

The Process Model

Personality Types,
Miniscripts & Adaptations

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process communication model can be utilised in so many different areas of life. in motivation, in conflict resolution, in learning how second by second, interaction by interaction an employee, colleague, family member or friend can be motivated to be the very best they can possibly be.

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Abstract

The author chronicles his Process Model from the miniscript to his research-based six Personality Types. Paul Ware's "Doors" are expanded into six perceptions, and his Adaptations are identified in miniscript behaviors of three degrees of distress, including Drivers, failure mechanisms, games, injunctions, rackets, ego states, roles, myths, issues, impasses, probable early decisions, and scripts.

New evidence is presented in contrast to classical theory of the "scripting" of counterscripts and injunctions.

The significance of Drivers and scripts, and how to deal with each is explained. Treatment approaches for each miniscript/Adaptation are offered, with identifying the transaction and perception to contact each, as well as the issue upon which to focus. Examples of integrating Gestalt, Rogerian, Cognitive, Rational Emotive, Behavior, and Asklepieion therapies are given.

My interest in process began by concentrating on functional analysis and discovering Drivers (1969-1971). As they were defined and described as functional counterscripts, they were observable by words, tones, gestures, posture, and facial expressions, unlike traditional structural counterscripts that were theorized and hypothesized. The process advantages of Drivers included assessing them second by second to differentiate them from a positive functional ego state, verifying that they lasted momentarily, observing that they preceded rackets, and determining that they were housed functionally in – NP and – AC. Furthermore, as Drivers were neither observable in any positive (OK –OK) functional ego states, nor in a –CP, VC, or –AC with rackets, a logical corollary indicated the existence of a fifth life position: "OK if..." (Ernst, 1971; Kahler, 1975a), which further corroborated a process sequence.

My academic interest in process began with my Master of Science degree thesis: "The effects of teacher management process code via video tape feedback on the verbal behavior of student teachers" (Kahler, 1971).

With the discovery of the miniscript (1971-1972), I became more interested in process sequences: (1) an order of cathecting negative functional ego states (Kahler with Capers, 1974, 1975b); (2) an order of interring the Drama Triangle (Karpman, 1968; Kahler with Capers, 1974), with Drivers at the Rescuer or Victim (of a Rescuer) roles; (3) an order of starting games, with Drivers at Con and Gimmick. (Berne, 1970; Kahler with Capers, 1974).

Research was needed. In 1972 I received my doctorate from Purdue University. I had created a TA inventory and used it in my research: "Predicting Academic Underachievement in Ninth and Twelfth Grade Males with the Kahler Transactional Analysis Script Checklist" (Kahler, 1972). Interested in further validating my inventory, I continued to gather data with it. After a sufficiently large sample population size, I conducted a factor analysis and asked a statistics professor for his evaluation and interpretation.

The results were at first disappointing, in that the strongest correlations were just with Drivers and scripts. The statistician, however, pointed out to me that whatever I was researching did have significance. The data naturally fell into six, mutually exclusive clusters at a high enough significance not to be random.

Several years later I realized that these clusters were actually the foundation for the Process Communication Model® (PCM) (Kahler, 1982a) and the Process Therapy Model™ (PTM) (Kahler, 1978) to be comprised of six Personality Types.

Interestingly, the correlations between the Drivers and main life scripts presented a breakthrough in script theory. Some of the original TA theorists postulated that the script was a result of script injunctions. My research clearly showed correlations between Drivers (functional counterscripts) and the life scripts.

Of all his work I was most fascinated by Berne's explanation and interpretation of the script dynamics of Mrs. Sayers, described in his 1961 book *Transactional Analysis in Psychotherapy* (Berne, p.124).

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He had analyzed her behavior second-by-second and discovered her whole life script which she “had repeatedly played out over varying lengths of time ranging from a passing moment to several years.” How incredible – the “telescoping of a whole script into a few seconds.”

By the summer of 1971 I had discovered how Drivers reinforce life scripts thousands of times a day. As we move into Drivers, energy is drained from the Adult, and this affects how we (preconsciously) structure our thoughts, as evidenced by Driver contaminated sentence patterns. (Kahler with Capers, 1974; Kahler, 1975a; Kahler, 1975c). I confirmed most of my observations by a research study (Kahler, 1982b), resulting in the following information.

Script & Driver(s)	Sentence Pattern	Example
Until Be perfect (C) or (P)	— () —→	"I can't use, or even begin to implement, this until I know it perfectly."
Never Be strong (C)	↗ ↘ ↙ ↚	"A thought occurred to me that Workaholics . . . , Drivers and Scripts seem . . . , Failure Mechanisms bother me because"
After Please you (C)	— but —→	"You know I really liked all the people and the material, but I just know I'll forget everything by tomorrow."
Always Try hard (C) or Be Strong (P)	— X —→	"If I leave to put money in the parking meter, I might miss the best part of the seminar; but if I stay, I might have an expensive parking ticket."
Almost I Try hard (C) and Please you (C)	+ + + + + —	"I understand Personality Types and Parts, Channels, Psychological Needs, Perceptions and Failure Mechanisms; just not Drivers."
Almost II Please you (C) and Be perfect (C) or (P)	— ↗	"I understand that process is . . . I hope I'll remember to use what I've learned."

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In a manner of minutes it is possible to determine a person's whole life script simply by listening carefully to sentence patterns. This has shown to be accurate across cultures and languages.

In a 1975 article in the *TAJ* called "Scripts: Process and Content" (Kahler), I resolved classic theory with current script discoveries into a synthesized model. Drivers (functional counterscripts) form the life script,

and injunctions delivered functionally through - CP, VC, and - AC (- +) determine the intensity of the life script.

So, a process Life Script is a false belief originating in Drivers, reinforced through sentence patterns, and replayed throughout life in intensity as a function of distress.

Knowing a client's script allows the therapist predictability of behavior in treatment. This is the case in life as well: we found this predictability of scripts very useful in working with astronauts at NASA (Kahler, 2008, pp. 241-243).

After Script These clients over adapt to non-nurturing therapists, and in so doing may sabotage treatment. Their experience is, "I had a feeling this wouldn't work. I felt the therapist really didn't like me."

Until Script These clients may put off doing new, therapy-suggested behaviors until they can be assured of doing it perfectly.

Always Script Some of these clients Try hard with non-playful therapists, and may end up leaving therapy, blaming the therapist. Some of these clients who fend for themselves in life, interpret non-confrontational therapists as ineffective victims, and "corner" them with manipulations of non-payment, missed appointments or other redefinitions.

Never Script These clients may never finalize a new therapy decision into action, especially with a non-directive therapist.

Almost I Script These clients almost get what they want most from therapy. This is most likely to happen if the therapist is non-nurturing and non-playful.

Almost II (professional) Clients with this Script will appear to have gotten what they wanted in treatment but do not generalize and incorporate it into their professional life.

Almost II (personal) Clients with this Script need to deal with either or both, "Don't enjoy" or "Don't have fun". If they will fail to deal with either injunction, they are likely to play the martyr in their relationships.

