within the hostile environment in the Ministry of Health, she creatively found ways to respond to the huge challenges facing the public health sector.

During the era of apartheid in South Africa, Madlala-Routledge was active in student politics, through the South African Students Organisation (SASO), which was founded by Steve Biko. She was a founder and chairperson of the Natal Organization of Women, a member of the underground structures of the ANC and SACP, a regional leader of the United Democratic Front (UDF), a delegate at CODESA 1 and 2 (an all-party negotiating forum for South Africa's transition from apartheid rule), and managing secretary of the Transitional Executive Council Sub-Council on the Status of Women.

Madlala-Routledge was dismissed from her post as Deputy Minister for Health by SA President Mbeki on 8 August 2007 following an "unauthorized trip" to an AIDS Vaccine Conference in Spain and her speaking out about poor conditions at Frere Maternity Hospital, after her unannounced visit following exposure by the *Daily Dispatch* of a high number of baby deaths. There was a public outcry at her dismissal, which was reported in local and international media. There was also considerable public support for her integrity and position on HIV/AIDS.

We are honored to have Nozizwe Madlala-Routledge as the opening speaker for our worldwide conference and hope that you will join us for what promises to be a stimulating, if not provocative, address at the Wednesday night conference opening celebration.

For more information on the conference and to register, please see www.2008taconference.org.

Life Scripts: Unconscious Relational Patterns and Psychotherapeutic Involvement

Richard G. Erskine, Ph.D.

Integrative Psychotherapy 10-Day Residential Workshop Friday 25 July to Sunday 3 August 2008

This residential ten-day workshop will present the theory and clinical practice of Integrative Psychotherapy. The theme of the workshop will focus on life scripts, unconscious relational patterns, unconscious prereflective patterns, nonverbal communication, introjection, and physiological survival reactions. Various methods of working within a supportive regression, involved therapeutic relationship, and/or a caring body therapy will be taught and demonstrated. This workshop is for mental health professionals who want to apply theory in clinical practice and to enhance their effectiveness through identifying aspects of contact interruption, life script, and countertransference. There will be opportunities for case consultation. Richard will teach, demonstrate, and elaborate on the concepts in *Beyond Empathy: A Therapy of Contact-in-Relationship* by Richard Erskine, Janet Moursund, and Rebecca Trautmann (1999, Brunner/Mazel, ISBN 0-87630-963-5).

Cost: \$2,950 for tuition, room, meals; reservation fee: \$950 nonrefundable

Location: Kent, Connecticut (near New York City)

at the Old Chestnut Inn, with spacious grounds, gardens, and swimming

For information and to register, call or write: Institute for Integrative Psychotherapy, 500 East 85th Street, New York, NY 10028, USA; 212-734-5291 (phone) * 212-879-6618 (fax); e-mail: IntegPsych@earthlink.net

Visit our Web site at: www.Integrativetherapy.com

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

TA with Police

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change and promotes bad habits (e.g., working through breaks, eating food at their desks, feeling pressured to do regular overtime, etc.) I also explore morale and the dynamics among members of the team.

Most of the session is taken up with team members talking about their individual roles and the impact the work has on them. For example, several British police forces sent officers trained as body recovery experts to Indonesia after the 2004 tsunami. Part of my work was to see these officers regularly to assess for signs of stress. Given the magnitude of the disaster, the identification process took many months, and it was difficult to prepare officers for the scale of the situation and the working conditions they encountered.

Officers are also sent out of force to support teams after terrorist incidents and high-risk missing child cases; even though these personnel are highly skilled, nothing can fully prepare them for such experiences. And while they have operational debriefings and occasionally critical incident debriefings, they appear to value the individual sessions to talk. I always ask if they are experiencing any other especially stressful circumstances in their lives (e.g., moving house, family illness, etc.), and I am often surprised by the number of issues officers are managing. If they wish, they can be referred to external counselors affiliated with the force to obtain additional support.

