THE Script

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The New International Transactional Analysis Association

by Thorsten Geck

Because this issue of *The Script* also reaches the members of the European Transactional Analysis Association (EATA) in mutual exchange, I want to take this opportunity to describe **recent developments in the reorganization of the ITAA. Here are a few facts in brief:**

- The ITAA is an association dedicated to the development and promotion of TA.
- California association law stipulates that an association may not certify its members.
- Certification and professionalization is a central concern of ITAA members (and, I assume, of EATA members as well). This has been achieved in the past through outsourced units. The separation between the association's goal of "promoting TA" and the legitimate concerns of members has never been as clear as it should have been in order to protect the association's activities.
- The ITAA Board of Trustees (BOT) proposed to members that a professional association be founded, and this proposal was accepted.
- To give the "old" ITAA and the "new ITAA" each a recognizable home, the former ITAA was renamed the ITAA Foundation with the approval of the members.
- The professional association ITAA will soon be the home of all of our members.
- A professional association can better represent the professional interests of its members, for example, by having a directory of members that can be consulted, by reintegrating the certification business into the ITAA, and by having the possibility of awarding continuing professional development.

The ITAA was registered as a professional association with the Californian authorities on 12 December 2023. We are established and look forward to the future!

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INTERNATIONAL TRANSACTIONAL ANALYSIS ASSOCIATION

A great deal is now going on in the background as we discuss next steps with the lawyers:

- The order in which the "new" ITAA should be founded: integration of the Articles of Incorporation and how the members will be separated from the ITAA Foundation and transferred to the ITAA
- How the ITAA will integrate the International Board of Certification (IBOC)
- The "old" ITAA Board of Trustees will be transformed into a board of directors.
- We will then appoint a smaller board of trustees for the ITAA Foundation. This team will manage the members' assets in line with the purpose of the association and act as the liaison with the *Transactional Analysis Journal* (*TAJ*). The *TAJ* is the property of the ITAA Foundation and is licensed to the ITAA. Members, therefore, will continue to have access.
- As you will read elsewhere in this *Script*, we are launching the new ITAA website.
- We are ensuring continuity by seeking candidates for the ITAA Board of Directors and the Foundation Board of Trustees.
- We will be entering into a dialogue with ITAA members about what they expect from their professional association.
- We want to become visible as a professional ITAA for the interests of TA and members in the 21st century.

If this appeals to you, and you are not yet a member of the ITAA and you want to join our vibrant community, we would be very happy to hear from you!

Thorsten Geck is ITAA President and can be reached at president-itaa@use.start-mail.com .

the SCRIPT

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Welcome to New Members

DECEMBER 2023

Aleksandra Aleksic, Serbia
Benjamin James Armstrong, New Zealand
Anantajit Balakrishnan, India
Winston Dorsett, United Kingdom
Timothy Hunt, United States
Jasmin Khan, United Kingdom
Erwan Le Verger, France
Andjela Lekovic, Montenegro
Victoria Lopatko, Ukraine
Joseph Mellor, New Zealand
Gemma Nash, New Zealand
Satomi Ochi, Japan
Richard Padula, United Kingdom
Barbara Perasovic Cigrovski, Croatia
Lucas Pitt, New Zealand
Jade Smythe, New Zealand
N Hema Sreedharan, India
Denisa Stan, United Kingdom
Nalinadevi Viswanathan, India
Vicky Volkova, New Zealand
Linda Vos, Netherlands

Conferences & Events Calendar

3 February 2024
First TA Guatemala Conference, Antigua, Guatemala
To register, click here.

15 February 2024
ITAA-EATA Webinar with Geoff Hopping (10-11:30 AM UTC)

24 February 2024
TA Cumbria Conference

19–21 April 2024
UKATA National Conference, Bradford, United Kingdom

10 June 2024
ITAA-EATA Webinar with Nicole Lenner (2-3:30 PM UTC)

27 July 2024
ITAA Annual General Membership (AGM) Meeting (12 pm UTC, online)

6 November 2024
ITAA-EATA Webinar with Aruna Gopakumar (10-11:30 AM UTC)

8–10 August 2025
World TA Conference, Montpellier, France

Launch of the New ITAA Website, and *The Script* Becomes Open Access!

by Michelle Thomé

We are thrilled to announce the launch of the new ITAA website! The site was soft launched in mid-January for testing, and we are delighted to share the final result with you at www.itaaworld.com . You may have previously searched for our website using www.itaaworld.org, but now that domain redirects to our new website. **We have moved to .com because this is a more global domain** (.org has traditionally been more popular in North America). **More information on the new website will be shared with you soon** from the ITAA Communications Committee.

The Script and *TAJ* Access Via the New ITAA Website

As of 1 February 2024, ***The Script* newsletter will be made available publicly online via our website to anyone who wants to view it, members and nonmembers alike.** We have taken this step to encourage nonmembers to subscribe and engage with us. We believe this will be a useful way to begin a relationship with potential new members. All current ITAA members will automatically be subscribed to receive *The Script*, and nonmembers will be invited to subscribe via our website.

All back issues of *The Script* are also still available on the website via *The Script* page under the News & Events menu.

The *TAJ* will remain available to ITAA members, with access determined by membership category. You will continue to access the *TAJ* in the usual way by signing in to your member account on our website. You can do this by clicking "My Account" or "TAJ Access" at the top of any page of the new website.