Paul Ware and I met in 1974, and became life-long friends. After attending a weeklong

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seminar I had done in early 1975 in Dulzura, California, Paul hosted a seminar for me later that year in Shreveport, Louisiana, in which I: (1) presented six basic miniscripts, each reinforcing a different life script; and (2) demonstrated the positive transactions to offer when a person shows a Driver.

<u>When offered</u>	<u>Respond with</u>
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Be perfect (for me or you)	A ⇌ A
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Be strong (for me or you)	+CP ⇌ A
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Try hard	FC ⇌ FC
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Please you	+NP ⇌ FC
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These six forms of the five Drivers were those correlated each to a different cluster in the original 1972 research (Kahler, 1982b), so I continued to focus primarily on them.

In 1976 Paul Ware and I co-led a marathon in Shreveport, Louisiana.

What I had been doing by selecting different transactions to use to connect with a client depending on their primary Driver, Paul was doing with selecting feelings, thoughts or behaviors in order to connect with a person. Whereas I focused on intervening at beginning distressed behavior (i.e., with being presented a Driver), Paul looked at the person's "OK functioning", and determined how best to connect with the client in his/her preference of feelings, thoughts, or behaviors.

Note: Seven years later Paul had refined his concept of therapy "doors," and what he called six Adaptations, and wrote an article in the 1983 *Transactional Analysis Journal* entitled "Personality Adaptations" (Ware). This was a milestone contribution to psychotherapy as it focused on the individual client.

In 1977 I finished *Transactional Analysis Revisited* (Kahler, 1978). Paul Ware wrote the introduction: "Taibi has enlarged on his Process School of TA...his Process Therapy will become an important contribution to psychology." Process Therapy is explained, with case illustrations, clinical applications, and script (tape) supervision.

Later that year I received the Eric Berne Memorial Scientific Award for the "Miniscript" (Kahler with Capers, 1974).

In 1978 I wrote the *Process Communication Model in Brief* (Kahler, 1978), and *Managing with the Process Communication Model: Selecting, Retaining, Motivating* (Kahler, 1979a). I reasoned that if there are six clusters of negative behavior (the six scripts and the six clusters from the 1972 research), then there are six clusters of positive behaviors. Hedges Capers (1974) had suggested the OK miniscript. Jack Dusay had conceived of the Egogram (1972), which although "measuring" both positive and negative ego states, still suggested that we have an order of positive ego states in us. Paul Ware's *Doors* (1983) strongly argued for an individual preferential sequence.

I coined the term "Personality Types" to emphasize that they are not clinical diagnostic categories, and that they have positive behaviors associated with them. My terms are Persister, Reactor, Workaholic, Promoter, Rebel, and Dreamer. Paul Ware is referenced for his *Doors* and Adaptations.

In 1979 I wrote and published the *Process Therapy in Brief*. (Kahler, 1979b), in which I (1) separated the Process Communication Model (for non-clinical applications) and the Process Therapy Model (for clinical applications) by using different terminology, referencing Paul Ware and calling the Personality Type Adaptations: Doubters, Overreactors, Workaholics, Manipulators, Disapprovers, Daydreamers, and add a seventh, Cyclers; (2) *described and diagrammed the miniscript in terms of three degrees of distress* - words, tones, gestures, and facial expressions are given for each, as well as life positions, myths, and roles; (3) offered how to assess a client: Quadrize, Contactize, and Driverize; (4) created, presented and explained the Assessing MatrixTM: the vertical axis is for "goal", the horizontal for "people". "Active" indicates initiating and internal motivation, while "Passive" indicates external motivation; (5) placed Thoughts, Feelings, Reactions, and Actions the Assessing Matrix; (6) placed Drivers on the Assessing Matrix; (7) put Overreactors, Doubters, Disapprovers, Manipulators, Daydreamers, Workaholics, and Cyclers on

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the Assessing Matrix; (8) suggested traits, Drivers, stoppers (functional script injunctions), rackets, games, scripts, and dynamics for each Type; (9) showed Drivers and scripts on the Assessing Matrix; (10) provided a table for what positive transaction (Channel) and contact area to use with each Type; (11) gave a table for the contact, target, and trap for each Type; and (12) offered a table for therapist-client potentially incompatible Adaptations.

In 1978 I theorized that personality structure is comprised of six Personality Types; discover and define “Phases and Phasing”; and begin research. For several years I had been conceiving of personality structure as a layering of six “positive” Personality Types within each individual. I was not just looking at clinical, distressed, or maladaptive behaviors of people, but at all the positive behaviors as well. I visualized a six-floor house, with a different set of positive personality traits on each floor. I hypothesized what these positive traits would be for each of six Personality Types, that I called Reactors, Workaholics, Persisters, Dreamers, Rebels, and Promoters. (I now wanted neutral terms, as I was not just focusing on my previous TA clinical miniscript view of them.) Such hypothesized traits included: character strengths, positive ego states (personality parts) and positive transactions (channels of communication), perceptions, environmental preferences, management and interaction styles, facial expressions, home/office preferences, and psychological need motivators. I was no longer looking at just a single negative pattern of a person clinically, but rather seeing each person as having a personality structure made up of six Personality Types available to him, in some measurable order. As I contemplated this, I asked myself question after question: Why are people motivated by different psychological needs at different times in their lives? Why doesn’t a person’s primary Driver ever change even though he or she might have a different distress sequence? Why does a person have a different script at different times in their life? Why do some people demonstrate not just one but two distress sequences,

depending upon the level of distress they are under?

As I asked myself these questions, I thought of how many people change throughout their lifetime, as if going through passages—growing from the pain—different in attitude, but same in their basic structure. I remembered what seemed like different “phases” of my life. As I did, I realized that in each of these phases I had a different miniscript sequence, as well as different psychological needs, although I was basically the same person.

I had a burst of insight. People start out with the miniscript that matches the first – or “Base” – floor of their six-floor personality condominium. When they don’t get the psychological need(s) associated with the Personality Type on that floor met positively, they show the miniscript of that Type in order to get the same need met negatively.

Furthermore, each miniscript has a key issue associated with it. If a person does not deal with that issue, he will be “stuck” in that floor related miniscript. When he finally experiences the underlying authentic feeling and resolves the issue, he will then “Phase” to his next floor, and have a new miniscript, new potential issue, and new psychological need motivation in his life. He still will have the relative order of positive characteristics of their personality structure, just more.

Research was needed. The timing was perfect. I had been hired by Dr. Terry McGuire, NASA’s psychiatrist in charge of selection and crew management, to work with him in choosing astronauts. Hundreds of the best of the best were being interviewed, but we needed a more efficient selection process. NASA helped fund a research validation of a pencil and paper inventory to do what we were doing in person. It gave me the opportunity to expand into non-clinical applications, as well as test my hypotheses.

The research took several years. By early 1982 the research was completed—with interesting results (Kahler, 1982b). Now the 1972 research made sense. When I went back to it and inserted the new hypothesis,

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the data became significant at the $>.01$ level (Kahler, 2008, p. 271). The reason that I did not get the correlational significance at first was that I didn't factor in Phasing in life. For example, only one out of three people with a Please you driver (Base Reactor Personality Type) will have all of the aforementioned miniscript behaviors, because they have not Phased. Two out of three of these Reactors will have Phased, and consequently will have a different distress sequence- that of the floor Personality Type of the Phase. The Personality Pattern InventoryTM was validated both for clinical and non-clinical applications (Kahler, 1982b).

