THE Script

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Diversity, Equity, Inclusion, and Accessibility Task Force: Beginning a Dialogue

by the ITAA DEIA Task Force

We recently wrote to all ITAA members via email, and we are sharing that communication with you again here for those who may have missed it. In this article **we introduce the ITAA DEIA Task Force and seek to begin a dialogue with ITAA members about your experiences** with regard to the diversity, equity, inclusivity, and accessibility of ITAA.



Diversity, equity, inclusion, and accessibility (DEIA) refers to practices intended to ensure that people from a broad set of sociodemographic backgrounds are represented and able to thrive.

Diversity refers to all the ways that people are different and the same at the individual and group levels. Even when people appear the same, they are different. Organizational diversity requires examining and questioning the makeup of a group to ensure that multiple perspectives are represented.

Equity is the fair and just treatment of all members of a community. Equity requires commitment to strategic priorities, resources, respect, and civility as well as ongoing action and assessment of progress toward achieving specific goals.

Inclusion refers to the intentional, ongoing effort to ensure that diverse individuals fully participate in all aspects of organizational work, including decision-making processes.

Accessibility is giving equitable access to everyone along the continuum of human ability and experience. Accessibility encompasses the broader meanings of compliance and refers to how organizations make space for the characteristics that each person brings.

itaa
INTERNATIONAL TRANSACTIONAL ANALYSIS ASSOCIATION


Cristina Caizzi


Paula Rodrigues


Prathitha Gangadharan


John Fleming

For many reasons, people may feel excluded or that organizations, systems, procedures, or processes are inaccessible to them. The following is a nonexhaustive list of factors that may influence this: disability, differences, socioeconomic factors, and geographic realities.

Having a DEIA focus in an organization aims to ensure that the organization's actions, policies, procedures, structures, and services consider the needs and desired outcomes of all its stakeholders equally.

Introducing the ITAA DEIA Task Force

The DEIA task force was put in place by and under the direction of ITAA's Board of Trustees following a vote of the board to adopt a DEIA motion that had been submitted to them by a trainee member in July 2023. You can view the DEIA motion here. This motion will be the structure for the task force's work, and we will meet at least monthly from Sept. 2023 until Sept. 2024 via Zoom. The task force currently consists of four members: Cristina Caizzi, ITAA's European and Central Asia Regional Representative, who is also the chair of the task force; Paula Rodrigues, ITAA's South American Regional Representative; Prathitha Gangadharan, former representative for the Asia Pacific region; and John Fleming, who wrote the original motion.

Our Purpose and Task

The purpose of the task force is to examine how members are experiencing inclusion, exclusion, and accessibility in their relationship with the ITAA and to provide feedback to the ITAA Executive Committee and Board of Directors on areas of strengths and development in the organizational structure (publications, policies, procedures, events, leadership, etc.) that impact the dynamic and culture of DEIA.

The task force will:

- Conduct research (literature review, policy review, interviews, focus groups, surveys, etc.)
- Collaborate with other TA bodies where needed (EATA, ITAA social engagement committee, EATA DEIA task force, etc.)
- Use ITAA's Communication Committee to support our engagement with members (website, social media, email) to inform them of our activities

The outcome of the task force will be a document for the board of directors with findings and insights and facilitating a workshop in October with the BOD to present and discuss our findings and insights and to identify potential next steps together.

Our Invitation to You

Are you based in one of the following regions, and would you be willing to join our task force to represent your region: Asia Pacific, Australia & New Zealand, North America, or Africa and the Middle East? If yes, please email us at: deiataskforceitaa@gmail.com .

We are interested in your experiences as members of all TA communities in ITAA, as trainees, exam candidates, teaching and supervising members, as an ITAA volunteer or director, etc. Over the coming months we will offer avenues for you to be in contact with us via written, audio, or video submissions; via one-on-one and focus group conversations; and via the delegate for your country/region.

We will write to you again soon with more information on these avenues for engagement. In our next communication, we will invite you to share with us your experiences—good, bad, or indifferent—about the topics of diversity, equity, inclusion, and access in relation to ITAA as an organization. We invite you to share these experiences anonymously or not. We will be led by whatever you feel would work best for you. We are ready to listen, learn, and gain insight from your experiences. We will engage in open, transparent, I+U+ dialogue with you, and will seek to honor each other in the process.