By the time you read this, we will have now fully transitioned from the old to the new website, a process that we hope will have gone smoothly. However, **if you have any problems with *TAJ* access, please email me to request support:** Michelle Thomé, ITAA Communications Committee Chairperson and VP of Development at michellethome@gmail.com .

TAJ Theme Issue

"Relationships in Love, Play, and Work"

Coeditors: Brad McLean and Helen Rowland

Deadline: 1 August 2024

Please follow the submission requirements posted here.

Submit manuscripts through the *TAJ* Submission Portal by going to "Submit" here.

Grants and Scholarships Available

If you or your organization are in need of funding, the ITAA offers a variety of opportunities.

The Eric Berne Fund for the Future (EBFF) was established to provide financial support for projects that promote transactional analysis, build unity in the TA community, support professional standards, and for research in transactional analysis. EBFF grants are available to individuals and organizations.

The Scholarship Grant Fund (SGF) provides need-based funding for students pursuing certification in transactional analysis. SGF grants are made to individuals for training, dues, contract filing fees, exam fees, conference registration, and workshop attendance. Grants from the SGF are available to members of the ITAA and to students seeking dues assistance to join the ITAA for the first time.

EBFF and SGF grants **are available as fund resources permit.** If you think you or your organization could benefit from either the EBFF or the SGF, you are encouraged to apply. To do so, or if you have questions concerning the process or applications, please email Michael Harsh, Chair of the ITAA EBFF/SGF, at imokayurokay@me.com .

New ITAA President- Elect and Trustees

New ITAA President-Elect and Trustees

We are pleased to announce the following individuals were nominated to positions on the ITAA Board of Directors. Since there is only one nominee for each position, there will be no election, and these individuals will take office after the Annual General Membership (AGM) meeting next July. For the remaining positions, individuals will be appointed by the ITAA Board of Directors.

Marguerite Sacco,

PRESIDENT-ELECT



I am deeply honored and humbled to accept the nomination for the position of ITAA President-Elect. I have a profound sense of affiliation with the ITAA and its esteemed members, and as a member of the Board of Trustees over the past 2 years, my connection to this vital organization has deepened. Witnessing the impact of our collective endeavors, I am inspired to foster the continued growth of our association. As president-elect, I aim to work together with our president, Thorsten Geck, with an inclusive mindset, embracing the varied perspectives within our global membership. Together, we can navigate challenges, capitalize on opportunities, and advance the profound impact of transactional analysis on a worldwide scale. Navigating the complexities of the global landscape, I'm committed to fostering innovation and continuous learning within our association. My goal is to strengthen bonds, promote idea exchange, and most importantly, be of support to our president while learning as much as I can from him during his term of office. As a Provisional Teaching and Supervising Transactional Analyst specializing in organizational dynamics, I've applied TA principles across diverse industries in South Africa, fostering positive organizational change in retail, manufacturing, mining, construction, business, and finance. The rich tapestry of South Africa's 13 official languages and 11 distinct cultures has shaped my approach, emphasizing the importance of unity amid diversity. My satisfaction lies in collaborative problem solving, envisioning future realities, and finding common ground among differences. My aspiration is to sustain the ITAA's mission and to amplify membership initiatives to ensure our continued global impact. Working with inclusivity, robustness, and fairness, I am eager to collaborate with a forward-thinking and positive board. This opportunity, beyond being a professional endeavor, represents a pathway for my own personal development and growth. I'm honored by the prospect of working with Thorsten to carry the ITAA through its next chapter.

In Memoriam

We just learned of the deaths of **Curtis Steele and Nancy Porter-Steele on 25 January 2024.** There will be a tree-planting ceremony in their honor in the spring. We will publish a longer piece about them in an upcoming *Script*.

Elvin Aydin Keles,

VICE PRESIDENT RESEARCH & INNOVATION



I am honored to become the ITAA Vice President Research and Innovation. As transactional analysis evolves globally, I am dedicated to ensuring its rightful prominence among therapeutic approaches, particularly in the swiftly advancing landscape of research. Excitement drives my candidacy, fueled by the prospect of contributing to this pivotal moment in our association's history. Drawing from the groundwork laid by my predecessor, I aim to leverage my skills, expertise, and passion for research to advance transactional analysis into new realms of innovation. Committed to fostering a research-oriented mindset, I will strive to (1) promote excellence in research by encouraging rigorous methodologies and high-impact contributions to elevate research endeavors within our community; (2) foster innovation and an atmosphere that pushes the boundaries of traditional transactional analysis practices and explores novel approaches to address contemporary challenges; and (3) advocate for wider international recognition, positioning transactional analysis among the leading therapeutic modalities through strategic collaborations, publications, and participation in prominent research forums. I am a PTSTA(P) and my background in research and academia equips me to contribute effectively to the role of VP Research & Innovation. I look forward to the opportunity to serve

our association and its members and contribute to its continued growth and success.

Sylvie Monin,

VICE PRESIDENT OPERATIONS



I have had the privilege of being a member of the ITAA Board of Trustees for the past 3 years, first as the European representative and as of the summer 2022 as the Vice President Operations. Before that, I had already long been involved in ITAA as a coeditor of the *Transactional Analysis Journal* (2014-2023).

