



Volume 6 Issue 4

Newsletter

December 2011

Happy New Year— best wishes from IDTA for 2012 to our readers

This is our last issue for 2011, which you will see has been an eventful year.

We have concluded successful negotiations with the ITA to run a joint conference in 2012 – see page 2 for the date to note in your diary.

We put in a bid to host the EATA Conference in 2012—we were unsuccessful but consider the result exciting because the Conference will be run in Norway!

We have agreed with ITA also that our two organisations, together with other UK-based affiliated associations and training institutes that wish to co-operate with us, will submit a joint bid to host the 2nd EATA Research Conference in the UK in October/November 2012.

We ran the AGM during November and the existing Council was re-elected—see page 2.

Plus we have three short articles this time, on Positive Psychology, Schema Therapy and Social Roles.

As always, we welcome your comments, questions, feedback—and articles for future issues.

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Report from IDTA Council

We are pleased to announce that we have all been re-elected to Council since the last newsletter appeared—or, in Rosee Elliott's case, co-option has become official election. Details of the AGM and the associated Annual

Accounts are included elsewhere within this issue.

We have continued to meet 'electronically' to minimise travel costs but have still managed to progress various items, especially forthcoming conferences.

Joint Conference 2012

As noted above, IDTA and ITA have agreed to run a joint conference in Harrogate, at the Majestic Hotel — from **lunchtime Friday 13th April to lunchtime Sunday 15th April.**

Presenter proposals are being accepted up to 13th January, so soon after that we expect to be able to circulate full details and booking forms. Meanwhile, note the dates in your diary if you haven't already done so—and think about whether to submit an offer to present a workshop.

EATA Research Conference 2012

EATA Research Committee are in charge of organising this conference, which will be only the 2nd time it has run. They have stated the aims of the Research Conference as:

- ◆ to contribute to TA research development and promotion
- ◆ to provide a space for networking among researchers in TA
- ◆ to provide a space for the sharing of scientific research in TA
- ◆ to start developing an evidence base for TA theories and practice

They have asked for proposals from a local partner that will take care of the local organization of the conference, including finding a venue, organizing the practical details and making a financial contribution (which might be via charges to participants).

ITA and IDTA have agreed in principle to make a bid, involving as many other UK-based organisations and institutes as possible. The bid must be submitted by end February so contact us at admin@instdta.org if you wish to be involved—or just want to support the bid by including the name of your institute.

IDTA AGM

We realised that we were unlikely to attract many participants to the AGM this year because the current financial climate has made it hard to run a viable event alongside it. We therefore used the provisions of the IDTA Constitution in order to still meet our legal requirements, but without the problems associated with having a quorum present. We explained this in an email to all voting members and the process worked fine.

Please note that we will plan to re-run the content part of the AGM in April in Harrogate, so you will all still get the opportunity to meet the Council members and to ask questions about IDTA activity.

What we did was initiate an AGM on 5th November and when there was no quorum after 30 minutes, we re-scheduled for the same time one week later. On 12th November, when there was still no longer a quorum after 30 minutes, the Constitution allows us to continue with the AGM as if there were. So Julie Hay and Lynda Tongue then ran the AGM!

We approved the Annual Accounts, which were then approved by Council on 14th November so we could meet our legal requirements to file these with Companies House and the Charity Commission. These are included on pages 3-4 of this Newsletter for you all to see. Any questions to treasurer@instdta.org please.

We also noted that all candidates for Council were elected unopposed, so the Council members for 2011-2012 are:

Chairperson—Julie Hay
Treasurer—Keith Morton
Vice Chairperson—Anita Mountain

Council Members: Bev Petrossian, Lynda Tongue, Ros Soulsby, David Dobedoe, Debbie Moore, Rosee Elliott

We have no General Secretary but Julie Hay continues to be Company Secretary—and voluntary IDTA Administrator.

Notes to the IDTA Annual Accounts 2010-2011

Membership

At end March 2011 we had 9 associate members, 33 associate 101, 7 trainees, 3 CTAs, 5 PTSTAs and 6 TSTAs (total 62). We also had 11 overseas members, 9 associate members and 1 teaching member: these were all in EATA via other associations.

