

PERSONAL GROWTH LAB

2021

IIIT, Sri City
Online Session 5 for UG 3 & 4
Transaction Analysis

Facilitated by

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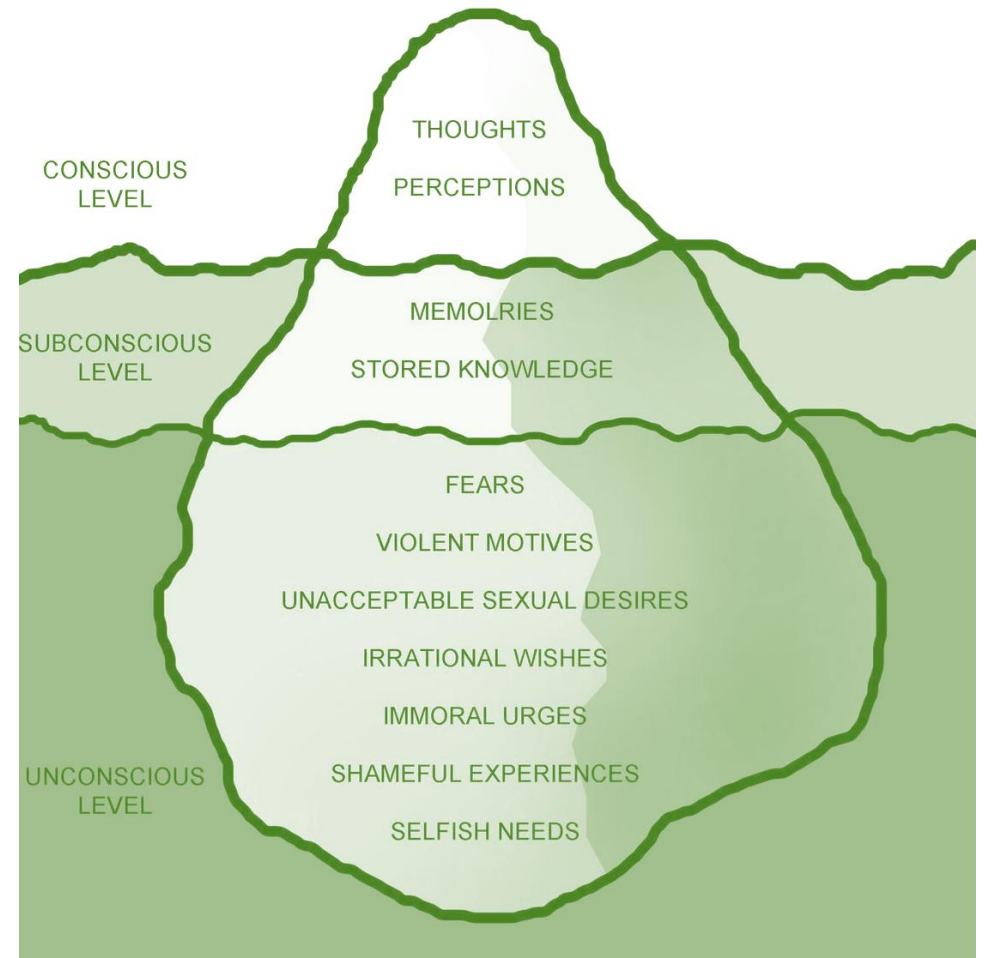
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Historical View