I have also been the Swiss TA Association – French speaking (ASAT-SR) EATA Council delegate for 8 years, 6 of which as EATA Vice President. Over these years I came to dream of a TA worldwide association and have been actively involved in finding ways to start and build bridges among various TA worlds. I strongly believe in the tremendous role TA associations play around the world in keeping TA alive and promoting it to a wider public, thereby ensuring high-quality professional standards and keeping Eric Berne's inheritance vividly evolving and thriving. This is what motivates me today to continue in the position of ITAA Vice President Operations under the new ITAA professional association and thus continue the work I have been doing with the ITAA Board of Trustees, now the ITAA Board of Directors. I believe that I can bring to this role my long experience not only in TA associations but also my previous work in international, multinational, and private environments, thereby contributing to the future of the ITAA and to TA sustainability.

Vanessa Williams,

VICE PRESIDENT DEVELOPMENT



I see the role of Vice President Development as an opportunity to support the ITAA, which has given me so much by way of learning, growth, and community as well as a way of following my passion to raise awareness about the relevance of TA theory among individuals, groups, and organizations.

I started my TA journey in 2003 and am now a practicing PTSTA (organizational). I understand that two key responsibilities of the role of VP Development are to work through the development committee in provisioning revenue-generating projects that support the development of ITAA members and the wider TA community and to work with the website committee to enhance the image and familiarity of TA among professionals and the lay community.

To achieve this, I will focus on extending my relationships across the TA community and partnering with the board of directors, committees, regional representatives, and key stakeholders both within and outside our community. I bring a number of relevant skills and many years of experience to the role. I am accustomed to gaining a deeper understanding of what is needed and collaborating with others and have held both team and project management roles. I believe my strengths lie in building relationships, listening, and understanding others and working collaboratively.

I am excited by the prospect of contributing to ITAA at a strategic level as part of the ITAA Board of Directors and to establishing connections across the TA community with a view to making a difference.

Alice Timmermans,

VICE PRESIDENT PROFESSIONAL STANDARDS



With pleasure I will be happy to contribute to the development of the ITAA in the role of Vice President Professional Standards. As TA community, it is of great importance that we ensure the professional standards for TA professionals worldwide. I also believe it is important that we constantly adapt to new times and evolve our standards to meet the ever-changing landscape of our profession. I have an MEd and have a background in working as principal in continuing education and as a trainer and manager at a teacher training college of a university of applied sciences. In these roles I have gained extensive experience in the development and assessment of professional standards and the certification for educators at bachelor's and master's level, both in a national and international context. Currently I am general director, trainer, and supervisor at a TA training institute in The Netherlands. As a TSTA in the organizational field I also love working with TA in organizations and companies. Through my involvement in (inter)national TA programs, I have experience in working with professional standards and certification in a TA context. This experience has provided me with insights into the nuances and challenges of upholding and advancing standards within the TA community. I strongly

believe in fostering an environment that encourages continuous learning and development, aligning with the dynamic nature of our profession. I look forward to, in cooperation with my colleagues, use my knowledge and skills to increase its success and contribute to the TA community worldwide.

Paula Rodrigues Nascimento,

REGIONAL REPRESENTATIVE FOR CENTRAL AND SOUTH AMERICA



I believe that we have a good deal to advance with transactional analysis around the world, especially in Latin America. There is much knowledge and experience that we can share and learn together, always considering the diversity and the different expectations of all members whom we represent in this association as the Board of Trustees (now Board of Directors). As an international association, I believe that we have an important social role in a world that is constantly changing and full of challenges. Therefore, we are already working for the ITAA to become a place of reference and support, where we can help our members with their daily needs, whether regarding personal or professional issues. We hope that our work as a board will allow more people to learn about TA and transform their reality based on the new connections provided in each solution we might offer in our new professional association.

Sophie Braus,

REGIONAL REPRESENTATIVE AFRICA/ MIDDLE EAST



As a French national who has resided in Africa since age 24, I have spent the last 12 years wholeheartedly contributing to the advancement of coaching and pioneering coaching supervision in East Africa. During this time, TA emerged as an indispensable tool in fortifying both my professional expertise and personal growth. I am a CTA (education) and am committed to continuous learning and development. I am passionate about expanding TA's influence in regions where its impact is currently limited. This underscores my eagerness to take on the role of regional representative for Africa and the Middle East. I believe that increasing awareness and promoting educational initiatives in these areas will significantly contribute to the positive development of practitioners and the population they serve in the region. I also want to encourage active participation and contributions from thinkers and practitioners based in Africa and the Middle East toward shaping the global TA agenda. Amplifying their voices and insights will enrich the discourse and diversity of perspectives within the global TA community. I am committed to promoting greater cultural awareness and inclusiveness within the TA community by championing diversity and respecting the richness of cultural differences. By being a bridge between the regions I represent and the broader global TA network, I aim to foster collaboration, knowledge sharing, and mutual support among practitioners.



