

USATAA-NET

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USATAA Vision

The United States of America Transactional Analysis Association provides a challenging educational environment for professional and personal development. We are dedicated to offering creative opportunities to learn by experience and to build community. We actively seek to involve and include a wide variety of people.

Lyman Rigby Accepting the M & M Award

Dear Friends,

Your recognition and appreciation in presenting me the M & M award is the best experience I have known in my association with TA and in particular USATAA. I started learning TA in 1975 and since have enjoyed and learned from many conferences in local, regional, national and international settings. The only other pursuit that involved more travel was my 23-year military career. My pursuit of TA was much more personally inspired and always enjoyable. I am very disappointed that I have reached a point in my life that travel is a very difficult choice. But, I want you all to know that I do like challenges and that is how I prefer to accept my current physical limitations. I have mostly good days, but have to be careful and this conference coincides with a time that does not allow travel. I would much prefer to say "Thank You" in person, eye to eye, with hugs and warm affection.

Nashville impresses as a great conference and one where I would be able to make contact with many TA friends. Besides the "Thank You" recognition I give all of you for this award, I also

want to thank some very special folks who were always there to help when I was active with USATAA: an extra "Thank You" to Val Chang, Morris and Natalie Haimowitz, Dianne Maki, Van Joines, Felipe Garcia, Curtis and Nancy Steel, Tina Bertholet, Fanita English, Ray Quiettt, and Jean

Ilsley Clark.

I especially want to thank Mary and Muriel for inspiring the award and the real and positive influence both have had on my clinical skill. I also thank all of you who have served on the USATAA Council. And lastly, I most specially want to thank Ged and Connie Bryon. I suspect they are absent from this

conference, but, during my time on Council, they were the best comrades, workers, and great friends. While the "Thank You" is very likely incomplete, it is my sincerest wish that all of you receive my best and biggest "Thank You" ever!

Affectionately,
Lyman



Forrest H. Stewart presents the M & M Award to Lyman Rigby

Editor's Note



I want express warm appreciation for all contributors to this issue. In the future, we'll attempt to hold to a theme in each issue. The next issue (summer/fall) will focus on the applications of TA in problems of

larger society (i.e., in prison, dealing with troubled youth, poverty, etc.). I welcome submissions all the time at TA_Neteditor@comcast.net. Yearly regional reports will appear in every summer/fall issue.

A Paid Trip to One of America's Premier Vacation Spots

Vern Masse

Tired of the cold or just want to get away to an exciting vacation spot? If you can get fourteen or more days off from work, you get an all expense paid trip to one of the nation's premier vacation areas. You'll get free airfare, free lodging, all your meals and an expense debit card for your entire stay. Plus you don't have to listen to a 90-minute time-share presentation.

Sounds too good to be true? The only catch is that you'll be asked to work long hours with great people. I just returned from two weeks in New Orleans. The American Red Cross has great need for mental health professionals to work in the areas devastated by hurricanes Katrina and Rita. All you need is to be licensed in your state as a mental health professional. They will fly you to the area and provide for your needs. You'll come back invigorated and with memories to last a lifetime.

I've worked with my local American Red Cross chapter for about four years helping after local disasters and counseling survivors of house and apartment fires. I've helped in shelters when people were displaced by fire, flood or other natural disasters. I was asked to go to New Orleans in October but because I was recovering from an Achilles' tendon rupture, I had to wait before I could go. That was no problem; even after seven months, they still need people for hurricane relief. I was finally able to go this month.

As I flew into New Orleans, I noted many houses with blue tarps on roofs. The area involved is huge.

Once there, I talked with Frits, a volunteer who's currently supervising mental health services for the American Red Cross in the New Orleans area. He talked about a long term need for mental health services for disaster survivors. I was given a cell phone, rental car, and pamphlets and assigned to follow an ERV (Emergency Relief Vehicle). The ERV slowly drives its route blowing its horn and making announcements over its PA system. It stops whenever someone comes out or waves it down. Whenever the ERV stopped, it distributed meals, (I calculate that the American Red Cross was feeding about 10,000 people a day); I got out of my car and talked to them. I assessed their mental health needs, handed out "Coping with Disaster" pamphlets and communicated with them. I got a lot of exercise getting in and out of the car at each stop. Most days I worked from 8 until 5PM, but these hours weren't guaranteed; I sometimes got off at 7PM.

Volunteers worked six days a week with one day off. Everyone was a volunteer, even managers.