One of the teams I work with is the firearms team, and although at the start of every shift an officer must declare he is emotionally and physically fit to carry a firearm, I am also responsible for making this assessment. Occasionally, my role requires me to be directive and proactive and to recommend an officer go off sick, is office based with no public contact, or hands in his firearms or driving authority. Over the years, I have been encouraged by the increased awareness of officers; often they report they have handed in their authorities rather than needing me to encourage or insist on it.

As part of my training and as a United Kingdom Council for Psychotherapy (UKCP) requirement, I have regular supervision and personal therapy. I consider this an essential part of my own self-care. I am also vulnerable to vicarious traumatization and use the same techniques I teach the officers. Visualizing a reinforced plastic riot shield between me and the distressing imagery is helpful, as is physically brushing myself down to separate myself from painful stories and feelings. I encourage officers to be creative and find out what works for them.

I think a therapist working with the police has to be resilient and able to tolerate listening to the same story as told by several people. When someone is killed on the road, several officers may attend the scene, and I might hear about the same incident told 10 different ways. Each officer will have noticed or been impacted by a different aspect of the situation. I closely watch for signs of hyperarousal and am aware that retelling the story may not always be a good thing for an officer.

Generally, the officers are not aware of the impact such stories have on me; they do not edit what they say, which often includes very specific details of gruesome scenes. I think it is okay to show or voice my horror and concern where appropriate, because there is a risk that officers who deal with trauma daily may forget the shocking nature of those situations. I am also aware that minimizing or using humor may be a way of discounting what they see or have to deal with, and discounting may be a helpful defense for some.

Officers generally choose the specialist team they join based on what they feel they can cope with. Working with sex and dangerous offenders requires different skills and coping strategies than does investigating murders or supporting rape victims. As for myself, I see a range of teams and must manage a wide range of feelings. I have a strong commitment to my physical and emotional health and pay attention to what I eat, how much I drink and exercise, and my support network.

"I think it is okay to show or voice my horror and concern where appropriate, because there is a risk that officers who deal with trauma daily may forget the shocking nature of those situations."

Another important aspect of my role is to be alert for signs of posttraumatic stress disorder (PTSD). I use the Impact of Events Scale (Horowitz, Wilner, & Alvarez, 1979) to assess for PTSD and, if warranted, recommend a referral to a clinician who has training and experience in this area. My own contract with officers is for "clinical supervision," and so while I have some training in PTSD, my workload as well as the issue of dual roles makes referral to an outside clinician necessary. According to Green (2004), police officers with long-term symptoms of PTSD tend to have few hobbies, display acute hyperarousal, suffer from job dissatisfaction, brood over work, and lack social interaction, so



part of my job is to explore these issues with officers.

Transactional analysis provides answers and offers hope to "police officers looking for a consistent and tangible framework for analysing their interactions with the people they come into daily contact with" (Romano, 1981, p. viii). For example, using transactional analysis, police-citizen contact can be analyzed and diagrammed using common language, terms, and symbols that are understandable by all.

One of the first things I talk about with officers is the philosophy of transactional analysis: people are OK, each person has validity and importance, each individual deserves to be treated equally and with respect, and everyone (with few exceptions) has full Adult capability to think. One of the transactional analysis concepts I talk about the most is the drama triangle (Karpman, 1968). Criminal-Victim-Police is a common triangle, so it is helpful for officers to be able to identify the roles and take steps not to be drawn into one role or another. Another useful concept is games (Berne, 1964). For officers, it is helpful to be able to recognize the switching of roles in a game. For example, officers dealing with marital disputes and domestic violence are more likely to be injured than those dealing with more "dangerous" situations (Romano, 1981). There are special challenges in such situations, especially if violence is occurring or is imminent. The officer's intervention may be seen as an intrusion, a source of annoyance and frustration (Persecutor), a possible ally of the opposition (Rescuer), or simply a new problem for both parties (Victim). Some couples have a chronic, habitual pattern of interactions and are adept at game playing; some families even characteristically communicate through playing painful games. Police are expected to mediate these conflict as well as uphold the law.