Innovations in Transactional Analysis Book Series Unfolding With Exciting New Additions

by Bill Cornell



Five years ago, as the *Transactional Analysis Journal* (*TAJ*) editorial crew and representatives of the ITAA Board of Trustees met with Adam Burbage and his colleagues at Routledge/Taylor & Francis to negotiate the contract for Routledge to publish the *TAJ*, Adam made what seemed at the time an off-hand suggestion that "maybe there could be a TA book series, too." Adam is the senior editor for the professional journals side of Routledge/T&F; the book publishing arm is separate. We decided to inquire of Susannah Frearson, a senior editor for the book division of Routledge. She welcomed the proposal with enthusiasm, and in a remarkably short period of time, the proposal was finalized. **The vision of the series, which was to be called "Innovations in Transactional Analysis: Theory and Practice," was described in these terms (quoting in part from the original series announcement):**

> In recent decades, newer voices [in TA] have emerged, challenging and extending Berne's work—in a return to the innovative spirit that fired Berne's own creative spirit. This new book series is founded on the principle of the importance of open discussion, debate, critique, experimentation, and the integration of other models in fostering innovation in all the arenas of transactional analytic theory and practice: psychotherapy, counseling, education, organizational development, health care, and coaching. This series will be a home for the work of established authors and new voices. It is the aim of this series to foster serious scholarship within TA communities and to bring broader attention to the breadth and depth of transactional analytic theory and practice among related disciplines in the social sciences.

Since I was stepping down from serving as a regular coeditor with the *TAJ* (and becoming a consulting editor), I agreed to become the editor of the new book series. I had no idea what an exciting enterprise was about to unfold! The range of book proposals was everything I could have hoped for, truly demonstrating the growth and breadth of TA around the world. Particularly satisfying for me has been that for many authors, this is their first book, full of rich new ideas.

By 2020, the first three books inaugurating the series were published: *Transactional Analysis of Schizophrenia: The Naked Self* by Zefiro Mellacqua, *Groups in Transactional Analysis, Object Relations, and Family Systems: Studying Ourselves in Collective Life* by N. Michel Landaiche, and *Contextual Transactional Analysis: The Inseparability of Self and World* by

> ***"This series will be a home for the work of established authors and new voices. It is the aim of this series to foster serious scholarship within TA communities and to bring broader attention to the breadth and depth of transactional analytic theory and practice among related disciplines in the social sciences."***

James Sedgwick. These were followed by *New Theory and Practice of Transactional Analysis in Organizations: On the Edge* edited by Sari van Poelje and Anne de Graaf as well as *Group Therapy in Transactional Analysis: Theory through Practice* by Anna Emanuela Tangolo and Anna Massi.

This past year welcomed the publication of Karen Minikin's *Radical-Relational Perspectives in Transactional Analysis: Oppression, Alienation, Reclamation* and Giorgio Piccinino's *Revitalization Through Transactional Analysis Group Treatment: Human Nature and Its Deterioration*. Forthcoming in the near future are *Working with Dreams in Transactional Analysis: From Theory to Practice for Individuals and Groups* by Anna Emanuela Tangolo and Francesca Vignozzi and Jose Gregroire's *Ego States in Interaction: The Three Systems which Together Run the Psyche.*

The future holds more stimulating, challenging books. Emma Haynes's *A Transactional Analysis of Motherhood and Disturbances in the Maternal* is now in production and should be out by year's end. *Transactional Analysis Psychotherapy: A History of the Theory and a Comprehensive Critique of Methods* by Diana Deaconu and Steff Oates will soon be moving into production. Proposals have been accepted for Rachel Cook's *Existential Perspectives in Transactional Analysis: The Development of the Adult Self and the Human Search for Meaning* and Victoria Baskerville's *Contemporary Transactional Analysis Through an Intersectional Lens: Deconstruction and Reconstruction of Theory and Practice*. Both of these last authors are busy completing their books, and other proposals are in various stages of development.

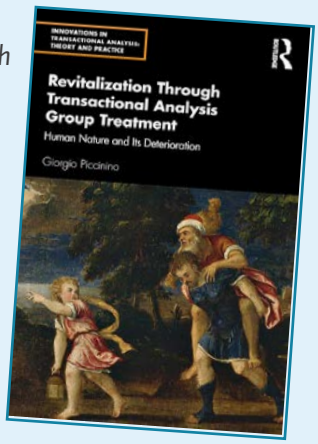
None of these books have been solicited; all have been brought forward by their authors for consideration by Routledge. Proposals are submitted first to me, and I work with the authors to get their proposals ready for the Routledge submission requirements. The series is now overseen by Katie Randall. Once she has approved a proposal, it is sent out for review. If the reviews are supportive, the author is offered a contract.

As the series editor, this has been a wonderfully stimulating experience. It is a real thrill working with authors for whom this is their first book. Many of these books stress social, cultural, and economic factors in human health and development, topics that have expanded the reach of TA theory in important ways. As a transactional analyst first raised in the era of group treatment, I find special satisfaction in seeing a return to models of group treatment and life in groups, a perspective that has been too often lost in the current emphasis on the dyad in relational models. The challenge and creativity expressed in the Innovations series so far are a vivid demonstration of the vitality of TA in diverse perspectives and applications.

Considering a proposal? Feel free to contact me at wfcornell@gmail.com.

Between the vitality of the *Transactional Analysis Journal* and the Innovations book series, the future of transactional analysis looks rich with creativity and solid academic rigor.

