

Alphabet of Behavior Newsletter

March 17, 2018

The following is from an unpublished manuscript titled "The Howdy Diagram" by Franklin H. Ernst Jr., M.D.

Inside this issue:

- National Fitness Programs 1
- An Illustrative Analysis of a Group Meeting 2
- Social Tools 4

Special points of interest:

"If an actual meeting is being described, the drawing takes the form of a seating diagram. In the case of a large organization, the location diagram may look something like the familiar organization chart ... and the names of the people who are stationed at each place. It is preferable not to talk about imaginary groups but rather to find out what actually happened or is happening between certain real specific individuals. ..."

The "Howdy Diagram"

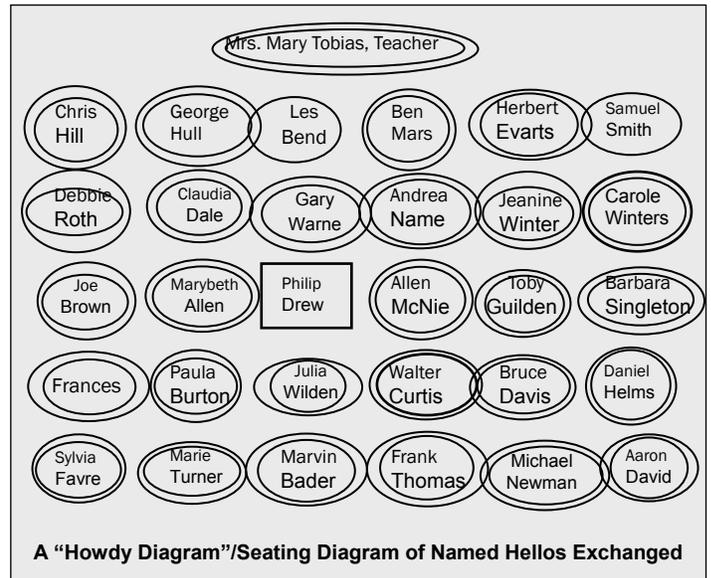
National Fitness Programs

National fitness programs places a lot of effort into running, moving, exercising. This is very important. A national program of getting-on-with named hellos would take half the effort and equal the health benefits of people exercising. It is not unreasonable to expect a decrease in the number of days taken off from work because of "illness" - an almost unavoidable decrease in the absenteeism rate.

Absenteeism is one of the banes of any organization or business.

It is estimated that when 25% of the population over 4 years old takes hold of this procedure many benefits will become apparent: inflation and deflation will flatten, financial stability will gain strength, and social economy will stabilize. Psychosocial, economic factors that contribute to social deprivation and depravity will decrease. Giving named hellos is good medicine: socially, physically, emotionally, and mentally.

Recipients of transfer payments (from the government), on average, tend to be much less than skilled, if not indeed inept, in the use of their social



(money) tool, including the dollars that come to them. They are generally even less skilled in the use of the social tool giving named hellos. Indigents, as a rule, infrequently use names of others, know fewer people by name, and are less curious about the names of acquaintances.

One indigent I knew referred to his different landlords and apartment managers as the "rich ladies", "the Filipino", "the boss", "the manager", and once as "Bill, he drinks all the time." When asked about names of these, he said he knew them. It was also apparent he knew less than ten names of the 200 people he

said hello to in a week. This was revealed in his weekly treatment "socials." He had a short time girlfriend, with a first name only. He rarely referred to her by name, two times in 50 occasions when mentioning her in some context. Of the (20) people we both knew he knew nine by name. And then used their names only very sparingly, for example when he talked about Bonnie or Herman or Billie. "Him" was what he used most of the time, even when the person was there.

