



INTERNATIONAL TRANSACTIONAL
ANALYSIS ASSOCIATION

**VOL. 52 NO. 9
SEPTEMBER 2022**

IN THIS ISSUE

A New Association for
the 21st Century
1

The Past Year of the
ITAA Board of Trustees
4

In Memoriam:
Alan Jacobs
7

Online Conference
Survey Results
10

ITAA-EATA Common
Mission Statement
13

ITAA News
16

A New ITAA: An Association for the 21st Century

by Thorsten Geck, ITAA President-Elect

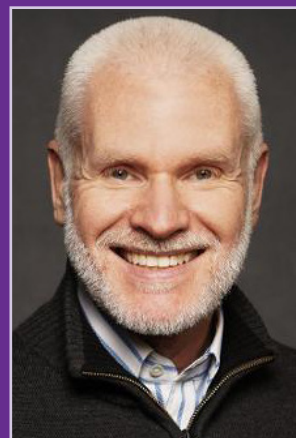
As described at the ITAA Annual General Membership (AGM) meeting in July 2022, the ITAA Board of Trustees is looking hard at how we might evolve the association to better serve and benefit our members in this new century.

Our members often assume that the ITAA is a professional association, for example, when we talk about “professional standards.” But it turns out that is not the case. In fact, the ITAA is a California nonprofit association organized and operated exclusively for educational and charitable purposes. As stated on our webpage, “The International Transactional Analysis Association is a nonprofit, member-driven educational organization founded by Eric Berne, MD. Our purpose is to help advance the theory, methods and principles of transactional analysis.” The members who join the ITAA do so primarily because they believe that transactional analysis (TA) is worth applying to interpersonal relationships and in their professional lives.

What We Do to Follow the Aims of the ITAA

We fulfill our purpose in several ways:

- *The Script* newsletter is designed to educate and communicate with and among our members through fostering activities, supporting interpersonal connections, and sharing developments in TA throughout the international TA community.



- The *Transactional Analysis Journal* is our recognized scholarly journal, the publisher of which is the well-regarded Routledge/Taylor & Francis.
- ITAA also offers conferences during which members can present themselves and their thinking, developments in TA, and further theory in mutual exchanges. Even during the pandemic, we have been determined to meet and learn together. Online workshops and online conferences as well as webinars—recently developed and offered—are appreciated by members because they can be attended by many participants from various parts of the world and at lower cost than in-person meetings.

What We Do but Should Not Be Doing

The ITAA offers certification, although some members believe we currently (now under the supervision of the International Board of

“Toward that end, the ITAA Board proposes to change the way we are registered as an association. Or better yet, we transform the way we are presenting the membership. This could be done by turning our current, single organization into two separate entities.”

Certification or IBOC) offer accreditation. Our certification, although held to high professional standards, is an “accreditation within,” which means that members who are TSTAs/PTSTAs certify the professional quality of other members (e.g., candidates for a CTA exam). However, as a nonprofit educational corporation, we are not allowed to offer accreditation beyond our own membership, which may come as a surprise and be disappointing to members who hope to gain official accreditation for all the good work they have done.

Additionally, as a California nonprofit corporation, the ITAA is not allowed to police an ethics code in relation to its members or others. Again, this creates limitations for those members who are certified or involved in training to become certified. In fact, the ITAA cannot represent its members as professionals.

In the ITAA Articles of Incorporation, our purpose is stated as follows: “The specific purpose of this corporation shall be to promote awareness and understanding of Transactional Analysis, a psychology of human behavior, communication, and problem solving, designed to enhance the life of individuals, groups, organizations, and communities and to carry on other charitable and educational activities associated with these goals as allowed by law.” This is a binding statement.

It limits the use of our revenue and assets and, equally important—maybe even more so for many members—certification cannot legally be conducted by the ITAA. And the IBOC as a separate entity—owned by the ITAA and conducting certification according to professional standards by the ITAA—is also not a professional association.

What We Want to Do but Currently Cannot

- The ITAA has a sophisticated and powerful code of ethics that defines how we see ourselves as professionals in dedicating our services to the benefit of our clients. However, this code is limited to the relationship between members, and we cannot deal with complaints of non-ITAA members. That leaves clients to approach another association or professional body with proper jurisdiction when they need help or want redress for perceived wrongs.
- Since the ITAA is registered in the state of California, a corporation with educational purposes cannot present its members and their business interests, rather, it furthers transactional analysis to the public. This means members cannot make themselves accessible to those who might benefit from their professional services (e.g. via a membership directory). The ITAA also cannot represent members and advance their professional businesses.

