THE Script

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New *Ethics Manual* Now Available

Putting Theory into Practice: Being "Practically Ethical"

by Emma Haynes

The new *Ethics Manual*, the culmination of the ITAA Ethics Committee's huge collective efforts over the past 4 years, is ready to be unveiled to all our members. As of 1 November, it is available on the ITAA website (https://ethics.itaaworld.com/)! I and my fellow colleagues on the committee are thrilled to share this significant document with you.

Now that we have reached this exciting moment, I want to recount a little about my journey and experience as a committee member and share how "being practically ethical" has been an unconscious guiding principle for every committee member during this substantial process.



ITAA Ethics Committe: top row: Sushma Ramachandran; second row (from left): Alex van Oostveen, Michelle Thomé; middle row (from left) Keiko Hoshino, Emma Haynes; bottom row (from left): John Evans, Jan Grant

The task of rewriting the manual was given to the ethics committee by the ITAA Board of Trustees after a significantly complicated ethics case highlighted the need for a substantial update. Firmly at its core is the TA philosophy of OKness, and

the new manual offers a paradigm shift from blame to one of collaboration when addressing ethical issues. This represents a completely new approach to what were once referred to as "ethical dilemmas," shifting from a culture of rules and blame to a more expansive frame of values, learning, and consideration. Instead of asking "'who did what," the new manual asks "what can we learn from this experience?" and deliberately models the values it espouses.

The two main instigators of the manual's rewrite, Anne Tucker and Alex van Oostveen, have put their hearts and souls into ensuring that every process, word, meaning, and step of the new manual truly reflects this paradigm shift. This has included carefully and deliberately checking every single word for its language, connotation, and meaning so that each word used within the manual truly reflects and practices what it preaches.

From the moment I joined the committee, Jan Grant and Anne Tucker modeled working this way, forming and shaping the committee beautifully. All the new members who joined with me in March 2023 and since—Keiko Hoshino, Johnathan Evans, Marina Rajan Joseph, Michelle Thomé, Alex van Oostveen, and Sushma Ramachandran—have also modeled this way of being, meaning that the committee has in its very essence and at its heart the values we espouse: of being practically ethical.

What does "being practically ethical" mean? We can all say we adhere to this philosophical principle of OKness, but how do we actually do it? For me, what has been so significant is how this philosophy is put into practice within the committee. Can we, the committee members, be vulnerable and honest and speak our minds? Can we disagree? Are we truly free to express our thoughts, challenge one another, and remain open to hearing feedback, even when it might be negative?

My experience so far has been a resounding "yes" to each of these questions. The committee has demonstrated how possible and, indeed, easy it is to practice what we preach, and for this, I am truly grateful. Thank you, Anne and Alex, for taking on this hugely important task and seeing it through to its completion in such a wonderfully collaborative way. Thank you, Jan, for being such a fantastic committee chair, keeping us on task without ever having to ask. Thank you Keiko, Johnathan, Marina, Michelle, Alex, Jan, Anne, and Sushma for all our monthly meetings together and for being the people you are: able to listen, respond, and unite together in a joint venture. I couldn't imagine a better group of people to work with on this valuable project.

The ethics committee is dedicated to representing our diverse ITAA membership. Currently, the committee comprises Emma Haynes (UK), Alex van Oostveen (South Africa), Keiko Hoshino (Japan), Johnathan Evans (New Zealand), Michelle Thomé (Brazil), and Sushma Ramachandran (India).

The Ethics Committee especially thanks ITAA Secretary Rema Giridhar for her work to put the new manual onto the ITAA website. She made it both engaging and aesthetically pleasing, and we hope you will join us in offering our appreciation for her wonderful work.

Emma Haynes can be reached at emma@emmahaynes.co.uk .

the SCRIPT

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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).

New ITAA Finance Director

Thomas Lorenzen has been approved by the ITAA Board of Directors as the new Finance Director. He writes, "It is with respect and commitment that I take on the position of ITAA Director of Finance. In this role, I aim to steward our association's resources with clarity, transparency, and care so that strong finances enable bold, relational TA worldwide.

"I live and work in Hamburg, Germany, and serve as a Teaching and Supervising Transactional Analyst (TSTA-C), mediator, and organizational consultant. For over 20 years I have been deeply engaged with TA; for more than 3 decades I have worked at the intersection of finance, structure, and leadership, including as managing partner of Friedrich & Lorenzen OHG since 2008.

"My approach combines prudent governance with practical modernization. I will deliver clear, timely reporting and accessible annual accounts; build multiyear budgets, reserves, and risk controls that support strategic priorities; modernize our finance stack (invoicing, multicurrency payments, audits) to reduce manual effort and error; link every dollar to member value—supporting education, publications, conferences, and expanding scholarships and fee equity; and collaborate closely with regional associations to streamline processes and cofund global initiatives.



"I offer a calm, structured, and collegial style: I listen, make complexity manageable, and communicate decisions plainly. My vision is a resilient, service-oriented finance function that strengthens trust, inclusion, and long-term sustainability for the ITAA community. I am committed to serving with responsibility, clarity, and integrity."

We welcome Thomas to his new position and look forward to working with him.

Keep Your Account Current!

Remember to go into your member account on the ITAA website to make sure your information is current. That will help to make sure that you receive your 2025 *TAJ* hard copy.