AND if members of the population begin to use named hellos to more people this would lead to a dramatic

The "Howdy Diagram"

reduction of productive man hours lost to "illness." If given the choice -- "Why be sick" when a person is already getting a dollar value and also a "Hi" natural value for his time and efforts? For those who say "You can't feed, clothe, house without the dollar." I agree. When, however, an "either-or" added to "but you can live without hellos," I would argue back: "OK, so you want to be the first to go out tomorrow and not talk to anyone at all, all day long?" The initial part of any talking contains the greeting whether it is specified or not. It is the hello. In any case, in the meantime, those who use this program will be able to count on a life of greater personal value and health.

The acts of discriminat- ingly giving named hellos or not to specific, selected persons can be one of the most powerful social tools, for anyone and everyone. There are other social tools such as special skills, talents, good looks, and money, but none are as universally available as this tool, the legitimately amplified hello greeting, the named hello!

You forget a person's name the 2nd or 19th time you see him? Ask him for it! He'll remember it when you don't. Or you can always go for being embarrassed instead. You give a named hello to someone who doesn't know your name the first time. He will by the third.

This procedure of naming your hellos is an activity with both a prompt and a relatively enduring return with mutual satisfactions.

An Illustrative Analysis of a Group Meeting

From "The Structure and Dynamics of Organizations and Groups" Eric Berne MD, pg 2

"When anyone proposes to consider a particular organization or group, the first question should be: 'What and whom does it actually consist of?' In the case of a small group, the answer may be represented most conveniently and instructively in

a location diagram, which shows the position of the places in the group quarters and the names of the people occupying them. If an actual meeting is being described, the drawing takes the form of a seating diagram (see Fig. 1). In the case of a large organization, the location diagram may look something like the familiar organization chart and give the locations of branches, posts, churches, stations, ships, aircraft or units; and again, the names of the people who are stationed at each place (Fig. 2). The request for such a diagram serves notice that it is preferable not to talk about imaginary groups but rather to find out

What's In A Name? A First Clue to Your Roots from "Finding Your Roots"

Last Names continued

"The Origin of Other Last Names"

"Among native Americans, names generally described traits of character. ..."

"Traditional Chinese placed their surnames first. ... Some names are one syllable, after a province or place. The most common names are descriptive ..."

"... German names derived from occupations, ... and after colors such as Schwarz, Weiss, Roth, Braun, ..some names are descriptive, ... others after locations."

2 **An Illustrative Analysis of a Group Meeting**

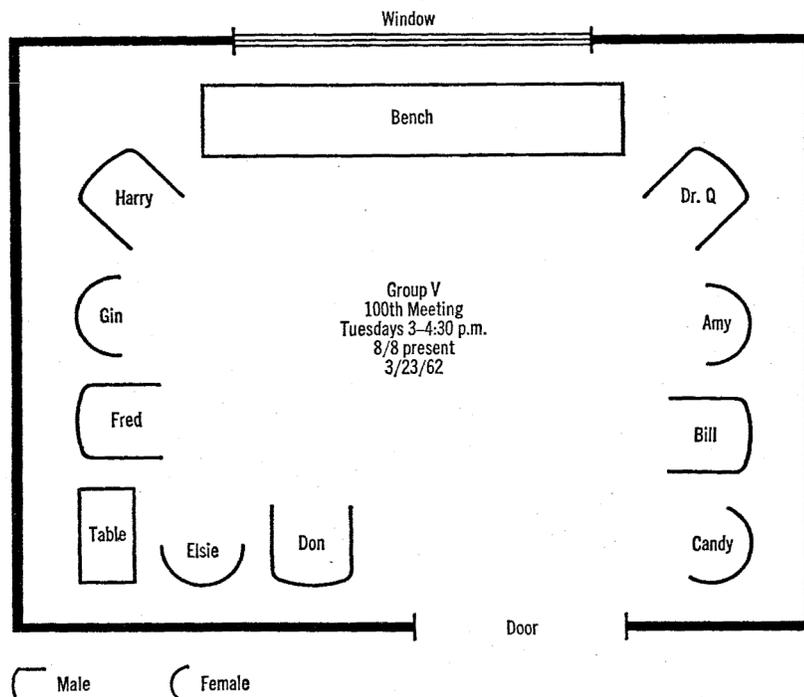


FIG. 1. A psychotherapy group—seating diagram.

what actually happened or is happening between certain real specific individuals. It is important that a blackboard be provided whenever a group is being discussed, even if, in addition, charts are prepared beforehand."