Three Levels of Awareness - Freud

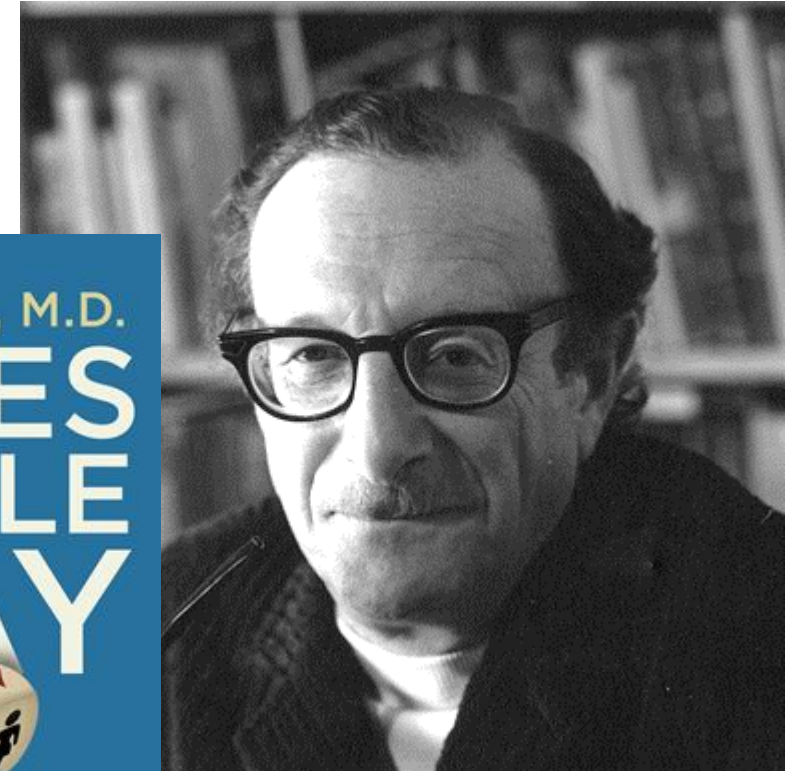
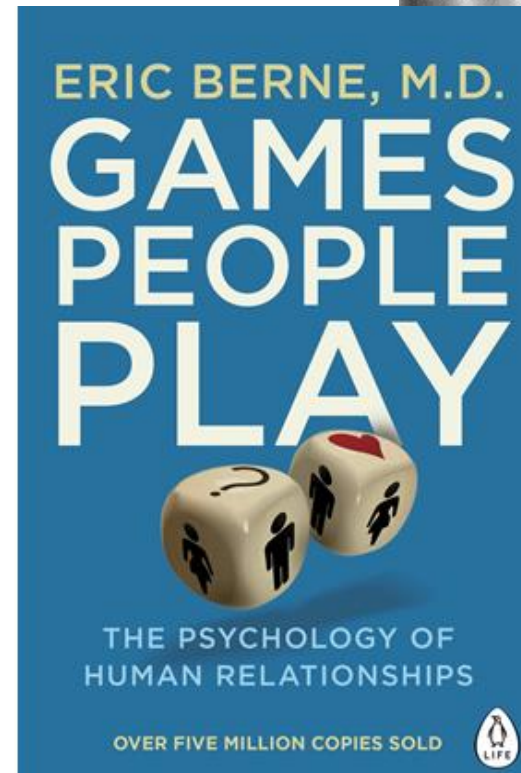
- Id
- Ego
- Superego

Transactional Analysis (TA) was greatly influenced by one of the foremost theory in Personality, the *Psychoanalysis by Sigmund Freud*.



Eric Berne

- In 1936, he began his Psychiatric residency at the Psychiatric Clinic of Yale University School of Medicine.
- According to Berne, human brain works like a camcorder it records all our thoughts, feelings and emotions since childhood, which tend to replay in adult life, hence each of us are unique the way we interact with others.



Transaction

- Eric Berne then investigated interpersonal communications between individuals.
- He mapped interpersonal communications to three EGO States (*a consistent pattern of feeling, thoughts and experience*) of the individuals involved, called the *Parent, Adult, and Child* state.
- He called the Interpersonal communication (*verbal or non-verbal*) between two people, which was directly related to their pattern of behaviour as **Transactions**.
- Hence, fundamental unit of social interaction is **Transaction**.

Basics of Transaction

- When two or more people encounter each other, sooner or later one of them will speak or acknowledge the presence of the other, this Berne called **Transactional Stimulus - Agent**
- When the other person say or does something, which is in some way related to the stimulus, is called **Transactional Response - Respondent**
- At anytime any person recognize another with a smile, a nod, a frown, a verbal greeting etc. is called a **Stroke**

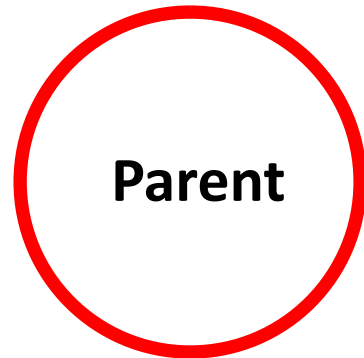
Transactional Analysis (TA)

- Personality theory - explains how people are structured psychologically in terms of ego states, (*Parent-Adult-Child*) how people function & express their personality through behaviour.
- Helps understand our behaviour and that of others to effectively communicate, motivate, guide, direct and enrich communication in relationships in the ever-changing environment.

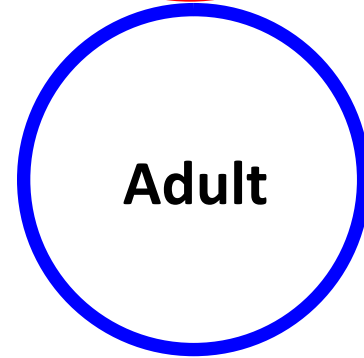
3 Ego States

- Each person is made up of 3 ego states
 - Parent,
 - Adult and
 - Child
- Chronological conditions are irrelevant to ego states.
- We shift from one ego state to another in transactions.