I find it helpful to teach police officers about ego states so they can hear more clearly how they interact with others. For example, if an officer's Parent is bossy, or thinks he knows it all, he will often upset the Child in others. Romano (1981) includes an ego state self-analysis checklist for police personnel to help them identify which ego state they predominantly use; this can be a useful awareness-raising exercise to do with an officer who has a problem in how he relates to people.

Another tool I teach police officers is the effective use of positive stroking (Steiner, 1974). Stroking can be used to gain cooperation and establish good relations with the community. This is particularly important because the role of the police in today's society requires expertise in the supportive, nurturing aspects of policing; dealing with people is an essential element of the police officer's job.

In addition to what I teach, I use my learning in transactional analysis to help me make contact with people. The Ware (1983) sequence enables me to contact my clients through their preferred mode of relating: thinking, feeling, or behavior.

For example, if I am dealing with a workaholic adaptation, then my initial approach will be through thinking mode, and I might ask, "How did you get on with your investigation?" rather than "How do you feel about the case of X?"

As I progress through my training and gain confidence in the transactional analysis approach, I notice many things about my clients simultaneously, including their verbal constructions and their body language; this helps me toward my diagnosis and suggests options for working with the client/officer. For police officers, no set of techniques can ever replace personal integrity and sincerity in their interactions with others. How much transactional analysis I teach individual officers will depend on the relationship I have with them, the work they do, the time available, their level of awareness, and their willingness to understand more about the impact they have on those around them.

In my work with police officers, every day is unique and presents different challenges. I enjoy the variety and feel encouraged by the willingness of the police with whom I work to engage in the process. And I appreciate the tools I have found through transactional analysis and that have proven so useful in helping police officers deal with the challenges they face in their important and often difficult work.

Cholena Mountain, MA (counseling studies), MBACP, is a Regular Member of the ITAA and lives in Coventry, West Midlands, UK; she can be reached by e-mail at cholena@cholena-mountain.co.uk.

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The ITAA/USATAA—Jamaica Connection

by Lita Allen and
Sharon Williams Brown

The ITAA/USATAA—Jamaica connection is an evolving affair. The opportunity to write about this experience provided the impetus for developing both history and process. The outcome was recognition of the significance of this connection, clarification of purpose, and commitment to trusting the process so as ultimately to make a sterling contribution toward the emotional health and development of Caribbean people in the fields of education, organizational practice, and therapy.

According to the story, the two connecting threads met at a USATAA Gathering at Frenchman's Cove, Jamaica, in February 1998. Grainger Weston, philanthropist and humanitarian that he was, had convinced Felipe Garcia in 1997 that Grainger's world famous Frenchman's Cove was just the place for a USATAA Gathering. No one could resist his offer of special, concessionary rates. And so the second Gathering came to pass in beautiful Jamaica . . . and that love affair with Frenchman's Cove has continued to this day.

In the meantime, a retired Jamaican nurse, counselor, author, trainer, and counseling supervisor had returned home from Great Britain to enjoy her final years on the "rock"—"Jamrock," the name true-hearted Jamaicans give to their beloved homeland. Through the initiative and encouragement of Joyce Thompson and clinical psychologist Dr. Peter Weller, an erudite group of local therapists came together in 1996 for the purposes of support, professional development, and outreach through training.

Such was the beginning of the Psych. Group, which continues to meet today. There was a burning need to upgrade and maintain professional standards of a growing, diverse population of local counselors and therapists trained at different levels in various disciplines. It was while attending a conference organized by British psychologists at Frenchman's Cove in 1997 that Joyce met Grainger Weston and was invited, along with other Jamaican psychologists, to attend the USATAA Gathering in 1998. Through the kind sponsorship of Mr. Weston, as we say in Jamaica, Joyce, along with four other members

of the Psych. Group, went to "check it out" for themselves. And that was when they got hooked!