During the year we had gained 14 new members and lost 9 members because of loss of contact (meaning they failed to pay or respond despite reminders). However, unusually we also had 1 trainee and 3 TSTA resign (one TSTA already outside UK, one who moved out of UK, and one who decided to join ITAA instead). TSTAs pay £175 so this meant a shortfall of £525.

Comparable figures to date (end October) during the current financial year are 6 new members, 3 non-payers, 1 deceased, 1 resigned, 3 overseas members discontinued and one TSTA outside UK has converted to overseas membership (£20 instead of £175).

Events

The October 2010 Conference, which the previous Council thought had made a profit, actually resulted in a small loss (£65.11) once all costs were accounted for.

The invoiced total of £829.50 for Event bookings for May 2011 was all refunded in April 2011 when the event was cancelled due to lack of bookings.

Administration – General

We can expect this figure to be lower now that we no longer have an Administrator. The total for April-Oct 2011-2012 is only £22.50.

Travel to Council Meetings

We have reduced the number of face-to-face meetings and are using email and Skype to conduct Council business whenever possible.

IT & Internet: Software

The £235 is a one-off cost for an accountancy package (Quickbooks). This continues to meet our needs without upgrades. The Treasurer and Chairperson/Administrator purchased (and paid for) the same software for their own use, which enables them to access the IDTA accounts.

Legal/Accounting

£477 of this is for the Professional Indemnity Insurance for those serving on Council and Committees. £510 (2 charges) was paid to previous accountants who had omitted to charge in the previous year. We do not anticipate needing an accountant in future as IDTA accounts are very simple.

Issued by:

Keith Morton
IDTA Treasurer

Julie Hay
IDTA Administrator

IDTA Profit & Loss Account 2010-2011

Income

Advertising Income		370.00
Bank Interest Received		3.76
Events & Confs		
Event bookings May 2011	829.50	
Event Oct 2010	2,176.45	
Events 2009	250.00	
Total Events & Confs		3,255.95
Contract filing Fees Received on Behalf of EATA		28.57

Membership Fees

Membership Fees 2009-2010	120.00	
Membership Fees 2010-2011	2,615.54	
Membership Fees 2011-2012	40.00	
Total Membership Fees		2,775.54

Total Income 6,433.82

Expense

Administration		
General Admin	855.50	
Postage	88.01	
Telephone	152.47	
Total Administration		1,095.98
Total Council Meetings		871.80

EATA Expenses

EATA Affiliation Fees	1,878.82	
EATA Delegate Expenses	54.57	
Fees Received passed on to EATA	62.07	
Total EATA Expenses		1,995.46

Event Costs

Event Costs 2009	27.94	
Event Costs October 2010	2,241.56	
Total Event Costs		2,269.50

IT and Internet Expenses

Software	235.00	
Website	135.13	
Total IT and Internet Expenses		370.13

Legal/Accounting		1,002.00
Total Expense		7,604.87

Profit/Loss for the Year **-1,171.05**

Positive Psychology

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The following are some thoughts arising from reading a recent issue of *The Journal of Positive Psychology*, where the content seems relevant to DTA.

Hedonic versus eudaimonic well-being

Vittersø & Sørholt (2011) explain why they think the distinction made by the early pioneers of positive psychology are supported by their recent research with students in Norway (ages 18-31, 88 women and 54 men).

They used a range of measures in order to show that eudaimonic well-being, meaning a fully functioning life, is distinct from hedonic well-being, meaning a pleasant life. They contrast Rogers (1961), for example, who pointed out that individuals who made progress towards a “good” life were not necessarily happy, with Kahneman (1999) who proposed that well-being could be categorised along one dimension only of bad to good.

Vittersø & Sørholt report that statistical analyses of their study showed that life satisfaction was a significant predictor of pleasure and that personal growth was the sole predictor of interest. They caution that these results are for a Norwegian group and are based on recollections rather than measures of emotions in-the-moment.

From this, as developmental transactional analysts, we might suggest that:

- ◆ An I’m OK You’re OK life position relates to pleasure. The authors refer to a ‘Pollyanna principle’ that leads people to see neutral stimuli as positive (Matlin & Stang 1978) and vice versa (Weitz 1952).