A Proposed Solution

Under California law, a professional association is devoted to bettering the business interests of its members. This is what the ITAA Board of trustees (BOT) wants to do with the agreement of our members.

the SCRIPT

Newsletter of the International Transactional Analysis Association
ITAA, 484 Lake Park Avenue, PMB 290,
Oakland, CA 94610, USA

email: info@itaaworld.org

website: www.itaaworld.org

Editor: Laurie Hawkes

Managing Editor: Robin Fryer

Desktop Publishing: lockwood design

Send all copy to: robinfryer@aol.com

Deadlines—15th of the month prior to the month of publication (e.g., 15 September for the October issue)

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.

The Script (ISSN 0164-7393) is published monthly by the International Transactional Analysis Association. For information on membership, visit www.itaaworld.org or contact the ITAA at the above address. © 2022 International Transactional Analysis Association, Inc.

Toward that end, the ITAA Board proposes to change the way we are registered as an association. Or better yet, we transform the way we are presenting the membership. There could be two steps:

1. We transform the current ITAA into an organization that has two main purposes: Holding the funds and remaining the repository of the archives, the latter of which would connect us to our past and where we come from. This organization might be referred to as something like “the ITAA Foundation.”

2. We establish a new professional association that legally allows us to do many, if not all, of the things we want to do for our members that would connect us to our future as transactional analysts in various fields.

What the Change Would Allow Us to Do

The suggested restructure would allow the members of the ITAA to be represented and supported by the newly founded professional association. Among other things:

- The professional association would represent the interests of its members as certified TA professionals (and trainers and trainees).
- Members could engage in ongoing professional development, including through to certification and possibly beyond to accreditation.
- The professional association could maintain a membership directory for professional networking purposes and to serve as a referral base for other organizations. Members as professionals would be visible and able to demonstrate how they are part of a professional and dedicated community.

“The proposed restructure would allow the voting members of the ITAA to become voting members of the new professional association. The new association would retain an ongoing relationship with the ITAA, and the members of the professional association would have access to The Script and the TAJ as well as to ITAA events (e.g., conferences, webinars, workshops, etc.) through the association.”

- The professional association could engage in lobbying activities to advance the interests of the profession, the theory of TA, and the membership.
- The professional association could potentially offer professional services to members.
- The professional association could adopt a professional code of ethics and enforcement standards that include an avenue for responding to grievances of non-members.
- The professional association could offer ongoing professional training (CPD).
- The professional association could be more accountable to clients and the public.

The proposed restructure would allow the voting members of the ITAA to become voting members of the new professional association. The new association would retain an ongoing relationship with the ITAA, and the members of the professional association would have access to *The Script* and the *TAJ* as well as to ITAA events (e.g., conferences, webinars, workshops, etc.) through the association.

Where We Are and What’s Next

As mentioned earlier, the ITAA Board presented these ideas at the Annual General Membership meeting in July 2022. We asked for a non-binding vote of confidence, and the members present appreciated the ideas and voted for the board and task teams to proceed with the project. This encourages us to continue with this process.

The ITAA Board now wants to establish a task group to discuss all of these options and to create a proposed structure. We invite you to share your thoughts, questions, concerns, and ideas! Please send your feedback to restructure-itaa@use.startmail.com . 📧

TAJ Theme Issue

“Neurodiversity and Neurodivergence”

Coeditors: Steff Oates and Helen Rowland

Deadline: 1 February 2023

“Intimacy and Creativity Within the Real Self: Revisiting Berne’s Secret Garden”

Coeditors: Edward T. Novak and Karen Minikin

Deadline: 1 February 2024

Please follow the submission requirements posted [here](#).

Email manuscripts to TAJ Managing Editor Robin Fryer, MSW, at robinfryer@aol.com .

The Past Year of the ITAA Board of Trustees

by Chitra Ravi

Reflections on the Past Year

The past year has been full of challenges but also one of significant stimulation and growth for me in making the transition to the role of president. I learned to shift gears and to stand strong in my role, find a different voice, and fill the big shoes that Elana Leigh had so strongly worn in her term.

This is similar to the way in our professional roles we tend initially to reproduce what our teachers and predecessors did until we form our own unique professional identity. In my new role, I often asked myself, "What would Diane or Elana do?" or I would phone one of them for input. As I progressed into the second half of the year, I began diving into my inner gut and felt my way into accessing my options and also called in the talent of the ITAA Board of Trustees to arrive at collective decisions. This transition was gradual, and there was a recognizable shift in the energy of the group in being involved. That, in turn, deepened our connection and the depth of everyone's involvement. I experienced deep mutual trust.

This reminds me of a beautiful saying, which I share here (author unknown): The most important spiritual growth doesn't always happen when you're meditating or on a yoga mat. It happens in the midst of conflict, when you're frustrated, angry, or scared and you're doing the same old thing, over and over again. And then you suddenly realize that you have a choice to do it differently! I think I've had many of those special moments over the past year.