Everyone I met was great and survivors were appreciative. One of the many things that touched me was the thousands of college kids who gave up their spring break to help gut homes. This is dirty, hot work and they did a great job. All the flooded homes that could be saved had to be taken down to the studs, disinfected, rewired, checked for termite damage, repaired and re-roofed. I talked with a man in his sixties or seventies or eighties, who had been working by himself for four weeks and hadn't made much progress until forty kids came in and did the gutting in one afternoon.

I heard many stories of courage. A man who was asleep in his bed found himself floating on his mattress but managed to get himself out through his attic and into a boat that he used to rescue others for two days. There are also many stories of loss. I talked with a family of three who had just returned from Texas to see the remains of their home. I remember the teenage boy who asked what happened to his now missing room. In some areas we didn't see a lot of people because their homes were simply gone or a pile of rubble. An eighty-year old woman and her sister stood in front of their home and debated whether to repair it. It was the only home they had ever lived in and had been in the family for generations. The woman's son described how it had started out as a one-room house with an outhouse in back. Over the years, it

had been transformed into a large two-story home. While the house has been paid for, water damage now reaches several feet into the second story and it will clearly take work and money to restore. Currently, the women are living in a convalescent hospital and long to be independent again. One son quit his well-paying job in another state to repair his mother's home.

Training in Transactional Analysis is perfect to be able to help these people with the loss and grief that they must deal with. They need mental health professionals who will not talk down to them but rather talk *with* them about their experiences and struggles to put their lives back together.

Please, please consider volunteering; they will need help for some time to come. It's a rewarding experience.

Re-examining the USATAA organizational Culture in anticipation of our Twenty-fifth Anniversary

Felipe N. Garcia



When we were forming USATAA in 1982, we were conscious of wanting to create an association that operated on the basic principles of Transactional Analysis; namely issues of inclusion, positive regard, and "I'm OK – You're OK." On the whole, we worked to establish an association that operated from a cooperative model.

We also wanted this association to be representative of, and responsive to, our members. In short, we envisioned an association made up of regions in the United States with each region electing a representative to the coordinating council. This representative, along with six or so members voted at large by other members, would "coordinate" the business of the association by frequent communication with the total membership. We envisioned regional representatives coordinating activities at the local level. We also envisioned the USATAA as being one of many regional and multiregional members of the International Transactional Analysis Association and hoped the ITAA would adopt a similar model of operation.

Almost twenty-five years later, we are still working at developing and operating from this cooperative non-hierarchical model. This is a challenge because we are so used to traditional hierarchical, competitive forms of government. Developing and operating from an innovative paradigm is like learning a new language. In our interpretation of organizational operations, we do not have the regular elected officers that normally run organizations and associations. In addition, we avoid using parliamentary procedure unless necessary; using consensus building whenever possible. Instead of president, we have a "General Coordinator" who coordinates the work of the council. This person is appointed by members of the council from experienced council members. Other council coordinators appointed by the council include a "coordinator of communications" traditionally called secretary; coordinator of programs and a bursar or coordinator of finances, traditionally referred to as treasurer. We also appoint a coordinator of social actions. This post is presently vacant.

These council members are essential for our focused commitment to cooperative and collaborative management. Since this a different form of government than we are used to, we have to remind ourselves constantly of our duty to function in a cooperative, representative, and responsive manner. Input and ongoing communication between members is essential to avoid "top heavy" management and decision-making. Your active involvement as a member is vital to our success.

We have succeeded off and on in different aspects of this cooperative, "grassroots" organizational model. Through the years, many regional conferences have been run successfully by Transactional Analysts in many regions. We continue to operate whenever possible using consensus as a decision-making process.

We aim to get back to regional representatives appointed by the members of their region. In order to do so, we must have active regional members. Everyone is needed to run this organization. We like to emphasize the US in USATAA.

We invite you to become active by contacting your regional representative, giving your input and volunteering to serve. Attend membership meetings whenever possible. Read and write to the Net

newsletter and stay active using our interactive website; www.usataa.org.

Transactional Analysis as a potent theory of personality and communication has proven effective in helping individuals, groups and organizations worldwide; it makes sense that we operate from its basic premise of OK-OK relations and straight Adult-Adult, Parent and Child interactions; separating facts from opinions, values, feelings and fantasies. Let's have fun in our process.

Happy twenty-fifth anniversary USATAA and many more!!