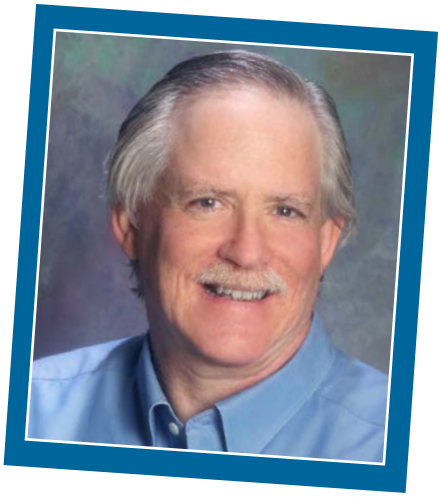
Recent Publications



Giorgio Piccinino published *Revitalization Through Transactional Analysis Group Treatment: Human Nature and Its Deterioration* (Routledge, 2024) as part of the Innovations in Transactional Analysis: Theory and Practice series edited by Bill Cornell. This innovative book describes the original essence particular to the human species and details the steps necessary to help reestablish this essence when it has deteriorated using a therapeutic group context of solidarity and closeness. Disappointment in primary relationships triggers the deterioration of self-offering, an initially expansive and trusting disposition to affectivity and love. People suffer when, like any fragile and delicate living beings early in life, they fail to evolve according to the nature of their species. Therapeutic work is described as oriented to reactivate in a group a new welcoming family and the original natural drives with new permissions, new trials, and new joyful experiences. The book describes the methods and techniques routinely used by the author and two case studies that particularly focus on the reactivation of the affective drive.

In Appreciation of the *Transactional Analysis Journal* and in Praise of the Editorial Board

by Edward T Novak



I recently stepped down as the book review editor for the *Transactional Analysis Journal* (*TAJ*) after 10 years in that position. I was privileged to work with many dedicated colleagues over that decade, and I learned a lot about the value of the *TAJ* and the significance of having good and committed people in the editorial positions of our journal. **I wanted to share a few of my insights and observations from over those years.**

Probably the most important observation is **how lucky we are in the TA community to have an editorial board and coeditors deeply committed to publishing quality papers.** Their efforts to help writers of all skill levels with adjustments and revisions to achieve high-quality, publishable articles is something I think often goes unnoticed. I was the recipient of such generous editing when Jo Stuthridge contacted me about a paper I had submitted a year earlier that was said to not meet publishing standards. Too defeated and embarrassed by this accurate assessment, I let the paper fade away. However, Jo emailed me the following year (2013) saying the paper had possibilities if I was willing to engage in an intense revision. So, with a lot of editing help from her, the paper was resubmitted and eventually published. This is the type of dedication to writers and their submissions that I have seen from all of the *TAJ* coeditors.

So much of this is out of view of the TA community that seldom does this group get the recognition they deserve. (Not that they are looking for such strokes.) Nonetheless, the coeditors and all the members of the editorial board are listed on the ITAA website under the "About This Journal" tab of the *TAJ*. Perhaps as individuals in this community we might occasionally thank a member when we see or have correspondence with them for their tireless effort to produce a quality journal for our use.

Another observation is **how important the *TAJ* is to the advancement of TA theory.** For any professional community, having a peer-reviewed journal where both new and old ideas can be presented, discussed, and even challenged is essential. The *Journal* acts as a resource where both old and new theoretical ideas are housed. In addition, current issues and articles ensure that TA is keeping up with advances in research and theory, helping it remain relevant in our ever-changing world. The *Journal* provides our members, and even others outside our community, with access to the most up-to-date ideas in TA while also offering an extensive catalogue of past issues.

Of all the strokes we can give our *TAJ* editorial board and coeditors, perhaps the most meaningful is to read the *Journal*! The editorial team continues to work on ways to expand the reach and variety of the articles, books reviewed, and other works, such as essays and discussion papers. In addition, given today's

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new social media climate, which includes publishing algorithms, downloads of articles is an important component of a journal's standing in the publishing world. **My wife Laura told me about the way she goes about reading her many medical journals, and I adopted her style to my own journals, including the *TAJ*.** The first thing I do is read all the abstracts of the new edition. By doing that, rather than just looking at the titles, I have an awareness and internal register of all the articles in that specific journal, even if I choose not to read certain ones. Then I prioritize and download those I have chosen to read and get to them as time permits. I look forward to many more years of being educated by colleagues who offer us progressive articles in the *TAJ*.

Finally, I will continue to be involved in the *TAJ* as a reviewer for submitted papers. We can always use new and ambitious volunteers to be a part of the editorial board to review submissions. I encourage anyone who has thought of volunteering to perhaps make this a late 2024 New Year's resolution!

Encore

by the TAJ Coeditors

We were still feeling the loss of our esteemed and beloved book review editor Ed Novak as he moves on to other challenges following a decade in his position with us when we received his heartfelt and much appreciated article about his experience with our team and the *TAJ*. His piece reflects all the intelligence, sensitivity, and enthusiasm Ed brought to his work for the *TAJ*, and we are profoundly grateful we had him as a close colleague for as long as we did.

When Ed took on the book review editor job in 2014, he committed himself to looking at the book review process thoroughly and creatively, asking what constitutes a good and useful review, how books are chosen for review, who is invited to do a review, and how book reviewers could be supported with good feedback and editing so that the results were top notch, worthy of the time and effort of *TAJ* readers. He developed guidelines and questions for reviewers to use and was always available to consult and encourage throughout the process. As a result, the quality of book reviews and what they offer to readers has increased and improved. Ed also offered a highly insightful, often humorous, and always welcome perspective to the team in email and Zoom meetings as we struggled with sometimes difficult and challenging issues. His comments and presence will be sorely missed, even though we are delighted that he will continue to serve as a member of the editorial board as a reviewer and also a guest editor (with Karen Minikin) for the upcoming *TAJ* theme issue on "Intimacy and Creativity Within the Real Self: Revisiting Berne's Secret Garden." We also hope that he will continue submitting his own articles!