New Members

SEPTEMBER 2025

Dinara Aldabergenova, Kazakhstan
Joe Allen, United Kingdom
Katarina Andrijašević, Croatia
Kara Bragg, United Kingdom
Neda Brasanac Piksiades, Serbia
Ana Crnadak, Germany
Ana Cubrilo, Serbia
Milica Đorđević, Serbia
Dominique Dye, France
Jenny Evans, United Kingdom
Ania Herbut, United Kingdom
Yanica Ilieva, Bulgaria
Gary Johnson, France
Risa Kohigashi, Japan
Kyeong Mo Koo, Republic of Korea
Vesna Kostić, Serbia
Taras Kriva, Russia
Anna Milcarek, Poland
Uroš Mitić, Serbia
Aigerim Oishyn, Kazakhstan
Viktoriia Pavlovska-Kravchuk, Ukraine
Aleksandra Ristic, Serbia
Sandhya S, India
Barbara Scheffer, Netherlands
Olga Smishchenko, Russia
Rohini Susan John, Australia
Jovana Zivkovic, Serbia

Honoring Robin Fryer: The Steadfast Steward of *The Script*

by Marguerite Sacco

As 2025 draws to a close, we extend our heartfelt appreciation to Robin Fryer, who will be stepping down from her role as managing editor of *The Script* at the end of this year. Robin will, however, continue in her role as managing editor of the *Transactional Analysis Journal* (*TAJ*)—a role through which she continues to uphold the scholarly excellence and integrity of transactional analysis publications worldwide.

Robin's contribution to *The Script* over the years has been nothing short of exceptional. Her meticulous attention to detail, editorial expertise, and unwavering commitment have ensured that each edition has met the highest standards of quality and professionalism. She has kept track of countless stories, supported contributors with care and precision, and maintained consistency and excellence in every issue.

Beyond her editorial skill, Robin holds an enormous reservoir of institutional memory—a living archive of ITAA's history, people, and progress. Her knowledge has been invaluable to all of us who have turned to her to understand the lineage of ideas, initiatives, and individuals that have shaped the association.

Robin's quiet diligence and consistent reliability have formed the backbone of *The Script*'s success. She has been both guide and guardian—ensuring continuity, nurturing new voices, and preserving the standards that make our publication a trusted and respected forum for the global TA community.

Although she will be deeply missed in her role as *Script* editor, we are profoundly grateful that she will continue her work with the *TAJ*, where her wisdom, editorial mastery, and passion for TA scholarship will remain an enduring asset to the association.

On behalf of the ITAA Board and community: Thank you, Robin, for your remarkable dedication, professionalism, and years of service.

Marguerite Sacco is ITAA President and can be reached at president@itaa-world.com .

ITAA Member Badge Now Available!



Would you like to show how proud you are to be part of the ITAA? From now on, ITAA will provide a digital member badge to display as proud acknowledgment of your membership and your commitment to TA and to the association's professional practice standards and code of ethics. The member badge is available at the membership area (go to "my account" at the bottom) on the website (www.itaaworld.com).

We have written guidelines with important information to support badge use in the digital world. Before you download the file, please read these guidelines, which emphasize that the badge must only be displayed in reference to an individual member, not a practice, group, or organization. And it must only be displayed when membership is active.

We hope you enjoy this valuable feature!

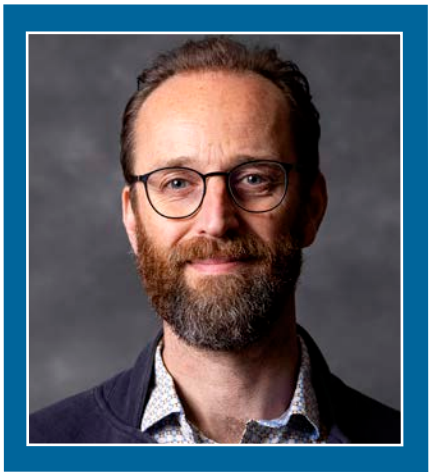
Other, Ignore Others, Persecute Others: Reflections on the Genocide of the Palestinian People

by Beren Aldridge

One year ago, I wrote about the Hamas terror attacks of 7 October 2023 in Israel and the subsequent wars in Gaza, Lebanon, and Iran (Aldridge, 2024). One year on, I would like to reflect on the genocide of the Palestinian people (UNHRC, 2025) and a crisis that I feel is unfolding in the United Kingdom (UK). I hope these culturally specific reflections may find resonance for colleagues in other cultures.

The United Nations reports that 65,062 Palestinians in Gaza have been killed and 165,697 injured at the time of this writing (UNOHCA, 2025). Concurrently, the UK government has granted and maintained export licenses for companies supplying military equipment to Israel (Wintour, 2025), and over 800 protesters have been arrested (Faulkner, 2025) because the government proscribed the group Palestine Action under the Terrorism Act.

Beren Aldridge can be reached at beren@porchlightpractice.co.uk.



The genocide is condemned by our government (Žbogar, 2025) but materially supported; we witness death and destruction of Palestinian people, but protest of these actions can lead to arrest. How can we lead our everyday lives in this environment without experiencing disorientation, grief, and anger?

For many people, this is their experience. They are enraged, grief stricken, and traumatized by these events. A sane response, perhaps, to the horrors that we see. But others are continuing their lives without any *apparent* disturbance. I italicize "apparent" because I think we in the UK are all profoundly disturbed and changed by these times, although this may not be immediately apparent.

