

# The NASAP Newsletter

October, 1995

Volume 28, Number 8

## Lord Baltimore Will Provide Vintage Class For NASAP '96

*Elegance* is the word that best describes the Radisson Plaza Lord Baltimore Hotel, site of NASAP's 1996 Convention and Workshops, June 20--23. Recently restored to its heydays of the 1920's, the 440 room facility is lavishly endowed with murals, carved moldings, brass railings and marble pillars. The updated hotel is now attached to the Convention Center, Inner Harbor and Arena by skywalk to offer convenience with old world beauty.

Attendees at next year's convention will find that the best amenities also come with their stay at the Lord Baltimore. There are over 18,000 square feet of meeting and banquet facilities, a fitness center complete with whirlpool and sauna, and two restaurants all within the hotel.

Located in the heart of the city, the Lord Baltimore is walking distance from Oriole Park at Camden Yards and the National Aquarium. It provides visitors with the best of both old and new in the city of Baltimore. For NASAP conventioners, room rates will not exceed \$94 per night for standard rooms.

*Social Equality: Advancing the Dream* will be the theme of the convention and the McAbee Adlerian Society will host. One-day workshops and convention presentations are to be announced in future issues of the Newsletter.

### Dates To Remember:

Midwest Regional Conference  
Oct. 19-20, Fort Wayne, IN

Delegate Assembly Meeting  
Nov. 2-5, Chicago, IL

NASAP '96  
June 20-23, Baltimore, MD

ICASSI '96  
July 21-August 3, England

### Executive Director's Message

## NASAP Projects -- Current And Future

One of the items raised for discussion at the General Assembly (G.A.) luncheon at the 1995 Convention asked for ideas about projects NASAP could be undertaking. There were a number of suggestions that will be passed onto the Standing Committees. However, one of the comments served as a gentle reminder of the necessity to communicate. Instead of giving an idea for a project, the member asked for progress reports on current projects, noting that "like headline stories in the newspaper that fade into memory, I'm left wondering what happened to 'that'?" So, let us report on two of the projects referred to in that comment.

**Endowment:** In 1993, the Adler/Dreikurs Century Fund was established to create a substantial endowment fund to ensure that NASAP continues to be a communications link in spreading Adlerian principles throughout the world. To date the endowment fund stands at \$29,300. Forty-five members have pledged \$19,806 and \$9,494 has been donated by 61 members, two Sections, and one ICASSI attendee who is not a member. An ICASSI alumnus issued a challenge to ICASSI alumni, offering to match any donations or pledges over \$50. Eight people accepted the challenge, donating \$1,686. This is an ongoing project and there will again be space provided on dues renewal notices for 1996 to donate or pledge to this fund.

**Clonick Publications Grant:** There is still \$20,000 remaining in the Clonick Estate Publications Grant, which is intended to be a self-perpetuating fund for the promotion of Adlerian materials. The fund (limited to \$4,000 per person) is not intended as a subsidy for authors but is to be used primarily to cover publication costs for Adlerian materials that have limited publication scope but great relevance to the enhancement of Adlerian theory and practice. Contact the central office for further information on nature of projects to be supported and application process.

**Continuing Input:** NASAP's D.A. and Standing Committees meet in Chicago November 3-5. There is still time to have input in their deliberations. If you have ideas or comments on any of the following questions, please phone or fax them to the central office (see page 2 for numbers):

- 1). What are we doing right?
- 2). What needs to be improved?
- 3). How could we become more economically sound without always having to go back to our members?
- 4). What direction should we be going as we enter the next century?
- 5). How can we better spread Adlerian ideas and have a constructive impact on society?
- 6). Do you have ideas about projects we could be undertaking?
- 7). How could we design meetings and the convention so that more people could attend?
- 8). What would you like to see in the newsletter and the journals?
- 9). Are the Sections meeting your needs?
- 10). What do you think about the new regional structure?
- 11). How can NASAP better serve you?