We invite you to forward our message to friends and colleagues who have something to say about DEIA. If you wish to contact us, you can do so by email us at: deiataskforceitaa@gmail.com

ITAA DEIA Task Force

Cristina Caizzi - Chair and European & Central Asia Regional Representative

Paula Rodrigues - South American Regional Representative

Prathitha Gangadharan - Asia-Pacific Regional Representative

John Fleming - Author of the DEIA motion

Recovering Hope Through Community

by Steff Oates

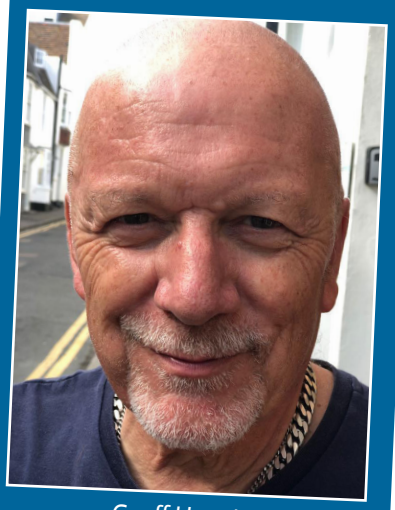
On Thursday 15 February 2024, Geoff Hopping kindly gave his time as a speaker for the ITAA/EATA ongoing webinar series, something we began as a joint project during the height of the pandemic. Around 200 people attended from over 20 countries. This was a truly international event brought together by our common interest in TA and humanity and through Geoff's words.

The webinar was introduced by Kristýna Tomonovà, who spoke on behalf of Sylvia Schachner, EATA's President. Thorsten Geck, ITAA's President, followed with some words of appreciation for the webinar committee and our community. Leilani Mitchell was, as ever, master of technology, with other members of the committee watching the chat and reporting questions to Geoff.

Geoff introduced himself as someone with a long history in TA and mental health. His more recent experience has involved working in a high-security prison and training as a priest in a multifaith training. He began by emphasizing that now, more than ever, the world needs us to recognize that connectivity is of the essence, that we are here because we want to connect even when we feel disconnected. Geoff shared his view that the drift toward individual therapy in TA reflects a cultural drift in the West that is, in part, reflective of our economic and social system. Geoff described that depression and loneliness are considered to be at the serious level of a health epidemic, and he linked this to an increasing focus on individual minds and inner conflicts. This leads us to disconnection from groups, families, and nature and to separation.

In the webinar, Geoff directed participants' attention to several areas worthy of consideration.

Individualism is a philosophical and social belief that places primary emphasis on the rights, freedoms, and autonomy of the individual over the collective or societal interests. An overemphasis on individualism can lead to scapegoating, blaming, and judging with the risk of abandonment by society. In his experience, what happens in prisons is a microcosm of this. In contrast, ***holism*** emphasizes the interconnectedness and interdependence of entities and systems, highlighting the need to consider the whole in order to fully understand and explain the parts.



Geoff Hopping

Materialism places primary importance on the physical world and physical experiences. It emphasizes the tangible, observable aspects of life such as wealth, possessions, and sensory pleasure. Materialism places a high value on wealth, success, and social status. The acquisition of money, power, and prestige is often seen as the ultimate goal. Materialism promotes consumerism, the belief that acquiring and consuming material goods leads to happiness and fulfilment. Materialistic individuals prioritize the accumulation of possessions and the pursuit of luxury as a means of achieving satisfaction.

There is often a lack of spiritual or transcendent beliefs: Materialism tends to downplay or reject spiritual beliefs. It emphasizes the physical world and may view the spiritual or metaphysical aspects of life as irrelevant or nonexistent. This leads to a disconnection from nature as there is more focus on human-made environments and possessions. The natural world is often seen as a resource to exploit rather than a source of intrinsic value.

The third area for us to consider is ***patriarchy***. Geoff explained this as a process that promotes gender inequality, discrimination, oppression, and limited freedom and autonomy. It involves inequitable power dynamics and policy formation with a distribution of resources that adversely impacts women and gender equality.

Geoff highlighted that the United States Department of Health and Human Services has more recently focused on the role of building community resilience in addressing addiction and substance misuse. It highlights the importance of building strong communities that can prevent and respond to such issues. Projects are promoting resilience, emphasizing the need for collaboration, and recognizing that pain is driven by separation. Geoff recalled Claude Steiner in the 1990s predicting that the increasing dependence on technology, prior to any social media, would lead to depression and anxiety. Geoff underlined his view that the more we are isolated, the more we suffer because we are left with our fantasies with no one to help us to regulate.

To move forward, Geoff gave some helpful pointers, suggesting that putting ourselves down or shaming ourselves is not helpful. Recognizing that all psychological and spiritual teaching reminds us that separation is not natural, we can see that it is an illusion. Interdependency, however, is a fact. Geoff referred to Thich Nhat Hahn (2004), a Buddhist who described essential interconnectedness between a piece of paper and a cloud: that is, the paper cannot exist without the cloud. Unity is actually the truth of reality rather than the illusion of separateness. Geoff suggested a move away from the "me, me, me mindset," something described as M(ego) by Macpherson (2018). He suggested we think about a new term coined by Daniel Siegel (1957/1999)—(M)we—which denotes an integration of self, identity, and belonging.

To end his presentation, Geoff reminded us of our main goals in TA: autonomy, which through awareness allows us to know of the potential for separation and enables us to choose, and spontaneity, which allows us to risk connection and thus bring about intimacy, which is a human longing with self (self-love) and with others (universal love). At the end of his presentation, Geoff asked participants two questions to consider in breakout groups. You may wish to do this as readers.

- What are the barriers to connection that you cling to?
- What does it feel like in your mind, heart, and body when you feel deeply connected to I+U+ (universal love and connection)?

