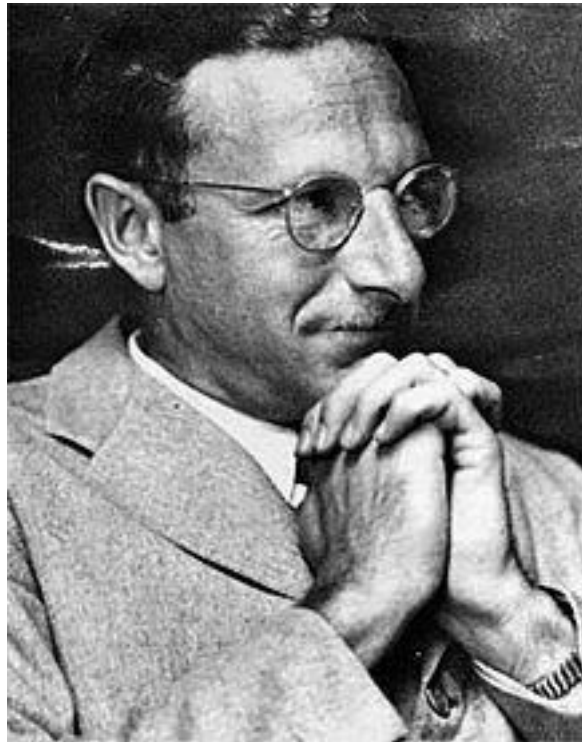


Transactional Analysis (TA)

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Dr. Eric BERNE



Author of *The Games People Play*

Transactional Analysis, Eric BERNE

Eric BERNE, first therapist to define what a *game* was and to demonstrate each *game*'s practically inevitable character, as in a Greek tragedy!

A *game*: relational sequence ending up with a “negative benefit” for the partners. *Games* follow patterns with rules and rites repeating themselves.

They are involuntary. The partners do not see they have started a *game*.

Each player has his favorite *game* and repeats them over time.

They involve an exchange of hidden transactions. The psychological level is different than the social level.

They include a moment of surprise. Roles change abruptly and the partners feel like they “have been had”.

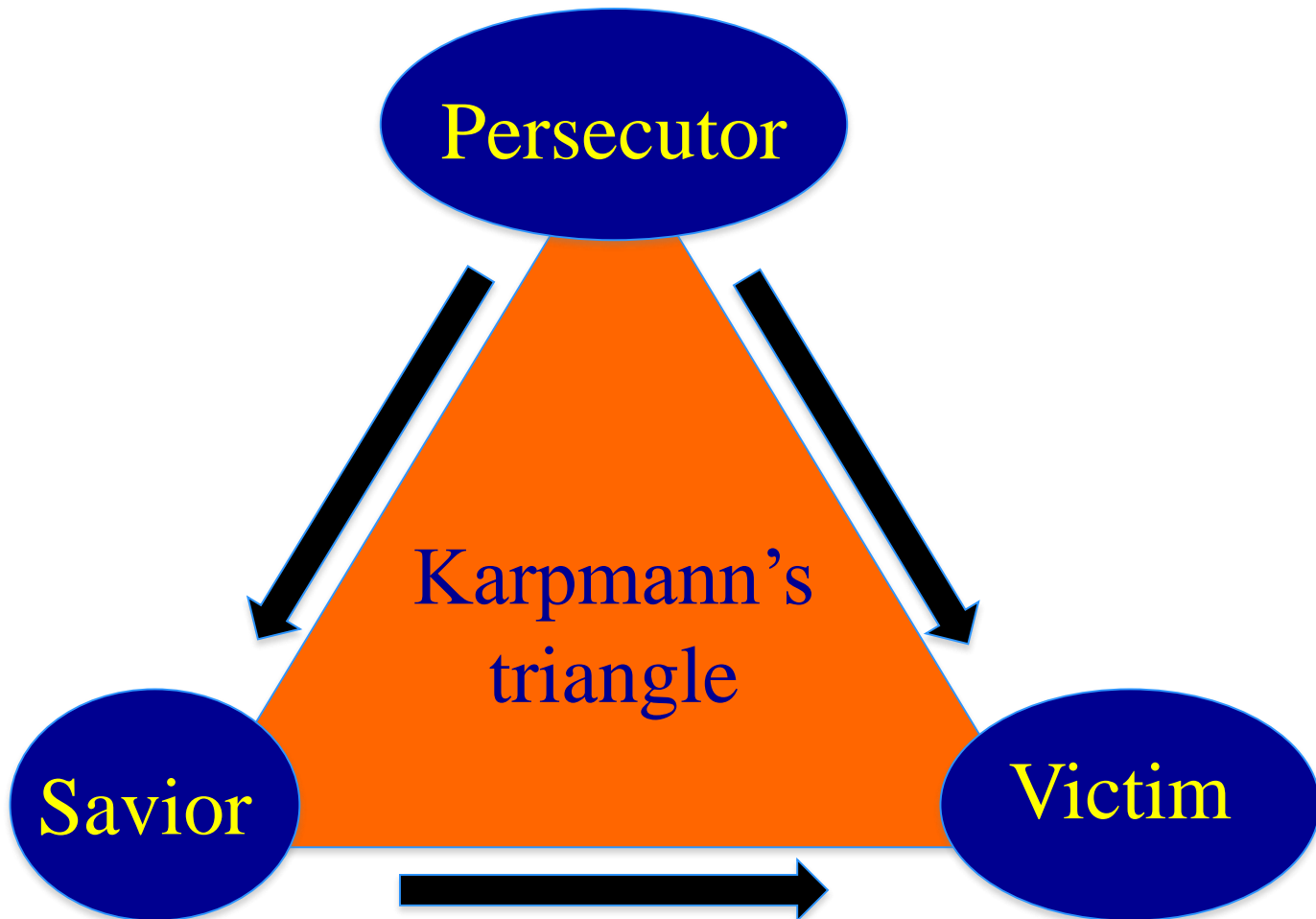
Games allow us to relive ineffective scenarios. They do not allow us to grow and make progress in our inter-action with other human beings.