Our organization will be strengthened by your participation.

Neva L. Hefner, Executive Director

-----Delegate Column-----

## *Discouraged, Not Dysfunctional*

By **Rachell N. Anderson**, Region 2A Delegate

For some time, now I have been upset with the way the social services community uses the word *dysfunctional* in diagnosing and treating children and families. Used often as a diagnostic category, this term is assigned (I think) to families with difficulties that are numerous, resistant to change and inconsistent with the beliefs and tradition of, and therefore not understandable to the observer. *Dysfunctional* then, becomes a catch-all word which expresses helper's disapproval, dismay, feelings of incompetence and the resultant overcompensation in dealing with the family or individual.

The problem with the use of the word *dysfunctional* is that it prevents the observer from clearly investigating how the family actually does function. It is when the observer understands the behavior from the client's unique perspective that it becomes possible to see that the behavior is, in fact, functional and purposeful. Using an Adlerian perspective which sees each person as unique and self constructed, I suggest helpers seek to ascertain (1) what does the family (and each of its members) want? (2) What do they need from each other? (3) What are they each likely to do to get what they want and need? (4) And finally, what does the person do when the efforts to meet those needs are thwarted?

I believe clear understandings of these questions are needed before helpers can formulate what can be done to help individuals whose behaviors are seen as unusual when compared to community standards.

There are some concepts for understanding behavior from an Adlerian perspective: All behavior occurs in a social context. Every person searches for SIGNIFICANCE within the environment of the family and COMPETES for position of power within the family. In order to secure a place, one child may become the best child while another may become the worst child. Another may be favored by one parent, another may be conveyer of the family's values. Still another child may become helpless and weak. These positions are all seen as successful in securing a place. Within this context, each child must stake out a territory that includes attitudes and attributes which are designed to give feelings of worth.

When the message within the family is that of encouragement, courage, confidence, children become convinced that they can achieve this place by becoming useful and working on the useful side of life. On the other hand, if the place is not secure, if the child feels that she cannot sustain this place

(Continued on page four)

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\* \* \* News From Members \* \* \*

Several NASAP members have new book releases: *Psychopharmacology and Psychotherapy* by **Len Sperry** and *Better, Deeper, and More Enduring Brief Therapy* by **Albert Ellis** are available from Brunner/Mazel, Inc. **Ann Tuites** has written *From Grandma with Love*, a personal account of intergenerational caregiving, which has been published by Starburst, Inc. *The Motivating Team Leader* is a new publication by **Lewis Losoncy** for the business and organization market published by St. Lucie Press.

# # # #

**Dee Dege** reports that there is now an Adlerian newsgroup on Internet. It's located at: *alt.psychology.adlerian*

Dee hopes to visit with other computer-literate Adlerians there.

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Region 5A delegate **Del Eberhardt** reports that **Robert Sherman** is heading a speakers bureau of Adlerian leaders in the New York area which will make presentations at college and universities. There are also plans to speak to local community groups and other professional associations.

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Active Parenting Publishers will hold concurrent seminars for both parent educator trainers and teacher in-service trainers October 19-24 in Hidden Valley, PA. For information call 800/825-0060.

# # # #

**Digby Clarke** reports that he has recently been profiled by Associated Press for his work as a clinical thanatologist and Director of Ocean Park Retreat, a live-in center for loss issues in Maine. The feature story was carried by many New England newspapers, he says. Clarke has also been invited by the Maine Medical Center to present on *phenomenology and management of bereavement*.

**NEWSLETTER DEADLINE:** The last 1995 issue of the Newsletter will be a double issue, November/December. All news items must be in the central office by November 6.

## News and Events from the Regions

### Regions 1A - 1B

**Seattle, WA** - The Puget Sound Adlerian Society sponsors monthly meetings in case consultation and book study for persons interested in Adlerian counseling theory and practice. The next two meetings are scheduled for November 6 and December 4. Interested parties may call Carol Lee Smith, 206/283-8003.

