

THE MANY PARTS OF

YOTT

Understanding the puzzle
of your behaviour

Foreword written by Gordon Emmerson PhD

JAN SKY



The Many Parts of You

Jan Sky



ESI is an executive tool, developed and trialled by Jan Sky since 2006 with outstanding results. These trials, primarily in prisons, continue as does her work today. ESI enables you to identify a map of who you are – your states and to identify inhibiting states which are to be moved aside and replaced with states that promote success in the individual.

Contents

Preface.....	
Introduction.....	
Chapter One - Motivation and Mary	
Chapter Two - Identification of States	
Chapter Three - Mapping of States	
Chapter Four - ESI in the Workplace	
Chapter Five - Case Studies	
Julie.....	
Carla.....	
Daniel.....	
Rita.....	
Shayley.....	
Sam	
Bailey	
Tom.....	
Summary.....	

Foreword

“Part of me would like to, but another part knows I had better not.” How often have you said or heard something like that?

We all know, intuitively, that our psyches are made up of different parts. Our parts are even common in our language, as we talk about our parts and the inner voices. One part of us can even like or love a person, while another part does not. It is not unusual for a person to reflect in their mind upon previous discussions between parts, when considering whether to stay with a partner, or leave. Even buying a pair of shoes or a new car can create a discussion between two of our parts. One part may say, "I like it, and I want it" while another part may say, "It's too expensive. I can't afford it."

Paul Federn was a contemporary of Freud but, unlike Freud who saw the personality as having only three parts - the Id, the Ego, and the Superego - Federn saw the personality as having a number of parts. He called the parts 'ego states', because as we switch from one state to another our ego identity goes with us. That is why when we are in the part that likes the new car we say to ourselves, "**I** like it," and while we are in the part that looks after the bank account we say to ourselves, "**I** can't afford it." While in each part - the hedonistic part that wants the car, or the accountant part that looks after the bank balance - we feel, "this is me." Our ego identity goes with us into whichever part is executive, or whichever state we are in. Ego State Therapy is a relatively new and growing therapeutic orientation. World Congresses have been held about this subject in Germany (2003) and in South Africa (2006). It is interesting to note how the movement made its way into this new and creative book. During the first half of the 20th century psychoanalysis was the favoured psychotherapeutic orientation. It has long been the practice that to be a psychoanalyst the therapist needs to first go through psychoanalysis. An Italian man, Edoardo Weiss, in order to become a psychoanalyst himself, chose Paul Federn as his psychoanalyst. Weiss was fascinated with Federn's ideas. He learned from Federn his ideas about ego states, and about how the personality is divided into distinct states that, when either comes into executive, enable an ego identity to be invested. His belief in these ideas resulted in his editing and publishing Federn's writings (after Federn's death) in the book, *Ego Psychology and the Psychoses* (Federn, 1952).

Also in the 1950s, John Watkins entered psychoanalysis so he could become a psychoanalyst. Watkins had already published a book on War Neuroses (1949) and, after choosing Weiss as his analyst and learning about ego states from him, Watkins' own body of work took on a new and clearer meaning. He realised that he had been working with ego states for a number of years, while helping soldiers who had returned from World War II. He had helped them resolve their traumatised ego states, thereby eliminating their hysteric symptoms. This was some of the first work conducted with ego states relating to trauma. John Watkins, together with his wife Helen, can be thought of as the father and mother of Ego State Therapy. Their book, *Ego States: Theory and Therapy*, (1997) and their many articles written during and following the 1970s, built Federn's and Weiss's notions of ego states into a theory of personality, and a viable therapeutic orientation.

Among the many contributors to the development and understanding of this new field were Frederick, Phillips, Hartman, McNeal, Morton, Kluft, Torem, Fraser, Hunter, Gainer, and Forgash. My own contributions have consisted of articles, workshops, and two books. Having spent the summer of 2000 with the Watkinses in Missoula, and having conducted a diploma-level course that Jan Sky completed, the lineage from the first understandings of ego states to this book is clear: Federn, Weiss, Watkins, Emmerson, Sky.

This book is at the cutting edge of the evolving applications of ego state theory. Sky has developed a process she calls Executive State Identification (ESI). This process is used to bring about behavioural changes by locating and working with individual ego states. A first step in this process is for readers to

learn to map their ego states. To this end, Sky presents a number of techniques that assist readers to better understand the specific parts they have. Each person has an idiosyncratic ego state map, and no two people have the same states that communicate together in the same way. Therefore, Sky's mapping process is an important step toward self-awareness and empowerment.

Sky sees the process of ESI as being beneficial in the workplace, increasing staff morale, decreasing internal conflict, increasing revenue, decreasing staff turnover, increasing productivity, and decreasing absenteeism. It follows that, if staff are able to understand themselves better, heal their fragile, reactive parts, and gain better access to their best parts for each activity, a more productive milieu would result. Sky provides examples and case studies to better illustrate this.