Here are a few words of appreciation from some of the coeditors:

Alexandra Gheorghe writes, "As I joined the *TAJ* Editorial Board, I was inspired to learn from Ed's sharp observations and wise insights just as much as from his sense of humor and generous spirit. As he is moving his focus to other challenges, I'm glad that we'll still be able to benefit from his wisdom and immense knowledge from his role as a *TAJ* reviewer. I also feel encouraged by his wholehearted recommendation of Jr Earn Karen Lam as the new *TAJ* book review editor and want to welcome her to our team."

Karen Minikin adds, "Ed was someone who inspired trust in his integrity and team spirit. He is a supportive and generous man, and we will really miss his presence. Like Alexandra, I am very happy to be welcoming Earn onto our team."

Trudi Newton offers, "One thing I often noticed about Ed was how he recognized and appreciated others with his caring, perceptive messages. He often connects in this way with colleagues, and it has been part of the joy of working with him on the coeditors' team."

Moniek Thunnissen says, "I had the privilege of working with Ed on a book review I wrote for the *TAJ*, and I appreciated his combination of sharp feedback and a stimulating, positive attitude toward my writing. I will miss him!"

Helen Rowland writes, "Ed has been a wonderful colleague! Not just because of his integrity, his intellect, and his care for the profession, but because he brings an enormous sense of warmth, fun, and play to the table. His love and care for us, his *TAJ* colleagues, will be sorely missed."

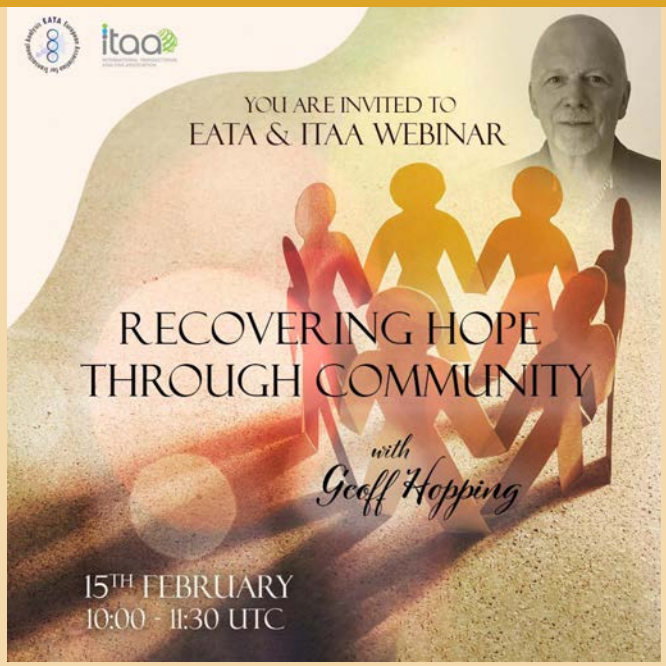
As we say goodbye and a huge thank you to Ed in the book review editor role, we feel extremely fortunate and happy to have Jr Earn Karen Lam agree to take over the position. We will tell you more about her in the next *Script*, but in the meantime, welcome Karen!

January *TAJ* Free-Access Article on Brain Functioning and Neurodiversity in the Adult Ego State

For the January 2024 *TAJ* theme issue on "Neurodiversity and Neurodivergence," **the free-access article is "Brain Hemisphere Specialization and Neurodiversity as Influencing Factors on the Phenomenology of the Adult Ego State" by Neil Keenan.** He reviews the development of Adult ego state theories and their applicability to people of different neurotypes. Neil examines progress in the field of brain hemisphere research and highlights perceptual differences between the right and left brain hemispheres, which actuate the Adult ego state. Applying this research to how the Adult ego state has been modeled in TA, he questions whether a single model can capture the full functional capacity of the Adult and challenges a valorization of the Adult ego state. Ways in which current Adult ego state models might be adapted are suggested to accommodate the breadth of neurological variance in practitioners and clients. Neil then reconceptualizes Adult ego state functioning to inform readers about how the Adult operates differently across neurotypes.

We encourage all *TAJ* readers to read this article and to use this important opportunity to encourage your colleagues and friends to learn more about contemporary transactional analysis. You will find the free-access article from the January issue available on the Taylor & Francis *TAJ* website (accessible via the ITAA website). Look for the green checkmark in the lower right corner.

UPCOMING ITAA-EATA WEBINAR



"I remember attending a workshop with Claude Steiner many years ago when he predicted the impact of technology on our mental health. He mentioned that the incidence of depression and anxiety would rise as we became increasingly technology dependent. How right he was, and none of us could have possibly imagined where we are today."

- Geoff Hopping

In this ITAA-EATA webinar, **Geoff will delve into the theme of "Recovering Hope Through Community," emphasizing hope through the nurturing and building of community as a priority for all of us.** He will encourage reflection on the cultural shift toward individualism and away from community and its implications for the well-being of our clients as well as for ourselves as practitioners.

Geoff Hopping, TSTA (P), is a well-regarded and highly qualified psychotherapist (TA and psychoanalytic), supervisor, and trainer with decades of experience working in mental health and psychotherapy settings. He has also worked in a high-security prison as a consultant psychotherapist specializing in group work. Geoff is reconnecting to a passionate interest in spirituality and is currently in training with One Spirit Interfaith Foundation. He also held the role of primary tutor at the Metanoia Institute since 1996 and left there in the summer of 2019 following his move to Brighton, UK. Geoff is now a partner in The Link Centre, a training center based in the South of England.