- ◆ Physis, and the opportunity for it to be active, will impact on our interest and engagement – at work or school.

The impact of activities

Sergeant & Mongrain (2011) report on research where subjects listened to uplifting music, practiced feeling grateful, or recalled early childhood memories, for one week. They found that ‘self critics’ found the gratitude intervention particularly helpful and the music intervention also helpful. Unexpectedly, the music intervention was found to decrease self-esteem for those subjects classed as ‘needy’, as did also the gratitude intervention which was not expected to help this group. They suggest that the impact of positive psychology activities may be heavily influenced by the nature of the participants.

As developmental transactional analysts, we may need to consider how to design and use activities that allow positive involvement across a range of ‘personality’ styles. For instance, a fun-based activity might be enjoyed by those with Try Hard working style, and by those with Please People if it involves pleasurable interactions, but may leave Be Perfects feeling annoyed at the lack of focus on task achievement and Be Strong uncomfotable with the fun and the contact.

And maybe playing music as participants arrive in the training room may irritate some participants and distract others.

References

Kahneman, D (1999) Objective happiness. In D. Kahneman, E. Diener, & N Schwatz (Eds.) *Well-being: The foundations of hedonic psychology* (3-25) New York, NY: Russell Sage Foundation

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Schema Therapy

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Schema Therapy was developed originally by Young (1990, 1999) and colleagues and it blends several therapeutic approaches. It is seen as an alternative for clients not able to respond to cognitive behavioural therapy because they cannot readily access their emotions and talk about them. Instead, they are considered to have early maladaptive schemas, which are pervasive themes or patterns that developed during childhood or adolescence and are now impacting in their lives generally. These schemas comprise memories, emotions, cognitions, and bodily sensations, and are in relation to self and to relationships with others.

Young et al (2008) describe schemas as “self defeating emotional and cognitive patterns that begin early in our development and repeat throughout life” (p.7). They emphasise that a schema does not include behaviour and say that the behaviour is driven by the schema. Each schema is a reality-based representation of the child’s environment, which will reflect the ‘tone’ of events but may be based on faulty reasoning.

Schema modes are the moment to moment emotional states and associated coping responses. There are four Child modes:

- ◆ Vulnerable Child mode shows in fear, sadness and helplessness.
- ◆ Angry Child mode shows as it sounds.
- ◆ Impulsive/ Undisciplined Child mode shows as impulsive acts that take no account of the needs or feelings of others.

- ◆ Happy Child is a positive mode, with no associated schemas, when a person feels loved, connected and content.

There are two types of Parent mode, which are both dysfunctional i.e. associated to schemas:

- ◆ Punitive/Critical Parent shows in restricting, criticising or punishing self or others.
- ◆ Demanding Parent mode pressures self or others to achieve high expectations and levels of responsibility.

Finally, there is a Healthy Adult mode, which serves as an ‘executive’ function relative to the other modes. People vary in how much Healthy Adult they have with which to nurture their Vulnerable Child, set limits for their Angry Child and Impulsive/ Undisciplined Child modes, and battle or moderate their Demanding Parent mode.

The list below shows the maladaptive schemas. Each may be evidenced in one of three ways:

- ◆ As a freeze response, when we ‘surrender’ to the schema and live according to it, including within our relationships, or lack thereof.
- ◆ As a flight response, where we function to avoid the implications of the schema, such as by avoiding situations or relationships where the schema might have an impact.
- ◆ As a fight response, where we overcompensate so that we get an opposite, equally negative outcome.

The following list is a simplified version of the 18 schemas identified by Young

(op cit), with the names indicated to show the range.

References

Young, J E, (1990) *Cognitive Therapy for Personality Disorders*. Sarasota FL: Professional Resources Press.

Young, J E, (1999) *Cognitive Therapy for Personality Disorders: A Schema – focused approach* (rev. ed) Sarasota FL: Professional Resources Press.

Young, J E, Klosko, J S & Weishaar, M E (2008) *Schema Therapy: a Practitioner’s Guide*. London: The Guilford Press.