These research findings included confirmation of the six positive Personality Types, each with its own measured amount of energy and order of character strengths, environmental preference, perception, psychological needs, management style, personality part, and channel. The research also identified the normal management distress sequence of the current Phase the individual is in, as well as the severe management distress sequence of his first floor Base Personality Type. I validated that each Personality Type has a certain psychological need(s), and that when not met positively, the individual will attempt to get the very same need(s) met negatively— with or without awareness. *This showed how and why PCM could accurately predict distress behaviors in astronauts and the rest of us.*

In 1982 I wrote and published the Process Communication Management Seminar with profile report (Kahler, 1982a) and the Process Communication Model Seminar with profile report (Kahler, 1983), each computer generated by paper and pencil Personality Pattern Inventory (Kahler, 1982b). The results of the research studies were put in seminar material, copyrighted and registered, with the first 3-day seminar in April, 1982. In attendance were such TA notables as Hedges Capers, Michael Brown, and Lucie King.

The data that was derived from the research included the following:

(1) Personality Types are correlated to both positive and negative behaviors. Paul Ware's 3 "Doors" are shown to be six mutually exclusive "Doors", behaviorally observable as perceptions;

Ware Doors Kahler Research Perceptions

Feelings	→	Emotions
Thoughts	→	Thoughts
	→	Opinions
	→	Actions
Behaviors	→	Reactions (likes/dislike)
	→	Inactions (reflections)

In other words, each time a person is in an OK – OK place (i.e., on one of the personality floors of his/her condominium), s/he energizes that perception and experiences life that way, as reflected by behaviors — especially words. The following gives a beginning understanding of these Personality Type perception words (Kahler, 1982a).

Thoughts (logic) floor: "I think" "What options" "Does that mean" "Who" "What" "When" "Where" "facts" "information" "data" "time frames"

Emotions (compassion) floor: "I feel" "I'm comfortable with" "I care" "happy" "sad" "I love" "close" "family"

Opinions (values) floor: "In my opinion" "We should" "I believe" "respect" "values" "admiration" "commitment" "dedication" "trust"

Inactions (reflections) floor: "Not sure" "Wait for more direction" "Hold back" "Easy pace" "Own space" "Doesn't matter" "Your choice"

Reactions (likes/dislikes) floor: "Wow" "I like" "I don't like [hate]" "Don't want" "[fun, slang phrases]" "Can't stand" "Great!" "Yes!"

Actions (initiatives) floor: "Bottom line" "Make it happen" "Go for it" "Enough talk" "Give it your best shot" [imperatives]

(2) Each Type has: a strongest positive ego state, a positive transaction it uses, three significant character strengths, an environmental preference, and management style;

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(3) Predictability. Psychological need(s) are identified for each Phase Type (when not met positively, result in that same Phase Type miniscript 2nd or 3rd degree behavior). Negative: each Type has its own 3 degree distress sequence (miniscript), with its own Driver, Failure Mechanism, role, myth, injunctions, games, major racket, negative ego state (VC, -CP, or -AC), Script, and Pay-off. These behaviors were presented in management (PCM) and clinical presentations (PTM);

(4) Ware Adaptations (1983). Connections were identified to classical diagnoses: Reactor miniscript could warrant Hysterical diagnosis; Workaholic miniscript could warrant Obsessive-Compulsive diagnosis; Persister miniscript could warrant Paranoid diagnosis; Dreamer miniscript could warrant schizoid diagnosis; Rebel miniscript could warrant Passive-Aggressive diagnosis; and Promoter miniscript could warrant Antisocial diagnosis;

(5) New scripting evidence. There exists a significant correlation between a Driver and a single Personality Type. In other words, a given Personality Type will have a specific Driver and associated with it, no matter what the "scripting" is of the parents. For example, Workaholic Base individuals will have a primary Be perfect Driver, no matter what injunctions or counter injunctions are delivered by their parents. Therefore, a verbal, conscious decision of a counterscript in response to the (parental) environment - as originally proposed by Steiner (1966) and then others (e.g., Joines and Stewart (2002)) - is not substantiated by research correlations. However, parents may well "pass on" secondary Drivers and secondary injunctions, as well as influence with other environmental factors the order of Personality Types making up the individual's structure;

(6) When the psychological need(s) of the Phase are not met positively, a person appears to attempt to get the same one(s) met negatively, and with a predictable miniscript sequence, the template of which varies for injunctions [depending on those dealt with in previous Phases and those reinforced by parents], games, and scripts [e.g., a Reactor Base person in a Rebel

Phase will not have an Always script, but rather an Almost I];

(7) Primary Drivers and Personality Types. There is one and only one primary Driver associated with each Personality Type: two "Parent" Drivers and four "Child" Drivers, one for each Type. All other Drivers serve little purpose clinically;

(8) How to identify a Driver: All five behavioral cues are required to confirm the Driver. Drivers have no rackets (feelings), last only a second or two, precede -CP, VC, or -AC [- +], and reinforce a behavioral life position of OK if... The following simplifies Driver identification (Kahler, 1982a).

Workaholic Type: Be perfect for you

Over-qualifying statement: "I'm not exactly sure."

Reactor Type: Please you

Over adapted: "Maybe you could..."

Persister Type: Be perfect for me

Over-qualifying question: "What exactly do you...?"

Rebel Type: Try hard for you

Not "wanting" to understand: "Huh...I don't get it."

Dreamer Type: Be strong for you

Statement suggesting others or things are responsible for thoughts or feelings: "It hurts." "It came to me." "That feels."

Promoter Type: Be strong for me

"You" when referencing self: "When you're presenting, you..."

(9) "Confronting" Drivers. Since Driver behavior may be linked to 2nd degree impasse consequences, pointing out the Driver is not advisable; nor is merely giving permission to stop it. Drivers are most often an advertisement that the individual is running out of energy attempting to respond to offers from a Personality Base Type different from his/hers. In other words, when a positive transaction and/or perception is offered that requires the individual to "move to" that receiving floor, and the individual has not the energy to do so (this bandwidth energy is verifiable and identified by our inventory for ego state, transaction, and perception), s/he will show the Driver of his/her Base Personality Type, thus ele-

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gantly advertising to the other person what positive transaction and perception would be accepted. For example, a Workaholic Base ($A \rightleftharpoons A$ with thoughts) individual with Reactor ($+NP \rightleftharpoons FC$ with emotions) on his fourth floor, has run out of energy to move to that floor, for any number of possible reasons—perhaps he is seeing a Rogerian therapist or Reactor Base therapist, who “naturally” uses often his/her own favorite transaction and perception ($+NP \rightleftharpoons FC$ with emotions) (Kahler, 1982a).

Confronting Drivers

The following are examples of each Driver, followed by the combination of perception and transactional offer aimed at the Personality Type Base “advertised” by that Driver:

Try hard (C): “Huh. I don’t get Drivers.”

$FC \rightleftharpoons FC$ + Reactions (likes/dislikes):
“Weh! I hate it when I don’t get it.”

Please you (C): “Maybe you could say more about Drivers.”