Games, in one form or another, occur all of the time. They especially occur in the corporate environment.

Behaviors that generate games

Type of behavior	Example
Constantly generalizing	"You're always so categorical..." "You never agree with me..." "Just like always, you..."
Reading the minds of others	"I know what you're going to say next..." "I know what you think..."
Labeling others	"You're so sexist..." "You're such a feminist..." "You're so..."
Talking about all of the problems at the same time	"I would like to talk to you about Customer X. By the way, we have to hand in our expense forecast for the month. Oh, and did you know that the system failed again?"
Being excitable, nervous	"I'm really fed up..." "This will never work..." "Don't bother me with your insignificant details!"
Threatening	"If you go on like that, I'm going to..." "Either you accept, or the door's just over there..."

How the situation evolves, according to Karpmann's Triangle



Attitudes within Karpmann's triangle

The **Persecutor** does not recognize the value of others.

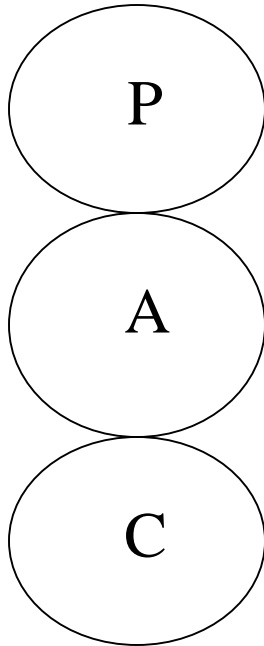
The **Savior** does not recognize the ability of others to act, feel or think for themselves.

The **Victim** may submit or else become a **Rebel**. In any case, the Victim does not recognize his or her own value.

Test on the dramatic triangle

1	"Why am I always the one this kind of thing happens to?" (accident / incident / trouble)	S	V	P
2	"What are you ever going to do without me?"	S	V	P
3	"I know what's good for you."	S	V	P
4	"You wouldn't be in this kind of trouble if you had listened to me."	S	V	P
5	"Look at what you made me do!"	S	V	P
6	"I knew you were going to mess up!" (make a mistake)	S	V	P
7	You can count on me. I'll do anything you want. Just let me know how I can help you."	S	V	P
8	"Yes... but..."	S	V	P
9	"I don't want to hurt you, but I need to be frank with you."	S	V	P
10	"Don't bother explaining. Everything is so complicated. I never understand anything like normal people do."	S	V	P

