



# IDTA Newsletter

Volume 14 Issue 4

December 2019

## Wishing you a great New Year, and looking forward to seeing many of you in Birmingham in July 2020

This issue contains several pages about the forthcoming World TA Conference—for which IDTA volunteers are heavily engaged in organising. It also has a couple of articles from Julie Hay's regular workbooks, and an unusual item—a retraction and apology from her now that a formal EATA Arbitration procedure has run.

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## The TA World Conference 2020 in Birmingham, UK



See pages 3-8 inside

- \* open for bookings
- \* for presenter proposals
- \* for Scientific Committee volunteers
- \* for sponsors
- \* for interpreters
- \* and for those with plenty of Child ego state

## IDTA Council News

### World TA Conference 2020

A short report on IDTA Council business this time because much of our activity and attention has been directed towards organising the World TA Conference that is being run in Birmingham, UK in July 2020 – you will see how much has been going on because there is a special 6-page report on it in this issue of the Newsletter.

### IJTARP

Having sponsored the International *Journal of TA Research & Practice*, we have been delighted to see that the previous pattern of 2 issues per year has been maintained; a special issue containing three new articles by Steve Karpman has been followed by a bumper issue that came out recently.

It contains research articles from Italy about depression, a paper on ego states and neuroticism from India, another from Brazil about the Little Professor, and a summary of the TA contributions over the years made by TA authors in India. The final article in particular includes many frameworks that are very relevant for developmental TA.

We believe that open access publishing is the way to go – and encourage you to submit your own material as an author. The journal is there for anyone to read at [www.ijtar.org](http://www.ijtar.org). And if you enjoy it, why not copy IDTA and make a donation.

There is also a statement in this newsletter about IJTARP, resulting from an Arbitration procedure between Julie Hay and EATA.

### IDTA Delegate to EATA

So far IDTA is the only Special Interest Group affiliated to EATA so we have appointed the single delegate that EATA have decided the Special Interest Groups must share (although that will rise to 2 delegates if the Special Interest Groups have more than 300 members between them).

EATA website contains a map showing the locations of the various national associations; we have pointed out that it is not appropriate for us to show our location as the UK and have agreement that we can position IDTA in the middle of the Atlantic to indicate our international membership.

### A Warning - Phishing

Just in case you receive an official-looking email from any officer of IDTA, complete with the IDTA logo but probably written in rather formal language, it may be phishing so please do not send any banking details. It may appear to come from the name of the Council officer but with an email address of [<chairprivateemail@gmail.com>](mailto:chairprivateemail@gmail.com) - yes, it really may have extra letter l's in the email address. It may say something that sounds official and then talk about wanting to make a bank transfer. No need to contact us – just be sure that you delete it completely.

**Do you sing, dance, or possess other talents  
that will entertain your colleagues?**

**See page 6 about the social evenings at the  
TA World Conference 2020 in Birmingham, UK**

**Volunteer with an email to  
[contact@taworldconf2020.com](mailto:contact@taworldconf2020.com)**

# World Transactional Analysis Conference

## 16-18 July 2020, Birmingham UK

### Expanding the TA Map – Sharing Learning Across Our Fields



Co-sponsored by UKATA, IARTTA, IDTA  
on behalf of ITAA, EATA and FTAA

Get the news first. Go to  
<https://www.taworldconf2020.com/>  
and sign up to follow us on  
Twitter, Facebook or LinkedIn.

Welcome from the Organising Committee



*Heidi Amey*



*Susan Arslan*



*Carol Faulkner*



*David Gibbons*



*Julie Hay (Chair)*



*Lynda Tongue*



*Sandra Wilson*

Come and join us in this great opportunity as we bring together our wide international membership of the TA community, across all four fields of TA, including all TA approaches, from our foundations to today, to form a vibrant and connected environment in which we can all showcase, explore and **celebrate our diversity as well as our shared values**. **Let's get together to link our 'maps of the world'**, and extend them as we share experiences and learning to construct a new, richer map for us all.

We are also paying attention to social ecology to make sure that the conference is accessible to those with specific needs – such as wheelchair access, induction loops, braille in the lifts, working dogs welcome, a quiet room, attention to allergies and dietary requirements, gender neutral toilets. Plus discounts for those existing in different economic circumstances. And we are doing our best to juggle with the contradictory issues related to climate change – **we can't avoid the travel but there will be no conference pack giveaways, no plastic water bottles, leftover food will be used as eco-fuel, table decorations will be saplings for planting afterwards.**

## Keynote Speakers

There will be three great keynotes, and the presenters will be addressing all fields of TA.