$+NP \rightleftharpoons FC$ + Emotions: “Thank you. I feel Drivers are important to review.”

Be perfect (C): “I’m not exactly sure what a Driver is.”

$A \rightleftharpoons A$ + Thoughts: “I think a review of Drivers would be good information for us all. Do you have a preference as to which Driver we discuss first?”

Be perfect (P): “What exactly is a Driver?”

$A \rightleftharpoons A$ + Opinions: “The belief in Process Therapy is that a Driver is a behavior that starts a distress sequences. Do believe that could be of value in family communications?”

Be strong (C): “It occurred to me that everyone shows Drivers.”

$+CP \rightleftharpoons A$ + Inactions (reflections): “Reflect on it, and imagine how everyone shows a Driver.”

Be strong (P): “You want to get out of this lecture and make it happen.”

$-CP \rightleftharpoons A$ + Actions: “Go for it.”

(10) Evidence supports the concept that personality structure is comprised of six Personality Types, in order, likened to a six floor Personality Condominium, with a strongest Base Type and Phase, which determines the foreground psychological needs and determines the corresponding miniscript. (720 “positive” condominium orders, each with six possible Phase Type, equaling 4,320 total personality combinations; however, only six miniscripts, each varying in Phase games, injunctions, and scripts);

(11) Connecting with the client. Whatever Personality Type is Base (first floor), is where to connect with the client. Paul Ware (2009) agrees that this corresponds to his Contact Door, but expanded to include one of the six perceptions. In other words, a therapist interested in moving into a client’s frame of reference has six pairs of perception plus transaction from which to choose. This assessment can be facilitated by knowing the correlated behaviors of each Personality Type (Kahler, 1982a);

(12) Interpreting the client’s distress. Whatever the Phase is determines the corresponding miniscript distress the client is in, thereby targeting for the therapist the corresponding injunctions, games, failure mechanisms, rackets, myth, role, and script;

(13) Don’t assume a given “Adaptation” has a certain injunction. (Ware, 1983; Joines, 1986). Mary Goulding believed that anyone could have any of the injunctions, while she told me that Bob Goulding considered that there may be certain injunctions correlated with different diagnoses. (Goulding, 1982, 2008). My findings indicated they were both “right”.

Base Personality Types have a given primary injunction, no matter what the injunction “scripting of the parents”. This is because this basic injunction serves to defend against the dealing in a healthy way of the more important “issue” of the Personality Type.

Secondary injunctions may also be inherent, and may well include the “passing on of parental injunctions” identified in classical

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T.A. (Steiner, 1966). The following table identifies the correlations for the Base Personality Type and primary injunctions. (These correlations would also be relevant for the associated Adaptations).

Miniscript/Adaptation and Injunction

Base Type	Primary injunction
Dreamer	Don't make it
Promoter	Don't be close
Persister	Don't trust
Reactor	Don't feel anger
Rebel	Don't grow up
Workaholic	Don't feel grief

Phase Personality Types (current floor determining positive psychological needs, and corresponding for same negative needs, as reflected in that Type miniscript) show a “layering” effect of injunctions, games, and scripts. Therefore, since two-thirds of the general population have a different Base and Phase, one cannot assume that a given Adaptation therefore has a given injunction. (This is also true for assuming that we can look at a table listing Adaptations with a given script or game.) Furthermore, since the Adaptation is determined by the Phase, one cannot “look up that Adaptation on a table”, and then make contact using that suggested perception (Door) and transaction, because the Base Personality Type is still the contact area for perception and transaction.

For example, consider a Workaholic (Base) in a second floor Rebel Phase. We contact clients at Base. In this case, using $A \rightleftharpoons A$, and in the perception of thoughts. (Remember, should we use too often other positive transactions or other perceptions that this client “runs out of psychic energy” to which to respond, s/he will alert us with the Base Be perfect Driver. This reminds us to return to $A \rightleftharpoons A$ and thoughts.)

Rebel Phase means that this person's psychological needs are now playful contact--humor, fun, play, creativity, sports, music, art, etc. The miniscript is therefore that also of a Rebel, which if intense enough could warrant a diagnosis of Passive-Aggressive

Adaptation. We know that this Workaholic “Phased” earlier in life by having a major loss, spent time repressing or suppressing sadness, probably sabotaged a relationship or a job, and finally grieved, thus Phasing to his/her next floor, which happened to be Rebel.

Although a Base Rebel would have a primary injunction of “Don't grow up,” a Base Workaholic in a Rebel Phase (Workaholic-Rebel) would not have this injunction. Why not? Because the Workaholic “has grown up” (in fact, “always was grown up”), because his/her thoughts perception permeates the world through the Adult, aided by character traits of being responsible, logical, and organized. This Workaholic-Rebel would have no primary injunction, but interestingly, would have a carry-over secondary Base injunction of “Don't enjoy”, plus now whatever parental (i.e., environmental) secondary injunctions. This would alert the therapist as to why this client is not likely to be successful totally in getting Rebel Phase psychological need of contact met positively. This client can have fun, but not continue the enjoyment. And, s/he is likely using the lack of joy as fuel to blame someone else. (This structure is often given rise to the phrase “midlife crises”);

(15) What to avoid. Whatever is the sixth floor of the individual's Personality Condominium determines what the therapist should avoid addressing, in terms of offering the related positive transaction and perception. This would also include expecting the client to be able to cathect or utilize that floor related ego state or character strengths. Evidence of the client's inability (i.e., not visiting the sixth floor very often, and hence least strong there) to respond on this sixth floor would be the client countering with the Driver of his/her Base Personality Type. Paul Ware (2009) now agrees that this corresponds to his Trap Door, thus expanding three to six “to avoid” possibilities of perception, and including the associated transaction to avoid;

(16) How to treat scripts. The script of the Phase is formed by the combinations of the Base and Phase Drivers (as well as any floor Types in between). However, recall that a script does not become a problem unless

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2nd or 3rd distress is involved. And the most common reason a person experiences this level of distress is that s/he is “settling for” getting his/her psychological needs met negatively, when those same psychological needs were not met positively.

Therefore, the best treatment for dealing with the script is simply to get the psychological needs of the Phase met positively on a regular basis. (Any injunctions inhibiting this should be addressed so that the positive satisfying of these Phase needs can afford social control and symptomatic relief to the client, as well as helping to avoid playing out the script with the therapist.)

I originally thought that permissions and “social control” Adult decisions were the way to deal with scripts. For example, with the Until script: 1) Do the work now with client, not later; 2) Keep work short; OK to work before it’s all figured.

I was so quoted in Stan Woollams and Michael Brown’s TA: The total handbook of transactional analysis (Woollams and Brown, 1979). They devoted an entire section to my work: “Unit 10, The Script in Action: Process and Content” pp. 191-216, and list Script Disruptions, identifying the content of my several lectures at their Huron Valley Institute.

This outdated reference was unintentionally credited to Brown and Woollams and propagated in Personality Adaptations (Stewart and Joines, 2002, p.201).

Fundamentals of Personality Structure: the six Personality Types

By 1982 the identification of the Process Therapy Model presentations had become computerized. There are 720 ways of ordering the six Personality Types to form an individual’s “personality condominium”. First floor is considered the Base Type.