From the feedback that followed the breakout rooms, there had been very lively discussions. Participants commented on the profound space that Geoff had created with his invitations for us to reflect. There were many intimate discussions with participants expressing gratitude for the opportunity that had been afforded them to discuss with each other in this worldwide community.

References

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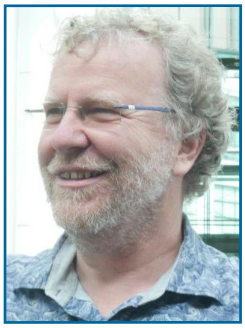
SEC Webinar: Professional Self with Keith Tudor

On 22 April 2024, the ITAA Social Engagement Committee will present the second of a three-webinar series on "Avoidance & Engagement in a Disturbed World" in response to challenging times today. This 90-minute webinar will focus on the personal, professional, and communal repercussions of war. The speaker, Keith Tudor, will delve into insightful ideas and guide discussions regarding its effects on us as individuals and as part of professional communities. The webinar will encompass discussion of this impact on our work as transactional analysts in all fields of application as well as the impact on us as members of professional organizations. Keith will present an argument that challenges the notion of the neutrality of professional organizations in their responses to war and other significant social or political events.



Amidst global challenges such as the conflicts in Ukraine and Gaza, let's explore:

- Embracing our personal responses to disturbing world events
- Elevating our professional identities to respond rather than react
- Building stronger TA community bonds in order to hold difficulties together

We can navigate adverse currents through collective reflection and striking the balance between numbness and pain.

Dr. Keith Tudor, TSTA(P), CTA(P), is Professor of Psychotherapy at Auckland University of Technology, Aotearoa New Zealand, where he is also a coleader of Moana Nui – Research in the Psychological Therapies. He is the author of "War: A Transactional Group Analysis," which was published in the October 2023 *Transactional Analysis Journal*.

Here is the zoom link for the upcoming webinar. Registration is via zoom, and each attendee will receive their own unique zoom link once they register.

Webinar Recordings Online

SEC webinar:
"Hope & Despair: How Do We Conceptualize and Experience Them as Transactional Analysts?"
4 April 2023

SEC webinar:
"What Is Your TA Work or Your Idea of Social Engagement?"
30 October 2023

SEC webinar:
"Avoidance & Engagement in a Disturbed World"
23 January 2024

ITAA-EATA Joint Webinar With Nicole Lenner: "The Power of Potency and the Potency of Power"

10 June 2024, 13.00 UTC

This 90-minute webinar will focus on raising awareness about the effect of power dynamics in relationships and hierarchies within our TA world and beyond.



Our speaker, Nicole Lenner, TSTA-C, describes, "Shortly before my TSTA exam in 2023, a friend of mine, who isn't involved in TA, said: 'Oh, so you will be among the very powerful people in your community afterwards!?' My spontaneous reaction was, 'No, I don't see it that way.' And she replied, 'People on top of hierarchical systems own power whether they like it or not.' "

"Do you catch yourself or others denying the fact that power is at play in our TA hierarchy? As TA folks, we focus on supporting thriving, inviting the potency in our clients (Gouldings) and trainees, and fostering our own potency (Crossman/Steiner). At the same time, our training and certification system naturally contains power differences, which are lived out in supportive and also unhealthy ways.

"I fear that the more I am/we are unaware of my/our power, the higher the risk of underestimating its unhelpful dynamics. I hope that the more aware we are, the higher the chance of having a positively powerful impact. Also, in times when I and others often feel powerless in the face of the events in our world, I suggest raising our awareness and daring open communication about power. I believe this will lead to even more potency, not only in us and our trainees/clients but also in what we can contribute to the contexts we belong to outside of our TA community.

"Among others, I have discussed this with Marian Timmermans from The Netherlands. In our conversations, a model emerged that helps us reflect on the use or misuse of power. We called it the 'power corral.' In this webinar, I am excited to introduce this model and its use to look at power dynamics through the lenses of different examples."

Since 2003, Nicole has been working as a freelance counselor and coach based in Hamburg/Germany. She works with individuals and groups, facilitating development processes toward constructive, authentic, positive ways of relating with self and others. Her clients are people in their private and organizational roles. As a TSTA-C, Nicole provides TA training in her own institute and collaborates with other institutes in Germany and internationally. Her passion is to spread TA and to create the conditions where personal-professional development and deep learning of individuals and groups become a reality. Her approach is informed by relational and cocreative TA, body psychology, neuroscience, and her spiritual practice.

This webinar is free of charge and you can book your spot here. If you ultimately cannot come, please cancel your spot up front so that others have a chance to book. We look forward to seeing you at this webinar.

The EATA/ITAA Webinar Committee

CALL FOR PROPOSALS

"Exploring Legacy, Legitimacy, and Identity: Transactional Analysis in a Changing World"

8–10 August 2025 | Montpellier, France

WORLD TRANSACTIONAL ANALYSIS CONFERENCE 2025 MONTPELLIER
LEGACY - LEGITIMACY - IDENTITY

In an ever-evolving world, the concepts of legacy, legitimacy, and identity hold immense significance in shaping our individual and collective experiences. As we gather for the next World Transactional Analysis Conference, we delve into these profound themes to unravel their impact on personal development, relationships, and societal transformations.