Giles Barrow and Hayley Marshall want to declare Eco-TA as a new marker on the landscape, in terms of developing practice, re-designing theory and widening the TA frame of reference. Environmental activism, ecopsychology, holistic education and climate collapse have been around for decades, although little attention is given to these ideas in the TA world. All TA practitioners and our clients live on this planet, our Earth, and many of us are determined to live well, in and with, the world. Working beyond the relational and into the ecological space is the most important challenge of our time. We promise multi-field discussion, dialogue and breathtaking views!



*Giles Barrow*

Giles Barrow, TSTA (Educational) works with educators from both informal and formal settings, and writes on the themes of educational TA and the importance of soil, soul and society. Hayley Marshall PTSTA (Psychotherapy) has worked outdoors clinically for 12 years. As director of The Centre for Natural Reflection, she also trains and supervises outdoor psychotherapists, and has written several articles and book chapters on outdoor therapeutic practice.



*Hayley Marshall*



*Sue Eusden*

The other two keynotes will be led by Sue Eusden and by Adrienne Lee – check out the conference website for details as these are finalised.



*Adrienne Lee*

## Exams and TEW

EATA will be running Exams and a Training Endorsement Workshop at the conference hotel. Please check out the EATA website for any information about these events - <https://eatanews.org/exams/>

The special bedroom rate at the Hilton Birmingham Metropole applies for these nights as well – just email us at [contact@taworldconf2020.com](mailto:contact@taworldconf2020.com) for the link to use.

Please note that the conference organisers are not involved in running the exams or TEW.

### Conference Programme Updates

At any time, the latest version of the conference programme can be accessed at <https://www.taworldconf2020.com/programme/>

Sign up at <https://www.taworldconf2020.com/> if you want us to let you know about updates through Twitter, Facebook or LinkedIn.

## Post-conference Workshops and TA 101

We will be running four post-conference workshops on 19 July and a 2-day TA 101 on 14-15 July. We are still making choices so it is not too late to volunteer as a presenter - although we do already have some great offers.

We have already scheduled a post-conference workshop on Creativity, led by Bev Gibbons, PTSTA(P), Andy Williams TSTA (P), and Michelle Hyams Ssekasi, PTSTA(P), giving participants the opportunity to explore key theory around creativity including **definitions and models of creative processes ... the opportunity to explore stuckness and blocks to the creative process ... creative methods will be demonstrated with the chance to practice techniques.**



*Andy Williams*



*Bev Gibbons*



*Michelle Hyams  
Ssekasi*

If you have already booked to attend the conference, we will notify you as soon as bookings open for the post-conference workshops and the TA 101.

If you are not yet ready to book, why not go to <https://www.taworldconf2020.com/> and sign up to follow us on Twitter, Facebook or LinkedIn.

## Presenter Proposals – closing date end of March 2020

The theme of the conference - Expanding the TA Map – Sharing Learning Across Our Fields - was chosen to allow the widest possible range of presentation topics – if it is about TA, then it stands every chance of being included in the programme. We invite all potential presenters to follow their passion and help us to create an innovative and inspiring conference that will significantly expand the TA map. We have already received about 100 proposals and have started to evaluate them – however, this is a big conference so there are still plenty of slots left. We have now set a closing date for proposals of the end of March so that we will have time to finish the evaluations and put together the program so that participants can plan their individual schedules.

We are using the presenter proposal process to consider the associated events as well as the conference sessions. Presenters can indicate whether they wish to be considered as a conference presenter only, and/or as a potential presenter for the TA 101 that will be run on 14-15 July, and/or as a potential presenter for one of the Post-Conference Workshops (Institutes) that will be run after the conference on 19 July.

Click here for details about the presenter contract that will apply and details of the criteria that are being used to assess proposals <https://www.taworldconf2020.com/presenters/>

Click here to submit a proposal <https://proposalspace.com/proposals/1052/calldetails>

## Day Bookings

Because we are expecting to fill all the places, we are reluctant to accept bookings for only 1 or 2 days **but we have set up a system to ‘match’ such requests** - we will be charging one third of the full price plus a small administrative cost so the fees will be £135 for 1 day and £252 for 2 days (both including VAT) – so go ahead and email [contact@taworldconf2020.com](mailto:contact@taworldconf2020.com) if you want this option. Talent discounts will still apply.

## Scientific Committee

The Chair of the Scientific Committee is Julie Hay, who is TSTA in all fields. The Vice Chair - and the person who is doing all the work! - is Lynda Tongue TSTA Organisational. Lynda is supported by four TSTA Chairs of Scientific Committee Sub-Committees – Steff Oates for Psychotherapy, Jan Grant for Counselling, Mandy Lacy for Organisational, and Evelyne Papeaux for Educational. Each of the Sub-Committee Chairs are supported by volunteers across all levels from student (anyone who has spent at least a couple of years on a TA program being run by a P/TSTA or CTATS) through to TSTA. If you would like to volunteer to join them, click here to access the form - <https://www.taworldconf2020.com/scientific-committee/> There will be many proposals to evaluate so more volunteers means more to share the work.