AND THEN THERE WAS ME

Bill Krieger



The airplane lifted off headed toward San Antonio and, as is my custom, I dozed off. The words pounded in my head over and over. How long ago was it that I wrote those words

in my final editorial as Script Editor? Fifteen years? Where have the years gone? The words lulled me to sleep. "...I'm leaving to become President of the American Mental Health Counselors Association and I shall return."

The call came weeks ago. It was Abe Wagner, my friend and TA trainer (I love to get his goat even now by telling people I taught him everything he knows). "Bill, USATAA is trying to rebuild and we need your expertise." It's been 10 years since I held office in any professional group and 6 years since I closed my practice. I was about to decline when I remembered that I shall return to TA. So here I am flying to San Antonio for my first meeting as an at-large member of the USATAA Coordinating Council. I need to get back to speech therapy, I thought, and relearn how to pronounce the letters N...O. The plane made a thud and woke me. I was in San Antonio. What did I get myself into?

What I got myself in to was four busy days of meeting at Felipe Garcia's beautiful ranch resort center with some of the most caring, committed and competent people I have ever experienced.

There were legends like Fanita English, long time TA leaders like Lucy Freedman, Denton Roberts and Felipe Garcia, all with the same enthusiasm and love for TA as 20 years ago. There were long time members like Barbara Little Horse, Mark Wise and Bobbie Barry and "new ones" that I never met before like Anna Long, Toppie Lincicome and the General Coordinator, Dianne Maki.

And then there was me. Me! Here with these icons of TA, I felt like the new professor who got his degree in a new department and had to leave to avoid inbreeding and to get new experience. Now he's being called back and the attitude is, "OK, Doctor [said with a smile] so what did you learn? I blurt out in my best "academic" jargon: "Well, I think we need to redefine the association both structurally and functionally."

This varied group of committed transactional analysts did exactly that! In the course of a few days they decided that the United States Transactional Analysis Association (USATAA) is the national association of professionals who use TA in their work. Under the leadership of Denton Roberts, the attendees of the meeting set into motion a national education project in all areas of the U.S. that have sufficient funding to ensure success. They approved contracts and made plans for the national conference in August 2007 in conjunction with ITAA. Council members personally committed to bringing in a substantial number of new members. Reports from committees were accepted and acted upon. It was exciting; it was mind-boggling; it was exhausting. Lucy Freedman summed up the meeting for me...old dreams in new forms.

USATAA needs members who want to participate in committees and activities of the Association. Now is a unique opportunity to become part of a dynamic organization on the move. JOIN US!!

The plane took off heading toward Albuquerque. Thoughts were once again pounding in my head. I started to doze off as I thought, "It's nice to be home again."

ALIVE AND WELL IN KINGSTON

Barbara Little Horse



Good news! The Jamaica T A group that was established as a result of the training modules at Frenchman's Cove is alive and well in Kingston.

On the Friday prior to the 2006 gathering, Barbara Little Horse appeared on the campus of The University of the West Indies in Kingston as consultant and presenter in a workshop on stress management and Transactional Analysis.

Fourteen individuals attended the workshop including three young psychiatrists from Kingston's Bellevue Psychiatric Hospital who had had no prior exposure to TA.

The morning began with Mrs. Lita Allen presenting a clear and interesting introduction that included the history and clinical uses of Transactional Analysis. Following this presentations, Sharon Brown, who diligently worked to organize this daylong workshop, gave a lively presentation, which included "Stroke Economy" and the importance of positive stroking. The two presenters enhanced their presentations with several experiential exercises in which, for example, each member of the group was asked to stand up and say something positive about him or herself. It became clear in this process that "people helpers" felt much more comfortable sharing strokes about their children or their work than sharing strokes about their own personal abilities and characteristics.

Barbara Little Horse gave a general introduction defining STRESS and BURNOUT. She differentiated between different types of stress such as the stress caused by negative internal parental or adaptive child messages in contrast to stress caused by outside environmental influences. The group was encouraged to share their particular "stress busters." The difference between "passive" ways of dealing with stress, such as relaxation, was compared to the importance of problem solving strategies for stress reduction. She emphasized that both approaches have their place. The group participated in a series of simple physical exercises to reduce stress and a "fantasy trip to the beach" as a relaxation technique.

The afternoon session centered on a discussion of positive stroking as an important tool in the reduction of stress. In addition, the group participated in a paper and pencil exercise to help them to identify "favorite" Driver behaviors. Barbara illustrated how one's favorite Driver behavior can exacerbate stress. She elaborated on the function of "positive self-talk" or "Allowers" in helping to counter these Drivers in order to reduce stress and to allow function in a more relaxed and effective manner.