This disturbance can be understood using Pearl Drego's (1983) Cultural Parent model, through which we can see how cultural norms are transmitted and enforced. Drego (1996) drew the Cultural Parent as three ellipses in the Parent ego state, representing the following (p. 63):

- The Etiquette holds the drivers—the beliefs and values of the culture.
- The Technicalities show us how to behave.
- The Character holds the injunctions—the emotional patterns and responses of the culture.

So:

- Our Etiquette says it is OK to murder and maim people of color (Palestinians). We are encouraged to look away, to "Other," and to "Ignore Others." And in doing so

we tacitly and materially "Persecute Others."

- Our Technicalities suggest that we (like our government) look concerned about the horror but take no action to discuss or halt the genocide. We should behave as if we matter more than others.
- Our Character tells us: Don't Think, Don't Feel.

Drego's model shows the Cultural Parent teaching us: We can live undisturbed if we "Other," we "Ignore Others," and we "Persecute Others"; if we believe we matter more than others; and if we Don't Think and Don't Feel.

In September, 110,000 people marched in London protesting immigration (Vinter et al., 2025), while far-right groups threatened immigrants throughout the UK (Stacey, 2025). Seeing this, I am horrified: How could this happen in the UK? But then, isn't this a natural result of the culture being promoted?

If we are taught to Other, to Ignore Others, and to Persecute Others; taught to think that people who enjoy the privileges of a "white" identity matter more than people given an identity of being "non-white"; taught not to think or feel—shouldn't that produce racism and oppression, violence and alienation?

Steiner, Wyckoff, and their colleagues (Steiner et al., 1975) understood that alienation results from a potent mixture of oppression and mystification. Mystification is saying it is wrong to kill while selling weapons. Mystification is saying that we support Palestinians while arming Israel. Mystification is arresting peaceful protesters while standing by as far-right protestors threaten people of color.

> ***As transactional analysts we may not be able to halt arms sales or stop wars. But we can do something: We can call out mystification in practice rooms, classrooms, and organizations. We can say what might be wrong and what might be right. We can have opinions and political positions, and we can use them potently to support change.***

As transactional analysts we may not be able to halt arms sales or stop wars. But we can do something: We can call out mystification in practice rooms, classrooms, and organizations. We can say what might be wrong and what might be right. We can have opinions and political positions, and we can use them potently to support change.

Emily Rupert once said (M. Cox, personal communication, 17 July 2024) that to be a transactional analyst we just need to do three things:

- Complete all transactions
- Confront all discounts
- Stay in the here and now

So, if you can do nothing else to support the suffering of our Palestinian brothers and sisters, please, do three things:

- Contextualize every conversation you participate in, personal or professional.
- Confront the discounts of a racist, white supremacist, persecuting society.
- Reject the mystification of a Cultural Parent that wishes to alienate us from the suffering of our neighbors.

If we do these three things, we will be doing something. We'll be standing by a people who have little voice and little power. And that must be better than doing nothing at all.

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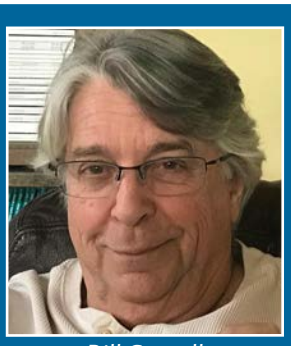
Upcoming *TAJ* Theme Issue on Loss, Grief, Mourning, Futures

by Coeditors Bill Cornell and Moniek Thunnissen

It is impossible to live one's life without encountering loss, sometimes a loss that is so tragic, so cruel, that the sense of one's self or of the future disintegrates. Losses come in many forms: the death of a loved one, the destruction of a precious relationship, the collapse of one's career and meaning, the betrayal of one's personal and societal values in today's violent and tumultuous world, to name a few. Fundamental aspects of the world that have been known, and perhaps taken for granted, fragment, disintegrate, are taken away, killed off. Safety and security disappear. Life will not be the same. Any future may feel like an illusion. Grief may then consume us. Despair or hatred may follow. Mourning is essential for the recovery of one's self and the potentials of a renewed future.



Bill Cornell



Moniek Thunnissen

The coeditors of this theme issue of the *Transactional Analysis Journal* invite papers that explore the impact of loss, the processes of grieving and mourning, and the reinvigoration of futures within therapeutic, educational, organizational, and social engagements.

The deadline for submissions is 1 August 2026. The submission guidelines can be found on the ITAA webpage: https://itaaworld.com/wp-admin/itaa-forms/24-4-23-TAJ-submission-guidelines.pdf

TAJ Theme Issues

"Radical Psychiatry: Revisiting and Revitalizing TA's Critical Tradition for Contemporary Challenges"
Coeditors: Keith Tudor and Karen Minikin
Deadline: 1 February 2026

"Loss, Grief, Mourning, Futures"
Coeditors: Bill Cornell and Moniek Thunnissen
Deadline: 1 August 2026

Please follow the submission requirements posted here. Submit manuscripts to *TAJ* Managing Editor Robin Fryer at robinfryer@aol.com

October *TAJ* Online Now

In her Letter From the Co-editor for the October *Transactional Analysis Journal*, Alexandra Gheorghe compares the various "voices" of musicians playing live music and the articles in this issue:

"Recently, I started the habit of zooming in on one particular instrument at a time, just admiring both the skill and the melody of that particular player. Then I focus on a different one. And then another. However, it didn't take long for me to realize that as I zoomed in and out of focusing on different instruments/players, I found that sometimes they seemed to be playing different tunes. The guitar and the bass player seemed to be looking at different chart sheets. The drummer and the piano player did not appear to have similar rhythms. And the saxophone player seemed to do his own thing. And yet together, each with their own personality and tune, they built a song with more colors, depth, and interest than if they all played the same rhythm and notes.