*Steff Oates*



*Jan Grant*



*Mandy Lacy*



*Evelyne Papeaux*

## Social Evenings

We are planning a great series of social evenings, beginning on 15 July as we hope that most of you will already be there and ready to start the conference early next morning, and including 18 July because we hope that most of you will still be there for the final plenary on that afternoon, and that some of you will be staying on for the post-conference workshops. We expect each of these evenings to morph into discos.

15 July - an opportunity to teach your national dance to others - bring your national costumes, send us the music in advance if you need someone else to play it for you - and most of all, come in Child ego state and have a lot of fun.



16 July – the TA Talent night – time for all you entertainers, musicians, singers, comedians .... **to perform for an audience of very appreciative colleagues** – and get lots of strokes.

17 July – the Gala Dinner - come and relax with a UK cultural theme, a great meal, and the important celebrations of the international TA community.

18 July – Karaoke!

We already have one volunteer DJ (who happens to have just become CTA Organisational!) and we are sure there are many more of you who will be happy to contribute your talents – please email us on [contact@taworldconf2020.org](mailto:contact@taworldconf2020.org) and we will be delighted to explore options with you.

## Early Morning Caucuses

Following the ITAA Conference pattern, we have scheduled meetings (caucuses) for LGBTQ+, **Women's, and Men's groups during the mornings (0730-0830)** on the second and third days of the conference. These will be led, respectively, by Deepak Dhananjaya, Prathitha Gangadharan and Giles Barrow. These will be an opportunity to gather at the start of the day to share your experiences of the conference.

## The Conference Venue: The Hilton Birmingham Metropole



We were asked to find a venue that could hold up to 1000 delegates – and we are delighted to be able to say that the conference will be run at the Hilton Birmingham Metropole – where we can run plenary sessions, have coffee breaks, lunches and social evenings in rooms that are large enough for us all to be together. Plus of course plenty of breakout rooms so we can run several parallel sessions. At the same time, we have planned a connections

room, a quiet room, a prayer room, and access if wished to a bedroom in which to feed babies.



We have reserved an allocation of bedrooms, at a considerably reduced rate, for those who would like to stay in the same place. Full details will be sent on receipt of your conference booking. And see below under Travel for information about the travel agent who can help you with alternative accommodation bookings.

## Birmingham

With one of the youngest populations in Europe, Birmingham is a dynamic, creative city which is constantly evolving, and is a crossroads for culture, with diverse cultural influences everywhere in the city. A vibrant mix of nationalities, religions, arts, interests and **ideas exist side by side in England's second city.** It is close to Stratford on Avon, home of Shakespeare, is also the area that inspired Tolkien to produce The Lord of the Rings, and is the setting for Peaky Blinders.



Birmingham also has a history of producing comfort food. Chocolate, cocoa, custard and tea are all famously connected with **the city.** But there's another side to this city's food offering. Birmingham boasts more Michelin-starred restaurants than any other city outside of London. There's a burgeoning street food scene too. Overall the culinary cultures of 27 different nationalities are represented here. Eating out in Birmingham, the Black Country and Solihull is like going on a gastronomic tour of the world. With

**the influence of Birmingham's multicultural population, a must-try is the Birmingham Balti.** Just a short distance from the city's centre is the famous Balti Triangle, which now attracts over 20,000 visitors each week.

In addition to the food options, there are many tourist opportunities, including a 15 acre Botanical Gardens with lush tropical vegetation in the Sub-tropical House, a Rose Garden, a Rock Garden, a collection of over 200 trees, Herb and Cottage Gardens, Museum, aviaries and National Bonsai collection and a Sculpture Trail. Or visit the Coffin Works where they made the fittings for the funerals of Churchill, Chamberlain and the Queen Mother! There is a 200 year old **Jewellery Quarter producing over 40% of the UK's jewellery.** And the Bournville model village on the south side of Birmingham was established by the Cadbury family and has an interesting Quaker history – and you can travel through various chocolatey zones and learn all about the history, heritage and current day workings of the world-famous brand.



## Travel to the Conference

Birmingham Airport welcomes more than 50 airlines from over 100 destinations. Birmingham International station is right next door and from there the Hilton Birmingham Metropole runs frequent shuttle buses for the short journey to the hotel. For those coming by train, Birmingham train stations connect directly with 84 towns and cities across the UK. By road, there is easy access to several motorways (freeways). And once there, it is easy to get around and visit the region. There are local buses, trams and trains or you could even cycle on one of the dedicated cycle paths. We also have **maps for 1(1.6 KM) mile and 3 mile (4.8 km) jogging routes near the conference hotel. We've also** partnered up with a UK travel specialist to save you time and effort booking your travel and accommodation, with all travel fully ABTA and ATOL protected. For more information about this free service, go to <https://www.taworldconf2020.com/travel-and-accom/>.