This webinar is free, and all are welcome. To register, click here.

Please note: *There is no translation for this event, and it will not be recorded.*

Group Culture and Ethics

by Keiko Hoshino

In recent times, a common term in Japanese is "douchou atsuryoku," which can be translated as "conformity pressure." For example, during the early stages of the COVID-19 pandemic and more recently, there has been a difference in the number of people wearing masks and those who are not. Many individuals tend to choose actions that align with the behavior of the majority. That means following the unspoken thoughts and preferences of the group rather than relying on one's own thoughts and evidence.

Berne (1963) introduced the terms Group Etiquette (Parent), Technical Culture (Adult), and Group Character (Child) using the personality structure to describe Group Culture. One aspect of Japanese Group Etiquette involves recognizing individuals who align themselves with the collective as an expression of loyalty to the group while deeming it impolite to directly convey opposing or negative opinions to others. This may seem contradictory to the concept of autonomy, yet there exists a Technical Culture referred to as "Nemawashi." In this practice, individuals navigate their surroundings, using the Adult ego state to align effectively, grasping its nuances, and preparing in advance for negotiations. There is a tendency to be considerate of each member and to invest significant effort in ensuring that both individuals and the group fulfill their respective responsibilities, leading to the ultimate conclusion. To readers from different cultures, this might seem like an unusual approach.



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What is intriguing here is the concept of Group Character. Every group tends to have a sense of what is somewhat preferable or unpreferable. Amid numerous differences in facial expressions, speaking styles, appearances, and modes of expression, the perception of likability is unexpectedly influenced by factors emanating from this character. Even when expressing the same opinion, there is a tendency within the group to listen more favorably to those considered likable. These influences stem from the Child ego state and, while not overt, can be observed in subtle reactions. A common thought pattern and preference may emerge in groups, giving rise to dynamics where dissenting opinions are challenging to express.

Ethics is part of Group Etiquette, and there are differences in terms of what is considered an issue depending on the group, organization, and culture to which one belongs. Each organization and country has its own Group Etiquette, Technical Culture, and Group Character, and there is a so-called Cultural Parent (Drego, 1996) within each person who lives there.

When making choices or decisions, there may be a fluctuation between the collective and individual aspects.

Koopmans (2023) said that experiencing ambivalence about two opposing ideas—for example, between belong (bond) and free (individual)—and making choices with all our heart and soul is the core theme of human growth.

In a group with a shared purpose, individuals have a responsibility to contribute to the collective based on the contract, and the group has a responsibility to respect individuals. How we search for solutions while experiencing the frustration of such ambivalence is crucial for human development.

The most important thing is that we recognize our own ethics and at the same time ask the question, "Are we or our group ethical to the other person?" I believe that asking this question of ourselves is ethical in itself. And so we might ask, what are the characteristics of your TA practitioners' Group Culture? When encountering expressions or actions that differ from the group culture, what happens within yourself and how do you feel and think and what actions do you choose?

References

Berne, E. (1963). *The structure and dynamics of organizations and groups*. Grove Press.

Drego, P. (1996). Cultural parent oppression and regeneration. *Transactional Analysis Journal*, *26*(1), 58–77. https://doi.org/10.1177/036215379602600111

Koopmans, L. (2023, 26 November). Physis [Online workshop]. Sponsored by Keiko Hoshino.

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Transactional Analysis Cumbria Conference Online

Saturday 24 February 2024

"TA for the 21st Century: Reflections on Our Philosophy, Theory, and Practice"

Keynote Speaker: Helen Rowland, TSTA
Plenary Speaker: Ronen Stilman, TSTA

Please join us for our online conference running concurrently with our in-person conference in Cumbria, United Kingdom. Our online workshop presenters include:

Alistair Berlin, Anna Zuykova, Dee Albert, Kate Hardy, Mihaela-Leocardi Hartescu & Valeria Villa, Nea Clark, Piotr Jusik, Dr. Seema Pradhan & Raguraman K, Sudha Thimmaiah, Sunil Acharya & Yinka Junaid

Tickets for the online conference are by donation on a "pay what you can" basis. Bookings can be made at www.tacumbria.co.uk and close on February 9.

Please visit our website to view our archive of previous keynotes and workshop presentations available for free.

2025 World TA Conference Site Chosen

Exciting news!

Montpellier, France, has been chosen as the site of the next World TA Conference. Hosted by Institut Français d'Analyse Transactionnelle (IFAT), the gathering will take place from **8–10 August 2025** at Le Corum .

Details will be forthcoming as soon as they are available, so watch for more news!

Changes in Marking Procedures for Oral Exams

We are announcing an experiment with regard to the marking procedures for oral exams, beginning with the next round of examinations in March. **Following a series of conversations regarding confusion in exams when deferring candidates, and questions raised by members about the value and function of the "average score" requirement, we are proposing to drop this aspect from the CTA and TSTA oral exams.** The intention is to operate this proposal during exams over 2024 and then review the experience and possibly consider relevant changes to the exam handbook.