"In a similar way, the authors in this issue of the *Transactional Analysis Journal* (*TAJ*) have taken various routes in their explorations in different fields of TA and built something that, taken together, makes sense and has depth: an exploration into how we can express, address, and understand that which is unformulated or out of awareness. These papers go through themes such as psychological contracts, dreams, unconscious transferential processes, the energetic field, transference and countertransference in education, community blind spots, learning scripts, and hiding and asking for help."

Among the articles, essays, and book reviews in this *TAJ* are the following:

"Unstructured Process Groups in Transactional Analysis Psychotherapy Training: A Critical Review and an Educational Alternative" by Patrick Brook and Keith Tudor

"Pedagogical Relational Patterns: Introducing a New Model of Transference in Education" by Anisha Pandya and Giles Barrow

"Learning Script as Information for How We Learn and Teach" by Jr-Earn K. Lam

"How Do Life Positions Mediate the Relationship Between Cognitive Flexibility and Teacher Subjective Well-Being?" by Ahmet Emin Arı, Burak Can Korkmaz, Ahmet Ragıp Özpolat, and Mustafa Eşkısu

"Dreams as Markers of Change: A Qualitative Pilot Study on Transactional Analysis Therapy Groups" by Caterina Romaniello, Francesca Vignozzi, and Anna Emanuela Tangolo

"An Expanded Relational Model for Supervision Based on the Comparative Script System" by Diane Salters

"Surfacing the Unseen: Unpacking Implicit Aspects of the Psychological Contract in Organizational Transactional Analysis" by Marguerite Sacco

"Hide and Seek: The Challenges of Asking for Help as a Professional" by Sue Eusden



Alexandra Gheorghe

Revitalization Through Transactional Analysis Group Treatment: Human Nature and Its Deterioration by Giorgio Piccinino, reviewed by Bev Gibbons

Conceptualizing Ego States in Transactional Analysis: Three Systems in Interaction by José Grégoire, reviewed by Diana Deaconu

Book Reviews and Reviewers Wanted

The *Transactional Analysis Journal* is looking for book review submissions. Books published within the past 3 years are preferred, and reviews are limited to 1,000 words. We are looking for reviews that offer readers a solid critique that reflects substantially on the book rather than one that is primarily an endorsement. For more details or to discuss a possible book review, please contact *TAJ* Book Review Editor Earn Lam at karen@seraphcorp.net .

Follow-Up Regarding the Political Situation in Serbia

Dear Colleagues and Friends,

I want to share an update about the political situation in Serbia in the hope that we can all learn about social change from our experience—and that you might also help spread the story of our struggle. Before I describe the facts and personal experiences from the last 6 months of student and citizen rebellion against corruption in Serbia, I want to quote Eric Berne from his book *The Mind in Action* (1947):

> In the old days, scientists left politics to the Wilsons and Hapsburgs, but nowadays it is the duty of every citizen to interest himself in world events, lest they overwhelm him and all his fellow citizens. The psychiatrists and the physicists, who are deeply concerned with studying the realities of man and nature, can no longer remain aloof, but must tell the world what they know of its probable future, even at the risk of becoming involved in outside affairs and of being criticized. It is no longer wise for scientists to refrain from expressing strong opinions and bringing strong influence to bear in a vigorous attempt to change the trend of history. (p. 292)



This quote resonates deeply with our recent experience in Serbia. Since the April issue of *The Script*, we unfortunately have 16 victims instead of 15 after the collapse of the canopy at the newly renovated railway station in Novi Sad. Protests against corruption, the ineffective judicial system, and repression have now lasted more than 11 months. As the rebellion continues, the repression has intensified.

University professors and students have become the main targets because they are among the most outspoken citizens. The majority of them refuse to return to "normal life," and blockades at many faculties are still ongoing. Students have been brutally beaten and arrested while professors have been punished through salary suspensions. Some students and professors have even been labeled as spies, terrorists, and "enemies of Serbia" by our president and certain ministers. Since May, we have also been protesting for fair elections, but the president and government refuse to hold them. After another surprisingly large protest in Belgrade

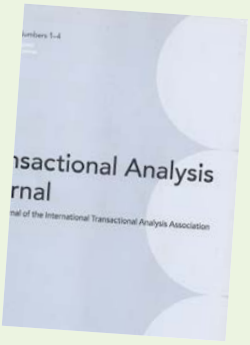
on 28 June (during the summer holiday season), all protesters became vulnerable to police brutality. On 5 September, in my city Novi Sad, I myself was at risk of being beaten by the police simply for being on the street during the protest.

According to Berne's quote as well as ITAA's ethical code, we as transactional analysts have both the obligation and the responsibility to speak out against the misuse of power and to address social issues. I hope that by writing this letter (with encouragement from Karen Minikin), I am doing just that.

In Serbia, we are now approaching the anniversary of the tragedy at the Novi Sad railway station (1 November). We plan to hold a large commemorative protest that day, fully aware that our political leaders are unlikely to tolerate such public solidarity with the victims and such a massive demonstration. As a society, we are living through a very uncertain moment—in Serbia, and perhaps humanity as a whole. I believe that as long as our struggle continues, there remains a chance for positive social change.