## Weather

July is summer in the UK. Nowadays, UK weather is pretty unpredictable but we do know that it is very unlikely to be snowing ☺ It should be warm, which in the UK means 12-21°C - and may well be raining some of the time.

## Visas and 'Brexit' – no changes for attending conferences

You may have heard that we had a General Election in the UK in December and the political party that promised to take the UK out of the European Union now has a majority in our Parliament so Brexit is going ahead. This will not stop anyone attending the conference. Brexit was about immigration – people coming to the UK to live and work – not about people making short visits. If you live somewhere now where you need a visa to come to the UK, nothing changes – and please note that you cannot apply until 3 months before and we will issue any necessary invitation letters then. If you live somewhere now where no visa is needed, that will stay the same although you may need a passport rather than an identity card.

We guarantee that, if you book to come to the conference, and are then refused a visa because of any changes associated with the Brexit process, we will refund your payment – unless the refusal was because you did not meet the published requirements, such as no ticket home or a criminal act ☺.

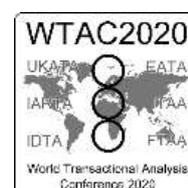
## Sponsorship Opportunities

Attention to climate change means that we are not offering to print adverts in a programme book - we will be keeping that as short as possible to minimise the use of paper and ink – and shipping costs to get it to the conference venue. We are willing to include names of sponsors, logos and up to 200 words in the conference programme book. We are willing to add details of sponsors onto the website, and to display signs at the conference to indicate what has been sponsored.

If we do use conference bags, they will be small bags with no printing on them. We do not want any promotional materials to be given to every participant unless they are clearly eco-friendly. We are also aware that having 1000 delegates makes sponsoring even a coffee break quite expensive, so have decided not to announce different levels of sponsorship. On the other hand, we are willing, of course, to receive your sponsorship money. We therefore invite you to initiate contact with us so we can negotiate something mutually beneficial – please go to <https://www.taworldconf2020.com/sponsors/>

See the website for more details and to book

<https://www.taworldconf2020.com/>  
[contact@taworldconf2020.com](mailto:contact@taworldconf2020.com)



# Triangle TA Group and TA Tribe

CPD, mentoring and supervision for coaches, trainers, consultants, teachers, therapists, youth, health and **social workers .....**



Triangle TA Group (TTAG) is a multi-level Transactional Analysis group based in the seaside town of Torquay, Devon, UK.

We are an international, friendly group of practitioners who attend the workshops to enhance and improve their professional practice. Due to the multi-level nature of the group in terms of their TA experience, the group is run along the lines of an action learning set. Day one is for theory input and the programme for day two comes from the group. Each person asks for a session(s) which might be to give or receive supervision, run a teach session, guide a discussion on a point of theory etc.

Therefore the group welcomes organisational practitioners (coaches and trainers etc) who are attending for continuous professional development, contractual trainees studying for their CTA, those who are PTSTAs working towards their final exams, and those who are following the MSc Professional Development (TA). Visit [www.lyndatongue.com](http://www.lyndatongue.com).

Workshops in 2020 will cover the usual exciting range of topics!

Joining TTAG will give you opportunities to:

- Enhance your coaching and/or training practice
- Work towards Certified Transactional Analysis status
- Receive supervision on your professional practice
- Enjoy contact with an international group of like-minded professionals

Qualifications on offer are:

- Triangle TA Practitioner Award
- Developmental TA Certificate and Diploma
- MSc Professional Development (DTA/DTA Coaching)
- Certified Transactional Analyst
- Teaching and Supervising Transactional Analyst

Please visit the website for more details

[www.trianglepartnership.com](http://www.trianglepartnership.com)

TA Tribe – an online group providing regular workshops and supervision for those who for **practical reasons prefer a “virtual” approach**. Supervision one to one is also available. For more information, visit: [www.ta-tribe.com](http://www.ta-tribe.com) for more details.

## Group Processes: What came before Transactional Analysis

© 2019 Julie Hay

An extract from a workbook written by Julie Hay for the international webinars that she runs.

Berne referenced several other authors, including Freud in many places, in his own books.

