

watch on youtube →

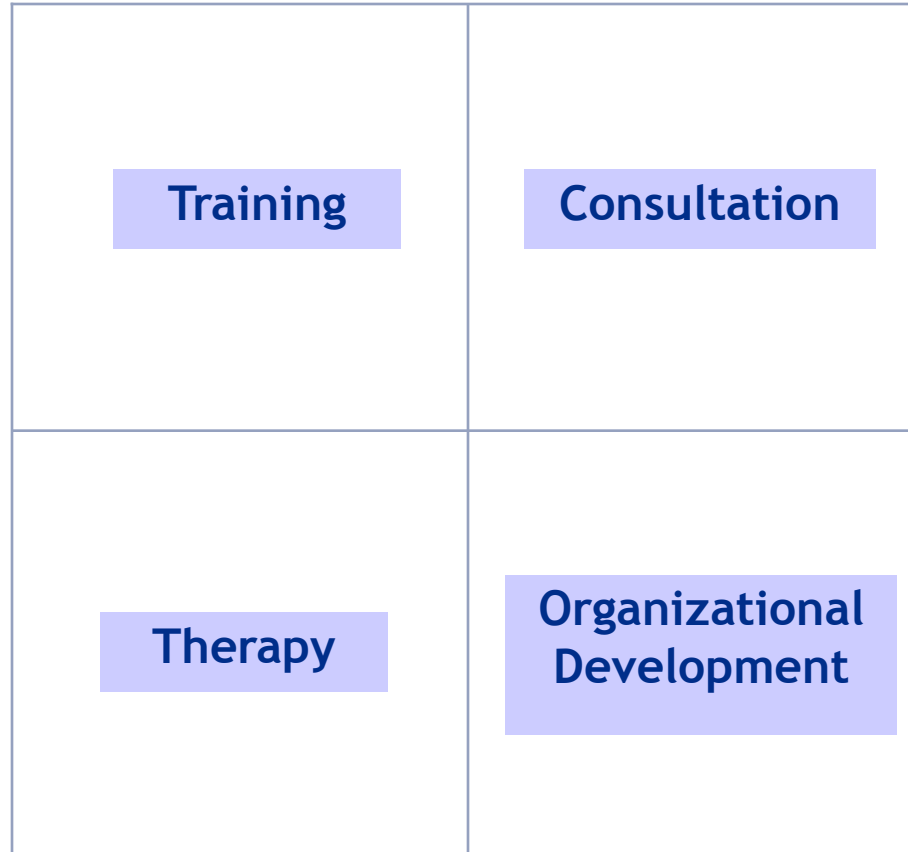


TA - a professional approach



Sharp-contoured definitions

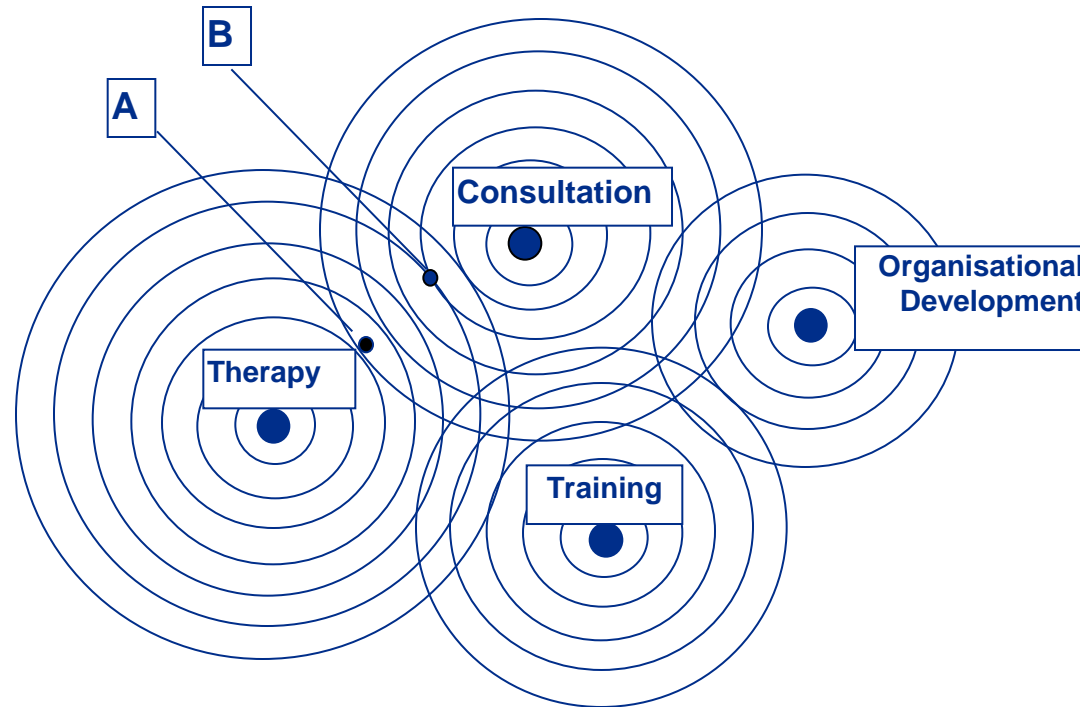
following a concept of George Steiner



Topographical presentation of sharp-contoured definitions
(example)

(in: Schmid, B. (2006) Identity and differentiation. www.isb-w.de)

Core definitions



topographical presentation of overlapping core definitions
(example) (A= transference; B= working with healthy people)

(in: Schmid, B. (2006) Identity and differentiation. www.isb-w.de)



Models and methods are tools

- What can the tool do?
- Can it be used in a flexible and still specific way?
- How easy can it be introduced and combined with other tools?
- Which resources are necessary around using the tool?
- Can it be integrated into everyday life or does it require specialists?

5 major perspectives on TA-Concepts



1. perspective of personality (experiencing + behavior as pattern of personality)
2. perspective of relationships (experiencing + behavior as patterns in relationships)
3. perspective of creating reality (experiencing + behavior as expression of and contribution to reality-construction)
4. perspective of development (experiencing + behavior as developments from the past, present and future)
5. perspective of professional and organizational culture (experience + behavior as expression of and contribution to culture)