"The small group chosen as an illustration here is a meeting which was attended some years ago by the writer and two group-minded professional colleagues. Its unusual interest lies first in its conciseness, since its life span was limited to a single evening, including its voluntary decomposition under external stress. This is an unpredictable and instructive phenomenon that is rarely available for scientific observation in time of peace and offers important hints about the vitality and the ability to survive of groups of all sorts

and sizes from nations to psychotherapy groups."

"Secondly, most meetings are carried on with at least a veneer of rationality, making it difficult to be sure about what is going on under the surface. While casting about for a meeting that would be free of the professional artifacts found in experimental and psychotherapy groups and yet would bring out clearly the archaic aspects of the members' personalities (it is necessary to know about this if one is to understand what is happening in a group), the invitation to make a tape-recording of a spiritualist meeting was a welcome opportunity. The proceedings fulfilled the desired conditions: they were both spontaneous and archaic. In addition, because of the primi-

tive character of the proceedings, the methods used by the leader in exploiting these archaic aspects were also more obvious than any other situation we had encountered. Anyone can observe these characteristics for himself, since similar meetings are held almost every night in nearly every country in the Western world. It is important to add that the invitation was both extended and received with honor and good faith on both sides and without cynicism or subterfuge on either. Our position as skeptics and group dynamicists was declared and accepted from the beginning. Hence, we felt ethically free to present the tape-recording at several different group-dynamics seminars where it was thoroughly dissected and discussed."

"Japanese names were taken from nobility, ... others are descriptive, or from nature ..."

"... Jewish names were historically patronymic ..."

"Russian names made a gender distinction in their middle names. Many surnames have been changed for political reasons, or because they were offensive or derisive."

"Scottish names: two or three brothers may have had the same first name ..."

"Spanish (Including Mexican, Latin America, Caribbean, Philippine) names include father and mother's surnames ..."