The states of Me

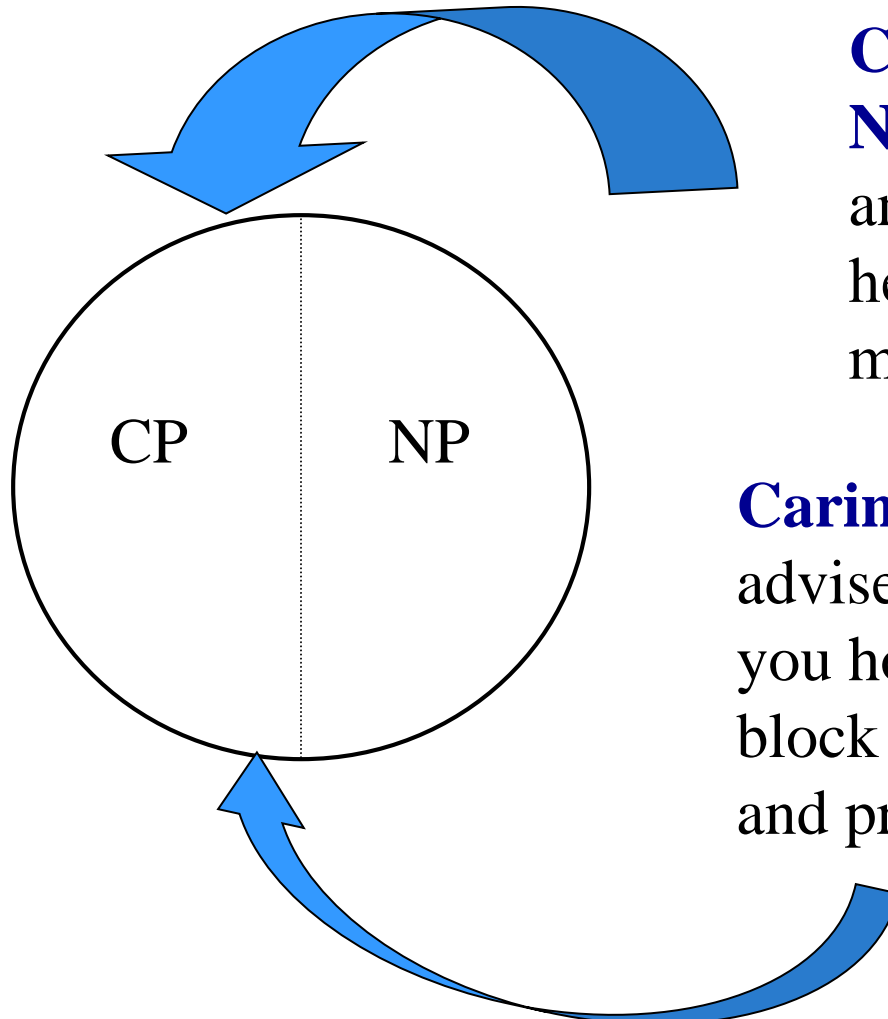


Parents: domain of what's **believed**

Adult: domain of **objective reality**

Child: domain of what's **felt**

Parents

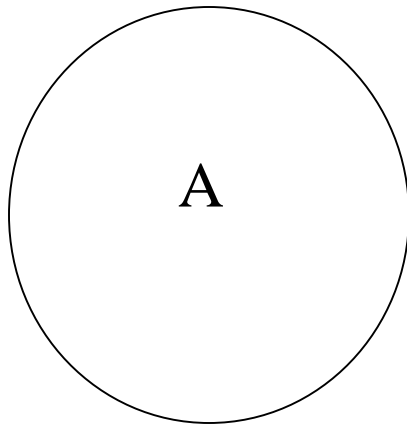


Critical (or Normative) Parent:

announces your rights, duties; he judges, sanctions... “You must...” “That’s right...”