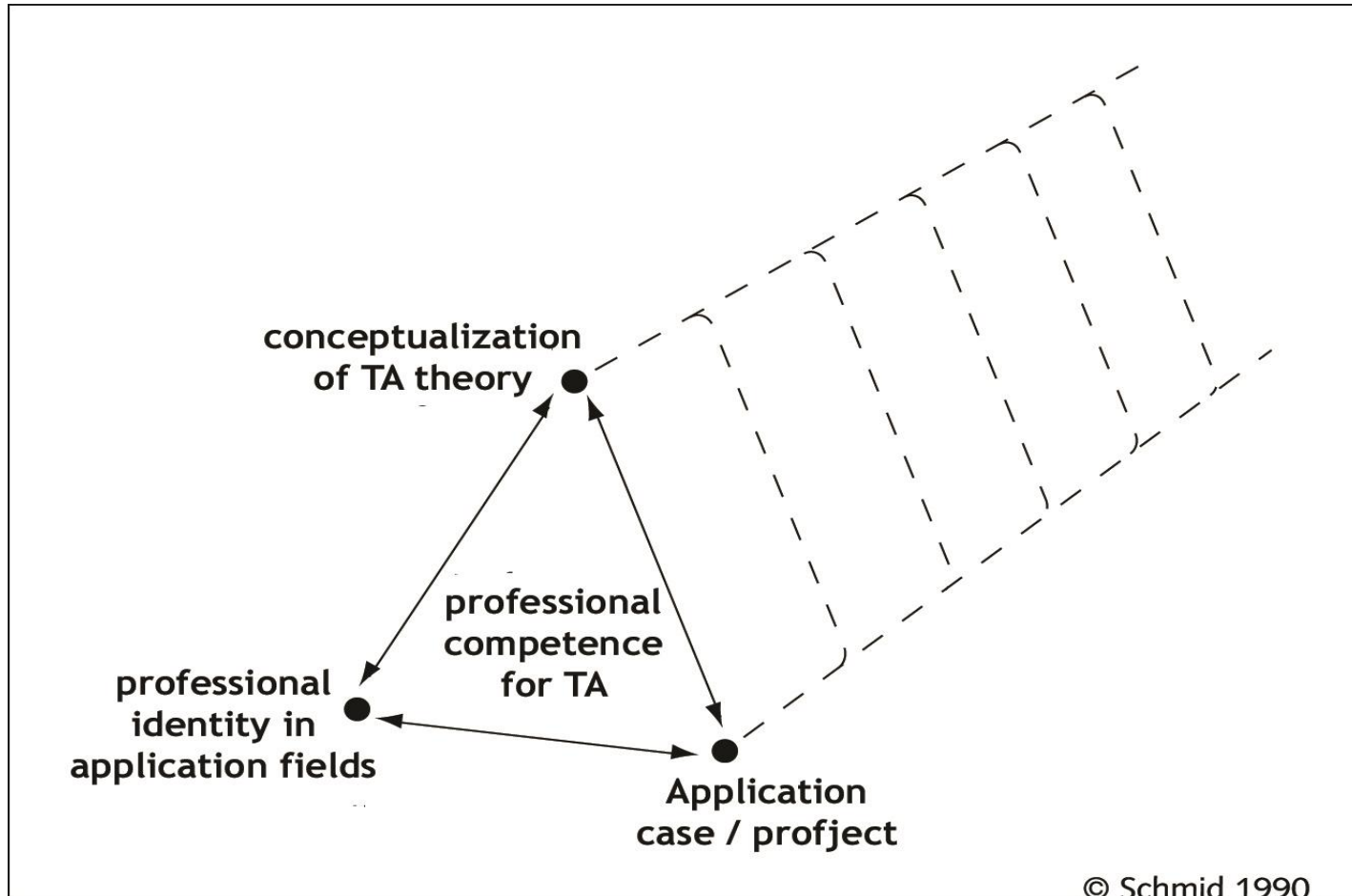
Models for controlling professional approaches

Institute for systemic consulting, Wiesloch (Germany)

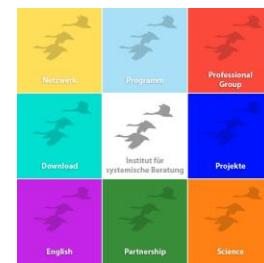
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6