This has been a year of continuing to explore and deepen our learnings about roles, tasks, structures, positions, boundaries, and so on. I have reflected on many issues over the year, including the following:

■ **How does this ITAA Board of Trustees (BOT) operate, how do we define each role, and how do we plug responsibilities, tasks, and agendas for the year under each role?** The work by the ITAA policies and procedure manual task team, chaired by Anne Tucker, has deepened the work in this area to enable significant clarity. This requires updating so that future trustees can work effectively yet flexibly.



- **How can we capitalize and leverage the work of the regional representatives, apart from them being the conduit between their respective regions and the board?** They have actively participated in several ways and offer an important voice on the BOT. We are discovering a range of talents in each of them, and tapping into those talents has added to the collective strength of a remarkable and capable board. In being aligned with the various committees, they contribute significantly, which provides scope for them to potentially take on vice president roles in the future.
- **How do we use the strength and competencies of the ITAA office yet honor the differences between the office and the**



ITAA Board of Trustees meeting on 19 July 2022

elected members of the board?

Robin Fryer's astute eye for detail and her solid wisdom and Susan Lockwood's competence and capabilities have been rock solid, as always.

"I am aware of the commitment of board members to contribute with passion toward the growth and well-being of the ITAA. I am also mindful of finding a balance between stimulation and excitement about new ideas and consolidation and smoothing out of existing ones."

- Often, working and clarifying all this involved being with dilemmas, having important conversations, and acting with integrity and through the strength of knowledge and about "what's right" for a particular task, which helped us work together. This paved the way for open conversations, often truly living up to our working methodology of "open communication."

- Finally, when faced with tough situations, how do I find a balance between holding the stance as the president and loosening up to let go because it was not the right time to call out something?

Key Projects and Initiatives of 2021–2022

I am proud of what has been achieved by the board during the last year. I have experienced a shared sense of service, collaboration, and connection. Ours are voluntary roles, and I am aware of the commitment of board members to contribute with passion toward the growth and well-being of the ITAA. I am also mindful of finding a balance between stimulation and excitement about new ideas and consolidation and smoothing out of existing ones. As members of the BOT, it is also important that we each find time to relax and enjoy all our roles, personal and professional, including as members of the board. Therefore,

it is crucial for us to plan well for the coming year!

Ongoing Collaboration With EATA

- I am delighted that the cooperation between the ITAA and EATA continues to evolve, and we are finding new ways to join hands and create new paths for the future. Each initiative brings the world TA community of both associations together, and we hope to continue addressing our collective needs wherever relevant.
- All of this has been easy because of the shared space and stimulating discussions that I have had with Peter Rudolph, who just finished his term as EATA President. Beyond the tasks that were achieved, we found a space for talking about our dilemmas, challenges, and celebrations and also our cultural differences as persons and associations. Sylvia Schachner, the new EATA President, and I have already begun our meetings, and I experience a similar connection with her.
- Together, EATA and the ITAA worked on various initiatives, such as the common mission statement, promoting the EATA platform for those impacted by the war in Ukraine, coauthoring articles, cofacilitating the ITAA-EATA webinars, sharing *The Script* and the *EATA Newsletter* with both memberships, and attending each other's board meetings.
- The ITAA and EATA have also jointly offered several online webinars that have been well attended. These offer wonderful opportunities for TA friends and colleagues around the world to meet and share experiences, thoughts, and ideas about a variety of excit-



ITAA Board of Trustees meeting on 21 July 2022

ing topics (e.g., neurodiversity, the stepping up series, etc.).

- Steff Oates, the ITAA Vice President of Research & Innovation, established a joint committee with EATA regarding a podcast project with 3 People in Your Head, a group that approached ITAA and EATA for funding to support TA podcasts that would be produced at regular intervals.

Other Key Areas and Projects

- **The new website under the leadership of ITAA VP Development Michelle Thomé:** I value Michelle's strategic focus on the technology and the promotional aspects for the new website and also bringing in experts to lead meetings in relooking at statements of ITAA's vision, mission, and values.
- **The proposed ITAA restructuring project to form a new professional association:** This was cochaired by Thorsten Geck and Elana Leigh, who have done

brilliant work in exploring with various experts ways forward. Sylvie Monin and Anne Tucker were also significantly involved in the initial exploratory work. We hope to take it to completion in the coming year with the support of the BOT and the membership.

- **The first online ITAA conference chaired by Alessandra Pierini, our VP Operations:** Many members were involved in the steering and organizing committees, contributing and working so well together to make it a well-appreciated and memorable event.
- With Thorsten Geck's nomination for the role of the president-elect and him stepping down from his role as the VP Professional Standards last year, **I appreciate and thank Karen Pratt for stepping into that role until the AGM.**
- I am glad to mention that **the financials are up to date thanks to John Oates and Susan Lockwood.**
- **Steff Oates has continued to pursue the podcast project ini-**

tiative in her role as the VP R&I. The Routledge/Taylor & Francis contract has been extended, and I appreciate how Steff often steps up and can be relied on as a support for any area of the BOT that needs it.