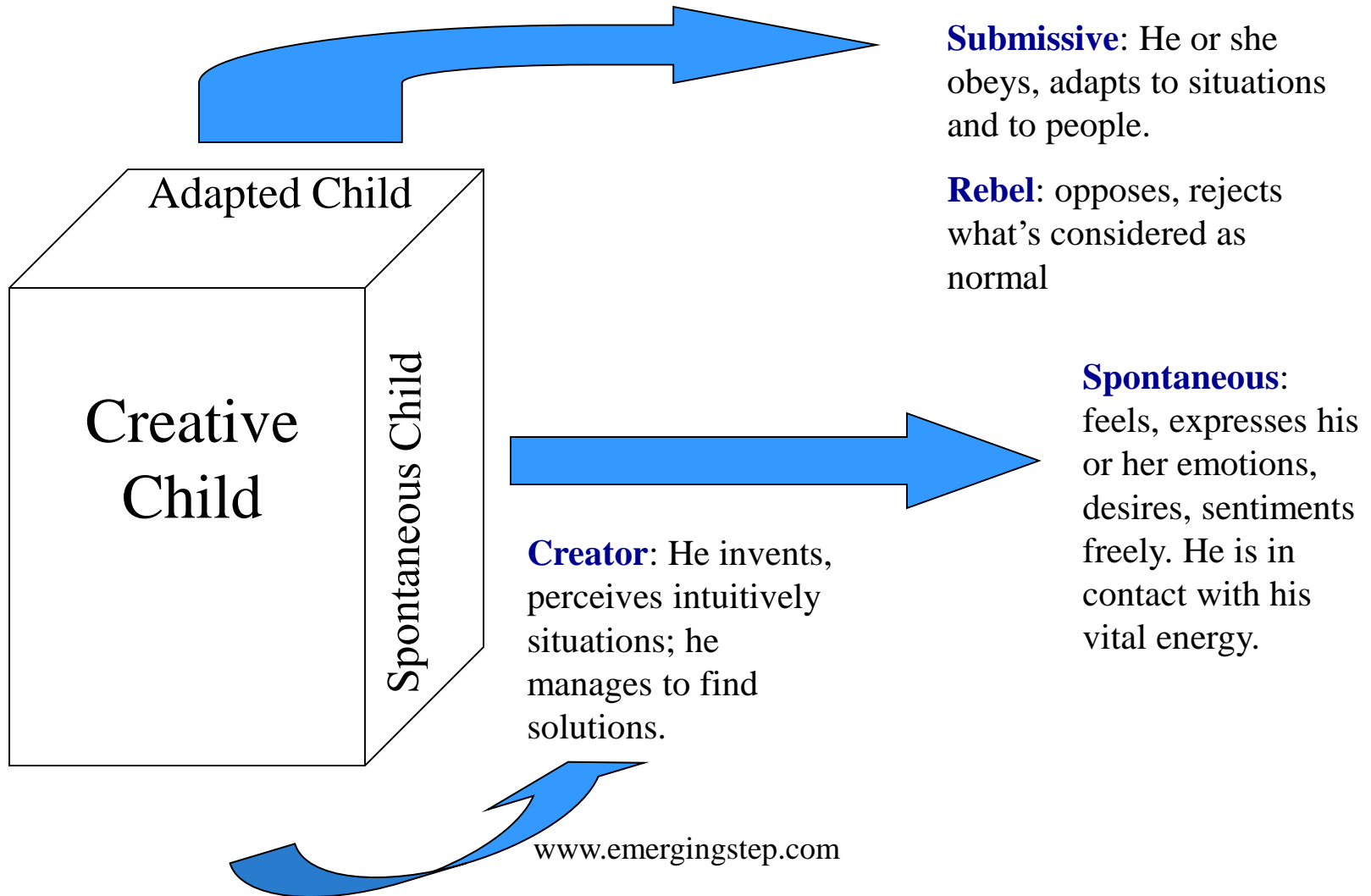
Caring Parent: He or she advises, protects, helps, show you how to do things. May block your sense of initiative and protect you too much.