Supervision - the toblerone model



Perspectives for professional competence and supervision



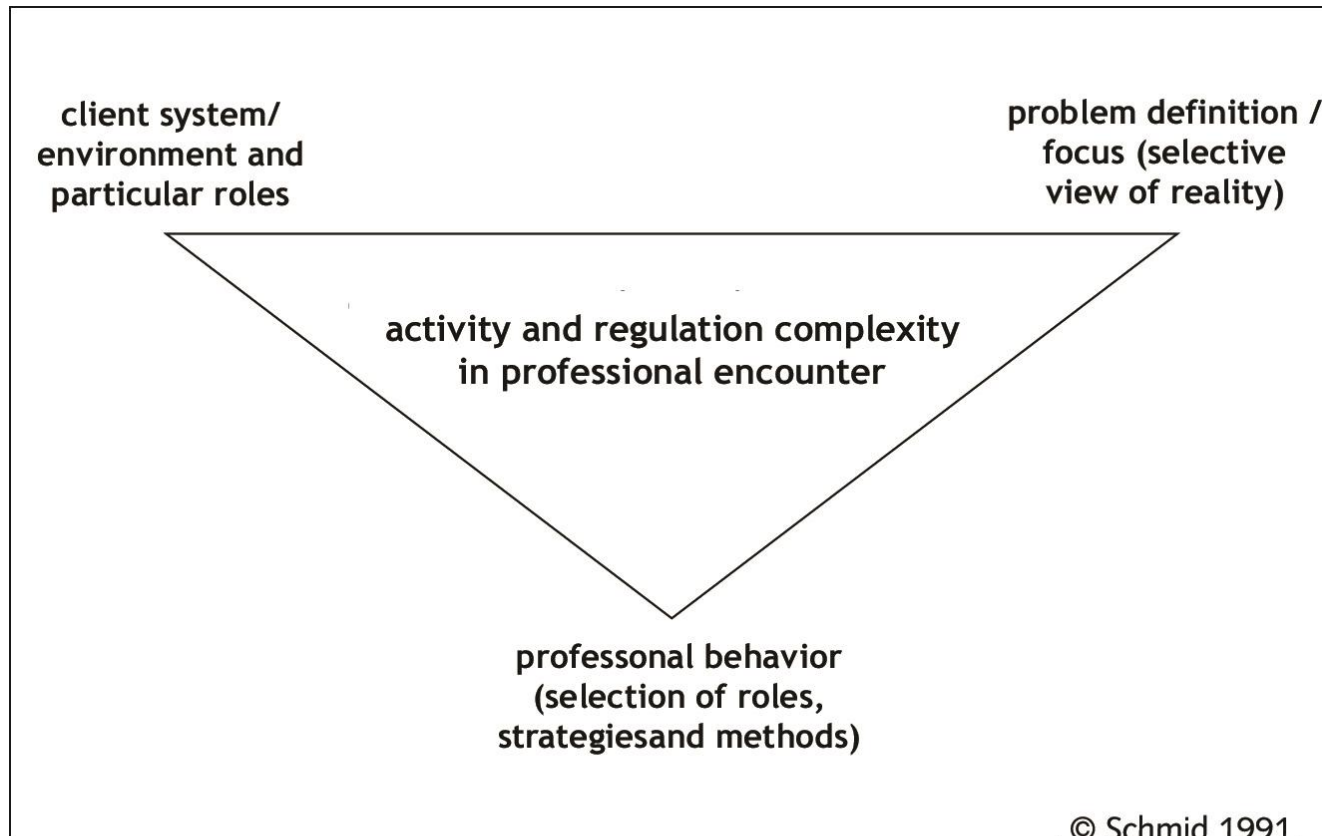
Perspectives of competencies

today complex, f.e.:

- professional competence
- field competence
- competence for the market
- networking competence
- transparency + originality
- sensitivity + robustness
- cosmopolitan attitude + down-to-earth
- culture competence + meta perspective

(B. Schmid (2006) on professionalism)

controlling triangle



Dimensions of regulating complexity in professional encounter



Team - definition

= Those, who have shared responsibility.

(To be defined at a specific moment)

- Which responsibilities are focussed?
- Who then has to be involved?
- In which roles?

↔ not just those, who sit together

↔ not only horizontal, but also vertical
(cooperation and leadership)

Teamcoaching-triangle



Who is part of the team/
in which function?

Task/ responsibility
of the team and focus
on coaching

TEAMCOACHING

Coaching-approach
self-concept and action
of the coach

© Schmid 2004

Reconceive the identity of being a transactional analyst!



- Find a new self-definition beyond using the models and concepts of conventional TA.
- This self-defintion may give you freedom for discussing and reformulating models from a new perspective of modern theories.
- Persons who are highly identified with the content may not feel free to do this.