Conscientious readers of this book will gain much in self-understanding and in an ability to feel more control in their lives. Just as Ego State Therapy provides rapid movement for the client by focusing directly on the states in which the cause of an issue resides, ESI provides a way for individuals to better understand themselves and better use the specific inner resources available to them.

For example, it would be a real waste to go on a bush walk in a business ego state and use that time to worry about the work that needed to be done in the office. Rather, it would be best to be in an ego state that could appreciate nature and use the time to build positive energy and gratitude for beauty. Likewise, work productivity would suffer if, while at work, staff were unfocused and wishing to be elsewhere, rather than in a productive state that could focus on the task at hand and appreciate a moment in accomplishing that task.

This book provides an additional step in applying ego state theory. It is my belief that ego state theory will find its way into a vast array of personal, social and cultural applications. The reader of this book will discover that the utility of understanding our states is vast.

Gordon Emmerson, PhD

Dr Emmerson is a senior lecturer in psychology at Victoria University in Melbourne

Preface

Jan Sky has taken Ego State Therapy techniques into the workplace. She has provided a simple and effective way of using Ego State Identification as a means of identifying the parts that make up an individual's identity.

Jan not only identifies the ego states, she demonstrates how to use that knowledge to help one to create change.

The implications for one's professional and personal life are huge. Reactionary? Proactionary? Knowing what ego states one has means freedom of choice of behaviour and emotions.

Jan Sky has presented case histories that are simple to understand and that provide evidence of the effectiveness of Ego State Identification.

Once states are mapped, options are apparent, giving the ability to choose which state is to be in the executive; thereby affecting behaviour and emotions, and creating change and different responses at will. The significant work of John and Helen Watkins in the area of Ego State Therapy has been with us for some years and is more readily available since the publication of their book, *Ego States: Theory and Therapy* (1997).

Gordon Emmerson, through his books, *Ego State Therapy* (2003) and *Advanced Skills and Interventions in Therapeutic Counseling* (2006), and his in-depth teaching of Ego State Therapy in Australia and internationally, has brought the knowledge of this therapeutic technique to many.

Roy Hunter, who wrote *Hypnosis for Inner Conflict Resolution: Introducing Parts Therapy* (1995) has added more information and weight to the subject.

'Parts' or 'ego states' have often been confused with the Parent, Adult, Child ego states of Transactional Analysis (TA). There is a vast difference, and yet those TA ego states can be evident in the ego states identified when ego state mapping is done.

The information contained in this book will benefit many. Employers, employees and anyone working in groups (or even individually) will gain the knowledge that a person's behaviour is not 100% of the person; just one aspect or part that is in the executive, or operating system, at any one time, and that another, more co-operative, part has the potential to be accessed and moved into the executive role.

It puts one in charge of one's life. How good is that!

Lyn MacIntosh
Counsellor, Hypnotherapist, NLP Master Practitioner

Introduction

Solve the puzzle of your behaviour by understanding the many parts of you that make up who you are. Once this is achieved, you are able to nominate those parts that inhibit your progress and those that support success in your life. It is then easier to acknowledge what behaviour changes are needed to be made and, with practice, make those changes stick!

This book is based on the process called ESI - Executive State Identification.

For more than 25 years, I have been involved in training, mostly in the interactive area of communications, either by team building, conflict resolution or customer service, working with organisations and their people to move change. Addressing behavioural changes has been my primary objective because I believe that you couldn't simply run a training course and expect change, you needed to work with people after the training to ensure change.

Developing ESI enabled me to identify the behaviour of an individual and, by breaking the behaviour into 'parts', I was better able to identify which 'part' they were operating from and therefore which part of the individual needed changing. These 'parts' I called STATES. I was working from the premise that not 'all of the person' needed changing, just the inhibiting part or state. The state from which the person's behaviour is demonstrated is called the Executive State. If the executive state was inappropriate to the enhancement of good relationships, that state needed to be identified and its existence justified. A state identification allowed the individual to gain self-awareness and this would lead to the 'reshuffling' of states to bring about behavioural change - change that was necessary to positively affect the fundamental workings of the individual.

An ESI process is conducted with the individual's input and involvement, and this in itself makes the process a very powerful one, as it allows the individual to take ownership and work towards achieving their goals.

Small businesses through to large corporations suffer the downfall of individuals who are not committed to 'the workplace goals', who are acting out through inappropriate executive states, thus ultimately making the journey to the goal harder and longer.

So, what is ESI?

ESI (Executive State Identification) is a tool which can easily be used in a conscious way to bring about behavioural changes and to allow those changes to stick! These changes in behaviour will ultimately enhance an individual's level of success, happiness, awareness and achievement, particularly when focussed on achieving goals.