Legacy goes beyond the material possessions we leave behind. It encompasses the emotional, intellectual, and spiritual imprints we make on the world. How does transactional analysis contribute to understanding the transmission of values, behaviors, emotions, and narratives from one generation to the next? How can we work with clients to empower them to create intentional legacies that align with their authentic selves? How do we respect and transcend the legacy left to us by Eric Berne and the first generation of transactional analysts?

The perception of ***legitimacy*** influences our decisions, interactions, and self-worth. Exploring legitimacy within the context of transactional analysis involves examining societal norms, cultural influences, and personal narratives that shape our sense of belonging and acceptance. How can transactional analysis help individuals to challenge and redefine their limiting beliefs about legitimacy? How can practitioners promote a sense of empowerment and agency to constructively challenge unfair systems?

Identity is a multifaceted frame that shapes our self-concept, relationships, and aspirations. As the world becomes more interconnected, questions of identity become increasingly complex. How does transactional analysis offer tools for understanding and reconciling conflicting identities? How can the theory contribute to fostering a sense of self that is resilient, adaptable, and inclusive of diverse aspects?

This conference will feature thought-provoking keynote speeches, interactive workshops, and panel discussions led by renowned experts in the transactional analysis fields of psychotherapy, counseling, education, organizations, management, coaching, and training. Attendees will have the opportunity to explore the intersections of legacy, legitimacy, and identity through case studies, research presentations, and experiential activities.

Join us as we embark on a journey to deepen our understanding of these pivotal themes and their implications for personal growth, professional practice, and societal progress. Together, we will explore how transactional analysis can be a guiding framework for individuals and professionals navigating the complexities of legacy, legitimacy, and identity in an ever-changing world. **The conference is intended to be a place to discuss questions related to these profound themes** so as to unravel their impact on personal development, relationships, work, and societal transformation.

We look forward to receiving proposals in the transactional analysis fields of psychotherapy, counseling, education, and organizations. We welcome presentations about theory development, practical applications, and innovative ways to thinking about and present TA. **We invite you to submit your program ideas**

for consideration by 31 May 2024 using the dedicated platform: https://www.ifat-asso.org/wtac-2025/

If you don't have an WTAC IFAT login/password, please click on "Create account," follow the process, and contact the WTAC IFAT team to validate your account (email: wtac2025@ifat-asso.org) .

With your proposal submission, please upload onto the platform (dedicated area to upload these files):

- the WTAC Workshop contract reviewed and signed by you (PDF format here or Word format here)
- your professional photo (for the program print and web)
- references or bibliography relative to your workshop in a pdf or Word document

If you have any trouble accessing or using the platform, please contact our dedicated team: wtac2025@ifat-asso.org

Please note that a separate proposal submission is required for each presentation.

WTAC 2025 Program Committee

WTAC Ticketing system is now open:
https://my.weezevent.com/world-ta-conference-france-2025

WTAC access is limited to TA members. If you are not an EATA/ITAA member, please select the Non-EATA/ITAA member rate. A membership registration is included in the ticket price and will be created for you.

Pricing:

- **First preferential rate:** 380 € for ITAA/EATA members & 420 € for non-ITAA/EATA members - available until 30 June 2024 & limited to 250 tickets
- **Second preferential rate:** First preferential rate + 30 € - available until 30 November 2024 & limited to 250 tickets
- **Standard:** Second preferential rate + 30 € - available from 1 December 2024 & subject to availability
- **Student:** 210 € - limited to 50 tickets (Proof and documents will be requested: University Student Cards).

ITAA Members: If you are an ITAA member from a TAlent country (ITAA Country list here), you can claim a voucher discount code by emailing info@itaaworld.org.

EATA Members: If you are an EATA member, you can claim a voucher discount code by contacting the EATA office at: office@eatanews.eu.

WTAC Donation Program: Participate in our donation program. We raise money for TA members from countries facing challenging times. All the donation funds will support others to offer conference tickets. To participate, just indicate the amount you wish to donate.

Lunches are not included: Optional lunch bags or lunch trays will be sold. Many restaurants or typical French "guinguette" are all around the conference too.

A Friday evening appetizer drink will be included with a special touch to celebrate IFAT's 50th anniversary.

Special terms and conditions:
Cancellation policy applied for tickets: No refund policy unless the event is canceled.

If you can not attend the event: ticket transfers are accepted between members. Please inform the organizing team if you want to transfer your ticket (you are in charge of finding someone who agrees to receive your ticket).

Student rate: Student with a valid university student card and unemployed. Proof and documents will be requested. If documents are not provided: the ticket will be deactivated.