Network of TA-Identity

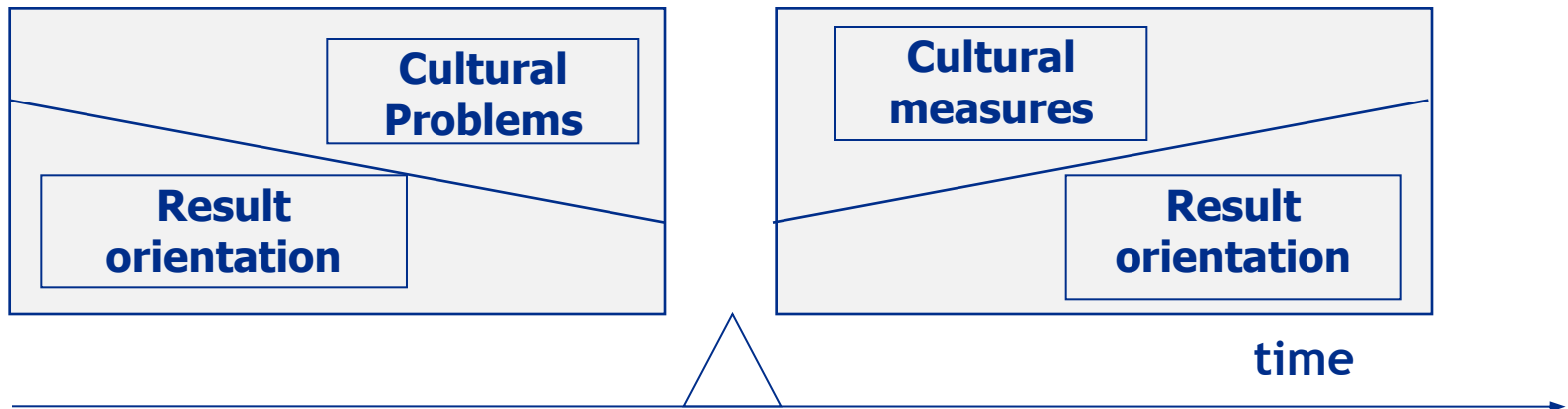


categories to create identity:

1. analysis by transactions
2. developing models to describe transactions
(create reality through communication)
3. consciousness for the context
4. TA - a cybernetic model
5. TA - an experimental approach
6. culture of professional community

(acceptance speech EATA award Blackpool 1988)

Task and culture orientation organizations





TA - a professional culture

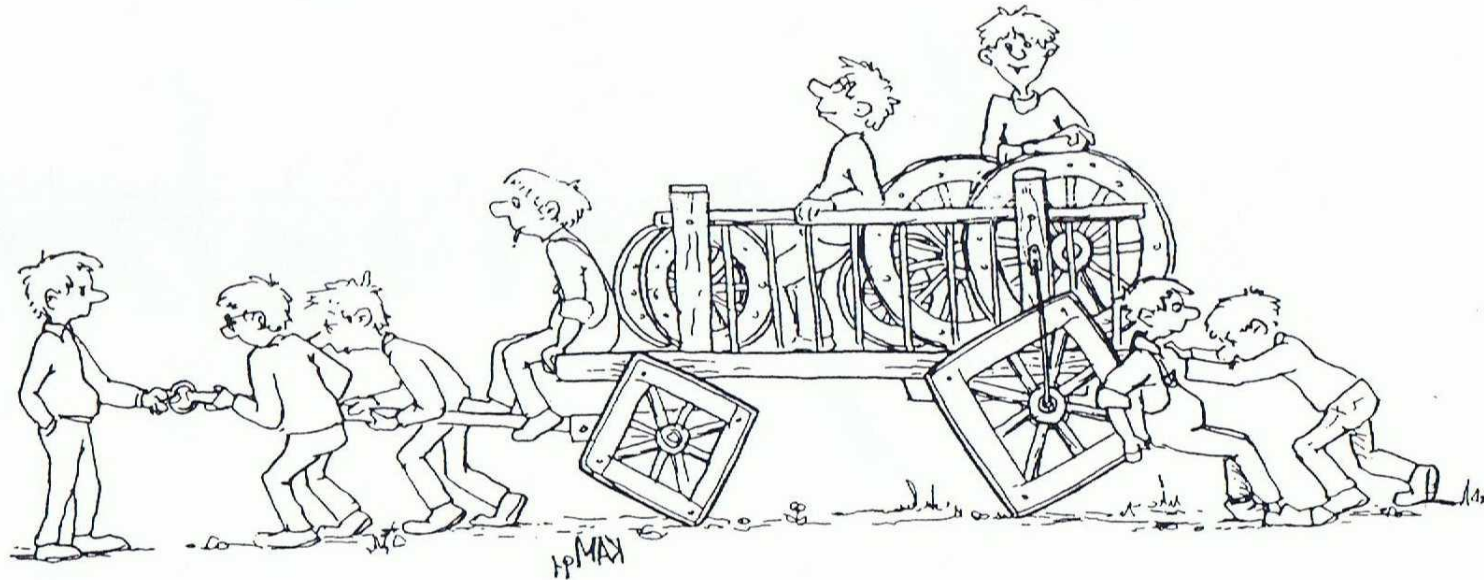
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15