**Vancouver, BC** - The Adler School of Professional Psychology BC (the graduate program of the Adlerian Psychology Association of BC) schedule includes Psychopathology: Anxiety Based & Personality Disorders, beginning November 2; Psychopathology: Psychotic and Depressive Disorders, beginning November 23 both with Pamela Cramond-Malkin. For a complete schedule contact: ASPPBC, 604/874-4614, fax 604/874-4634.

### Regions 2A - 2B

**Chicago, IL** - The Adler School of Professional Psychology's Center for Gerontology Studies offers a full-day workshop, *Memory Assessment & Dementia*, with Mark Stone on October 27. The workshop will present general principles for assessing older adults and differentiating normal aging conditions from psychological disorders. Participants earn 6 CE's. Contact: ASPP, 312/201-5900, ext. 256 or fax 312/201-5917.

**Evergreen Park, IL** - The Interaction Institute Adlerian Counseling and Consulting Center announces two seminars in October: *Demons, Drinking and Magical Thinking*, (half-day) October 14; and *Dream Interpretation: Disclosing Unconscious Dynamics*, (full-day) October 27. The first will explore the forces inspiring destructive thinking and actions; the second, the use of dreams for personal growth. Workshops approved for 4 and 6.5 CE's by IAODAPCA. Contact Helen Cooley, 708/422-1848.

### Regions 3A - 3B

**Tampa, FL** - The Florida Adlerian Society will hold its first Bay area conference, *Towards a Deeper Understanding of Adlerian Psychology*, here November 3-4. Among presenters are well-known Adlerians Bob Powers, Jane Griffith, Don Dinkmeyer, and Frank Walton. Contact: Tim Evans, 813/973-4471, fax 813/974-5814.

**Orlando, FL** - The Southeastern Adlerian Conference will be held here at the Ramada Resort Hotel February 22-24, 1996. All conference days will be full-day workshops with CE's available for participants. Interested parties not residing in the southeast may request a brochure by calling 800/369-0890. Registration discounts are available to NASAP members.

### Regions 4A - 4B

**Kensington, MD** - The Parent Encouragement Program includes in its fall class schedule an 8-week course in Adlerian Theory, beginning October 10; and a 3-hour Family Council Workshop, November 4, which includes all family members age six and up. For information or a full class schedule call PEP, 301/929-8824.

**Fort Wayne, IN** - The Alfred Adler Institute of Fort Wayne will offer Psychometric Methods, beginning October 13, and Counseling Children and Adolescents, beginning November 3, both with Susan Rudolph. Contact: Jan Richmond at AAIFW, 219/461-5845, fax 219/461-5700.

### Regions 5A - 5B

**New York, NY** - The Alfred Adler Institute of New York announces they have moved. Their new address is 24 East 21st Street, New York, NY 10011. Their phone remains the same 212/974-0431. Call or write for a schedule of fall classes.

**Toronto, ON** - The Adler School of Professional Psychology Ontario will offer an Overview of Addictions Counseling with Monica Stringer October 20-22; Counseling Children & Adolescents with Frank Walton May 10-12; and required courses leading to an M.A. in Counselling Psychology. Contact: ASPPO 416/480-2303 or fax 416/480-9358.

**Montreal, QC** - The Alfred Adler Institute of Quebec announces a fall workshop series focusing on Advanced Therapeutic Training and Supervision. The first workshop will be October 26 with Leo Gold on *The Art of Dream Therapy*. Robert Sherman will present *Using The Energy of Resistance To Motivate Change* December 2. Contact: AAIQ, 514/731-5675, fax 514/731-9242.

