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 parliament, she has been actively promoting gender reconciliation workshops in South Africa with William Kgosin and Cynthia Bix. 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.

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.

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.

continued on page 6

Using Transactional Analysis with Police Officers

by Choloma 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—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 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 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.

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When an manuscript is submitted to the TAJ for publication, the first thing that happens is that Robin, as the coeditor, sends the manuscript to one of the three coeditors for an initial review. The coedi- tor can then do one of three things: authorize the article to be sent out for review, reject it from consideration (which is rarely, if ever, done), or request the article be edited 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 num- ber, and sends the manuscript to two editorial board members with the expertise to evaluate that particular article. This is a professional, not an author-blind process. The coeditor is an expert from the same field, and his or her review is a critical part of the TAJ’s determination as to whether to accept the article as is, reject it, or (more likely) give a conditional acceptance with re- quirements for rewriting or corrections. All of this reading, rewriting, and editing that goes into the review process is to support the author in writing the highest qual- ity article possible.

When all is said and done, the manuscript goes to Robin Fryer, who then does her fair share of 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 publi- cation and offer our authors wonderful lessons in effective writing.

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

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

The Script

by Bill Cornell, Ann Heathcote, and Birgitta Heil- ler

2008 by Bill Cornell, Ann Heathcote, and Birgitta Heil- ler

Writing for the TAJ: Our Responsibilities and Yours

EDITORIALLY YOURS

THE SCRIPT

April 2008
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 redescription 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 had the opportunity to attend the first Evolution of Psychotherapy Conference in Phoenix, Arizona, in 1985. While attending the Gouldings’ presentation on redescription therapy, Eric “spoke” to me through the dynamic school of redescription. Transactional analysis came alive for me. I was excited that the redescription model could incorporate some of the best 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 retreat to a “redecide.” In the act of redeciding, 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 was to continue in the field, I wanted more training and the opportunity to explore my abilities as a therapist. Because I had the attention by its nature of working on 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 redescription approach. There is no 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 (SWIGFT) was born to continue ongoing training and supervision in redescription 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 redescription 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-limited therapy sessions with participants in the group. Redecision transactional analysis offers clear, concise methods to support the clients’ goals and produce rapid, long-lasting change measurable in behavioral terms. Redecision transactional analysis, one of the first brief therapy models, is especially effective in demonstrating the change process when only a few sessions are available per client.

I take any opportunity I can to demonstrate redecision transactional analysis at conferences. I am always awed by the willingness of people to volunteer as “clients” so I can facilitate change for them. In the process, others experience how in other ways to make this association a reality. Many of the same participants from various 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 redescription 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 in 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 personal influence 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. ATA 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 Redecision Therapy Association. This is an international organization created to provide a forum to promote and practice redescription 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


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 redescription 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.

Dates: August 1-3, 2008

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

Times: Friday 9:00am – 5:00pm
Saturday 9:00am – 6:00pm
Sunday 9:00am – 4:00pm

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 Southwest Institute, Chapel Hill, North Carolina, USA, at 919-929-1171 or e-mail registrar@seinstitute.com
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.

The Script

Kohlrieser Book Wins French Award

Nominations Sought for the ITAA Board of Trustees

The ITAA is seeking nominations for the following elected positions:

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

President-Elect

Vice President of Development

Secretary

Regional Trustee (only voting members from a given region may be nominated and only voting members from a given region will vote for the trustee to represent that region)

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 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.itaa-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 thechangelinginstinct@shaw.ca or fax her to 1-403-243-4209. The deadline for nominations is 31 May 2008.

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 jamiealan@dyslexia@aol.com

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@skyclan.net.

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.

“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 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 violent management have made me a believer in the power to influence even the most violence-prone person through transaccional analysis. The secret is the ability of the negotiator to continually bond and rebound 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.

Order Form

Order online at www.itaa-net.org or fax this form to the ITAA at 925-600-8112 or post to ITAA, 2186 Rheem Dr., #B-1, Pleasanton, CA 94588-2775, USA

Name

City/State

Country/Postal Code

DVD Cost: $45 members, $55 nonmembers (additional $5 for PAL) includes tax and postage

Videotape Cost: $25 members, $35 nonmembers, plus $5 for PAL, plus air shipping $5 US, $10 international (whites supplies last)

☐ Check enclosed (in US funds drawn on a US bank) or ☐ MasterCard ☐ Visa ☐ AmerExpress ☐ JCB

Card Number ____________________________ Expiration Date __________

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

by Rosemary Napper and Trudi Newton

Any paths lead to the Certified Trans-Actional Analyst (CTA) designation around the world, yet how 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 its 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 Endowment 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 as to 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.