Danijela Budiša Ubović, CTA-P, TSTA-P, Novi Sad, Serbia

Free-Access Article Available From the October 2025 *TAJ*



From the October 2025 *Transactional Analysis Journal* issue, the free-access article is "Unstructured Process Groups in Transactional Analysis Psychotherapy Training: A Critical Review and an Educational Alternative" by Patrick Brook and Keith Tudor.

The authors consider how education or training in transactional analysis (TA) comprises three elements: training, usually in the form of a specific, organized training course or program; supervised practice in one of the four fields of application or specialization; and personal growth, both in and during as well as outside the formal training program. Personal growth during such education/training, especially in the fields of psychotherapy and counseling, usually takes the form of unstructured, reflective process groups. However, although these are relatively common, the purpose and role of such groups are rarely discussed, theorized about, or critiqued. Brook and Tudor address this gap, first, by discussing this element of education/training in TA and reviewing the relatively small literature on this subject. They then consider the purpose of such groups in an educational/training context, also drawing on literature outside of TA and, focusing specifically on psychotherapy training, what the authors identify as a certain discounting in training. Finally, they offer an alternative model of facilitating adult/Adult processing in students/trainees that activates physis and builds resilience.

We encourage all *Script* readers to read this *TAJ* 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 October issue available on the Taylor & Francis *TAJ* website (accessible for ITAA members via the ITAA website and to nonmembers by searching on *Transactional Analysis Journal*). Look for the green checkmark in the lower right corner.

Award Nominations Sought

Eric Berne Memorial Award

Deadline: 1 December 2025
Send EBMA nominations to ITAA Director of Research & Innovation Elvin Aydin Keles at director_r-i@itaaworld.com

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Hedges Capers Humanitarian Award* | *Muriel James Living Principles Award* | *Goulding Social Justice Award* | *Fanita English Lifetime Achievement Award* | *ITAA Service Award

Deadline: 1 January 2026
Send nominations for the Capers, James, Goulding, English, and Service Awards to ITAA Secretary Rema K Giridhar at general-secretary@itaaworld.com

❧

ITAA Research Award

Deadline: 1 January 2026
Send nominations for the ITAA Research Award to committee chair Moniek Thunnissen at m.thunnissen@ziggo.nl

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See the ITAA website at www.itaaworld.com/itaa-awards or contact the ITAA at info@itaaworld.com for details on making nominations for these awards.

Cocreative Transactional Analysis in Kazakhstan

by Bayan Joldasbekova, Tamara Khan, and Svetlana Khassenova

Earlier this year, Keith Tudor offered a short course on cocreative transactional analysis here in Kazakhstan. The course, organized across four monthly webinars, introduced participants to the background and development of cocreative TA, including its theoretical influences and its principles of we-ness, shared responsibility, and present-centered development. This was followed by an introduction to cocreative relating (transactions), cocreative personality (ego states), cocreative identity (scripts), and cocreative confirmations (games) through teaching, demonstrations, and discussion. These online webinars were very successful, so we invited Keith to come to Kazakhstan for an in-person workshop.

In August, following the WTAC Conference in Montpellier, Keith visited Almaty in Kazakhstan, where he ran a 2-day workshop on cocreative TA. This was followed by a 1-day supervision in which Keith demonstrated cocreative supervision as part of cascade supervision and as a form of group supervision (i.e., supervision with the group as a whole).

The seminar opened with a meaningful ritual: Each participant introduced themself and expressed their expectations. As they did so, some participants explained the meaning of their names, which others then did as well. This created a unique sense of connection.



Following this, Keith set the tone for a profound dialogue by introducing the three principles of coccreative TA: "we are together," "shared responsibility," and "presence." His critique of excessive individualism and his emphasis on healthy symbiosis resonated deeply. We realized

how therapeutic relationships can become truly alive and equal when therapist and client walk side by side—or, as Keith suggested, when the therapist walks slightly behind the client.

Special attention was given to contracts in TA, not only as formal agreements but also as living interactions on which therapeutic success depends. Keith emphasized the importance of seeing contracts not only in their explicit form (typical for Western culture) but also as implicit, unspoken agreements influenced by the client's context and culture. This expanded our perspective on how to work with clients from diverse backgrounds.

The practical demonstrations were equally powerful. In his work with one participant, Keith illustrated how "agitation" (heightened energy) is not necessarily a sign of chaos but can be an expression of the integrating Adult. It was inspiring to witness therapy not as a fight against the script but as an opportunity to live from one's authentic desire.

The closing group exercise invited us to reflect: "What can I apply tomorrow in my practice?" This is where the seminar's true value lay — not only in the knowledge gained but also in its immediate applicability.

For us, it was a great honor that Keith Tudor came to Kazakhstan just after receiving his second Eric Berne Memorial Award. To learn directly from someone whose work has been recognized at such a global level is a rare privilege. The photo captures more than a group of colleagues; it reflects a professional community witnessing a historic moment. This sense of belonging—pride, inspiration, and gratitude—will stay with us for a long time. And we already have plans to invite Keith back!

Upcoming ITAA / EATA Webinar With Zefiro Mellacqua

28 November 2025 * 10:30 am – 12 pm CET



Photo credit: Courtesy of Chiara Micci/Garbani

In our next joint webinar, Zefiro Mellacqua returns to Berne's scientific appraisal of the emergence in the 1950s and 1960s of psychedelic science, on which Berne founded his unique conceptualization of psychic organs, ego states, cathexis, and his later, as well as preliminary, considerations of the farthest frontiers of transactional analysis, to which he gave the suggestive name of "regression analysis" (Berne, 1961/1975, pp. 224–231).Through a brief history of psychedelic psychiatry, Zefiro will introduce webinar participants to the most recent resurgence of psychedelic science and with that to a more contemporary, yet psychodynamically as well as neurobiologically informed, reconsideration of some of the most fundamental ideas of transactional analysis theory and of their possible future applications in the field of psychotherapy and clinical psychiatry.