*Jamaica 2007
2 February to
9 February 2007*

Never Underestimate the Power of a Few:
Reports on USATAA Gathering 2006
Suzanne Wilson

Diary of a Jamaican traveler....



Four years ago I decided to celebrate obtaining my state license as a Professional Counselor. I decided that this celebration would be in Jamaica to determine if I "fit in" with others who were in the Transactional Analysis Community; I invited **Shirley Jaeger** to join me and we have been traveling buddies ever since. That was four years ago and this was my fourth **Gathering**. Unfortunately, the numbers of participants has decreased, however, the format continues to be about relationships, fun, and a true learning environment.

This year Shirley and I arrived on Friday to 90-degree weather in Kingston. James, from Derron's Taxi service, was our driver and by the time we made our way to Port Antonio and Frenchman's Cove the clouds were gathering. For the first time we experienced – lights out – no power... That's what the candles are for in the villas. Who would have guessed it? This was not a sign of things to come for the week. Shirley and I enjoyed the quiet and peacefulness of our villa. We started to eat our welcome party food; we were welcoming ourselves to the beauty and tranquility of Frenchman's Cove.

Louis and Jo Anne Morissette arrived early Friday evening; they also came by way of Derron's Taxi service. **Harry** was their driver and Harry and his van became our transportation for the week. Whenever we wanted to go anywhere Harry was there. It was fun to gather at our villas 3, 4, 5, and 7 where Harry would pick us up and bring us home again. However, we were not to see Louis and Jo Anne until breakfast the following morning.

Oh the joy of fresh bananas, oranges, papayas, and grapefruit. Jason made sure that the grapefruit was there for us. **Ravi Sethi** and **Dianne Maki** arrived later in the day on Saturday, as did **Barbara Little Horse**. The **Gathering** had begun.

Where to go first and what to do? No problem—it was **Woody's** for those wonderful Veggie Burgers! Sunday was restful and we all gathered to go to San Tropez for dinner followed by the official welcome party at Villa 4, which was hosted by **Shirley Jaeger** and **Suzanne Wilson**.

Monday morning and the **Gathering** was to officially begin; there was house keeping and lunch (chicken or fish) before we listed our presentations for the week. Within ten minutes we had established a powerful program. As I sit and write this I continue to be amazed at the offerings.

Monday, **Louis Morissette** presented Drugs and the Brain. We gathered for dinner at **Anna Banana's**.

Tuesday, **Barbara Little Horse** shared an abbreviated version of her presentation to the Kingston Jamaican group on Managing Stress. I especially liked the little stress dots that we wore on our hand for the remainder of the day. I lost mine in the Miami airport, but didn't worry: I had a phone number and address where I could order more. Also on Tuesday, **Claude DeGagne** engaged the group in a conversation about the past, present and future of the relationship with **Granger Weston** and the Jamaican training group. **Louis Morissette** will work with **Sharon Williams-Brown** to develop a 5-year plan of intentionally developing relationships with the

Jamaicans. We gathered for dinner at **Tiamo's** on the hill overlooking **Blue Lagoon**.

Wednesday, **Shirley Jaeger** presented the group information on Body Dysmorphia, which was followed by **Jo Anne Morissette's** presentation on eating disorders, which was taken from an article in the July 2005 TAJ. We gathered at **The Palace** for a special dinner provided by the USATAA registration. Of course, the gift shop was open for shoppers.

Thursday was our fun day. Harry drove us to the top of the mountain to go rafting on the Rio Grande. Unfortunately, when we arrived, it was raining so hard that we decided to gather at the market and

then return to Frenchman's Cove. This was not really a bad thing because Thursday afternoon, we gathered at the Great House and had a most enjoyable round table discussion on Cinema Therapy.

There were over 40 movies in our list of

good, bad, and ugly movies. In the evening, we gathered with **Woody and Cherry** to eat more of those wonderful Veggie Burgers with fries and to hear Woody sing.

Friday, we gathered again on the mountain and this time enjoyed a leisure trip down the river. As **Ravi Sethi** was our official photographer during the week in Jamaica, he took some great pictures and, every couple of days, presented us with a delightful slide show. For dinner we gathered in Port Antonio at a restaurant new to us – **The Shadow**. It was still chicken or fish or pork...