- **Rema Giridhar has solidly taken on her role as the secretary** with clarity, competence, and high levels of reliability and initiative.
- **I acknowledge each of the ITAA committees and task teams that form the satellites of the ITAA** and contribute in significant ways to make the ITAA's initiatives become a reality.

Overall, I share a deep sense of satisfaction about what we have done this past year as well as about our partnership with EATA.

I end with a deep sense of gratitude to Elana Leigh, who has been a solid mentor to me in my journey, striking an important balance between being available and stepping back as needed for each step of the way! 🙏

Chitra Ravi is ITAA President and can be reached at chitra.seed@gmail.com.

Welcome to New Members

JULY 2022

Jon Crawley, United Kingdom
 Marc Donegan, United Kingdom
 Colm Grogan, Ireland
 Vicky Kalara, India
 Chien-Hui Lin, Taiwan
 Paul Rios, Spain
 Gregor Smrekar, Slovenia
 Mandira Srivastava, United States
 Lennie Wong, United States

Alan Jacobs

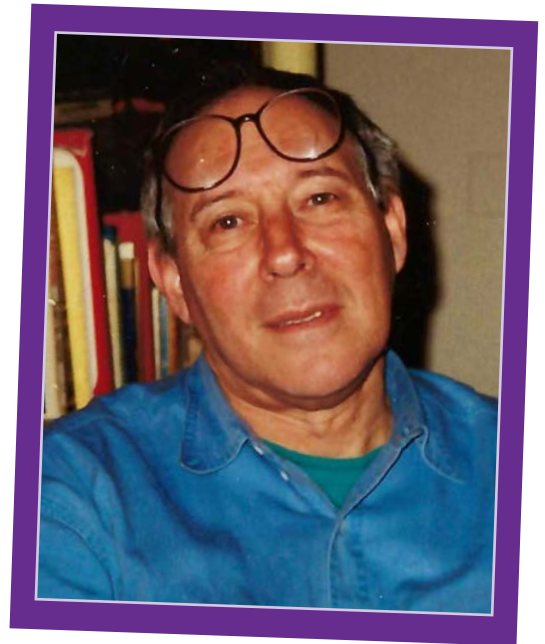
We were deeply saddened to hear from Alan Jacobs's wife, Krysia, that he passed away peacefully at the age of 87 on 20 July 2022 from complications of COPD. A memorial service was held for him on 5 August.

Alan attended the University of Chicago, where he became a famed sprinter and was inducted into their Athletic Hall of Fame. He received numerous track awards and was once called "the world's second fastest Jew" when he finished second in the 1957 Maccabiah Games. His career as a psychotherapist brought recognition as the 1996 recipient of the ITAA Eric Berne Memorial Award. Alan was also a genocide scholar with H-Net and worked closely with the Auschwitz/Birkenau Memorial and Museum to produce a visual photographic tour of the concentration camp. In retirement, he became a passionate photographer. His photography book *Thank God For These Guys* is a culmination of many years of work with the Chicago Fire Department to document their bravery and service. He is survived by his wife of 42 years, Krysia Jacobs, his son and daughter-in-law Jesse and Olga Jacobs, and his grandson Max.

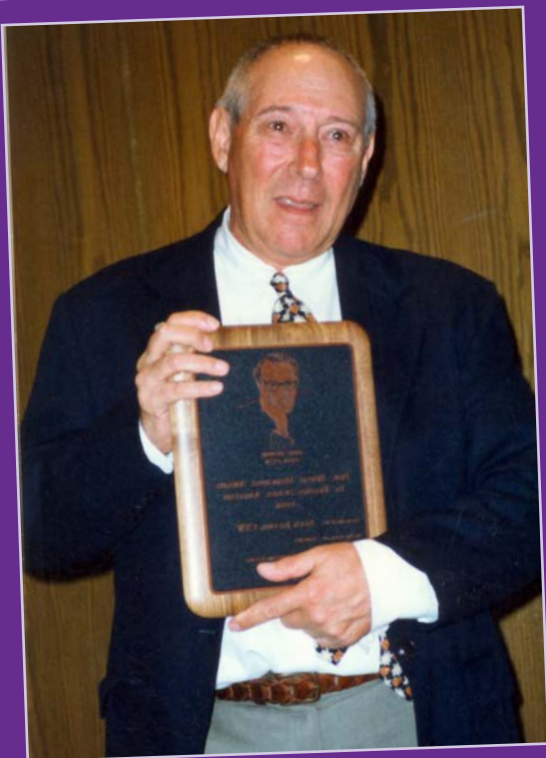
Here are some remembrances from TA community members about Alan:

Jack Dusay: Alan was a giant during the golden age of TA. His presence lit up the room at our meetings—whether the subject was serious or not. Mostly I remember the hotel steps at dawn when we began our long runs during conferences—he the holder of six world records and me a good long-distance runner—agreeing to always staying together as we ran. The talks between gasps of air were even better than the workout, and the subjects ranged from how to deal with certain "characters" in the organization to death camps and his heartfelt study of genocide. We gave each other some serious psychotherapy about my failing marriage (nicely resolved) and his paradoxical habit of smoking (dramatically resolved). We listened joyously to our meetings of the love of our lives, his with Krysia in Poland and my meeting of Linda at the elevator door beginning our 27-year honeymoon. As the parade passes, Alan's contributions will live on!

Thorsten Geck: I met Alan in a workshop in Germany. I was preparing for my oral CTA exam, and



my TA trainer invited Alan to run a course to share his thinking about TA theory. It was an exciting two days. Alan gave lectures, supervision, and introduced us to his perspective on some of Berne's TA concepts. Alan talked about OKness and how mutual OKness does not mean that people cannot disagree. Quite the contrary; he emphasized the importance of controversy to finding truth. I think Alan was also inspired that the workshop took place in Germany, with its history of terror and not-OKness to some people. In his articles, he wrote brilliantly about the psychology of the onliness of the leader and how they satisfy a desire for members to become followers. I did one of my mock exams with Alan.



Alan Jacobs with his Eric Berne Memorial Award plaque

He challenged my thinking in giving expected answers and wanted to know what I was really thinking about the topic under consideration: “Check your response to the question, use your capacity to think, and challenge the board.” Then he demonstrated that in further interactions. Not everyone enjoyed the workshop and his leadership. For some he was too confrontive and challenging to a comforting and soothing TA stance. This happened 20 years ago. I am still mindful and full of gratitude for his presence and inspiration.

Felipe Garcia: Alan was a great contributor both to the theory of TA through his award-winning writings on power, the abuse of power, and the danger of bystanders’ passivity and inaction and to the workings and operations of the ITAA through his service on the board of trustees and other positions. Alan has been

missed in the TA community in recent years as he pursued other interests, including photographing the work of firefighters and first responders. Alan was a close friend for many years. It was always a joy to spend time together at ITAA conferences and to discuss TA theory. He was a deep thinker and will be missed.

Rebecca Trautmann: Alan was a gem! He was passionate, funny, fierce, loving, smart, and wise. I can hear his laugh! He made the world a better place, and I am grateful for having known him. He also made a significant contribution to TA with his work on power and the abuse of it, which is still being taught all over the world.

Adrienne Lee: I am sad to hear that Alan has died. He made a significant contribution to our awareness of power and social justice. His work will continue to be recognized by the many students at The Berne Institute and in the TA community worldwide. May his dear soul rest in peace.

Richard Erskine: Alan Jacobs was a brilliant thinker, a world-class sprinter, and an avid bicyclist. He was keenly interested in many topics and studied deeply in a variety of fields. Following 9/11, he became interested in the Chicago Fire Department and spent 2 years photographing the firemen. His photos of Auschwitz are vivid documentation of the Holocaust. Alan’s article on autocratic power identified how theory, including TA, can be used in ways that cause relational abuse of clients. Alan, you were a gift to the world. I will miss you.

Steve Cosgrove: I first saw Alan Jacobs when he was running an indoor track meet at the University of Illinois (I was 8-10 years old) in about 1954-1956. He was running against Ira Murchison, his teammate at the University of Chicago. Ira won that meet barely, and Alan always said Ira was the toughest sprinter he ever ran against. Ira went on to win an Olympic Gold Medal at the 1952 Olympics in world-record time. I share all this because Alan was always a close second to Ira and a world-class sprinter himself. When I met Alan at the March 1975 TA Spring Conference hosted by Vann Joines and Graham Barnes in Chapel Hill, I introduced myself and told Alan that I was at that meet and always remembered how close that race was. We had the best time talking about his sprinting prowess. Jake was one fast dude! I saw Alan at several other ITAA conferences over the years, and he was always such a nice, fun, friendly beacon of brightness to me and anyone around him. I learned a lot from Alan: TA, psychotherapy, life lessons, how to always value and treat everyone in a kind and respectful manner. He was someone I looked up to and admired for so many good and important reasons, and I will carry those feelings and memories in my heart always.

The ITAA, USATAA, and the world of TA and psychotherapy lost a champion when Alan left this world. I was hoping to hear him as part of the recent Zoom/phone hookup of TA elders hosted by Felipe Garcia and Abe Wagner. Someone said he had planned to be with us, but it just wasn’t to be. May his family, friends, patients, clients, students, and peers feel his spirit riding with them always . . . he is still in your hearts, as he is in mine. RIP, Alan. You made me a better person, and you made the world a better place.