Coming soon on the ticketing web page:

- Optional lunch bags and lunch trays for Friday, Saturday, and Sunday lunches
- Optional ticket for Saturday Gala Dinner and Party
- Information about accommodations around the conference site and a dedicated code to book your hotel

Do you need more information? Contact the Organizing Committee at the following email: wtac2025@ifat-asso.org

TA Counseling: A Journey Into Discovering Its Identity and Essence

by Mirjam te Slaa and Nynke de Geus

A Call for TA Counselors Worldwide

Two years ago, both being "freshly new" PTSTAs in counseling, we decided to go on a journey to research our identities as TA counselors. What is it that makes us counselors, what drives us, what are our values, and what might be possible cultural differences between international counselors? These questions come together under the overall question of "Who are we as TA counselors within the international community?"



Mirjan te Slaa



Nynke de Geus

Our first plan was to write a new book for (TA) professionals, but writing a book requires rounded ideas of the theory that we wanted to share, a potential target group, and working with deadlines, whereas what we wanted was for our project to follow a kind of organic course of development: to follow our own curiosity! In our original plans we also wanted to interview TA counseling colleagues from around the world. We decided to move forward with that part and start the interviews. Based on those experiences, we knew we would figure out what the next step in our research project would be.

We interviewed all our colleagues on the same subjects with the key question: "What is the essence of TA counseling for you and how does that translate in your professional identity?" In the interviews we explored the essence of counseling as a profession, the place of (TA) counseling in each specific country, and the uniqueness of the counseling professional in question. We talked about four themes/concepts we had chosen because these are inspirational to us:

1. Script (Newton, 2006)
2. Autonomy in the original sense described by Berne (1964) and also autonomy in the relationship with others (homonomy) (Angyal, 1941)

Nynke de Geus (n.de.geus@casema.nl) and Mirjam te Slaa (te@mirjamteslaa.nl) are PTSTA counselors in The Netherlands.

3. Secure base (Bowlby, 1969/1997; Kohlrieser, 2006)
4. Working in the relationship (Hargaden & Sills, 2002)

Ultimately, we wanted to arrive at what the counselor in question considered to be their own personal uniqueness and essence. A leading question on this subject was: "What do you think is your personal, secret ingredient?" We always ended our interviews with the question: "What piece of art could serve as a metaphor for this essence?" That could be from any kind of art discipline that the particular counselor preferred (visual arts, music, poetry, performing arts, etc.). These talks were and still are inspirational because of the connection, recognition, and level of intimacy that we experienced.

After about seven interviews, we needed to look outside our network for international colleagues, and that was when we really discovered just how small the TA field of counseling is. This point was already touched on by Sylvie Monin (2013) in her letter as Guest Editor on the *TAJ* issue dedicated to the counseling field. We are under the impression that her statement that counseling is "a field that is still so little known and recognized within the larger transactional analysis community" (p. 3) still holds true today.

> ***But before the writing and "spotlighting," we still want to interview more colleagues outside of Europe. So, this is also a call for experienced TA counselors worldwide who would like to take part in our journey.***

This makes us feel the urgency to shine a spotlight on the counseling field itself, a new turn in our project. With that in mind, we want to look across the boundaries of the field and do some more research about the position of TA counseling. We wonder if, in fact, all TA practitioners are counselors, whatever their choice of field. We are all working in the here and now, developmentally oriented, establishing an intimate relationship with our clients, and working toward autonomy.

We already have some ideas for a new article around our conclusions so far. Additionally, we are planning to find a way to spotlight each of the contributors to our project individually. This process could be through a website, social media, or some other medium. This part of our project is still a work in progress and will need to be developed in close contact with the contributors with the aim of achieving: first, to thank the contributors for their time and input; second, to enhance the visibility of counselors within our community; and third, to emphasize this visibility through the artwork that each individual counselor chose.

But before the writing and "spotlighting," we still want to interview more colleagues outside of Europe. So, this is also a call for experienced TA counselors worldwide who would like to take part in our journey. If you are qualified as a TA counselor, work as such outside of Europe, and would like to be interviewed by us about your work and what you think the essence of counseling is, please contact either one of us at n.de.geus@casema.nl and/or te@mirjamteslaa.nl . We will then plan a one hour zoom session with you.

We look forward to hearing from you!

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Advertising: Twelfth page: $50; sixth page: $100; third page: $200; half page: $300; full page: $400.

Publication of articles and advertising in *The Script* does not imply endorsement by the newsletter, the editors, or the ITAA.

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The ITAA Communications Committee Needs You!

by Michelle Thomé

The ITAA Communications Committee is a relatively new function in the ITAA, established in 2022 by me, Michelle Thomé, Director of Development, as a function under my portfolio. **The committee is responsible for ITAA marketing, branding, and website management.**

Marketing

Marketing is the activity and process of creating, communicating, delivering, and exchanging offerings that have value for members, partners, and society at large. In the ITAA Communications Committee, this is mostly done via our social media channels on Instagram, LinkedIn, Facebook, & X. There we advertise events and membership benefits, welcome new members, announce important IBOC information, and advertise TA publications.