About the Presenter

Dr. Zefiro Mellacqua is the Medical Director of the Cantonal Psychiatric Clinic (CPC) in Mendrisio, Switzerland. A medical doctor, psychiatrist, and Certified Transactional Analyst (psychotherapy), he worked as psychiatrist and psychotherapist for the South London and Maudsley National Health Service Foundation Trust in London (UK) and as a consultant psychiatrist in Switzerland. He implemented the first home treatment team in Canton Ticino. Zefiro is also a clinical lecturer at the SUPSI University and USI Faculty of Biomedical Sciences in Lugano, Switzerland. He is the recipient of the 2024 Eric Berne Memorial Award.

To Register

Go to this link.

Reflections on IBOC Online Exams

by Nicole Lenner and Haseena Abdullah, IBOC Cochairs

Yes, we did it again! **The IBOC online exams took place from 9 to 11 October**, and it was a wonderful 3-day experience, with 22 CTAs and 11 STAs/TSTAs passing their exams. That means everyone who attended was prepared to take their exams. Congratulations!

Thank you to all the examiners and volunteers for making yourselves available and contributing in different roles with diligence, flexibility, commitment, and curiosity! We were pleased to see numerous first-time examiners, who returned after passing their own exams. Thank you to all translators for building a bridge across languages. Thank you to Mayke Wagner-Froböse (TSTA exams) and Priya Veeraraghavaan (CTA exams), who shared their wisdom, creativity, and loving resilience as exam supervisors navigating the (Zoom) waves with us. Thank you to Max Eggeling (IBOC administrator) for supporting us along the way with numerous emails, forms, and certificates to respond to, create, and send. And last, but not least, thank you to all ex-candidates for trusting us to create the conditions and provide the frame for your big step on your TA journey. You have all come a long way and succeeded, and we are very grateful for the beautiful strokes you shared with us. Congratulations!



New STAs/TSTAs (top row from left): Carole Stilwell, Ales Zivkovic, Elena Lazarenko, Valérie Cionca; (middle row from left): Michelle Hyams-Ssekasi, Mandy Atkinson, Elvin Aydin Keles, Linda Gillham (bottom row from left): Keiko Hoshino, Alla Babich, Vanessa Williams

It was once again a truly global gathering with colleagues from every continent. We are grateful for and amazed by those who attended during very early mornings, late evenings, or even in the middle of their nights to make these exams possible! Thank you.

As the exam supervisor team, we are deeply touched and proud of the many meaningful, positive strokes we received. Our goal to create rigorous, flexible, inclusive, curious,



New CTAs (top from left): Amanda Lacy, Kristina Bačkonja, Heather Finlay, Ioannis Laimodetis; (middle from left): Luo Yongxin, Alina Comendant, Elena Minaeva; (bottom row from left) Liudmila Ahisimova, Yuliia Kvasnytsia, Mary Cunningham, Darija Pretrovič Lubanska



New CTAs (top from left): Rie Miura-Lee, Sifti Bajwa, Svetlana Seguin, Vida Miakar; (middle from left): Michaela Maier, Motoko Miyagi, Svetlana Khassenova; (bottom from left): Olga Tuchina, Nancy Daltaon, Olga Paraska, Sasha Mkhitaryan

and warm conditions seems to have worked well for candidates, examiners, and volunteers alike.

This time, we introduced some new elements and meetings, all of which appear to have positively contributed to the further development of our exam system. First, we held a new meeting for principal supervisors of our candidates, where we informed them about what their candidates needed to focus on in terms of material to present before the exam and invited sharing on how best to support candidates during the final stages of their preparations. It was very well received by those who attended.

Second, we split the examiner briefings into two sessions: The first, a joint briefing for CTA and TSTA examiners, was held on Monday of the exam week, and the second, specific to CTA and TSTA exams, was on Thursday morning. The announcement of this split had been received somewhat ambivalently, and we do understand it means carving out an additional hour in your schedules. Now we are grateful that so many colleagues accepted this new plan. Experience shows that the intended effects were realized: There was more time for everyone to reflect on the IBOC principles, especially accounting for diversity and live inclusion at many levels, and the start of exam day on Thursday was much more relaxed.

We also introduced new checklists for those chairing exams and found that these greatly supported their facilitation tasks. The checklists resulted from collaboration with EATA's Council of Certification (COC) in the person of Mayke Wagner-Froböse.

We received a good deal of helpful feedback during the various debriefing sessions, and we will reflect on our lessons learned in depth at our next IBOC meeting. Please watch for information about the upcoming IBOC online exams in March 2026 in the next issues of *The Script*. The call for examiners will be sent out toward the end of this year, and we would be very happy if you registered.