As we were about to send out this issue of *The Script*, we learned that **Saraj Welch died on 28 Aug 2022**. We will have more about her in an upcoming issue.

Steve Karpman: I'll miss you, dear Alan. Thank you for restarting contact with me during the past year. I enjoyed reconnecting with you. My best memories were of you at the midnight poker games at the annual ITAA conferences. You were so central to ITAA's growth, contributing not only your joyful presence and your award-winning contributions to the *Transactional Analysis Journal* but also serving on the ITAA Board of Trustees, where we were able to share your wisdom. Now in the spirit world for a whole new beginning. Enjoy!

Abe Wagner: Alan was a good friend to many of us. He was an enthusiastic learner and teacher. He spoke his mind honestly as he stood up for treating people with dignity and respect. He had a contagious sense of humor, and he contributed so much to so many. This talented man truly made a difference. Shalom, old friend.

Lucy Freedman: Alan Jacobs is not someone you would easily forget. When I was new in ITAA, I remember observing his furrowed brow and earnest look on a break as the Board of Trustees was deciding what to do about an ethics situation. Later, when I was ITAA President and Alan served on the board, he helped raise our awareness of power dynamics around any issue. What I learned then was that if I used his nickname "Jake" and talked about baseball, we could connect kid to kid. I remember what a strong impres-

sion his stunning photo journalism of Nazi concentration camps from World War II made. Alan was a warrior for justice and a mensch.

Julie Hay: I am so sad to hear that Alan is no longer with us, but I will continue to share his work with TA students.

Elana Leigh: Alan gave us so much and, in particular, inspired us to have a social conscience. He would be happy with how we are traveling now.

Chitra Ravi: On behalf of the ITAA Board of Trustees, the ITAA office, and the membership, we express our deepest sadness at Alan Jacobs's passing. He contributed to the transactional analysis community with his work and his articles, which were appreciated and recognized with the Eric Berne Memorial Award. He will be missed!

Krysia Jacobs can be reached at krysiajacobs@me.com . 📧

MEMBERS' FORUM

Response to Developing a Professional Will

Dear Editor:

In response to Samisksha Jain's article "Where There Is a Will There is a Way: Developing a Professional Will" (August 2022 *Script*), I want to thank her for bringing up this important subject. The in-depth analysis of the contract and precise list of possible contents for a professional will provides a great structure and base for developing one.

I can add my personal perspective as someone who has been in Kiev, Ukraine, throughout these months of war. I have also developed my professional and personal wills. I have revisited all the information, which now includes a force majeure protocol for what to do in case at some point I am not responding. I haven't had any clients react negatively to this.

In my view, this issue should be dealt with in the form of regulations in our ethics code and be supported by seminars/webinars on the subject, especially in relation to considering the digital aspects of our practices.

Maria Sorokopud, Kyiv, Ukraine

Free-Access TAJ Article Available Until 30 September

Victoria Baskerville's July 2022 *TAJ* article entitled "A Transcultural and Intersectional Ego State Model of the Self: The Influence of Transcultural and Intersectional Identity on Self and Other" will continue to be available for free access on the *TAJ* Routledge/Taylor & Francis website, but only until the end of September. It has already had 2655 views and is the most read article from the *TAJ*. Make sure you take this opportunity to read the article yourself and then pass the link on to your colleagues and friends so they can read it while they can access it for free. The link is: <https://www.tandfonline.com/doi/full/10.1080/03621537.2022.2076398?src=>



ITAA's First Online Conference: Thanks to All!

by Alessandra Pierini and Michelle Thomé

The ITAA's first online conference was held at the beginning of June this year, with approximately 230 people registered for online participation and another 70 purchasing the recordings to watch later. We had 53 workshops, 4 keynote speakers, and 1 panel.

The online conference experience was really exciting for the whole team that developed it. When we started working on it and imagining what shape it would take, probably none of us imagined that we would get so much satisfaction and be so successful. We were still in the storm of the pandemic: Some countries were coming out of it; others were in yet another lockdown. However, for everyone, the prevailing need was to be together, to meet and recharge with new energy.

Alessandra Pierini (pierinialessandra.at@gmail.com) and Michelle Thomé (michellethome@gmail.com)

We realized during our planning that the conference could be a good opportunity to involve people who seldom or never attend onsite conferences either because of distance, cost, or language difficulties. So one of our clearest and most energy-absorbing objectives was to ensure interpretation for all those who asked for it (for a minimum number at one time, of course). This also involved a financial investment, but we are proud to have spent the money to bring distant members closer and to help them feel part of our wonderful TA community.

The desire for inclusiveness and the drive to truly feel like an international TA community produced a result that makes us proud. Colleagues from 39 countries from all over the world—and especially a large number from Brazil, China, and Japan—attended, some experiencing the



Alessandra Pierini



Michelle Thomé

flavor of an international conference for the first time.