Branding

Branding is the process of creating a distinct identity for an organization in the minds of its membership and the general public. In the ITAA Communications Committee, this means managing the brand's representation in all public-facing spaces in line with the brand identity and guidelines and evaluating the brand's ongoing effectiveness, making changes and improvements as required. In the ITAA this includes our vision, mission, values, logo, color palette, typeface, and document templates.

Website Management

Website management is the process of maintaining and developing a website so that it is secure, attractive, fully functional, and up to date. This process applies to the site's design, structure, content, features, and marketing. In the Communications Committee, this means managing the relationship with our web development vendor and internal stakeholders to ensure an effective web presence for ITAA. The Website Committee, which was already in place when the Communications Committee was formed and charged with building and publishing a new website for the ITAA, was subsequently brought under the Communications Committee as a subcommittee. This committee does not include *The Script*, the *TAJ*, or TA podcasts. These communications are all publications, and the ITAA has a separate committee to manage and oversee each of those.

Website Feedback

As per our previous communication at the beginning of February, the new ITAA website is now live at www.itaaworld.com! This new website is yours; we created it for you, our members. If you haven't already, please engage with it, tell us what works well for you, what could work better, what additional things you would like to see—how can we continuously improve our web presence in service of our members? We are excited to hear from you! Please contact us at: info@itaaworld.org with Website Feedback in the subject line.

New Committee Members

Currently, the committee has two members: Michelle Thomé, chairperson, and John Fleming, Brand Website Project Delivery Manager. **We are seeking to recruit three new volunteers for a minimum term of 3 years for the following roles:**

1. ITAA Webmaster: The webmaster serves as the primary contact for all aspects of the organization's web-

site, handling a range of responsibilities that may include:

- Managing and overseeing an external vendor to complete web design and development, routine site and content maintenance, and various updates to ensure the site aligns with the goals and objectives of the association
- Being the point of contact for internal stakeholders for any website-related queries
- Managing all website change requests from internal stakeholders

2. Social Media Content Creator: A social media content creator is all about content creation. This involves producing and curating content for publication on our social media channels. The skill set revolves around creativity, platform expertise, and staying updated with social trends.

3. Social Media Content Administrator: A social media content administrator is all about organization. This involves planning all content for publication on our social media channels in collaboration with the content creator and external vendor.

All roles will report to the chairperson of the committee. **If you are interested, please reach out to Michelle Thomé:** michellethome@gmail.com

Conferences & Events Calendar

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

22 April 2024
ITAA Social Engagement Committee Webinar with Keith Tudor

22-26 April 2024
TA-O Festival Applied TA in Organization (online)

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

Welcome to New Members

FEBRUARY 2024

Nick Avataji, Romania
Karen Baisinger, United States
Rex Brangwyn, United Kingdom
Dominic Brown, United Kingdom
Daniel Christmas, United Kingdom
Calum Daniels, United Kingdom
Alexandra Daraio-Garrett, United Kingdom
Marieke de Groot, Netherlands
Jovana Dudic, Serbia
Heather Finlay, United Kingdom
Kate Floyer, United Kingdom
Susan Fynes, United Kingdom
Rachel Garbutt, United Kingdom
Alexandra Ghita, Romania
Deirdre Gillespie, United Kingdom
Marika Greco, Italy
Sophia Guinan, United Kingdom
Julia Hathaway, United Kingdom
Natalia Honcharova, Ukraine
Vanessa Loughlin, United Kingdom
Young Ju Moon, Korea
Seiko Oshikawa, Japan
Will Pettifer, United Kingdom
Tanya Phillips, New Zealand
Shantelle Prosper, United Kingdom
Emily Roberts, United Kingdom
Marco Sambin, Italy
Aditi Sharma, India
Sara Simonatti, Italy
David Spenceley, Germany
Monika Stachyra, United Kingdom
Henk van t Hof, Netherlands
Salvatore Ventriglia, Italy
Thorsten Wirth, Germany
Rose Wong, United Kingdom
Lu Yang, Germany
Katarina Zdravkovic, Serbia

Transactional Analysis Bulletin Available Online

We are happy to report that the *Transactional Analysis Bulletin* is available and searchable online through the Eric Berne Archive at the University of California San Francisco. These publications, from 1962-1969, were the precursor to the *Transactional Analysis Journal* and offer a fascinating look into the early days of transactional analysis. They include reports from Berne's early San Francisco Social Psychiatry Seminars; articles by Berne, Steiner, Karpman, and other TA luminaries; news of training and early certification; and much more. This invaluable collection is accessed via one of these links: https://archive.org/details/transactionalana00chen (Internet Archive) or https://calisphere.org/collections/26221/ (Calisphere).

Ethics and Mistakes

by John Evans



Since reading an excellent *Scientific American* blog titled "The Ethics of Admitting You Messed Up," I've been reflecting on the topic through a TA lens, recalling an important mistake that I made.

Ethically speaking, it is important to recognize, own, apologize for, and—where possible—rectify our mistakes. If we do not, the impacts of the original mistake are often compounded, causing further harm.