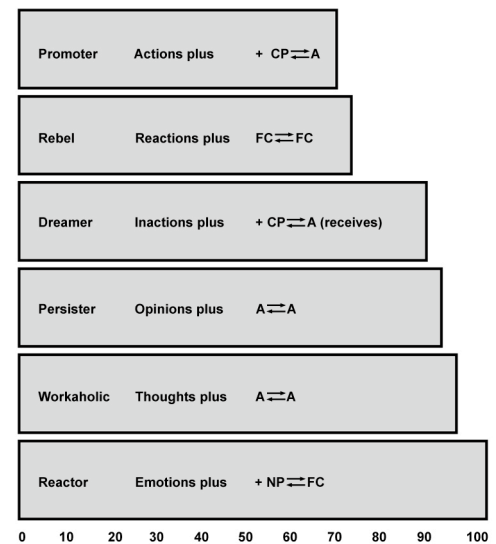
The Personality Pattern Inventory (PPI) (Kahler, 1982b) measures the relative amount of energy available on each floor needed to cathect the corresponding ego state, positive transaction and perception.

An example of 1 of these 720 combinations follows: a Base Reactor, second floor Workaholic, third floor Persister, fourth floor

floor Dreamer, fifth floor Rebel, and sixth floor Promoter. In order to give all six miniscript template variations, I will present how this person’s personality dynamics would both remain the same (i.e., order of positive ego states, positive transactions, perceptions, and character strengths) throughout his lifetime, but how his distressed behavior would look if he had “Phased” five times. Phasing occurs when:

(1) we are presented in life with an unresolved issue from a childhood Developmental Stage (Kahler, 2008); (2) do not deal in a healthy way with it; (3) stay in 2nd degree Phase Type miniscript behavior intensely and consistently, so often as to warrant a label of an Adaptation; (4) finally experience the underlying authentic emotion, which “lifts” us up to the next Personality Type floor in our condominium, resulting in new psychological needs, and a new potential miniscript with its related issue.

What is important to notice is how the injunctions, games, and scripts vary as a function of this person’s personality condominium structure. It shows clearly how we cannot make simple “table” lists of Adaptations compared to injunctions, games, and scripts, but rather need to see the entire personality structure picture of the individual.



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If this Reactor Base client were also in a Reactor Phase, the miniscript would be:

Psychological Needs:

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Recognition of person and Sensory

1st Driver: Please you

Defense Mechanism: Introjection

2nd Failure Mechanism: Makes mistakes

Warning Signals: Invites criticism.

Shows self doubt.

Myth: "You can make me feel bad emotionally."

Position: "I'm Not OK – You're OK"

Mask: Drooper (-AC)

Major rackets: Sad. Confused.

Role: Victim looking for a Persecutor.

Games*: Kick me. Stupid.

Primary injunction*: Don't feel angry.

Potential Secondary injunctions*:

Don't be important. Don't grow up.

3rd Payoff:

Feels unconditionally rejected as a person.

Depressed and unloved.

Script*: After

***The Process Therapy Model Profile™, generated from the client's Personality Pattern Inventory, identifies each of these elements, which vary for each combination of Base and Phase.**

Myth: From Four Myths, (Kahler, 1978a,b)

Role: From the Drama Triangle, (Karpman, 1968)

If this Reactor Base client Phases again, s/he would be in a Workaholic Phase, and the miniscript would be:

Psychological Needs:

Recognition of work and Time structure

1st Driver: Be perfect for you

Defense Mechanism: Rationalization

2nd Failure Mechanism: Over controls

Warning Signals: Frustrated with other who don't think clearly.

Myth: "I can make you feel bad emotionally."

Position: "I'm OK – You're Not OK"

Mask: Attacker (-CP)

Major racket: Frustratedly angry.

Role: Persecutor looking for a Victim.

Games*: NIGYSOB. Upoar.

Primary injunction*:

Potential Secondary injunctions*:

Don't have fun. Don't enjoy. Don't grow

Don't grow up. Don't be important

3rd Payoff: Experiences negative recognition for work or ideas.

Depressed and worthless.

Script: Almost II (professional)

Note: There is no Primary injunction of "Don't feel grief", as this is not a problem for the Phased Reactor. Secondary injunctions from the Reactor Base now include "Don't grow up" and "Don't be important". Although the primary script for a Workaholic is Until, a Reactor in a Workaholic Phase will not experience an Until, but rather a professional Almost II.

If this Reactor Base client Phases again, s/he would be in a Persister Phase, and the miniscript would be:

Psychological Needs:

Recognition of work and Conviction

1st Driver: Be perfect for me

Defense Mechanism: Projection

2nd Failure Mechanism: Pushes beliefs

Warning Signals: Frustrated with others who don't believe the same.

Myth: "I can make you feel bad emotionally."

Position: "I'm OK – You're Not OK"

Mask: Attacker (-CP)

Major racket: Righteously angry.

Role: Persecutor looking for a Victim.

Games*: NIGYSOB. Why don't you.

Primary injunction*: Don't trust

Potential Secondary injunctions*:

Don't have fun. Don't enjoy.

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3rd Payoff: Experiences negative recognition for work or convictions. Depressed and hopeless.

Script: Almost II (personal)

Note: The secondary injunctions for a Persister Base included “Don’t belong” and “Don’t be close”. As this client has Phased through Reactor, these injunctions no longer are problematic. And as this client has Phased through Workaholic, “Don’t be important” and “Don’t grow up” have also been dealt with. Although the primary script for a Persister is Until, a Reactor, Workaholic, in a Persister Phase will not experience an Until, but rather an Almost II in personal life.

If this Reactor Base client Phases again, s/he would be in a Dreamer Phase, and the miniscript would be:

Psychological Need: Solitude

1st Driver: Be strong for you

Defense Mechanism: Dissociation

2nd Failure Mechanism: Withdraws

Warning Signals: Passively waits. Doesn’t initiate.

Myth: “You can make me feel bad emotionally.”

Position: “I’m Not OK – You’re OK”

Mask: Drooper (-AC)

Major racket: Insignificant. Inadequate.

Role: Victim looking for a Persecutor.

Games*:

Primary injunction*:

Potential Secondary injunction*:

Don’t have fun.

3rd Payoff: Experiences negative solitude. Depressed and listless.

Script: Never

Note: The primary injunction for a Dreamer Base is “Don’t make it”, and secondary injunction of “Don’t be important”, both of which have been dealt with by having

Phased through Workaholic. The other secondary injunctions for a Dreamer Base include “Don’t belong” and “Don’t be lose”.

As this client has Phased through Reactor, these injunctions no longer are problematic. Although the primary script for a Persister is Until, a Reactor, Workaholic, in a Persister Phase will not experience an Until, but rather an Almost II in personal life. Also notice that even though a victim “looking for” a persecutor, no games are identified, as this person withdraws in distress, not needing transactional game dynamics to internalize “persecution”.

If this Reactor Base client Phases again, s/he would be in a Rebel Phase, and the miniscript would be:

Psychological Need: Playful contact

1st Driver: Try hard for you

Defense Mechanism: Displacement

2nd Failure Mechanism: Blames

Warning Signals: Negative and complaining. Blameless.

Myth: “You can make me feel bad emotionally, so I’ll make you feel worse.”