Congratulations to new STAs/TSTAs: STA-P: Mandy Atkinson; STA-C: Linda Gillham; TSTA-E: Keiko Hoshino; TSTA-O: Valérie Cionca, Vanessa Williams; TSTA-P: Ales Zivkovic, Alla Babich, Carole Stilwell, Elena Lazarenko, Elvin Aydin Keles, Michelle Hyams-Ssekasi

Thank you to TSTA examiners: Alan Jones, Alexandra Piotrowska, Alina Rus, Anette Dielmann, Anne Tucker, Beartijs Dijkman, Blanka Čepická,

Boris Volodin, Cezara Dasu, Chitra Ravi, Cholena Mountain, Eleonore Lind, Elly Voorend, Enid Welford, Evelyne Papaux, Gerry Pyves, Jacqueline van Gent, José Martínez Rodríguez, Karen Pratt, Marina Rajan Josef, Michele D'errico, Moniek Thunnissen, Olivier Montadat, Patrick Brook, Piet van Haaster, Raguraman K, Sashi Chandran, Sue Eusden, Suriyaprakash C, Thomas Ohlsson, and Trudi Newton

Congratulations to new CTAs: CTA-E: Alina Comendant; CTA-O: Luo Yongxin, Michaela Maier; CTA-C: Motoko Miyagi, Ioannis Laimodetis, Amanda Lacy, Rie Miura-Lee; CTA-P : Yuliia Kvasnytsia, Kristina Bačkonja, Liudmila Anisimova, Mary Cunningham, Darija Petrović Lubanska, Elena Minaeva, Heather Finlay, Nancy Dalton, Olga Paraska, Olga Tuchina, Sifti Bajwa, Svetlana Khassenova, Svetlana Seguin, Vida Mlakar, Sasha Mkhitaryan

Thank you to CTA examiners and volunteers: Adam Bekier, Adri van den Brand, Alina Pavel, Alla Dalit, Alva Ramirez, Ana-Marija Vidjak, Anhelina Sashko, Annette Terry, Bena Armitage, Bojana Filipović, Daruisz Rosiński, Debbie Gillespie, Debi Davidson, Diana Deaconu, Elina Belyayeva, Eric James, Gubjan Zutshi, Holly Young, Ivana Mandaric, James Longwell, Jo Moores, John Evans, Kara Bragg, Lisa Mathurin, Lisa Paul, Louise Ralston, Lyn Wall, Maria Gandara, Maria Petrova, Maria Sorokopud, Marieke de Groot, Martina Kvarantan Smitran, Masumi Aonuma, Matt Taylor, Maya Lutay, Meera Ravi, Michael Harsh, Mihaela-Leocadia Hartescu, Milena Marcovic, Marguerite Sacco, Marina Rajan Joseph, Nadica Skeparoska-Petkovska, Nea Clark, Nicki Wisbey, Nynke de Geus, Piotr Jusik, Piyush Dixit, Prathitha Gangadharan, Raewyn Knowles, Rajarajeshwari G S, Rakhima Kuandykova, Rosario Chavez, Rosemary Kurian, Satoshi Miyagi, Seki Mariko, Sian Rivers, Sili Zhou, Suriyaprakash C, Sushma M R, Tajana Stanić, Tin Vanderhoeven, Valeria Villa, Will Daniel-Braham, Sarah Carcillo, and Sarah Demaree.

Conferences & Events

31 January–8 February 2026
NATAA Gathering
Frenchman's Cove,
Port Antonio, Jamaica
programs@nataa.net

July 20–26 2026
NATAA Gathering
Villa Maria Del Mar,
Santa Cruz, California, USA
programs@nataa.net

IBOC Exam Calendar

Type	Exam Date	Location	Application Deadline
CTA	5-7 Mar 2026	Online	5 Dec 2025
TSTA	5-7 Mar 2026	Online	CLOSED
CTA	1-3 Oct 2026	Online	1 Jul 2026
TSTA	1-3 Oct 2026	Online	1 Apr 2026
CTA	4–5 Mar 2027	Online	4 Jan 2027
TSTA	4–6 Mar 2027	Online	4 Sep 2026
CTA	30 Sep-1 Oct 2027	Online	30 Jun 2027
TSTA	30 Sep- 2 Oct 2027	Online	30 Mar 2027

IBOC TEW Calendar

Type	TEW Date	Location	Application Deadline	TPO Deadline
TEW	28–30 Nov 2025	Online	CLOSED	CLOSED
TEW	24–26 Apr 2026	Online	CLOSED	CLOSED
TEW	24–26 Jul 2026	Online	24 Nov 2025	24 Jan 2026
TEW	27–29 Nov 2026	Online	27 Mar 2026	27 May 2026
TEW	23–25 Apr2027	Online	23 Aug 2026	23 Oct 2026
TEW	26–28 Nov 2027	Online	26 Mar 2027	26 May 2027

TEW Note: All TEWs for 2025 and 2026 are currently full. If you wish to get on the waiting list for any openings that develop, please contact Marina Rajan Joseph at iboc_tew-coordinator@itaaworld.com.

Note: Written exams can be submitted anytime throughout the year.
Please send applications for exams and TEW to the IBOC administrator: iboc_admin@itaaworld.com . 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/tew-calendar/?highlight=TEW%20calendar

Call for ITAA Board Nominations

The following positions are open for nominations now. **Deadline for nominations:** 25 January 2026 at 11pm PST (23:00 UTC):

President-Elect (2026–2027) (will become president 2027–2029)

General Secretary (2026–2029)

Director of Development (2026–2029)

Director at Large, Europe (2025–2028)

Director at Large, Asia Pacific (2026–2029)

Nominations require the name and consent signature of the nominee (it may be yourself), the name of the person making the nomination (if not the nominee), and the name of two people seconding the nomination (one may be the person making the nomination). Directors who have served two consecutive terms of office in any position on the board are not eligible for nomination. Position statements (charters) that describe the function and selection criteria for each of the officer positions are available on the ITAA website at itaaworld.com and from nominations chair Rema Giridhar at general-secretary@itaaworld.com. Nominees are encouraged to read and understand these and the full nomination/election documents before accepting nomination.