Berne (1967). included here first because it was a republication of much that appeared in Berne (1947, 1957), mentions Jacob Levy Moreno, along with several other authors, including suggestions of what to read about existential psychology, gestalt, nondirective therapy, and behaviour therapy. In a chapter entitled Psychotherapy within the section on Methods of Treatment, Berne wrote that Psychodrama was developed in Vienna by Moreno, widely used in many parts of the world, really a form of group therapy, and something that psychiatrists "with a certain type of personality can obtain excellent results with some types of patients... Other psychiatrists... may not do so well with this approach." (p.286). Berne adds that Moreno himself suggested the best introductory text was a chapter in a volume of the *American Handbook of Psychiatry* (Moreno, 1959a).

Berne (1961) comments within the text only that regression analysis seems to be a more precise kind of Moreno's (1946) psychodrama.

Berne (1963) includes Moreno in the Author index but mentions Moreno in the text only to propose that the reader should also familiarise themselves with Moreno's 'sociometric concepts', with a reference given for Moreno (1941) only.

Berne (1966): includes chapters on the literature of group treatment and on the relationship between TA and other forms of treatment. In the chapter on the literature, Berne refers to significant

literature under the editorship of Moreno, giving a reference for Moreno in 1945, before referring readers to the American Group Psychotherapy Association and, from 1951, the *International Journal of Group Psychotherapy*. Within the chapter on the relationship between TA and other forms of treatment, Berne writes about psychodrama based on several demonstrations by Moreno.

Berne's other books appear to concentrate more on presenting his thoughts about TA rather than comparing it with other approaches.

### Moreno and Psychodrama

It is interesting to see how much Moreno (1932, 1946, 1959a, 1959b, 1969) wrote that appears later in Berne's and other TA author's material.

For example, Dusay (1970) wrote "Script rehearsal is to be distinguished from classical psychodrama (Moreno 1959a) in that it focuses on specific, observable transactions and does not place the major emphasis on the freeing of unconscious processes. It relies on the Adult rehash by using the *computer*, and it is seen as an auxiliary to treatment and not the entire treatment process. It does, however, borrow heavily from Moreno's concept of creativity and spontaneity." (p.119) (italics in original).

A few years later, Michael Holtby (1975), in an article entitled 'TA and Psychodrama', explained how the TA process of disconnecting rubberbands, described by Erskine (1974) as "re-experiencing past feelings which are the same as the current ones; receiving Permission and Protection to feel and express those feelings which are not expressed in the original situation; taking control of the situation and owning the related not-OK decisions; recognizing how early decisions have and are still affecting life; and finally, making a new OK decision." (p.7 – not given in original) appears to parallel the psychoanalytic

concept of the 'corrective emotional experience'.

Several years later, Jan Grant (2004) pointed out that "Transactional analysis and adult education are both located within the tradition of humanistic psychology, and they share many underlying assumptions, including that human beings naturally tend toward growth and change, that adults are responsible for themselves, and that people are inherently good. ... Among the many exponents of humanistic psychology were Moreno, Maslow, Rogers, Berne, Egan, and Perls" (p.272).

Hay (2010) also wondered about how Moreno's (1977) co-unconscious might link to cocreative TA (Summers and Tudor, 2000) – what do our unconscious selves do while our conscious selves think we know what we are doing?

More recently, Marina Sokovnina and Viktor Aleshin (2015) described the integration of psychodrama and TA in psychoeducational work. They wrote that "Historically it has been evident that the two approaches have contributed to each other, and that the creators – Jacob Moreno and Eric Berne – were developing their ideas during the same period. According to biographer René F. Marineau (1989/2001), professionals from different fields gathered in 1942 in New York at the Institute of Sociometry, organized by Moreno, and "people like Fritz Perls, S. H. Foulkes and Eric Berne participated in Friday-night sessions" (p. 15)."

### *Moreno and Moreno*

We can see the similarities to TA if we consider how NTA Zerka Moreno (1965), explaining that the growing demand for psychodrama practitioners meant there was a need for some fundamental rules of practice, indicated the following:

1. The client acts out the conflicts instead of talking about them. Under

this rule, it was pointed out that a stage might be used although it could be any space; a director or chief therapist is required; and psychodrama may be used for an individual or in a group – in a group the other participants may serve as auxiliary egos for each other whereas when working with an individual the director may act as auxiliary ego unless someone else is available to do this.