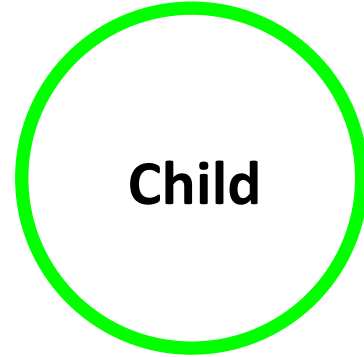
Ego States



Giving Advice, Criticizing, Discipline,
Moralistic, Nurture, Protect, Make rules and
regulations, Teach, Judge, Injunctions

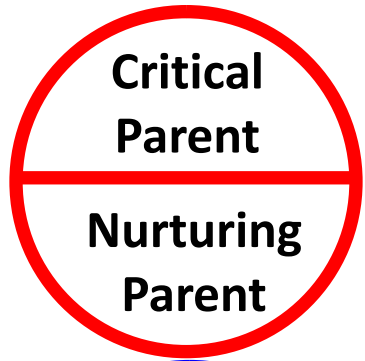


Plan/ organisation, Make Decisions, Reason/
rational, Evaluate, Set limits, Adaptability,
Intelligence, Objective appraisal of reality
Regulation of activity

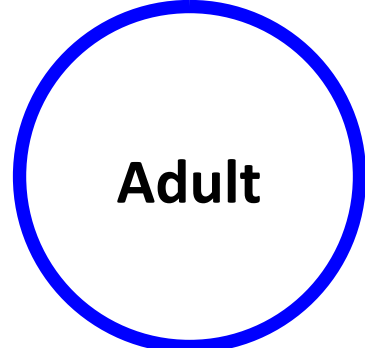


Anger, Fear, Playful, Rebelliousness,
Curiosity, Creativity, Excitement/ Fun loving,
Affectionate, Trust, Selfish/ Mean

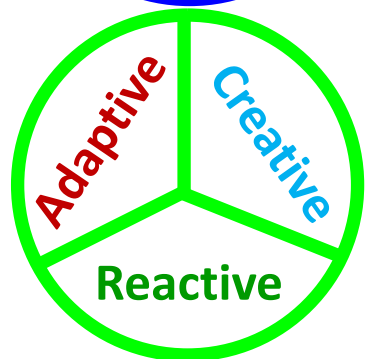
Ego States



- Lecturing, Judging, Traditions, Criticizing, Should & Don't
- Consoling, Sympathy, Advising, Guides, Taking Care Of



- Objective, Data, Rational, Problem Solving, Less Emotion



- Playful, Impulsive, Curious, Creative, Fun, Rebel
- Manipulative, Submissive, Conform to adult expectations
- Hateful, Loving, Impulsive, Spontaneous

Parent

RESCUING STYLE	SUPPORTIVE STYLE	PRESCRIPTIVE STYLE	NORMATIVE STYLE
<ul style="list-style-type: none">• Indicates a dependency relationship where individual perceives the main role as rescuing the other person, who is seen as being incapable of taking care of himself.• Another characteristic is that, support is provided conditionally, contingent on deference to the provider.• Attitude is one of superiority and person's support constantly reminds others of their dependence.• This style does not help other people to become independent and to act by themselves	<ul style="list-style-type: none">• They are supportive coaches for people, typically, this style encourage others and provide necessary conditions for continuous improvement.• People with this style show patience in learning about the problems of others and have empathy and provide support when needed.	<ul style="list-style-type: none">• Critical of the behaviour of others. They develop rules and regulations and impose on others.• People using this style make quick judgments and insist that certain norms be followed others.• May give advice and prescribe solutions for others, rather than help others explore alternative solutions to their problems.	<ul style="list-style-type: none">• People with this style not only help others to solve a specific problem but also helps them to develop ways of approaching a problem and raises questions about relevant values.• These are people who are interested in developing proper norms of behaviour for others and in helping them, understand why some norms are more important than others.• They influence other through modelling their behaviour and raise questions about the appropriateness of some aspects of behaviour