TA for the 21st century

How can we get along?



Source Günther Mohr

TA for the 21st century

principles kept I



- focussing on real people in real life situations
- focussing on how reality is created by transactions
- create realities
in which communication and encounter
is possible, satisfying and creative



TA for the 21st century

principles kept II

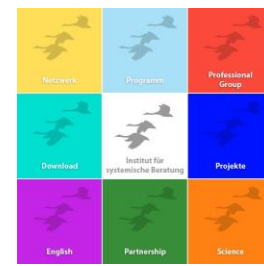
acknowledging and understanding
background levels

e.g. psychological benefits

- nourish the necessary function of intuition in creating reality
- acting from a position of OK-OK and caring love

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principles kept III



- encounter on an equal eye-level respecting the others reality
- taking each others autonomy and wisdom serious e.g. by use of contractual method
- confronting each other with the differences in perception and culture

TA for the 21st century

principles kept IV



- being dedicated to meaning in life and how people find it
- taking responsibility in relationships and towards society
- using concepts and procedures, that can be understood and related to by everybody involved

TA for the 21st century

principles kept V



- keeping concepts as simple as possible, but profound on a deeper level
- achieving professionalism through transactional competence
- building up non-abusive and non-exploitative relationships
- building up pluralistic and non-imperialistic associations.

TA for the 21st century

Enlargements and transformation I



- including organizational contexts into the model of personality, relationships and organizations
- Focussing on organizational structures and processes as well as focussing on individuals and their relationships
- An orientation towards co-creativity, resources, solutions and meaning

TA for the 21st century

Enlargements and transformation II



- including consequences for people and processes not present in the situation
- including content and purpose of communication, of structures and of processes
- including other background levels (e.g. financial benefit or marketing strategy) besides psychological backgrounds

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Enlargements and transformation III



- shaping approaches to fit interplay and integration with other professions and perspectives in organizations
- developing approaches integrating different scientific disciplines (not only as additional speciality or appendix to psychological considerations)
- taking serious autonomous identity of different professions and priorities according to their fields

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Enlargements and transformations IV



- openness to declare a variety of approaches, concepts and methods according to the developmental needs of various professional fields as of TA
- developing a declared TA-identity, that takes a meta-stance to classical concepts and to developing professionalism in various fields and meeting emerging new challenges



In recognition of original and highly significant theoretical and practical contribution made to the field of transactional analysis, the Eric Berne Memorial Award Committee of the International Transactional Analysis Association grants to

Bernd A. Schmid

The 2007 Eric Berne Memorial Award

For the role concept.

"Transactional Analysis and Social Roles". The Maastricht Papers, Selection from the 20th EATA Conference. 10.-14. July 1994. Maastricht, the Netherlands, S. 30-44. Reprinted in: Mohr, Günther and Steinert, Thomas (Eds.) (2006): Growth and change - Transactional Analysis - New Developments 1995-2006.

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