Gets abandoned	Clings and smothers
Gets abused	Abuses
Emotionally deprived	Emotionally demanding
Gets criticised	Criticises others (Be Perfect)
Socially alternated	Chameleon to fit in
Dependent	Totally self- reliant
Scared of harm and illness	Counterphobic
Enmeshed	Oppositional
Failure	Over achiever
Self entitlement	Attends to need of others
Lack of self discipline	Over controlled
Subjugates self to others	Rebels
Self sacrifices	Gives little
Seeks approval	Provokes disapproval
Pessimism	Overly optimistic
Emotionally inhibited	Overly emotional
Hypercritical	Doesn’t care about standards
Punitive to self and others	Overly forgiving

Continued from page 5

References re Positive Psychology

Matlin M.W. & Stang D (1978) *The Pollyanna Principle: Selectivity in language, memory and thought*. Cambridge, MA Schenkman

Rogers, C (1961) *On becoming a person*. Boston, MA: Houghton Mifflin

Sergeant, S & Mongrain M (2011) Are positive psychology exercises helpful for people with depressive personality

styles? *The Journal of Positive Psychology* 6 (4) July 260-272

Vittersø, J & Sørholt, Y (2011) Life satisfaction goes with pleasure and personal growth goes with interest: Further arguments for separating hedonic and eudaimonic well-being. *The Journal of Positive Psychology* 6 (4), July, 326-335

Weitz, J (1952) A neglected concept in the study of job satisfaction. *Personnel Psychology* 5, 201-205

Transactional Analysis and Social Roles

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Bernd Schmid (2006) introduces the concept of roles, distinguishing between private, professional and organisation worlds. He defines a role as “a coherent system of attitudes, feeling, behaviour, perspective on reality and the accompanying relationships”. (p 34).

He goes on to consider roles in many of the ways we analyse ego states, such as:

- ◆ How well do we integrate our roles?
- ◆ Are specific roles regarded as OK or not OK?
- ◆ How autonomous we can be within our roles?
- ◆ Whether our roles are ego syntonic or dystonic? (e.g. are we congruent as an educator but not as a manager?).
- ◆ Which role(s) has executive power? How does energy (cathexis) shift between roles, especially when we hold several roles simultaneously?
- ◆ How do we differentiate roles; how competently do we act within each role according to the situation?
- ◆ How reasonable are the demands (time, energy) of various roles? (e.g. the frustration of committee roles that do not use our resources efficiently).
- ◆ Role fixation, role exclusion, role contamination, role confusion – all as for ego states.
- ◆ Role habits as an analogy with rackets.
- ◆ Functional limitations, as when we need much time and energy to get back into our work role on Monday morning, or vice versa.
- ◆ Structural elements of roles – are they neopsychic and here-and-now, generated earlier and archeopsychic, or taken over from others and extero-psychic?
- ◆ The impact of the “co-creative process of creating reality” (p 47). Here we may consider transactions between roles as complementary or non-complementary, overt or covert – he likens the latter to foreground or background levels of communication.
- ◆ Games, as “a series of unnoticed, complementary transactions on a background level with a predictable relationship result” (p 54) Schmid refers also to constructive games, that enrich relationships whilst running in the background.
- ◆ Symbiosis, such as between people in their roles but also between different roles held by one person (e.g. a freelancer using their consultant role with their own staff to deal with problems that belong to their role as manager of such staff).

Reference

Schmid, B (2006). Transactional Analysis and Social Roles, in Möhr, G & Steinert, T (eds). *Growth and Change for Organizations: Transactional Analysis in New Developments 1995-2006*, Bonn: Kulturpolitische Gesellschaft (32-61)

ITA/IDTA Conference 13-15 April 2012 - Workshop Proposals due by 13th January

Go to http://www.instdta.org/?National_TA_Conference_2012 and click on the link at the foot of the page to download the presenter proposal form.

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We welcome submissions

- ◆ News items and articles
- ◆ Microsoft Word with minimal formatting
- ◆ Diagrams as pictures; photos as jpg's
- ◆ Academic referencing
- ◆ TA status of author as designated in EATA handbook or IDTA membership categories
- ◆ Send to: newsletter@instdta.org
- ◆ Send articles at least two weeks prior to the advertising copy deadline if you are aiming for a particular issue, or at any time if you don't mind when it appears
- ◆ Please note that submissions will be peer reviewed for relevance to IDTA

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Next issue copy dates

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