Adult

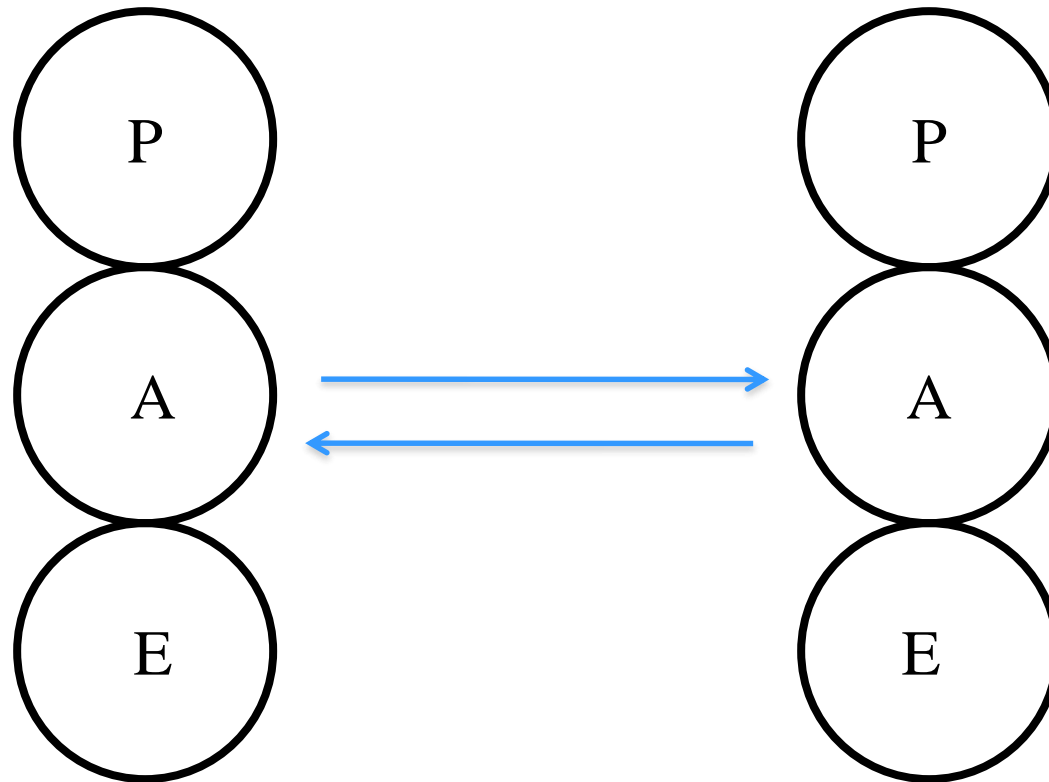


Adult: Bases everything in facts, handles information as objectively as possible. He or she is rational et deductive.

