

## Alter Ego & Communication Compass ©

The different alter egos in transactional analysis describe in which emotional state the person acting/reacting is. For instance, it describes if I am in an "I am ok – you are ok" position with the other person, or if I feel inferior or superior. Only in the "I am ok - you are ok" position, also called the "adult" alter ego one is able to have an effective and efficient conversation, for this I do not need to be over eighteen. A father can talk to his daughter out of his adult alter ego and she, if she is emotionally ready for it, will answer out of her adult alter ego – we are talking about an emotional state not an intellectual state of mind and heart of the sender and receiver. Harmonious conversations are also possible between other alter ego combinations. However, they are not necessarily as constructive for both parties and can easily lead to controversial conversations.

Transactional Analysis is underpinned by the philosophy that:

- people can change
- we all have a right to be in the world and be accepted

### Parent

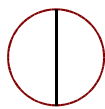
This is our ingrained voice of authority, absorbed conditioning, learning and attitudes from when we were young. We were conditioned by our real parents, teachers, older people, next door neighbours, aunts and uncles, Father Christmas and Jack Frost. Our Parent is made up of a huge number of hidden and overt recorded playbacks. Typically embodied by phrases and attitudes starting with 'how to', 'under no circumstances', 'always' and 'never forget', 'don't lie, cheat, steal', etc, etc. Our parent is formed by external events and influences upon us as we grow through early childhood. We can change it, but this is easier said than done.

### Adult

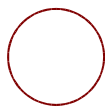
Our 'Adult' is our ability to think and determine action for ourselves, based on received data. The adult in us begins to form at around ten months old, and is the means by which we keep our Parent and Child under control. If we are to change our Parent or Child we must do so through our adult.

## Child

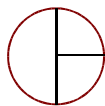
Our internal reaction and feelings to external events form the 'Child'. This is the seeing, hearing, feeling, and emotional body of data within each of us. When anger or despair dominates reason, the Child is in control. Like our Parent we can change it, but it is no easier.



Critical parent & nurturing parent - 'Taught' concept of life, stands for values (parent contamination)



adult 100% - 'Thought' concept of life, stands for figures, dates, facts



Free child 50%; adapted resistant child 25%; adapted compliant child 25% - 'Felt' concept of life, stands for feelings (child contamination)

The Communication Compass© should sensitise/sharpen your perception for the many and individual character trades which influence the success of our communication, make it happen or make it prone to fail.

Be understanding with oneself and others are decisive factors to understanding and to be understood.

Further reading:

"Scripts People Live: Transactional Analysis of Life Scripts"

Claude M. Steiner

## Basics of effective communication

The many ways to communicate are the only way to get into contact with our surrounding. Verbally, by writing or electronically, face-to-face or over great distances, with a single person or a whole group – You can transmit or receive information, recognize achievements and support others finding solutions. Without effective communication facts are replaced by assumptions, the obvious replaced by speculation, misunderstanding develops to full blown crises and trust and engagement is lost.

By respecting some rules of conversation, the basics of communication, we can assure to serve our personal needs as well as building better functioning professional and personal partnerships.

In communication we all have personal needs: need for respect, need for being noticed, need for being understood and need for being involved. If you fulfil these needs of your interlocuteurs, you support an open and respectful conversation, which triggers engagement, motivation, and goal orientation. Furthermore, you strengthen the interpersonal relationship by showing others that they are important to you and that you estimate their opinion. You communicate from the only position which allows a constructive interaction: "You are ok, I am ok!"

- **To keep ones and others self-esteem or improve it.**
- **Listen acitvely and respond caringly (according to the situation).**
- **Invite others to contribute to a conversation and encourage him/her to support the undertaking verbally and pysically.**
- **Share ones own thoughts, feelings and reasons about/for something with the person(s) concerned.**
- **Offer support without withdrawing responsibility.**

### **Structure of an efficient conversation**

In our fast paced and result oriented society we need to use our time we spend on conversations economically. Plant or spontaneous discussions, face-to-face or over the phone, every conversation should lead to the desired outcome and the set goals must be focus of the content and stay the centre of attention through out.

In order to fulfil this demand you need to follow a logical and efficient structure of conversation. Meaning a structure, this allows you to receive all information in an order, which is accessible to you. Every single step is part of a necessary sequence within the whole structure of conversation. This structure is always the most efficient – short cuts will always bring you back to the beginning but only after you have taken the detour (often called “short cut”).

- 1. Beginning** – **WHY of the conversation**
- 2. Content** – **clarify the necessity of the conversation**
- 3. Work out** – **HOW to reach the goal together**
- 4. Consensus and 3.** – **WHAT and HOW to do things (or repeat step 2. Until you reach a consensus)**
- 5. Ende/Next**

## Feedback of TOP quality

TOP reminds you to describe the original Task, the following Operation and Product which is the result of the operation in an **objective, timely, specific and balanced** manner.