Making mistakes is part of life, Alexander Pope suggested in his 18th century poem: "To err is human." Yet many of us struggle with our mistakes and respond to them in ethically questionable ways.

In the "Learning From Our Mistakes" edition of the *TAJ* (Vol. 42, No. 1), various authors wrote insightfully about the immense potential value of making and responding to mistakes. The edition is a rich resource for reflection, learning, and change, and the articles offer many ethical dimensions.

At times I have been unaware of, in denial of, or minimizing of my mistakes. Sometimes, when confronted about mistakes, I have been avoidant or defensive, thus making "mistakes about my mistakes." In classical TA terms, mistakes turned into games, with accompanying negative payoffs.

The TA canon includes concepts involving mistakes of various kinds, which may have ethical implications. For example, those operating in the "I'm OK, You're Not OK" life position may act unethically, even homicidally, based on what represents a fundamentally mistaken belief—that is, that people are "Not OK."

Applying relational TA in psychotherapy involves projections, denial, and enactments. Those can be seen as understandable mistakes that distance us from intimacy, yet with analysis they may also show paths for healing.

A destructive countertransference that I neither recognized nor dealt with effectively became a harmful mistake and led to a breakdown in my psychotherapy with a client who felt unfairly treated. Painful discussions during supervision, traveling through anger, sadness, and shame, brought a change in my awareness along with a shift in my emotional world toward compassion. My mistake was a "tactical error" as defined by Marco Mazzetti (2012): "Luckily, tactical mistakes are sometimes beneficial. If dealt with efficiently, they can be powerful instruments of good therapy" (p. 45).

Following this shift in awareness, I felt an imperative to acknowledge and apologize for my mistake. I was fortunate to be able to repair the relational rupture with my client. Ultimately my mistake was an opportunity. Working through it was a healing experience, and it set the precedent for increased intimacy and vulnerability with my client.

So, here is a challenge for us all: How might we as transactional analysts recognize and deal ethically—even creatively—with our mistakes?

John Evans is a member of the ITAA Ethics Committee and can be reached at jevans883@yahoo.co.nz .

References

Mazzetti, M. (2012). Teaching trainees to make mistakes. *Transactional Analysis Journal, 42*(1), 43–52. https://doi.org/10.1177/036215371204200106

Pope, A. (1711). *An essay on criticism.* Createspace Independent Publishing Platform.

Stemwedel, J. D. (2013). The ethics of admitting you messed up. *Scientific American Blog Network*. https://www.scientificamerican.com/blog/doing-good-science/the-ethics-of-admitting-you-messed-up/

A New Chapter for 3 People In Your Head: Introducing Transactional Analysis Podcast!

by John Fleming and Matt Taylor

We are thrilled to announce the exciting evolution of the 3 People In Your Head Podcast! **As of 1 April, we are rebranded as Transactional Analysis Podcast (TAP). Our entire online presence has been updated with our new name, including our website and social media channels.** To find us, simply search for "Transactional Analysis Podcast" on your preferred platforms.

This rebrand reflects our commitment to providing valuable content on transactional analysis and our aspiration for the podcast to become part of the canon of TA—in an auditory way—by becoming a companion resource to the *Transactional Analysis Journal*. We have also restructured as a legally registered CIC (community interest company) in the United Kingdom and established a board of directors to guide our future endeavors.

Our new logo is composed of three circles. These are not linked to ego states, although given the context of the podcast some may think in that direction. Actually, the circles are an abstract graphic representation of sound waves or a megaphone to represent that we are primarily an auditory media organization.

TRANSACTIONAL ANALYSIS PODCAST

Our website is at www.tapodcast.com .

Brand Identity: conversations on the theory, application, and spirit of TA. Transactional Analysis Podcast curates a diverse auditory library of accessible learning resources for the TA community. We deliver content in an engaging way, where listeners feel inspired and connected to the global TA community. All fields of application, schools, approaches, and traditions of TA have a voice and place on our podcast. We facilitate conversations with a globally diverse range of guests who share their work, experiences, ideas, and opinions on transactional analysis.

We have chosen the name Transactional Analysis Podcast because we recognize the benefit of aligning with the underpinning principles of TA in being clear, direct, and transparent about who we are as an organization.

Our Mission: Create and curate a diverse auditory library of accessible learning resources for the TA community and beyond. Deliver content in an engaging way, where listeners feel inspired and connected to the global TA community.

Our Vision: Our vision is to build a global, well-established, autonomous platform that expresses the heart, ethics, and theory of TA, recognized within and outside the TA community as a credible source of knowledge, insight, and learning.

Our Values: **learning**—making learning accessible, stimulating, and enlivening; **inclusivity**—recognizing everyone and the unique contributions they make; **diversity**—covering a wide and diverse range of topics and experiences by inviting guests from across the world; **connectivity**—sharing insights, forging relationships, stimulating collaboration, and delivering useful content; and **independence**—producing and publishing free, independent content.