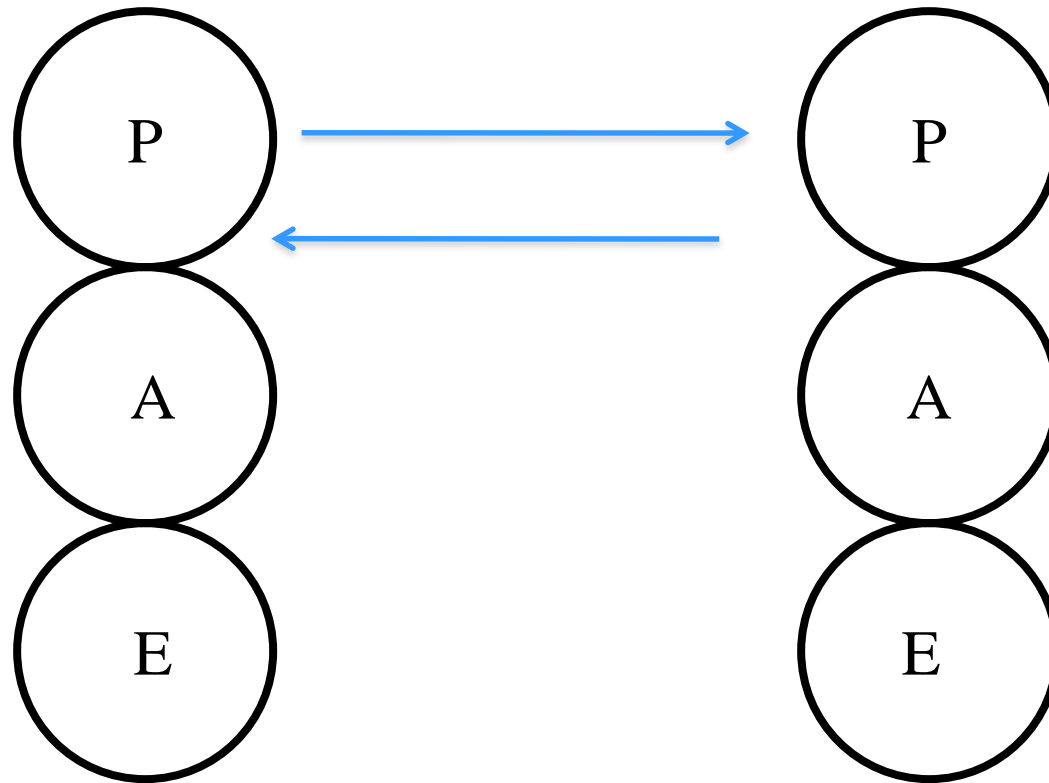
Child



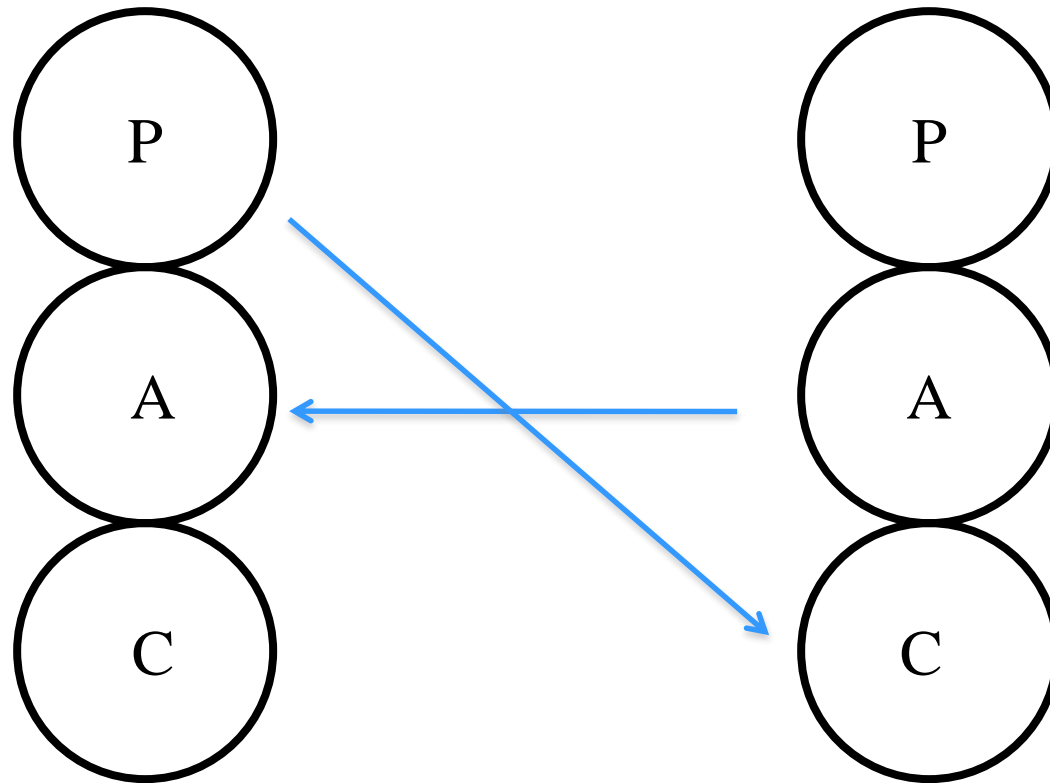
Transactions



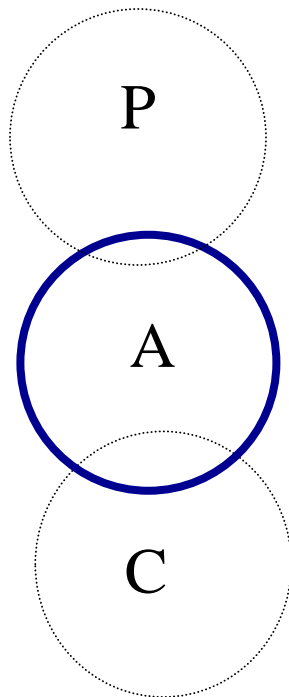
Simple transactions



Crossing transactions

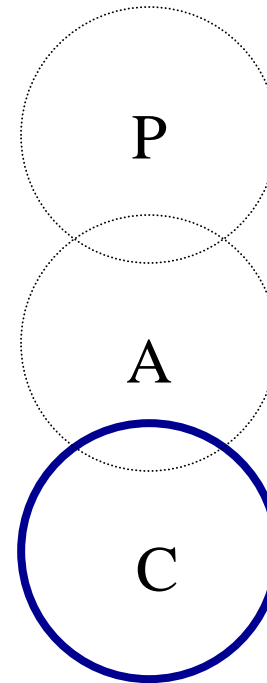


Prejudice and illusions



A norm for the parent becomes the objective reality for the Adult.

A desire for the Child becomes a reality: ex. I am the most beautiful person (or handsome) because my parents think so...



Your professional “parent”

Choose the person who influenced you the most in your professional life. What did he or she say and do about...

Money

Work

Power

Education

Decision making

What did your “**Father**” want you to become and why?

What did your “**Mother**” want you to become and why?

What were the behaviors and professional orientations that were forbidden by your “**Father**” and “**Mother**?”

Your position with others

+ -

Domination

I'm ok / you are not ok

+ +

Mutual acceptance

I'm ok / You are ok

- -

Retreat

I'm not ok / You are not ok

- +

Dependence

I'm not ok / You are ok