Send nominations to ITAA Nominations Committee Chair Rema Giridhar at general-secretary@itaaworld.com. Those who accept nomination to the above positions must sign the "Rules for Candidates Seeking Election" (see this page), which they will receive from Rema Giridhar and are also posted on the ITAA website. They must also email a written statement (maximum of 250 words) and digital photo to Rema as soon as possible and no later than the 25 January 2026 deadline.

Election Procedures: As per the ITAA bylaws, if there is no more than one candidate per position, there will be no ballot, and the results of the election will be announced in *The Script* newsletter. An unopposed candidate will take up his or her position following the Annual General Membership (AGM) meeting. If there is more than one nominee for a position, a ballot will be sent to all voting members within 45 days after the close of nominations. The deadline for return of ballots is 45 days from the date of mailing. The results of the election will be announced to the candidates within 45 days after the election results are determined.

If you have not already submitted a Consent to Use of Electronic Transmissions so that you are eligible to vote electronically in case of a ballot, we urge you to do so immediately by visiting https://itaaworld.com/governance-documents-2/ (Use the document titled ITAA Consent for Electronic Transmission).

Rules for Candidates Seeking Election

3.4 Election Campaign Guidelines

Preamble. These guidelines are intended to assist in maintaining a spirit of collegiality and essential fairness in all ITAA elections and to keep the amount of campaigning and electioneering for director positions within established procedures. They also offer a procedure for identifying a campaign violation and spell out the consequences.

3.4a Endorsement of Candidates

i. Individual members may endorse candidates for elected positions within the ITAA provided that such endorsement makes clear that it represents the personal view of the endorser. If such personal endorsements are made by individuals holding an elected, appointed, or honored position within the ITAA, they may not mention their position within the organization as part of the endorsement.

ii. ITAA resources may not be used for the purpose of supporting any one candidate over another.

iii. The electioneering use of online, social media, newspaper/newsletter, or journal advertisements, as well as setting up websites and social media pages, is prohibited.

iv. The association's newsletter may be used to report the candidacy of nominees and election results provided that the report is included as a news article and all candidates for a nominated position are represented.

v. The staff of the ITAA are to refrain from electioneering in any form, including making personal statements regarding the qualifications of any candidate.

3.4b Campaign Statements

i. Candidates may make written statements to appear in the ITAA newsletter at such time as the nominations are announced therein. Such statements will be confined to a discussion of issues facing transactional analysis and the ITAA as well as a brief personal biographical sketch. Statements from nominees for all positions may not exceed 250 words. Statements exceeding the word limit will be edited down at the discretion of the ITAA Managing Editor.

3.4c Campaign Spending and Membership Appeal

i. Mass mailings, including mass emails, on the part of a candidate seeking nomination or election or on behalf of that candidate by other individuals or organizations are prohibited. Although it is appropriate for nominees for elected positions within the ITAA to communicate their platforms and qualifications to the membership (see item ii below), mass mailings are deemed inappropriate because they create the possibility of unfair economic advantage for some nominees.

ii. Individual personal letters, including emails or phone calls to friends and colleagues, are appropriate.

iii. Form letters or "Dear Colleague" -type letters or emails sent by an individual or a group of individuals to a group of persons on a mailing list are not acceptable practice.

iv. Setting up a website, distributing an electronic poll, and/or using social media in such a way that it may be deemed to be part of a future or ongoing election campaign are also not acceptable.

3.4d Dissemination of Information on Electioneering

i. These election guidelines will be published in *The Script* newsletter at the same time and along with the announcement of the list of nominees for the year if there is at least one contested position and therefore an election ballot.

ii. The ITAA Nominating Committee chair will mail a copy of the election rules to each candidate at the time his or her nomination is official. For nominations to be accepted, nominees must sign and date the rules form.

3.4e Reporting a Violation of Campaign Procedures

i. Any member who suspects that he or she received or viewed communication from a nominee or on behalf of a nominee that violates these election guidelines may file a complaint by emailing the ITAA Secretary.

ii. Members are encouraged to first reach out directly to any such nominee to clarify his or her intent and to give the person feedback about the communication in question.

3.4f Violation of Election Guidelines

i. These guidelines are posted on the ITAA website.

ii. All nominees are expected to know the guidelines and will therefore be held responsible for following them even before the guidelines have been sent to them when their nomination is submitted. Any behavior counter to the guidelines, therefore, is considered a violation of campaign procedures.

iii. The ITAA Board of Directors will contact any nominee thought to be in violation of these guidelines as part of an inquiry into his or her actions.

iv. If the Board of Directors judges the nominee to be in violation of the guidelines, the person's nomination will be rescinded for that election cycle.

v. The nominee will not be prevented from participating in future election cycles.

Write for *The Script*!

We invite you to become a contributor to *The Script*. We are especially interested in hearing from members who are using transactional analysis in socially responsible efforts to impact the world in a positive way. We also want to hear from practitioners who use TA in all four fields (psychotherapy, counseling, organizations, and education). Send us your articles (around 1000 words) and letters (around 400 words). Or if you have other ideas for *Script* material you think our readers would be interested in, please get in touch. Contact *Script* Managing Editor Robin Fryer at robinfryer@aol.com .