The current arrangements require the candidate to be passed by three examiners (a majority of the board members) AND must have achieved a specific average score. However, where two examiners decide to defer the candidate, the outcome is automatically declared a deferral, regardless of whether an average score is achieved or not. At times, when two examiners defer and the average score is above the minimum, this is confusing for candidates because they feel they have passed numerically but been deferred in a way that is perhaps hard to reconcile with the scoring feedback. Collating the average score is also a point of tension on many boards.

The new proposal is that when two examiners decide to defer the candidate, this determines the outcome of the exam without reference to an average scoring. Marking (out of 5) remains necessary to provide examiners and candidates with a framework for assessing and giving feedback on criteria, and, if all examiners mark a criteria with a 1 mark, the candidate is still to be deferred. The average score is no longer required.

The thinking behind the current proposal is twofold: first, to focus the exam process more on dialogue between board members and between the board and the candidate, and second, to ensure that it is the declaration of a majority of the board that passes the candidate and not the calculation of marks.

Giles Barrow and Karen Pratt, PSC

Changes in the IBOC Team

As we enter 2024, we want to let you know about **some changes in the IBOC team and introduce you to the people taking on new roles.** Haseena Abdulla is now the cochair of the IBOC, taking over from Jacqueline van Gent, and we have two new Regional Exam Coordinators (RECs). We also have an update on the online application process.

Haseena Abdulla, PTSTA (P), became the new cochair of the IBOC on 1 January 2024. She is dedicated to transforming the accreditation and certification journey into a meaningful celebration. Her core belief centers around fostering social justice by acknowledging cultural biases, advocating for diversity inclusion, and nurturing an ecological mindset. For her, accreditation and certification represent collective achievements rather than individual successes. Embracing an open-minded approach, she highly values feedback and embraces curiosity while maintaining a sense of responsibility. Haseena actively collaborates across various platforms, a sentiment she shared with Sue and Jacqueline before assuming her current role. These collective experiences have been instrumental in unveiling her strengths, fostering respect for others, and empowering her growth and evolution as the IBOC cochair.



Anisha Pandya is a TSTA (psychotherapy and education) from Mumbai, India. She takes over from Haseena as REC for India.



Masumi Aonuma, PTSTA (education), is the new REC for Japan. She writes to introduce herself:



"I am a CTA in the education domain and am currently training as a PTSTA. I am a nationally qualified career

consultant in Japan. For many years I have been responsible for the education of employees in contracting companies, and I am particularly good at educating and training young people. As a TA educator, I work with participants, focusing on learning together. Furthermore, I founded an association with my colleagues to provide an environment for learning TA and offering a variety of content, including the TA 101. I have accepted the role of regional coordinator for Japan. I am motivated to provide safe and appropriate support to candidates, respecting them and aiming for the day they pass the exam, which will be the fruit of all their previous efforts."

We say goodbye and thank you to Takayuki Muroki after his 7 years of service to IBOC as REC for Japan. He has made a potent contribution to raise awareness and support for Japanese candidates and to the cross-cultural dialogue in the exam system.

Update from Sarah Lowes, IBOC administrator: Our new IBOC system is up and running, and it is now being used for all CTA contract applications. **When you apply for a CTA contract, you will need to create an account on the IBOC system.** Here are some tips to smooth the online application process:

1. **ITAA membership:** Your membership needs to be up to date or you will not be able to start your application.
2. **Your email address:** Make sure the email address you use to register your IBOC account is the same address you use for your ITAA membership; otherwise you will not be able to start your application.
3. **Your supervisor's email address:** When you start the application, you will need to enter the name(s) and email address(es) of your supervisor(s). It is worth checking with them before you start the application about which email address to use because if you do not use the email their ITAA membership is registered to, you will not be able to include them on your application.

If you need any support with the process, please email me at iboc@itaaworld.org, and I'll be happy to help.

We have also now started to use the same system for the submission of CTA written exams, so if you are about to submit yours, please do so via https://itaaworld.com/certification-in-ta/ . Again, you will need to create an IBOC account first and then the system will walk you through the process.

Thank you to everyone who has used the system to date for your feedback, patience, and support in helping us to learn about how the system is working for you.

Sue Eusden and Haseena Abdulla, IBOC Cochairs

IBOC Exam Calendar

Type	Exam Date	Location	Application Deadline
CTA	21-23 Mar 2024	ONLINE	closed
TSTA	21-23 Mar 2024	ONLINE	closed
CTA	3-5 Oct 2024	ONLINE	3 Jul 2024
TSTA	3-5 Oct 2024	ONLINE	3 Apr 2024
CTA	19-20 Nov 2024	Wellingon, NZ	19 August 2024
TSTA	19-20 Nov 2024	Wellington, NZ	19 May 2024

IBOC TEW Calendar

Type	TEW Date	Location	Application Deadline	TPO Deadline
TEW	12-14 Apr 2024	ONLINE	closed	closed
TEW	25-27 Oct 2024	ONLINE	25 Feb 2024	25 Apr 2024
TEW	24-25 Nov 2024	Wellington, NZ	24 Mar 2024	24 May 2024
TEW	25-27 Apr 2025	ONLINE	25 Aug 2024	25 Oct 2024

Note: Written exams can be submitted anytime throughout the year.

Please send applications for exams and TEW to the IBOC administrator: iboc@itaaworld.org

For the EATA exam calendar, please refer to: https://eatanews.org/exams/#coc-calendar and for the EATA TEW calendar, go to: https://eatanews.org/ta-training-2/#tew-calendar