2. The client acts 'in the here and now' regardless of whether the incident takes place in the past, present or future. Incidents may not ever really have taken place because they may be imagined [even long before neuroscience told us so]; psychodrama therapists were aware that recall and re-enactment are inevitably incomplete and distorted. Acting 'as if' something is happening now releases spontaneity and increases presentness.
3. The subject speaks their own truth, as they feel and perceive it, subjectively and no matter how distorted it might appear to a spectator.
4. The client "is encouraged to maximise all expression, action, and verbal communication rather than to reduce it." (p.234). This means that delusions, hallucinations, fantasies and so on are included and restraint comes only after expression.
5. "There are warming up process proceeds from the periphery to the centre." (p.235). This means that the process begins with the less traumatic events, and the director constructs the scenes and the persons or objects involved accordingly.
6. The client chooses time, place, scene, auxiliary ego and always has

- the right to decline an enactment or to change the scene. If the interaction between client and director becomes negative, the client may choose another director, others as auxiliary egos, a different scene, or defer. The director may also ask the client to watch themselves being played by auxiliary ego(s) or insist that the enactment is completed if the benefits from this process justify that.
7. Psychodrama is about restraint as well as expression. Restraint, retraining and/or 'reconditioning of excitability' is an important facet of psychodrama.
  8. Clients can be unspontaneous or inexpressive; "Expressiveness at any price is not necessarily spontaneous." (p.236). Auxiliary egos or other techniques are there to assist the client.
  9. "Interpretation and insight-giving in psychodrama is of a different nature from the verbal types of psychotherapy." (p.236). Psychodrama is an integrative process that synthesises action insight, action learning, action catharsis; interpretation is always secondary to action. Interpretation will be coloured by the orientation of the therapist.
  10. Psychodrama may need to proceed differently depending on the culture; for example, in some places it may start with singing and dancing and in others a verbal exchange. What is begun is more important than how it is begun.
  11. Psychodrama sessions consist of the warm-up, the action portion, and the post-action sharing by the group (which may be non-verbal or having coffee together or similar), and disturbances in any of these reflect the total process.
  12. The client must never be left with an impression that they are alone with their problem; others must identify with the client as having experienced being similarly burdened.
  13. The client must learn to take on the roles of all they are meaningfully related to, so that they can 'become' them and use role reversal to re-integrate, re-digest and grow.
  14. The director must trust the psychodrama method; when the director does this the method becomes flexible and all-embracing and leads to the heart of the client's suffering.
- Techniques used include:
- soliloquy – talking to oneself;
  - therapeutic soliloquy – the client narrates side dialogues in parallel with overt thoughts and actions;
  - self-presentation – the client acts out all the roles;
  - self-realisation – acting out the plan of life even when this is very different to the present situation;
  - hallucinatory psychodrama – acting out any hallucinations and delusions that are being experienced; auxiliary egos may help with a reality test of these;
  - double – an auxiliary ego represents the client by moving, acting and behaving like the client;
  - multiple double – there may be several doubles of the client, including multiple representations of the client at different ages;
  - mirror – the client is a spectator as an auxiliary ego shows them how they appear to others;
  - role-reversal – the client acts as the

- other person;
- future projection – the client acts out how things will be in the future;
- dream presentation – the client enacts a dream rather than talking about it; the director may need to ask many questions to lead the client through this process;
- re-training of the dream – the client acts out an alternative to the dream – rather than interpreting it;
- therapeutic community – everyone is responsible for the welfare of everyone else, participates and has equal status, so that conflicts are settled “under the rule of therapy instead of the rule of law.” (p.244).

Finally, Zerka Moreno mentions that other approaches may be combined with psychodrama, including hypnodrama to show that the client can learn control; improvisation, when the client is expected to respond in a range of situations; didactic psychodrama and role-playing, with clients and professionals experiencing role reversals; narcoanalysis where psychodrama is supplemented with the use of drugs such as LSD; and family psychodrama combined with family therapy, where those involved may reverse roles, double for each other, or serve as auxiliary egos for each other.

Having read this far, you might like to consider the similarities and differences between TA and psychodrama, using the prompts below and adding any other aspects you think are relevant.

- *acting versus talking*
- *here-and-now versus past, present, future*
- *client’s own truth be spoken*
- *client chooses what to work on*
- *client chooses who to work with*
- *restraint versus expression*

- *interpretation versus integration*
- *cultural expectations*
- *warm-up, action portion, post-action*

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## Antileadership

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*Another extract from a workbook written by Julie Hay for the international webinars that she runs.*

Michele Novellino (1985) wrote of two types of 'antileadership', by which he meant competition between a group member and the therapist. Although, as a psychiatrist, he was writing about therapy groups and group members with significant issues, we can observe similar dynamics happening in groups generally.

"Antileadership phenomena as functional displays of structural impulses" (p.164) – Novellino went on to define his terms: functional as interpersonal-objective; structural as intrapersonal-subjective; impasses as occurring at first and second degree levels.

*Type A* involves social level competition with the leader, such as a group member exhibiting Rebellious Adapted Child behaviour and challenging the leader about groundrules suggested by the leader, but then being unwilling to discuss their objections with the leader. The

leader needs to avoid a competitive response from Parent; recognising the positive intent behind the challenge will be helpful. Novellino suggests, as an example, that the "significant counterscript message is "You must be respected" and the Child decision is, "I will do the contrary of whatever I'm told, even if it is against my own interests."" (p.165). Novellino suggests that the script decision was made during the ages of four until eight years.