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, reparenting, redefinition, constructivist, relational, and so on. How do these impact the training theory and practice, and how clear is this to trainers making a choice? Indeed, how are potential trainers 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 framework?
- 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?
- 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 key 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 CTA 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.

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 .

THE SCRIPT

APRIL 2008 5

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; Elena 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@ripcord.co.za; 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 supervisors and planning potential boards and supervisors. If you are a CTA and are planning to attend the World Conference in Johannesburg and are willing to examine, please let me know! Also, I want to hear from CTAs or PSTAs who want to examine or be a super- visor or audience member.

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

EXAM CALENDAR

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* CDC CTA exam candidates who are doing the CDC written exam can study and submit it in less than six months before the oral exam (see Special availability from the CDC Language Group Coordinator at the T & C Council office).

** Note: Exams subject to availability of examiners/exam supervisors. BOC must be a CTA for a CTA exam or TSTA for a TSTA exam.

To arrange for a BOC exam, contact the T & C Council, 2186 Rheem Dr., #B-1, Pleasanton, CA 94588-2775, USA. Note: LOC people rating for BOC exams must forward the examiner fee to the T & C Council office. To arrange for a TSTA exam, contact the CTA Language Coordinator with the CTA exam, not the CTA exam to the T & C Council office. TSTA exam examiners must be a CTA.

To arrange for a TSTA exam, contact the T & C Council, 2186 Rheem Dr., #B-1, Pleasanton, CA 94588-2775, USA. Note: LOC people rating for TSTA exams must forward the TSTA exam fee to the T & C Council office. To arrange for a TSTA exam, contact the CTA Language Coordinator with the CTA exam, not the TSTA exam to the T & C Council office.
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 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 come 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 Crimean. 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 Manhatten: “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 published 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 his work with 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 wonderful origin that makes it even 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 their career, status, and acceptance. This is doubly sad because we have such a rich tradition in this country in which 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—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 away being willing to listen to the truth even though he had power. Some would argue that he had to be very 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 and not all officials have the ability 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 their best to say, because it is their most fundamental duty, what they are paid to do:

II Not to tell people what they want to hear but what they need to hear
II Not to hide the truth . . . even if they run counter to received wisdom, or someone’s preferred course of action
II Not to make your bosses uncomfortable, 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 liv- ing 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 leaders and, in the main, we did 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 as well as those who did not, and climb that their efforts were not in vain. Each of us, in our own way and our own context, needs to carry on the legacy of the Transition and the Eastern Cape leaders who know how to listen to truth when in power.

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REFERENCES

Madlala-Routledge was dismissed from her post as Deputy Minister for Health by SA President Mbeki on 8 August 2007 following an “unautho- rized trip” to an AIDS Vaccine Conference in Spain and her speaking out about poor condi- tions 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.2008conference.org
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 re-telling 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. Work 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.

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 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.
by Lita Allen and Sharon Williams Brown

The ITAA/USATAA—Jamaica Connection

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. This article was written with the remit of recognizing 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 behavioral 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 in 1997. There was a need to upgrade and maintain professional standards of a growing, diverse population which continues to meet today. There was a loved 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 networking through training.

Such was the beginning of the Psych. Group, which continues to meet today. There was a need to upgrade and maintain professional standards of a growing, diverse population of Jamaican mental health professionals 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 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. The “legend” of the “cove” and real name true-hearted Jamaicans give to their beloved homeland. Through the initiative and encouragement of Mrs. Therese Gould, clinical psychologist Dr. Peter Weller, an erudite group of local therapists came together in 1996 for the purposes of support, professional development, and networking through training.

But the Jamaica connection is an evolving affair. And that love affair with Frenchman’s Cove has not been totally lost. With the passing of time, increasing demands of the training group was that the TA 101 level was clear; these objectives were achieved and are still being achieved today. First, two separate groups of trainees attended the TA 101 and the Master Therapists at Work Series, as well as the Communication Barrier series, offered by Jamaican presenters under the guidance and supervision of Val. Lita and Sharon also attended the USATAA gathering in San Francisco had a debriefing and sharing session with the group are already in leadership positions 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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REFERENCE

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 through private donations. So far, $5000 has been raised from donors around the world, and donations of any size are welcome, the hope is that larger donations will come in to preserve this part of our history 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 karp@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 tape, please have them contact Steve Karpman 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.)