Position: “I’m OK – You’re Not OK”

Mask: Blamer (VC)

Major racket: Vengeful. Bored.

Role: Persecutor looking for a Victim.

Games*: Yes but. SWYMMMD, IIWFY, Corner, Schlemiel

Primary injunction*:

Potential Secondary injunction*:

Don’t have fun.

3rd Payoff: Experiences negative contact. Depressed and helpless.

Script: Always

Note: The primary injunction for Rebel Base is “Don’t grow up”, and secondary of “Don’t make it”, both of which are dealt with having Phased through Workaholic. The Rebel secondary injunction of “Don’t be close” is dealt with having Phased through Reactor. The Workaholic and Persister secondary injunction of “Don’t have fun” still lingers

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ironically as a possible injunction for this Rebel Phase client.

If this Reactor Base client Phases again, s/he would be in a Promoter Phase, and the miniscript would be:

Psychological Need: Incidence

1st Driver: Be strong for me

Defense Mechanism: Seduction

2nd Failure Mechanism: Manipulates

Warning Signals: Sets up arguments.

Creates negative drama.

Myth: "I can make you feel bad emotionally,"

Position: "I'm OK – You're Not OK"

Mask: Blamer (VC)

Major racket: Vindictive.

Role: Persecutor looking for a Victim.

Games*: LYHF, RAPO, Schlimazel

Primary injunction*:

Potential Secondary injunction*:

3rd Payoff: Experiences negative incidence and drama. Depressed and abandoned.

Script: Always

Note: The primary injunction for Promoter Base is "Don't be close", and secondary of "Don't belong", both of which are dealt with having Phased through Reactor. The Promoter secondary injunction of "Don't make" is dealt with having Phased through Workaholic. The Promoter secondary injunction of "Don't trust" is dealt with having Phased through Persister. The passed along Workaholic and Persister secondary injunction of "Don't have fun" is dealt with having Phased through Rebel. Other secondary injunctions from parents may warrant investigating.

From 1978 to 1982 I lectured on these Process Model concepts at TA Conferences, Institutes, trainings, and invitational gatherings; among them: August 1978, at the I.T.A.A. Conference, Montreal, Canada; July 1979, at the 5th Annual European Association of Transactional Analysis, Paris, France;

August 1979, at the I.T.A.A. Conference, Snowmass, CO.; December 1979, at the 7th Annual Midwest T.A. Conference, Dearborn, MI.; January 1980, at the Winter Congress of the International Transactional Analysis Association Conference, San Antonio, TX.; February 1982, at the Division de Estudios Superiores, Facultad de Contraduria Y Administracion, Universidad Autonoma de Chihuahua, Mexico; August 1982, at the European Transactional Analysis Business Conference, Ibiza, Spain.

During these years my audiences included Vann Joines and Ian Stewart. Vann, when I presented my Process Model of six Personality Types at his Southeast Institute in Chapel Hill, and Ian when I trained in London, England in 1981. As Ian writes in the preface of his and Vann's book, *Personality Adaptations* (2002), "Above all, I want to acknowledge the work and generosity of Taibi Kahler PhD, who, along with Paul Ware MD, developed much of the material described in this book. It was Taibi who (at a memorable training workshop in London, 1981) first brought home to me the power and usefulness of the model of personality Adaptations and the related ideas that make up his Process Model." (Although Joines and Stewart agree that what they call the Process Model in their book is my work, confusion has arisen, primarily due to their referencing my Process Model, mostly in its outdated, 1970's publications.)

In 1983 Paul Ware presented his theory of Personality Adaptations, published in the January issue of the *Transactional Analysis Journal* (Ware).

Paul and I had little contact from 1978 to 1998, as we were both busy with our careers—Paul with clinical training, private practice, and hospital work, and me with starting a U.S. and international business. So Paul was not aware of my research, which had classified his Doors into six mutually exclusive perceptions, each correlated to a Personality Type, with its own positive transaction, nor that each Type had a primary Driver and script injunction correlated to it.

Paul is now in agreement with the Process Model presentations, including that the

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order of the second and third Doors for each Adaptation may vary, depending on what the order of floors 2-6 are in a person's Personality Condominium. For example, although most Hysterical Adaptations [distressed Reactor Personality Type] will have thoughts as the next Door statistically, some will have a different Personality Type as their second floor, resulting in opinions [Persister], reactions [Rebel], actions [Promoter], or inactions [Dreamer] next.

The Issue is the "Target"

In 1985 I discovered the issue for each Phase Type, and began collecting data. I hypothesized the early decision impasse for each miniscript.

I found that if the client does not address the Phase issue (immediately) with an authentic response, he or she covers (represses or suppresses) it with the same Phase miniscript, staying at second degree often and intensely enough to warrant an Adaptation label. These issues are the target "door" for the therapist. This clarifies which authentic emotion and early decision is involved in treatment for each Type.

The previously hypothesized "target door" may be a byproduct of therapy, but not the target issue. In other words, the target is the distressed, unresolved issue. Dealing with this issue results in the person Phasing to the next floor of their condominium, in which are housed the positive perceptual "Doors" of thoughts, opinions, emotions, reactions, actions, or inactions. So, Ware's terminology of the "Target Door" is not the clinical target, but the resulting positive evidence of the new Phase floor perception, indicating that the person has dealt with the old Phase issue. Paul Ware now agrees with this (Ware, 2009).

The following table identifies the issue that will cause the miniscript/Adaptation [distressed] behavior until that issue is resolved. At which time the person will Phase to the next floor of his/her condominium and have a new psychological need and new miniscript. *Note that each issue is the only key to Phasing for that Phase.* Note also that a feeling may be a racket or authentic, depending whether it is experi-

enced from a negative ego state or positive one.

<u>Miniscript</u>	<u>Phase</u>	<u>Emotion</u>
[Adaptation]	[Target issue]	[Racket] [Auth.]

Reactor	anger	sad	angry
[Hysterical]			

Probable impasse: The early decision is likely to be, "If I express my anger at you, I will have hurt your feelings and/or you will reject me. Therefore I will please you and hold in anger."

Workaholic	loss	frustratedly	angry	sad
[Obsessive-Compulsive]				

Probable impasse: The early decision is likely to be, "If I don't do the thinking for you, then something bad will happen. Therefore I will be perfect and not make any mistakes, and as long as I am critical of you not thinking clearly I can avoid my grief."

Persister	fear	righteously	angry	afraid
[Paranoid]				

Probable impasse: The early decision is likely to be, "If I don't make sure you believe the right way and do the right things, then something bad will happen. Therefore I expect you to be perfect and not do the wrong thing, and as long as I am preaching at you, I can avoid my own fears."

Dreamer	autonomy	insignificant	potent
[Schizoid]			

Probable impasse: The early decision is likely to be, "Things and people can make me feel bad. Therefore I will withdraw, and as I become passive I can avoid making my own decisions."

Rebel	responsibility	vengeful	sorry
[Passive-Aggressive]			

Probable impasse: The early decision is likely to be, "If you don't do the thinking for me, then I won't be happy. Therefore I will just Try hard. When you don't make me feel good, then it's your fault I feel bad, and as long as I blame you I can avoid taking responsibility for making myself feel good or feel bad."