*Type B* is more serious, arising from script decisions made in the first four years of life, and that are likely related to an early abandonment trauma and result in an 'I'm not OK, You're not OK' existential position. This involves a psychological competition with the leader; the group member avoids direct interactions with the leader and instead looks at other group members as they are speaking – and what they are saying has an ulterior level of showing how the leader is getting it wrong. Novellino describes a therapeutic plan of: 1. confronting the passive behaviours; 2. making the anger explicit; 3. analysing the transference; 4. closing the escape hatch (no-suicide contract); and 5. redecision work on the impasse. He regards this is

significantly more serious than Type A, warning also that other group members may be prompted into their own pathologies.

We can identify similar antileadership dynamics in any groups, where we may be the TA practitioner leading a training group or classroom, or we may be working with a client who is a leader who is experiencing an antileadership challenge. It may also be that our client is experiencing antileadership dynamics as a member of a group, and needs to be helped to avoid joining in the game as a Rescuer of the leader and/or a Persecutor of the group member who is initiating an antileadership strategy.

For Type A, where the challenge is fairly obvious, it should be reasonably easy to avoid the invitation into competing with the group member once we understand that the individual is seeking an overt display of respect, and have learned during childhood that to get this, they must behave rebelliously and win competitively. A useful response, therefore, is to respect their challenge and treat it seriously.

For Type B, the contract is unlikely to allow for the kind of treatment plan that Novellino suggests. However, for a group who are learning TA, the contract should allow a modified plan of:

1. 'confronting the passive behaviours' – asking the group member to talk directly to the leader;
2. 'making the anger explicit' - reflecting back that they seem to be feeling very strongly about the situation and inviting them to say more;
3. 'analysing the transference' – normalising that it is very common for people in groups and meetings to feel uncomfortable about how the meeting is being run and not know how best to deal with this because

we are not taught good meeting skills as we are growing up;

4. 'closing the escape hatch' – hopefully the group member will not need this level of care but we can suggest that they are welcome to talk to us one-to-one during a break, or we can approach them with this offer during a break if it seems better not to make the offer in front of the other participants – and then we can, if appropriate, suggest that they might like to explore the issue in more detail i.e. we can offer them a referral (making sure that we always offer at least three referrals so that the client makes their own choice);
5. 'redecision work on the impasse' – again, depending on the contract, it may be appropriate to analyse what has been happening, as long as the individual who was initiating the antileadership dynamics is sufficiently in the here-and-now to remain OK during this process.

### Activity

Review examples of antileadership you have observed, or been involved in.

*What happened and how did the leader respond?*

*Did the leader effectively deal with the situation – if so, how?*

*Did a psychological game play out – if so, how?*

*What was your involvement – leader, antileadership initiator, bystander/observer, game player?*

*What options can you identify for situations in the future where antileadership dynamics occur?*

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## A Retraction and an Apology from Julie Hay, IJTARP Editor

Some of you will be aware that I resigned and ceased volunteering as IJTARP Editor at the end of 2017, only to voluntarily take up the role again in May 2018 when I realised that no attempt was being made to find a new Editor and that we would lose the journal's readers, reputation and listings if too many issues were missed. With the support of the Advisory and Editorial Boards, and the Authors, I managed to get the January 2018 issue out in June 2018 and since then have managed to keep up the pattern of two issues per year even though I could not maintain the date schedule of January and July as in the previous eight years.

The reason for my resignation was the response from Executive Committee (EC) when I complained about a statement I saw in October 2017 in the 2017 Council Minutes that were circulated by the UK delegates: "Answer of Krispijn: This is no council decision. IJTAR is an independent journal. It was an announcement by Julie, no discussion in EC before the change." I regarded that statement as untrue and that it implied that I had behaved in an unprofessional manner. I was upset because I had been at a Council meeting in 2012 when they had approved the change of content, and I had alerted the current President and the EC in February 2017 that I needed to action this change because of lack of content to publish, and had asked if they foresaw any problems with this, and they replied supportively, albeit later than expected and with the query about whether P for Practice would be confused with P for Psychotherapy.

When I saw the Council minutes, I asked for a correction and apology to be issued. I now know that the EC removed the offending sentence after I had complained but I did not know that until recently. The relationship between me as IJTARP Editor

and the EATA Executive Committee broke down over the following months and on 12 June 2019 I submitted a formal complaint under the EATA Procedures for Handling Ethical and Professional Practices Complaints.