Introducing the Transactional Analysis Podcast CIC: Transactional Analysis Podcast (TAP) is a CIC (community interest company). A CIC is a limited company that benefits the community rather than private shareholders. To set up a CIC you need a community interest statement explaining what your business plans to do. Here is ours:

"Our purpose is to express creativity, bring people together, and hold a line of neutrality and empowerment of ourselves and the TA community. We are driven to promote inclusiveness and diversity and tap into the unseen potential of TA. TAP is a platform to enhance the learning and enthusiasm for anyone with an interest in transactional analysis—from those with casual curiosity to TA trainees through to anyone already qualified in transactional analysis. The TA podcast is a strong collaborative force, playing to our strengths, while also constantly exploring and reimagining our evolution as an organization. TAP facilitates connection, an opportunity to grow a network and strengthen a sense of belonging within the TA community."

The CIC is legally registered in the UK and is a not-for-profit organization with a board of directors. Currently, this board has three members: James Longwell, Chairperson; Matt Taylor, Joint MD; and John Fleming, Joint MD. (Click on our names to connect with us on LinkedIn.) **We are seeking to recruit two additional nonexecutive directors to take on the voluntary, part-time roles of secretary/treasurer and board member with expertise in media, production, or publishing.** More information on these roles is available here. We are seeking applications from interested parties; apply here.

Thank you for your ongoing support. Since we launched the podcast in 2020, your support has been incredibly encouraging and enlivening. This podcast and its content are created for you. Please continue to send us your feedback, leave reviews, and share the podcast with colleagues, friends, family, and, where appropriate, clients.

The list below shows the many ways you can support and engage with us.

- Leave us a google review
- Join our mailing list
- Submit a proposal for an episode
- Follow us on social media
- Listen to the podcast on all major streaming platforms

John & Matt

IBOC Exam Calendar

Type	Exam Date	Location	Application Deadline
CTA	3-5 Oct 2024	ONLINE	3 Jul 2024
TSTA	3-5 Oct 2024	ONLINE	3 Apr 2024
CTA	19-20 Nov 2024	Wellington, NZ	19 Aug 2024
TSTA	19-20 Nov 2024	Wellington, NZ	19 May 2024
CTA	27 Feb-1 Mar 2025	Online	27 Nov 2024
TSTA	27 Feb-1 Mar 2025	Online	27 Aug 2024
CTA	9-11 Oct 2025	Online	9 Jul 2025
TSTA	9-11 Oct 2025	Online	9 Apr 2025

IBOC TEW Calendar

Type	TEW Date	Location	Application Deadline	TPO Deadline
TEW	12-14 Apr 2024	ONLINE	closed	closed
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/?highlight=TEW

IBOC/PSC News

This month we have some updates for you.

Written Exam

Contract: Please ensure that all written exams are submitted to the association with which the candidate has their CTA contract. Once the written exam is passed, a candidate may choose to take their oral exam with ITAA/IBOC or EATA/COC following that association's systems/requirements.

Submitting online: A reminder to principal supervisors that all written exams must now be submitted online via our new IBOC system: https://iboc.itaaworld.org. Both you and your candidates need access to the system to complete the submission, and therefore you will each need to create an account using the email address your ITAA memberships are registered to. Any questions, please email: iboc@itaaworld.org .

TSTA Exam

We have decided to only allow the Theory, Organization, and Ethics (TOE) section of the TSTA exams to be taken in conjunction with either/both the Teaching and Supervision sections of the exam. We see the TOE as part of the TSTA exam, not as a stand-alone exam, and it is not certificated. Therefore, applications are welcome for TSTA/TTA/STA certifications only.

Handbook Update

PSC has updated the *Handbook* describing the supervision of the first TA 101 to be as follows: Live supervision/endorsement of the first TA 101 can be done face to face or via an online platform. It needs to be in "real time" to afford moments of feedback during the sessions, providing a developmental experience for the trainee rather than feedback on a recording after the event.

Global Conversation Update

Following on from last year's first phase of the global conversation, there has been some progress over the last couple of months. A leadership group has been convened that has been designing a partnership planning process for initiating innovative projects. The idea is that an international network is established focused on recognizing TA training that engages a wider range of approaches. These new projects would embrace the three-fold values of cultural diversity, ecological awareness, and educational inclusivity.

A second "elders" group has recently met, and the task of this group is to consider an alternative pathway toward TSTA assessment. It is early days, but the intention is to move away from the current concept of summative examination and explore a more formative approach to becoming a TSTA.

We hope that by mid-2024 there will be a proposal to bring to the membership to initiate a third wave of the Global Conversation that is focused on delivery. Watch this space!

Giles Barrow & Karen Pratt,
PSC Cochairs

Sue Eusden & Haseena Abdulla,
IBOC Cochairs

TAJ Theme Issues

"Relationships in Love, Play, and Work"
Coeditors: Brad McLean and Helen Rowland
Deadline: 1 August 2024

"A Life of Digital (Dis)connection: The Impact on Society, Groups, and Individuals"
Coeditors: Alexandra Gheorghe and Traian Bossenmayer
Deadline: 1 February 2025

Please follow the submission requirements posted here.

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