ESI has been developed from the work of 'ego states' by such theorists as Dr Gordon Emmerson, Paul Federn, John and Helen Watkins, and others. ESI clearly delineates 'states' or parts of us that represent our conscious moods and form part of our cognitive thinking. Such states could be identified as anger, fear, elation, frustration and jubilation, to name a few, and each of the states have roles. For example, if we are acting out of the state of ANGER, the role of ANGER could be to make us yell out, hit the other person, call the other person by an offensive name. When we are 'acting out' of such a state, the state is identified as an 'executive state'. Executive states contribute to our behaviour in any given situation, as identified when describing how the roles of anger are defined.

For example, a therapist would use Ego State Therapy with a client in an induced state of trance (hypnosis) to explore and **map** that client's states. The use of hypnosis allows you to identify executive, non executive and underlying states. Once a 'State Map' has been created of your own unique profile you are in a position of awareness and a rearrangement of states to achieve goals can then take place. All of this is facilitated and encouraged by the therapist.

From Gordon Emmerson PhD, *Ego State Therapy*, Crown House Publishing (2003):

Ego state therapy is based on the premise that personality is composed of separate parts, rather than being a homogenous whole. These parts (which everyone has) are called ego states. The state that is conscious and overt at any time is referred to as the executive state. Some non-executive ego states will be consciously aware of what is happening, while others may be unconscious and unaware. Chapter 1, page 1.

Our unconscious contains our ego states that are underlying and non executive - some of which may not have been executive for many years. They maintain their own memory and communicate with other ego states to a greater or lesser degree.

States are identified as **executive, non executive and underlying**.

Executive states contribute to our behaviour, thereby allowing us to function externally with other individuals. For example, a customer service person conducting a transaction, or a staff member deciding whether or not to apply for a promotion, are both people who would be acting from a particular state or behaving in a particular way, i.e. operating in an executive state. Only one state is the executive state at any given time, however, states may switch to the executive rapidly and/or support each other when needed. Refer to Chapter Two for customer service experience.

Non executive states are those that contribute to our behaviour on a regular basis as we move in and out of various daily situations. When not in executive they support other states, particularly those in executive at any given moment.

Underlying states are those that rarely come to the executive. They vary greatly in their relative closeness to the behaviour of the individual, yet can be identified as supporting the other states (executive and non executive). Underlying states were discovered by Dr Gordon Emmerson, as referred to in his book *Ego State Therapy (2003)*. They are more easily identified through the process of hypnosis. Using ESI, both executive and non executive states can be identified. I have experienced occasions, using ESI, when my clients have identified underlying states and the results have been outstanding. Underlying states are often formed in early childhood as a protection mechanism and can become executive at inappropriate times in adult situations. However, underlying states mostly remain hidden in our subconscious.

Mapping of states refers to the identification of states within. This concept was also developed by Dr Emmerson and it includes learning about the internal relationship of the states and roles, or the profiles of the states. Mapping enables a person to have a better self-understanding, to become more self-aware. Conducted at a conscious level, mapping will easily identify those states that operate in executive.

A role of the states refers to what that state allows you to do. For example, as stated above, the role of ANGER was to hit the other person, yell out, and call the other person by offensive names. There is a state of ANGER in most individuals; however the distinguishing difference is in the role of the state. Your state of ANGER could have quite different roles to the one referred to in this instance.

The ESI process does not require one to be put into a state of trance and involves a series of questions, referred to by Dr Gordon Emmerson (2003) as 'conversational technique', to establish what conscious states a person is operating in at any given time. It is designed to establish if these states are supportive of a person's current position in life.

Self-Talk Dialogue: This is a personal phrase or affirmation developed at the end of an ESI process from the realisation of one's own State Map. It serves as a reminder of which states to operate from, when they feel those inhibiting states rising inside them. This 'self-talk' dialogue is powerful to the individual because it is personal and relates directly to them. It's their own personal, positive affirmation. The process of ESI is simple and effective, enabling changes to occur naturally and uniquely.

Goals of ESI

The goals of an ESI process are:

- To locate the states that harbour anger, pain or frustration or limiting beliefs, and facilitate acknowledgment, which enhances satisfaction and empowerment
- To facilitate functional communication between states
- To enable people to identify their own states and the roles of those states, and
- To develop a 'self-talk' dialogue to enhance desired change.

Benefits of ESI

Developing an understanding of 'the many parts of you', your states and their roles will:

- Increase a person's awareness of their personality, and
- Provide an avenue to affect rapid and lasting change.

ESI is a proven, powerful tool that will allow effective changes to occur in individuals, teams and organisations. You can experience an ESI process yourself or learn how to use this unique tool by becoming an ESI practitioner. As a practitioner, you would expect to improve upon your coaching, performance management, counselling, training, HR, and/or team leading skills and add to your personal skill profile.

This book will take you on a journey of discovery and reveal maps of others who, using ESI, have made significant changes to their behaviours and, consequently, their lives. It will also give you the opportunity to explore your own map and apply behavioural changes to yourself.

Enjoy the book and the learning experiences that are shared.

Jan Sky