The Arbitration has now concluded and the Arbitrator has issued a binding requirement that I issue a retraction of allegations I made that members of the Executive Committee were lying and exhibiting unprofessional behaviour.

I am therefore complying with that requirement, and issuing this statement, as it has been worded for me by the EATA Ethics Adviser, to retract any of my earlier statements that:

- members of EATA EC lied between 2017-2019
- members of EATA EC behaved unprofessionally towards me between 2017-2019
- EATA EC accused Julie Hay of lying
- EATA EC seemed determined to put IJTAR/P out of publication
- EATA EC threatened Julie Hay with legal action
- EATA Newsletter 123, October/November 2018 contained inaccurate information.

Although I have been advised that I do not need to apologise, I wish to do so with some explanation of what was found during the Arbitration process. The Arbitrator decided that:

The EC did not act unprofessionally when they failed to appoint a replacement Editor because the journal did not cease to exist – they were ensuring appropriate use of EATA funds and I was maintaining the Journal at my own expense.

The EC were not lying when they apparently stated during the 2017 EATA Council meeting that "This is no council decision. IJTAR is an independent journal. It

was an announcement by Julie, no discussion in EC before the change.” even though I had consulted them in February 2017 and they had advised me of their discussions in May 2017. The Arbitrator concluded that EC were not lying because the Minutes I saw, circulated by the UK delegates, were only the first version and the EC produced a third version in November 2017 after I had complained in October 2017, without that sentence.

Unfortunately I did not know about the second or third versions until the Arbitrator established that they existed. I apologise that I kept asking for an apology because I did not find out by myself that the offending sentence had been removed. I also apologise for not realising it was just a mistake when the EC omitted to tell me that they had removed the sentence after I had complained about it.

The EC were not lying but making another mistake when they included information in that third draft that they did not ascertain until several months after the 2017 meeting, nor were they lying but were making another mistake when they presented that third draft for approval by Council in 2018 and, even when questioned, did not point out the changes made from the first and second versions of the minutes that had been circulated. I apologise for not realising that I should have known that it was the process of writing and circulating the minutes without any indications on each version about date issued, or that some of them were drafts, that made it seem as if the EC were lying.

The Arbitrator also decided that I cannot claim that EATA Council in 2012 approved the extension of the journal content because no vote about this appears in the 2012 minutes, in spite of the fact that the Agenda for that meeting shows that I would be attending as a guest to talk about extending the journal content, that a proposal co-written by the then EATA President and me had already been

approved by the then Executive Committee for submission to Council, that the EATA President afterwards expressed her pleasure at the “new format” – the decision is that if it is not in the Minutes, it cannot be relied upon. The Arbitrator has not commented on the fact that there is no record of the content of the journal being voted upon when it was first discussed at EATA Council in 2009, or at any other time. It seems that between 2012 and 2017, the culture of EATA Council had changed from what anthropologists would call a culture of honour – based on trust – to a culture of law – based on written rules. I apologise for not realising that this change has occurred, and that I should not have been assuming that the mutual trust between me and previous Presidents and Executive Committees, the award of the EATA Gold Medal, and the frequent strokes given to me at General Assemblies, were not a substitute for failing to insist that I should have been allowed to see the Council minutes so that I could make sure they were sufficiently detailed and accurate.

In conclusion, I would like to reassure those of you who have expressed clear support for the continuation of the journal. The Arbitration has served to indicate that there appears to be no legal basis for the setting up of IJTAR/P as there are very few decisions recorded over the years in Council minutes as having been voted on.

EATA refunded my expenditures until the end of 2017, when I stopped claiming them, and the journal appeared under EATA auspices during that time. Subject to the Executive Committee producing the legal opinion about ownership that they were obtaining in 2017, I am already working on material for 2020 - including papers from Bulgaria, Guatemala, India, Italy (several) and Syria. To maintain our Gold listing in the Directory of Open Access Journals, which also gets us listed in several databases, we cannot charge a subscription. Although my organisation comprises of only myself and two

employees (I am not an Association as has been claimed in EATA Newsletter), I have been receiving donations to help with the IT costs - of which there are a lot because this is an online journal - the Administrative Editor is the one who handles the publishing software, the requirements of the University of Pittsburgh where the journal is hosted, and various other IT aspects associated with academic publishing. All other roles – authors, reviewers, the Editor – are voluntary.

I hope you have all read the recent November issue - and the one before that with three new articles by Steve Karpman. Please tell your TA and non-TA colleagues about the free access. And I look forward to seeing many of you at the World TA Conference (WTAC2020) on 16-18 July 2020 in Birmingham, UK.

Julie Hay  
*IJTARP Editor*  
*TSTA (Counselling, Organisational, Psychotherapy, Educational)*

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