Adult

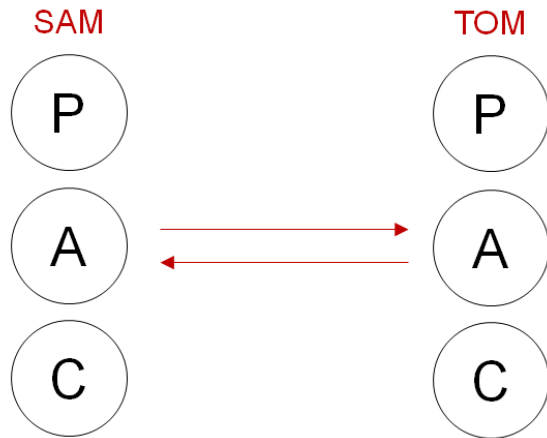
TASK- OBSESSIVE STYLE	PROBLEM-SOLVING STYLE
<ul style="list-style-type: none">• People with this style are more concerned with the task. Matters not directly related to the task are ignored.	<ul style="list-style-type: none">• People with this style are more concerned with solving problems but does not see them as being merely confined to tasks.
<ul style="list-style-type: none">• They are not concerned with feelings and, in fact, fail to recognise them since they do not perceive them as related to the task any may attempt to function like computers.	<ul style="list-style-type: none">• For such persons, the problems have various dimensions. The focus of the person is on dealing with and finding out solutions to problems.
<ul style="list-style-type: none">• A task-obsessive style can be insensitive to the emotional needs, personal problems and apprehensions of others.	<ul style="list-style-type: none">• In this process, they solicit the help of and involve many others.

Child

BOHEMIAN STYLE	INNOVATIVE STYLE	AGGRESSIVE STYLE	ASSERTIVE STYLE	SULKING STYLE	RESILIENT STYLE
<ul style="list-style-type: none">• The creative child is active in this style. The person has lot of ideas and is impatient with current practices.• The style is less concerned with how the new ideas work than with the ideas themselves.• Such people are nonconformists and enjoy experimenting with new approaches, primarily for fun. They rarely allow one idea or practice to stabilise before going on to another.	<ul style="list-style-type: none">• Innovators, are enthusiastic about new ideas and approaches and enthuse others too.• Unlike the Bohemian, they pay enough attention to nurturing their ideas so that they result in concrete action and become internalised in the system.	<ul style="list-style-type: none">• People with this style are fighters. They may fight for their people or for their ideas and suggestions, hoping that this will help them to achieve the desired results.• Their aggressiveness, however, makes people avoid them and not take them seriously.	<ul style="list-style-type: none">• In this style, the person is concerned with the exploration of a problem, the main characteristic is perseverance.• This style confront the organisation to get things done for their subordinates or clients. They are more concerned with confronting problems than confronting people for the sake of confrontation.• Such people are frank and open but also perceptive and sensitive and respect the feelings of others.	<ul style="list-style-type: none">• People with this style keep their negative feelings to themselves, find it difficult to share them.• Typically, they avoid meeting people if they have not been able to fulfil their part of the contract.• Instead of confronting problems, a person with this style avoids them and feels bad about the situation, but does not express these feelings openly.	<ul style="list-style-type: none">• In this style, person shows creative adaptability-learning from others, accepting others' ideas and changing their approach when required.• Although such people may show several styles of behaviour, one style will generally be used more frequently than others.

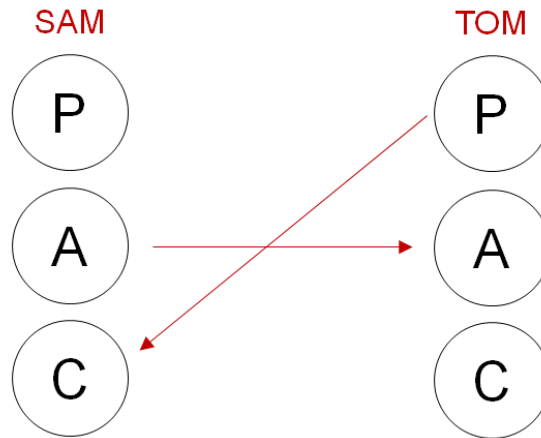
Transactions

Complementary Transactions



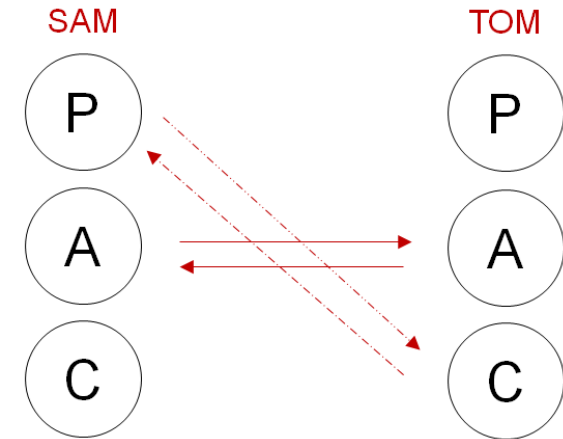
- Appropriate & Expected response
- Parallel communication arrows
- No Conflict
- Communication continues

Crossed Transaction



- Not Appropriate & not Expected response
- Crossed communication arrows
- Conflict
- Communication breakdown

Ulterior Transactions



- Verbal Communication
- Non Verbal Hidden Meaning
- May or may not be in conflict
- May or may not be communication breakdown

Thank You

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