- T** - **Task**  
The task or situation which **causes** you to give feedback. The task needs to be described to the person concerned (friend, colleague, family member,...) so he/she knows exactly which work, behaviour, problem, idea, challenge, ... you are talking about
  
- O** - **Operation**  
You need to describe exactly what was **done or said** in order to work with the situation or the required task. In the case of constructive feedback you need to describe exactly what the person did wrong.
  
- P** - **Product**  
Thirdly you need to describe exactly what the **product/result** of his/her operation was. What has led to a better or worse result and what was its impact and final consequences.

Feedback of TOP quality has a strong impact due to the complete picture it paints of a **concrete situation** of what someone has said, done or forgotten.

The description of the task sets the scene of operation undertaken by the receiver of the feedback. It demonstrates how important the task is all by itself. This contextual feedback regarding the operation executed by the feedback receiver is what gives it the very **practical and lasting effect**.

By giving the details of the operation (what was said, done or omitted) the **specific performance** of the person concerned is being stated exactly.

When describing the resulting **product**, its **impact** it has on the whole situation or even organisation raises the awareness how powerful his/her actions/operations are in a positive or negative way.

TOP quality should be used for positive and constructive feedback. When using TOP in order to give constructive feedback, you should always offer an alternative way the person could have operated, by giving an example what the person could have said or done differently and which would have given him/her an alternative and better product. The offer of alternatives increases the spectrum actions and reactions in the future.

At no point in time is the person receiving the „gift“ of a feedback forced to accept it, while he/she has the duty to listen without any comment and to honour and respect the person giving the feedback for the courage, the effort and the time spent.

## The Drama Triangel

The drama triangle as well as the Communication Compass show why certain starting positions or constellations will hardly ever lead to a successful, constructive finish, as long as either the situation or the constellation has not fundamentally changed.

You need to break out of the triangle; this many happens through physical absence of one or all parties involved until the situation or constellation has become a different one – either due to a change of mind of one party or because time has done its share.

## **Nutrition**

*„The skin is the mirror of your soul“, „to have run sour“, „to be bitter“.*

These sayings have not developed by chance. Every body has within certain parameters an individual acid and base balance. Our nutrition is a very important factor for the well and unwell being of every person.

Today nutrition is very acidic or provokes our intestines to produce acids in order to digest them e.g. white potatoes which are basic by nature. This leads to a rather sour status of your body – you have run sour.

There are people who can live with this rather sour body household for quite some time without any symptoms of illness. However, often you will find people with a wide variety of symptoms.

Combined with negative professional and/or private stress it is an ideal breeding ground for psoriasis, neurodermitis and rheumatism. The normal medical school withdraws onto cortisone only treatment, while still being highly unsuccessful in particular in cases of psoriasis and neurodermitis.

An alternative offers different kinds of diets, which help your body to help itself by finding its individual basic balance it needs.

Further reading:

Healing Psoriasis, The Natural Alternative, John O. A. Pagano

Psoriasis, Healing from the Inside Out, Heather J. Ferris

Leaky Gut Syndrome, Elizabeth Lipski

[www.amazon.com](http://www.amazon.com)

Etc.

## **Office invalid? Stress victim? Astanga Vinyasa Yoga!**

Yoga has developed over 5000 years ago and goes back to the old times of the tribes in the woods, called „Rishis“, living as the wise men in the Indus-Valley of today India. They observed nature, researched themselves and developed body positions and a breathing technique which made the body flexible, cleaned it and helped them to find their inner centre. This way they found an extraordinary status of vitality, clarity and concentration.

The word Yoga means „connection“ and comes from Sanskrit yuj.

Yoga strives for a unity of body, soul and spirit in order to reach a status of harmony and anchoring stronger in the present moment for eternity.

There are different kinds of yoga with different approaches. Astanga Vinyasa Yoga, also known as Power Yoga, due to its high energy sequences of movements improves fitness and the overall well being. It is more than just a physical training. It is an art to meditate, which shows us a new way to look at our relationship with our body and to live in unity with it.

The exercises increases your physical strength, relaxes our emotional and physical tensions, by confronting us with our anxieties. Astanga Vinyasa Yoga sends us on a long journey with the goal to accept ourselves just the way we are, while continuing to improve what we strongly believe we need to improve to be even more who we are. Movement as a way to meditate calms the spirit and opens our hearts.

Body positons (asanas) and a controlled breathing technique (Ujjayi pranayama) are being synchronised and together with energy locks kept in sequences. The lasting state of high energy puts the body in a state of excellent fitness and harmony.

We work on:

1. Yoga Chikitsa (Yoga therapy) relaxes and detoxes the spine which is the basis for strength, flexibility and endurance – balance and unity.
2. Nadi Shodana (cleaning of the nerves) the spine will be soft and strong, hip and knee tendons will be tender; the balance of the arms will relax the upper body; the headstand will bring you a strong base.

Yoga is a gentle way to challenge on any level yourself and your body and to improve your performance of body, soul and spirit.

Further reading:

Super-fit with Power Yoga, Liz Larks