Promoter	bonding	vindictive	intimate
[Antisocial]			

Probable impasse: The early decision is likely to be: “Things and people can make you feel bad. Therefore you will have to be strong and abandon anyone who gets too close. And as long as I abandon you, I can avoid intimacy and bonding with you.”

Personality Adaptations

In 1986 Vann Joines wrote “Using rededication therapy with different personality adaptations”, published in the *TAJ* (Joines, p. 153). He stated, “Paul Ware suggests... a person can manifest any of the Adaptations and be healthy or be anywhere on the traditional continuum of psychopathology.” Joines concludes, “Thus, the Adaptations imply neither health nor pathology, but merely adaptive style.”

This was not, nor is, Ware’s conclusion or position on Adaptations. He has always viewed the term Adaptation to refer to “psychopathology and maladjustment” (1983, 2009).

However, I have emphasized that: (1) an individual is comprised of six Personality Types making up his/her personality structure condominium, which reflects an I’m OK – You’re OK, healthy life position (Kahler, 1982a); (2) an individual exhibits predictable distressed, sequential miniscript behavior when no longer in an OK – OK position (i.e., out of the condominium) (Kahler, 1983); (3) miniscript behavior can be labeled an Adaptation when it impairs or significantly interferes with the capacity to meet the ordinary demands of life (i.e., when considered a diagnostic Adaptation) (Kahler, 1979b; Ware, 1983); (4) in terms of life positions, the condominium reflects the *existential* life position of “I’m OK – You’re OK, while a miniscript/Adaptation reflects *behavioral* life positions of OK if..., I’m OK – You’re Not OK, I’m Not OK – You’re OK, and I’m Not OK – You’re Not OK (Kahler, 1974; Ware, 1983).

Joines further wrote, “The six are: 1) Creative Daydreamer, traditionally called Schizoids; 2) Brilliant Skeptics, traditionally called Paranoids; 3) Charming Manipulators, traditionally called Antisocials; 4) Playful Critics, traditionally called Passive-Aggressives; 5) Responsible Workaholics, traditionally

called Obsessive-Compulsives; and 6) Enthusiastic Overreactors traditionally called, Hysterics.”

These terms --Daydreamers, Manipulators, Workaholics, and Overreactors – were the ones I coined, lectured about, and published in *Process Therapy in Brief* (Kahler, 1979b).

Joines states, “The first three Adaptations are described as ‘primary’ Adaptations because they develop in the first five years of life in response to how parents interact with the child. Ware believes that every individual has at least one of these primary or survival Adaptations: i.e., when feeling threatened, each person reverts to one or more of these Adaptations. The latter three Adaptations are ‘secondary’ since they develop in the second three years of life in response to what parents emphasize about how to relate to the outside world.”

Joines (2009) now believes that Adaptations can not only be developed during the specific developmental stages where the developmental issue is most pronounced but also at any time where that same issue is present.

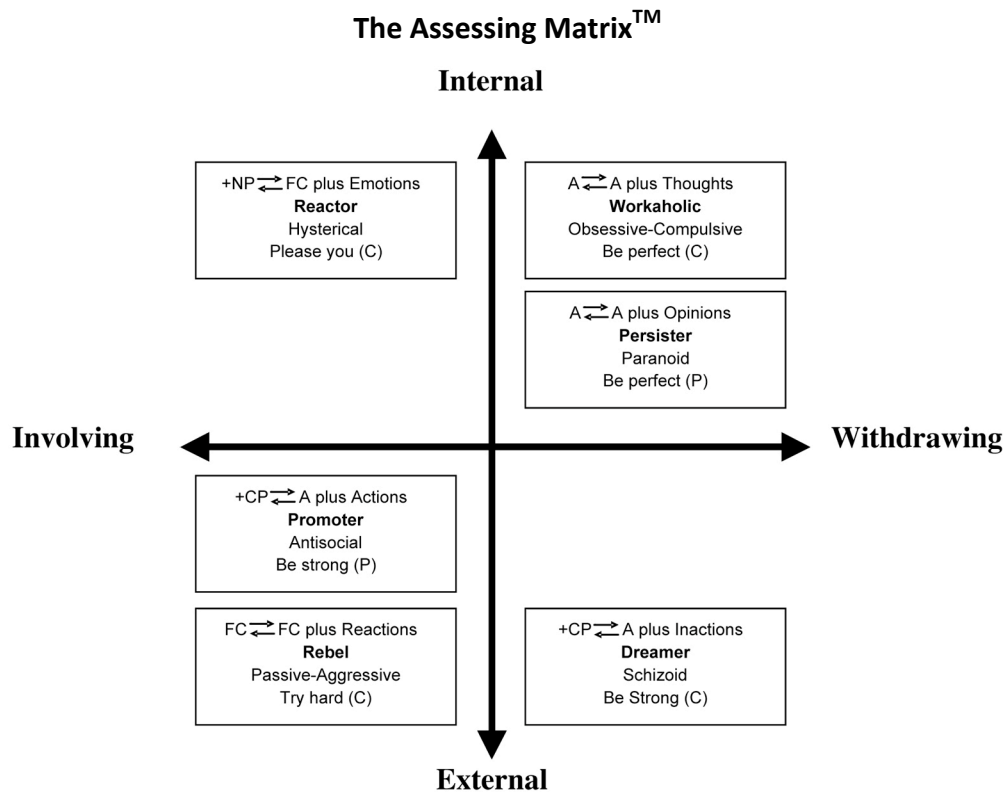
Paul Ware (2009) now agrees completely with my Process Therapy Model: 1) Base Personality Type and corresponding miniscript is likely present at birth. An Adaptation of that Type can occur if there is sufficient psychological/physical distress in the child’s environment. In the United States population of Personality Types, 30% are Reactor Base (potential Hysteric Adaptation), 25% are Workaholic Base (potential Obsessive-Compulsive Adaptation), 20% are Rebel Base (potential Passive-Aggressive Adaptation), 10% are Persister Base (potential Paranoid Adaptation), 10% are Dreamer Base (potential Schizoid Adaptation), and 5% are Base Promoters (potential Antisocial Adaptation) (Kahler, 2008); 2) Any Personality Type Base or Phase can have the distressed behavior to warrant a corresponding Adaptation; 2) there are 36 combinations of Base and Phase (out of a possible 4,320 Base/Phase condominium orders). For example, a Workaholic Base (perception: thoughts, ego state: Adult, transaction: $A \rightleftharpoons A$)--Reactor Phase (motivated by

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recognition of person and sensory needs) individual is susceptible to having a Hysterical Adaptation when the issue of feeling authentic anger is not dealt with. If the Base issue of loss is again presented in life, and this person does not feel the sadness, then an Obsessive-Compulsive Adaptation may be warranted; 3) that an Adaptation diagnosis is most often the result of an unresolved Phase issue, observable in sustained, intense miniscript behavior.