Saturday and the week is coming to an end. **Louis Morissette** presented a letter to **Granger Weston** thanking him for his generosity in making the training for the Jamaicans possible, and for his continued support. The letter also informed Weston of the accomplishments of the Jamaican training groups, including the use of modules. After discussion, the group concluded that continuing the **Gathering** for the purpose of building ongoing relationships with Jamaicans is important. Louis will contact **Sharon Williams-Brown** to develop a



Claude, Barbara, Dianne, Shirley, Suzanne, JoAnne, Louis; Ravi standing

time and theme for the next **Gathering**. **Dianne Maki** concluded our program with a presentation on Personality Adaptations and the Adapted Child. Our final celebration dinner was at the **Trident**.

This was a memorable week, a **Gathering** to be remembered. I returned home, tired and happy that I had found friends from around the country and around the world.

TA Influence in Organizations

Lucy Freeman



Recently, an inquiry via the informal network made its way to me from the Internet to the ITAA office asking about TA in Organizations. I followed up and learned that in a large, well-

known technical organization, the following occurred: a regional director of engineering who held a senior position in the company went to visit a small company that his company had recently acquired. Having heard what was going on in meetings and having interviewed management, the regional director of engineering came to the conclusion that managers in the enlarged company needed help with their Parent - Child Transactions. Since the director had learned TA decades ago, he was able to describe critical issues in TA terms. To identify and solve important communication breakdowns, the director of engineering identified shifts in strategy in the expanded company. To do so, the regional director of engineering successfully used the language of Transactional Analysis.

This action supports the likelihood that many mid-level and senior managers were trained when TA was widespread in corporate and government 'soft-skills' training programs. As a result, today there are probably traces of TA in many internal organizational programs. The ITAA, however, didn't pay much attention to the spread of TA through institutionalized training, as participants were not individual therapists seeking advanced training and certification in the popular modality. We have learned from Larry Sandberg, a new USATAA member, that the US Navy implemented a highly structured non-clinical TA training program at the height of TA's popularity. Other organizations also successfully integrated TA into supervisory and management training,

communication skills, assertiveness, sales, and human resource training. Not only were many participants in this training, but also many others served as trainers or program designers who had extensive knowledge from direct experience.

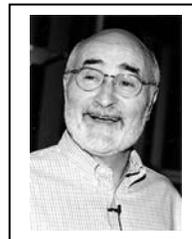
As we expand the participation of practitioners from all fields in the US, it might be advisable to connect with past users of TA. If you have an example or know someone who has been part of any of those past efforts, please contact us - either drop a line to me, Lucy Freedman

(lucyl@syntx.com) and / or write your story and send it to Angela Berquist (TA_Neteditor @comcast.net) for inclusion in a future Net.

Organizational TA:

Your Questions and Answers

Abe Wagner



Question: How does a takeover company retain and motivate "old timers" who work at the acquired company?

Answer: The biggest concern that employees have is "Will I still have a job?" The sooner that can be resolved for the employee, the better. TA emphasizes that employees need to feel this sense of safety. This protection is wanted and highly appreciated.

So new management needs to be reassuring and to send the message that employees are important. Ways of doing that are by:

Developing rapport by giving positive strokes for good performance and by giving unconditional positive strokes as well. The unconditional strokes come from asking employees for information, for help and even advice. Being sincerely interested in them and in their well-being is another vital component. It comes from not making significant changes until that comfort level has been achieved.

USATAA-NET Midwest Regional Report

March 21, 2006

Roberta (Bobbie) Barry



As your new Midwest Representative, I'd like to take the opportunity to introduce myself and tell you about my background. I am a Clinical Social Worker in private

practice in Chicago. I got my social work degree in 1988, following previous work in linguistics and Chinese language. TA provides the basic framework for all my work with clients, though I use other theories as well (especially Affect Theory). In a meeting of our local TA group (the Chicago Transactional Analysis Institute) a number of years ago, we were asked what part of TA we use most. For me, it's the I'm Ok, You're OK existential position, as well as straight communication (i.e., staying out of *symbiosis*, the *Drama Triangle*, and *negative stroke economy*). I also always keep developmental issues in mind.

As USATAA moves forward with plans for spreading knowledge about TA in the US, it might be of interest to note that I first heard of TA when my father picked up a copy of *Games People Play* in an airport. There are some advantages to having a best seller! I wasn't able to make much of it on my own, but it inspired me to look for a TA therapist when I wanted to start therapy.

Please let me know how you first heard about TA, how you use it now, or anything else you'd like to share with our USATAA family, and I'll pass it on to the NET

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Address Correction Requested



www.usataaconference.org

Save the date: August 8th to 12th 2007 ATA in conference in the SF Bay Area!!