Coincidentally, USATAA was also talking about making connections with some of the local professionals in Jamaica. In 1999 Joyce and Sharon Williams-Brown attended the next Gathering, which marked the birth of the idea of developing a transactional analysis training program for Jamaican counselors and therapists. The knot was made with the two connecting threads, and the rest, as they say, is history.

Since the local group had already embarked on a program of training through seminars and workshops, transactional analysis training became a second, parallel track. The structure, application, and demands of this training eventually took center stage and kept local professionals busy and learning for 2 full years, from 2000 to 2002. Such training was possible with concessionary accommodation rates from Frenchman's Cove and a 2-year grant from the ITAA. Training evolved under the leadership and guidance of Valerie Chang and a team of volunteer, expert trainers. Sharon and Joyce acted as liaisons and coordinators from the Jamaican end.

The training strategy was significant. Empowerment of local professionals to become trainers and to multiply training at the TA 101 level were clear objectives; these were achieved and are still being achieved today. First, two separate groups involving a total of more than 50 participants participated in the TA 101. This was followed by a 1-year intensive Training of Trainers program attended by participants of the two groups that had completed the 101 training. A total of 13 trainers were presented with certificates of completion and are now recognized as local trainers and presenters of the TA 101. A local TA 101 was offered by Jamaican presenters under the guidance and supervision of Val. Lita and Sharon also teamed with Barbara Littlehorse to present the transactional analysis concepts in her workshop on "Stress Management Using TA techniques." We have now earned our wings! A total of more than 70 persons here have now been officially trained in the TA 101.

Between 2002-2005, enthusiasm was strong. A dedicated group of about 10 people began to meet regularly to discuss transactional analysis concepts and consider its application to clinical cases. Alas, with the passing of time, increasing workloads, and other life demands, group meetings petered out. However, the focus on training was not totally lost.

The yearly USATAA Gathering at Frenchman's Cove offered an opportunity for ongoing training seminars, and several members of the Gathering have done workshops specifically geared for Jamaican mental health professionals over the years. Some have focused on transactional analysis, and others have introduced complementary theories and concepts. Included in these additional workshops were "Breaking the Communication Barrier: TA Applied to Organizations" by Abe Wagner; "Ethical Dilemmas: A Workshop for Mental Health Professionals" by Vince Gilpin and Suzanne Robinson; "Solution-Focused Therapy" by Val Chang; and "Motivational Counseling" by Louis and Joanne Morrisette. The last such training was at the end of January 2006, just before the USATAA Gathering, when Barbara Littlehorse was the main presenter at a session on "Stress Management Using TA Techniques."

There is no doubt that the Jamaican connection with and exposure to transactional analysis has had a positive impact. A 100% positive evaluation of all training offered indicated what a difference an introduction to transactional analysis can make.

Lita, in her capacity as a lecturer in the training of social workers at both graduate and undergraduate levels at the University of the West



Jamaican group who met after the San Francisco Conference to consider their next steps (from left to right): Samora Bain, Pauline Bain, Paulette Lewis, Lita Allen, Sharon Williams-Brown, Tony Allen, Vivian Panton, Joel Bain (Photo taken by Brendon Bain)

Indies, was convinced that transactional analysis offered a theory with immediate practical application that would prove beneficial for students. Since 2004, she has taught the basic TA 101 to graduate students (approximately 30) and to four groups of final-year undergraduate students (approximately 130). The ITAA videotapes of the TA 101 and the Master Therapists at Work Series, as well as Abe Wagner's "Breaking the Communication Barrier," were included in this training. The course description for the undergraduate course was stated as follows: "In addition to an examination of the group dynamics inherent in social settings, students will be introduced to the basic concepts of transactional analysis as a useful theory and tool for assessing communication, interpersonal styles and human behavior in groups." Anecdotal feedback from students has indicated that this segment of the course has had the greatest impact on students in terms of improving both their personal and professional relationships. Over the years, at least two students from each group have returned to express personal thanks for the difference that knowledge of transactional analysis has made in their interpersonal relationships. The primary required reading material, *Born to Win* by Muriel James and Dorothy Jongeward (1971), has touched students' lives in special ways. Provisions are currently being made for this aspect of the course to be continued by encouraging new staff members to receive training in transactional analysis.