The work behind the scenes was enormous and would not have been possible without the support and cooperation of the national associations. The Chinese Association (CTAA), immediately after the conference, sent a beautiful letter of appreciation for the work we did together, with many useful details about their efforts to involve their members, knowing how much they would benefit from an international conference. We thank them sincerely

for this! They wrote, “This annual online conference became a bridge for Chinese participants to connect with the ITAA, and it was a wonderful interactive TA experience. We gained courage in our communications, inspired natural physis, and regained resilience in this turbulent world!” Without CTAA’s generous work, the results would have been more modest. “CTAA formed a preparatory team to translate program details about the conference and its workshops into Chinese and organized an online live event called ‘Recovery in Dialogue’ to show the

“Based on comments we received, the most important feature of the conference for many presenters and participants was the ability to connect with people from diverse countries and cultures.”

benefits of attending an international conference. . . . The background of this conference, the workshop keynotes, and the registration process were introduced as well.”

The local associations, including CTAA, made it clear that it was not enough to ensure interpretation during the conference. For example, moving around a website in which information is not in one’s native language is really difficult, and, unfortunately, this time ours was only in English, as were all conference communications and emails. Translations of such materials is an important way to increase participation in the ITAA, but true inclusion will only come through collaborative work with local associations, just as we experienced with this conference.

We are very happy with the amount of positive feedback we got about the online conference. Many participants responded to the survey



11th ITAA ONLINE CONFERENCE
**COURAGE, PHYSIS
AND RESILIENCE:**
Resources for a New
Emerging World

ALL Conference Recordings Now Available

We are excited to announce that all the conference recordings are now available online: 4 keynote speakers and 54 workshops! **If you paid to attend the conference or for the recordings alone, you should have received an email with a link to the videos.** If you did not, please contact us at conference@itaaworld.org and we will make sure you have access.

You can also still purchase access to the recordings to watch for several months. To purchase access, go to: www.itaaworld.org/itaa2022

Questions? Contact us at conference@itaaworld.org

that was sent out after the event, and others who worked on the conference wrote to us directly. The success of the event fills us with satisfaction and rewards us for all our hard work. It also encourages and invites us to organize similar events in the future. As the CTAA wrote,

“We witnessed the strength of the TA community, their enthusiasm for learning, the integration of PAC, and the power of strokes, all of which are reflections of resilience and the power of physis during the pandemic!”

Online Conference Survey Results

Once the conference was over, in order to understand how participants experienced it and how and in what ways we might improve our efforts for future conferences, we asked everyone to take a 10-minute survey to answer questions about:

- Keynote speakers
- Presenters and workshops
- Volunteers
- Interpreters
- The social program
- Logistics for participants
- Logistics for presenters/volunteers/interpreters
- Overall impressions

It has been a long time since the ITAA has itself organized and managed a conference, and given that we are a volunteer organization, we are proud of what we accomplished. That said, we can only improve and provide better service going forward if we know what we did well and what things we need to work on, so the feedback we received is deeply appreciated. We received 46 responses: about 50% from participants and 39% from presenters, with a final few coming in from volunteers, interpreters, and speakers. Although not statistically significant, the responses were thoughtful and important for us as a conference committee. We thank everyone who provided their feedback. If you’re reading this now and have some feedback you would like to add, please email us at conference@itaaworld.org—we’re always happy to hear from you!

“The desire for inclusiveness and the drive to truly feel like an international TA community produced a result that makes us proud. Colleagues from 39 countries from all over the world—and especially a large number from Brazil, China, and Japan—attended, some experiencing the flavor of an international conference for the first time.”

Overall, responses were quite positive, with some helpful suggestions for things we can improve on. In general, people felt the conference was engaging and helpful. The keynote speeches seemed to be of most interest, and participants felt the workshops were relevant and interesting. In addition, both participants and presenters acknowledged that having a volunteer in each workshop was crucial

to the presentation going smoothly. **Based on comments we received, the most important feature of the conference for many presenters and participants was the ability to connect with people from diverse countries and cultures.** That we held the conference for 3 consecutive days meant that some workshops occurred while people were sleeping, but it also gave everyone a chance to attend at some point.

On the less positive side of things, both participants and presenters indicated that website logistics—easy login and payment processing and instructions for how to do those things—could stand improvement. A number of presenters also expressed dismay that although a large number of people registered for their workshop, only a few showed up. We realize now that this may have been due, in part, to our registration process and lack of clarity about what people

were signing up for. One respondent pointed out that offering recordings may have made it easier for people to not attend in the end because they knew they could always watch the recordings later. Balancing that real possibility with the benefit of providing recordings to those who really could not attend is one of the aspects of online conferences that we may just have to adapt to. That said, the committee has already discussed ways we could improve on this for subsequent conferences.