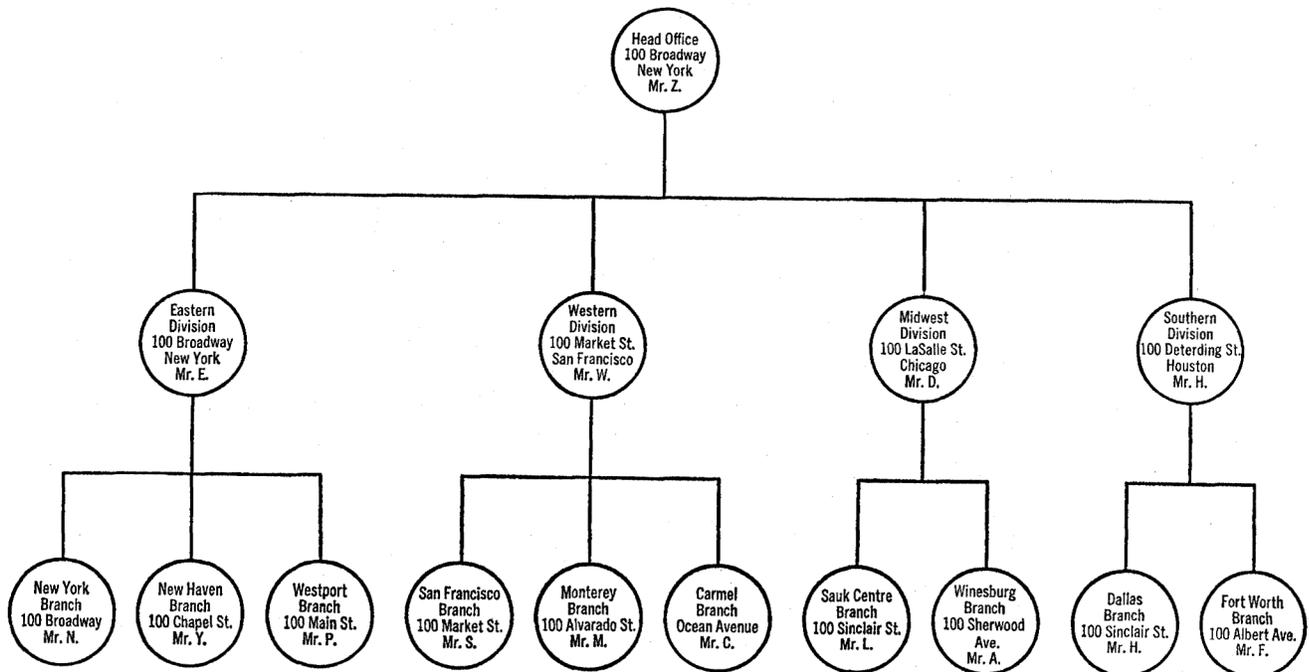


FIG. 2. A business organization—location diagram.



Mastery of the Universe is Proportional to the Symbols Man Has by Which to Represent His Universe.

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"Reach for the stars."

"Because the formulations are intended to apply to any group whatsoever (as defined), regardless of its size or purpose, examples will also be drawn from more familiar and conventional material such as history and politics, business and scientific organizations and psychotherapy groups."

"Throughout the book aliases have been used when indicated. In his role as leader or member of a group, the writer is given the name of 'Dr. Q' to avoid clumsy sentence constructions in the text." - - - -

Social Tools Newsletter

Vol. 1, Issue 7 - The OK CORRAL: Grid for What's Happening is especially useful to have as a social tool; for having personal knowledge of private dealings with another party. To further master the art of dealing with others it's helpful to learn about the OK Corral: Grid for What's Happening.

Giving a named hello and a getting named hello back

will include giving a "You are OK" to another and getting one back. Giving someone a snarl is to give them a "You Are Not-OK." When someone gives me a putdown remark they are telling me "I Am Not-OK" from their point of view. The strokes given and received in a day are as much as anything concerned with giving and getting "OKs" and "Not-OKs."

Vol. 3, Issue 6 - "The I'm OK, You're OK Classroom: Exchange of Named Hello Greeting Exercises in Public Education Classrooms"
By Franklin H. Ernst Jr., M.D.
"Doctor, they are teaching themselves now."

"I know. It has happened that way in other classrooms, too."

In the fall of 1971, with the sanction of school administration, and assistance of two teachers who recruited fellow faculty members for this class, writer taught an eight-week course to 12 members of the high school faculty out of 100 of a local high school. The course was taught in writer's office. The stated reason for the course was to prevent the expected annual spring campus riot for the fourth year running. Titled "Transactional Analysis for Classroom Teachers" 'TACT', this course included the ingredients of an introductory course in Transactional Analysis. By then, the ex-

change of named hellos between parties had been established as the essence of an "I'm OK, You're OK" encounter.

For riot control purposes, one avenue of approach was to reduce and control the animosity between parties. Riots are based on stirring participants into looking at each other as belonging to one of two groups who were in opposition, as both parties being crusaders for "the right" and in opposition to each other, "the wrong", ie each other. Each of the parties will have adopted the position "I Am OK and You are Not-OK." Obviously there is a shortage of "You are OKs" being given out during riots.

The cornerstone of this Transactional Analysis for Classroom Teachers course for those attending teachers who met with their classroom students was to give each other in that classroom a "Hello" by name each day, write down each other's first and last name. They were to do this in their respective classrooms for at least seven successive weeks, and to the end of the school year if school circumstances permitted.

To demonstrate this procedure, it was carried out in the first meeting of the Transactional Analysis for Classroom Teachers class, at the writer's office, as an opening exercise.