As concerns have arisen with the increase in crime and violence in our beloved country, one graduate student chose as her research topic "Understanding Aggression in 7-8-year-old children from a Transactional Analysis Perspective: A Gender Comparison." This paper was presented in 2005 at a conference of social work educators and social workers. The findings demonstrated that both boys and girls have learned physical and aggressive scripts to resolve conflicts. There can be no doubt that transactional analysis can be a powerful tool in helping parents and children to communicate more effectively and to achieve win-win outcomes in relationships.

After January 2006, it seemed as though the death knell had begun to toll for the Jamaican group. But the USATAA group had been faithful in maintaining contact and in consistently holding the Gathering each year at Frenchman's Cove. Val and Felipe and later Dianne Maki, among others, refused to give up on us. In February 2007, six Jamaicans attended the Gathering, and an invitation was issued for some Jamaicans to attend the 2007 International ITAA Conference in San Francisco. With strong financial support, how could we resist? Three couples attended (one couple for the first time and two husbands who came along willingly and participated in the TA 101) and two from the "old" group—a total of eight in all. We had fun and we learned and the flames were ignited once more.

What of the future? We are allowing it to continue to unfold and recognize that we cannot take on more than we are able. The members of the group are already in leadership positions elsewhere or have heavy work responsibilities. The group that traveled from Jamaica to San Francisco had a debriefing and sharing session with Sharon, and we have begun to invite others to join with us once more. We are anxious to share, to support each other, and to show, through training, the efficacy of transactional analysis in helping to resolve communication and relationship problems in Jamaica and the rest of the Caribbean.

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Eric Berne Heritage Fund

The Eric Berne Heritage Fund is now accepting donations through the ITAA to help with the digitization of 108 audiotapes of Berne and the San Francisco Seminars from 1958-1970. The cost of this project is significant and is all covered by private donations. So far, \$5000 has been raised from donors from around the world, and while donations of any size are welcome, the hope is that larger donations will come in from those who recognize the value of preserving this part of our heritage before it is lost forever due to the age of the tapes. Digitization of half of the tapes (375 hours) has been completed, but the hard drives containing this material will only be released when the current bill of \$19,000 is paid. Please make your contribution by sending checks or money orders made out to "Eric Berne Heritage Fund" in US funds drawn on a US bank to the ITAA (donation letters for tax purposes are available). Payment can also be made by credit card (contact ken@itaa-net.org) or online at www.itaa-net.org. And if you know of any charities or foundations that would be willing to contribute toward saving these invaluable tapes, please have them contact Steve Karp-man at egostates@aol.com. (Please note that the instructions published in the March *Script* for making donations through Steve Karpman have been supplanted by the information published here.)

TA CONFERENCES WORLDWIDE

14 JUNE 2008: Chatham, United Kingdom. TA Regional UK South East Conference (sponsored by the Institute of Transactional Analysis). Contact: Debbie Sutton at 01634 724 551 (tel) or e-mail jamesandalyson@aol.com.

27-30 MARCH 2008: Keele, Staffordshire, UK. Institute of Transactional Analysis (ITA) Conference. Contact: www.ita.org.uk or Barbara Clarkson at conference@ita.org.uk

5 JULY, 2008: London, England. Relational Transactional Analysis Conference. Contact: Metanoia Institute at 020 8579 2505 or see www.metanoia.ac.uk.

25-27 JULY 2008: Bangalore, India. South Asian Association of Transactional Analysts Conference. Contact: Ms. Annie Cariapa at anicariapa@yahoo.co.uk.

7-10 AUGUST 2008: Johannesburg, South Africa. TA World Conference sponsored by ITAA/EATA/WPATA/SATAA. Contact: TA2008conference.org.

30 OCTOBER - 2 NOVEMBER 2008: Australasian TA Conference. Rotorua, New Zealand. Contact: Mandy Lacy at starpotential@xtra.co.nz.