Joines further speculates on the Drivers and injunctions for each Adaptation. However, PTM research (Kahler, 1972, 1982), publications, and lectures had already identified

that each Driver is significantly correlated to one Personality Type, irrespective of environmental influences. In other words, every Base Feeler (a.k.a., Hysterical Adaptation when warranted) will have a Please you Driver, no matter how the parents “scripted” her (Base) with their counter-scripts or Drivers or injunctions. Furthermore, no other Personality Type (i.e., miniscript/Adaptation) will have a primary Please you Driver. “Parental scripting” however, does influence secondary injunctions, and the formation of the possible order of floors 2-6.



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Process Therapy Model integrated with Redecision and other therapies.

Although my personal preference is the Redecision Therapy approach (Goulding and Goulding, 1979), it is obvious that PTM goes hand in hand in monitoring second-by-second the exchanges between therapist and client, especially as Drivers give the

indication of what positive transaction plus perception to use next.

A PTM therapist is taught to monitor every transaction with the client: (1) Listen to the content; (2) identify the Personality Type floor transaction and/or perception (or if the client is in distress, the first degree Driver or second degree negative ego state

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“Mask”); (3) respond with the appropriate transaction and perception to the previous step; and (4) attend to the content.

Of primary value to Redecision therapists is that PTM identifies the miniscript/Adaptation target issue, along with the injunctions, and probable early impasse related decision for each of the six miniscript/Adaptation templates. When an Adaptation is warranted, the person is likely Phasing, which alerts the Redecision therapist to focus on the issue. *Injunctions support the issue*. When a client is not Phasing, then focus should be on the injunctions that are inhibiting getting the Phase psychological needs met positively.

Why do people Phase? If a person did not successfully complete the original Phase related Developmental Stage and issue (Kahler, 2008), then this issue is “tested” again later in life. Evidence of this is sustained miniscript behavior to the extent of being considered an Adaptation. The person is “Phasing” at this time, and will until s/he resolves the issue by experiencing the underlying authentic emotion.

One content model size does not fit all. As the classic therapy film called Gloria vividly showed, the choice of an approach depends on the structure of the client (For a process interpretation of Ellis, Perls, and Rogers working with Gloria see, *Process Therapy*, 2008, pp. 226-231). The caution with using a non-process oriented singular therapy model approach is that the therapist’s natural use of perception and transaction may not be what the client needs in resolving a given miniscript/Adaptation issue. For examples:

A Rogerian Therapy (Rogers, 1959) approach connects with Feelers (nee Reactors; potential Hysteric Adaptation), but expressing authentic anger must be encouraged.

A Cognitive Therapy (Beck, 1967) approach connects with Thinkers (nee Workaholics; potential Obsessive-Compulsive Adaptation), but may inhibit the experiencing at a feeling level the sadness required to resolve the loss issue.

A Rational Emotive (Ellis and Dryden, 2007) approach connects with Believers (nee Per-

sisters; potential Paranoid Adaptation), but may inhibit the experiencing at a feeling level the fear issue.

A Behavior Therapy (Lindsley and Skinner, 1954), approach could connect with Dreamers (potential Schizoid Adaptation) by focusing on Inactions with positive Critical Parent, and can reinforce positively one’s feeling of potency in making autonomous-issue decisions.

A Gestalt Therapy (Perls, Hefferline, and Goodman, 1994) approach can connect playfully with Funsters (nee Rebels; potential Passive-Aggressive Adaptation), and is ideal at inviting the client into experiencing the issue of responsibility: “I am the one who makes me feel good or bad emotionally.” Note: This results in the ability to express authentically being sorry (not the racket “sorry” of the blameless, acerbic distressed Funster).

An Asklepion Therapy (Groder, 1977) approach connects with Doers (nee Promoters; potential Antisocial Adaptation), and is ideal at creating the Doer positive Incidence needs in a protected, caring setting that fosters dealing with abandonment by becoming authentic and intimate with others.

In conclusion, the Process Therapy Model can be used with any other therapy approach to monitor the quality of being on track with the client, by knowing which positive transaction plus perception to offer second-by-second. Evidence of not being accepted (social diagnosis) by the client is when she shows her Base Driver (behavioral diagnosis). This very Driver alerts the process therapist as to which positive transaction plus perception to use next.

The Process Therapy Model Profile™ (Kahler, 1994) report on the client identifies: (1) Personality structure consisting of the six Personality Types (Feelers, nee Reactors; Thinkers, nee Workaholics; Believers, nee Persisters; Doers, nee Promoters; Funsters, nee Rebels; Dreamers); (2) order and strength of positive ego states, transactions, and perceptions; (3) how to connect; (4) psychological needs; (5) homework; (6) Base and Phase miniscripts with potential Adaptations; (7) games, rackets, injunctions, scripts, issues, and probable impasse

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early decisions, and (8) various therapy model treatment suggestions.

Research

The Base Personality Type of an individual is either present at birth (my belief) or develops soon thereafter, and according to test-retest reliability research does not likely change in life (Stansbury, 1990).

Observations from 1978 to 1996 of more than 20,000 children in Brevard Community College Day Care Centers by Process trained professional Parent Educators (Geier, 2008) support that the order of the Personality Types (i.e., the individual's Personality Condominium) is set by about seven years of age.

Research also supports Phasing and Phase issues, including dealing with the Phase issue associated racket and underlying authentic emotion: Face validity: 97% of participants in our Advanced Seminar who had Phased reported that they had experienced the PTM expected (theorized) frequent and intense Phase [miniscript] distress sequence in resolving that issue, and then Phased. Of these, 93% reported that they had experienced the PTM expected (theorized) the issue racket, and then the underlying authentic feeling (Kahler, 2008, p. 275).

From 1982 to April 2009 740,174 people have been profiled, of which 24,122 have been clinical. In the general population, 33% have not Phased, 28% Phased one time, 20% Phased two times, 15% Phased three times, 3% Phased four times, and only 1% Phased five times (Kahler, 2008, p. 275).

It is my opinion that the unsuccessful incorporation of a Phase issue during the six Developmental Stages (Kahler, 2008, pp. 195-215) results in the issue being "tested" during that Phase later in life. And since any Personality Type with its predictable associated miniscript can be present at birth (Driver, injunction, issue, etc.), so is there the potential associated Adaptation, "tested" by "parenting" in the issue related Developmental Stage.

To date there have been fifteen dissertations done on the Process Model (including nine in education and five in clinical), eight

theses (six in education and two in clinical), twenty other published research papers (including correlational studies with Myers-Briggs and with McClelland's Thematic Apperception Test) -- the model has been taught or research supported in thirty seven colleges and universities. (Kahler, 2009).

Note: I am indebted to Joines and Stewart who have vowed to continue to clear up any confusion about the origination and contributions to my Process Model, including correcting outdated and non-credited references in further editions and translations of *Personality Adaptations* (Joines and Stewart, 2002).

Taibi Kahler, Ph.D., is a clinical psychologist, TSTA in ITAA, and past TM in ALAT. He is the 1977 recipient of the EBMSA for the miniscript. For Process Therapy Model information, go to www.taibikahlerassociates.com in the U.S.; in the United Kingdom www.processcommunication.co.uk; in France www.kcf.fr/accueil.php3; in Austria, Switzerland, and Germany www.kcg-pcm.de; in Spain msalvador@cop.es; in Japan www.kcj-pcm.com; in Australia www.kahlercom.com.au. E-mail Taibi at kahlercom@aristotle.net.

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