### Regions 6A - 6B

**Oakland, CA** - The Adlerian Western Institute for Research and Training in Humanics announces fall classes run until November 15. Courses include: Methods of Group & Family Psychotherapy; School Counseling; Understanding Human Nature. IP Marathons held monthly. Contact Lucy Ackerknecht, 510/891-8194.

**Petaluma, CA** - The Family Education Centers have a full schedule of fall classes and parent support groups at three locations: Petaluma, Santa Rosa and Sonoma. Class participants can earn CE's through Sonoma State University or Santa Rosa Junior College. For registration and information, call FEC, 707/762-8835.

## NASAP Needs Your Help In Retaining Members

By Elaine Davies, Region 4B Delegate  
Membership in NASAP has held fairly constant in the last few years. It generally runs between 1,000 and 1,100. Each year it seems we have almost an equal number of people joining as new members as we have current members who are not renewing. It's pretty obvious that we could easily double our membership if each current member would recruit one additional person. What isn't obvious though is how we can retain members once we've got them on the rolls.

Retention of members is crucial in all organizations, NASAP is no exception. We must be just as attentive to those we are losing out the back door as we are to getting new people to enter the front door.

Perhaps part of the solution to sustainable growth is knowing precisely why people joined in the first place and when they failed to renew, what were the factors that triggered that decision. What are the things that NASAP can do to better serve its members? How can allegiance to NASAP be created and sustained?

In an effort to get this information, Regional Delegates will be phoning '95 non-renewals in November and asking for specifics as well as for reconsideration of their decision. This is where your social interest comes in! If you would donate a bit of your time to make a call or two in your area code, the burden of long distance charges and time on task could be lessened. The phone survey questionnaire can be requested by contacting the Central Office. Calls will also be made in February of 1996 to those '96 non-renewals.

### *Midwest Conference in October*

A NASAP Midwest Regional Conference will be held at the Marriot Hotel in Fort Wayne, IN October 19-20. Called *Conflict: Resolution or Aggression*, it features 3-1/2 hour workshops by prominent Adlerians. NASAP members receive a discount. For more information call Jan Richmond at 219/461-5845.

## *Discouraged, Not Dysfunctional* (Continued from page two)

of security by being useful, she is likely to display behaviors which are disjunctive toward others, unproductive to attaining her goal of significance or useless for peaceful communal living.

When the person or family acts in ways which puzzles or confuses the observer, words other than *dysfunction* may be applied. For instance, behaviors which are clearly disjunctive toward others, unproductive toward the goal of significance or communal living suggest that the person is discouraged -- not *dysfunctional*.

If there is a discrepancy between the self and the ideal self, (I am a woman but not a real woman) inferiority feelings ensue. These inferiority feelings are believed by Adler to be normal; that to live is to feel inferior. The problem occurs when the person begins to ACT "as if" they are inferior, because they feel inferior. That is when the person develops pathological symptoms. The personality process is sort of a rubber stamp in which the individual imposes upon every situation her understanding of herself, the world and herself in the world. Here she becomes somewhat of a constructionist which helps to make every experience consistent with what she already believes the world to be.

As creative people, we use emotion to fuel movement. We are not victims of emotions but create emotions to assist ourselves in getting done what we want done. We create feelings of anger, for instance, when we have learned that angry behavior gets people to leave us alone, to give us what we want, to show how powerful we are, or finally, to show that we are weak and can't control our tempers.

When looked at in these ways, behaviors of family members must not be seen as *dysfunctional*. However, when thought of as discouraged, a treatment modality may be used to steer the person's behavior into usefulness. I believe it is important to build a philosophy of **helping** which increases the well-being of families, rather than merely pathologize them, as is done with the use of *dysfunctional*.

## ICASSI '96 To Be Held in England

The International Committee for Adlerian Summer Schools and Institutes (ICASSI) will hold their 1996 sessions at the University of Warwick, England July 21 - August 3. For further information, contact: Betty Haeussler, 9212 Morley Road, Lanham, MD 20706, fax 301/345-1961.

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