To the question “What did you like the most about the conference?” Maria Conceição Klober da Silveira from Brazil wrote: “I loved it. It was of high value for me, learning with wonderful people, and sharing ideas with the TA community in the world, and at a really fair cost. I was home and I could work until the day before it started, which was perfect.” Nicole Lenner from Germany wrote: “Inspiration and contact, the fact that we were connected around the world.” To the question “What did you like the least about the conference?” she said: “That I had to sleep in between. That I wasn’t with people physically.”

Again, we thank those of you who took the time to give us feedback. 📧

Award Nominations Sought

Eric Berne Memorial Award

Deadline: 1 December 2022

Send EBMA nominations to committee chair Lis Heath at lis.heath@gmail.com

Hedges Capers Humanitarian Award ❖ Muriel James Living Principles Award ❖ ITAA Service Award ❖ Goulding Social Justice Award

Deadline: 1 January 2023

Send nominations for the Capers, James, Goulding, and Service Awards to ITAA Secretary Rema K Giridhar at rema.k.giridhar@gmail.com

ITAA Research Award

Deadline: 1 January 2023

Send nominations for the ITAA Research Award to committee chair Rosanna Giacometto at rgiacometto@gmail.com

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

TAJ Editorial Board Members Sought

The *Transactional Analysis Journal* coeditors are looking for new members to join the editorial board. If you are interested, please email your name, country, and a brief statement about your areas of interest/expertise and your experience in writing and/or editing to TAJ Managing Editor at robinfryer@aol.com by 1 October.

Task Force on Developing a Common Mission Statement for the ITAA and EATA

In 2021, the ITAA and EATA established a task force to consider the idea of creating a common mission statement (CMS) that would reflect the values and principles of EATA and ITAA. The members of the task force are ITAA President Chitra Ravi, EATA President Sylvia Schachner, Peter Rudolph, Elana Leigh, John Heath, Adrienne Lee, Nicole Lenner, and Kristina Brajovic Car.

The task force began by reviewing and assessing the values and current mission statements of the ITAA and EATA. The group believed that the TA community should consider extending the statement of our mission from “I’m OK, You’re OK” to a statement of universal acceptance that includes social justice and the natural environment.

In this process, the task force did the following:

- Debated and discussed the statement with many members in different modes
- Held an online meeting with past presidents of ITAA and EATA

“The group believed that the TA community should consider extending the statement of our mission from ‘I’m OK, You’re OK’ to a statement of universal acceptance that includes social justice and the natural environment.”

- Discussed this topic with the ITAA Board of Trustees, committee chairs, and other officers of EATA
- Reached out to all members with the questions in the table on page 14, which took into account the varying legal requirements of the two associations

The feedback in all the meetings was very positive, including valid considerations, some of which we took on and that brought the statement to its final version. The statement now reads as follows:

Common Mission Statement

Transactional analysis (TA) is a psychological approach to understanding individ-

uals, groups, and community. The TA philosophy of equal relationship, mutual respect, and engagement is expressed in the ethical values and principles of our organizations. This is relevant to our relationship with each individual and each organization as well as with the environment and the world as a whole. Our TA organizations embrace sustainability and social justice as part of our personal, professional, and ethical choices. We are committed to a perspective that embodies, celebrates, and accounts for interconnectedness, social responsibility, and care for our planet.

We share here the overview of the survey results about the common mission statement.

The CMS task force conducted the survey among its members simultaneously in ITAA and EATA in May 2022. We received 54 answers from the EATA survey and 27 from

SURVEY QUESTIONS

ITAA	What resonances and challenges do you experience in response to this CMS	How do you imagine this statement will or can stimulate development in your interest and contribution to TA philosophy and practice?	What tasks would you expect a possible social engagement committee/ working party to undertake?
EATA	What professional and personal resonances and challenges do you experience in response to this CMS?	How do you imagine this statement will or can stimulate development in your practice, training, and member organization?	What tasks would you expect a possible social engagement committee/ working party to undertake?

the ITAA survey. Because we had framed open questions, we received answers with a wide range of content with inspiring depth. The summary here presents tendencies and examples of the answers. Both associations received generally positive comments and support from members who participated in the survey as well as suggestions for edits. We highlight here some of the responses from the ITAA membership to the survey.

Regarding the question about professional and personal resonances:

- Participants emphasized the widening character of this statement and especially to the roots of TA where the interconnectedness had already been started with Eric Berne.
- Many wrote about to how the statement broadens our mandate to consider social issues, an area in which TA has something to offer; it embraces sustainability and resonates with the TA philosophy of equality, mutual respect,

and commitment toward social responsibility; some emphasized how it accounts for the changing world in which we live, a metaperspective that hasn't been explicit.

- Challenges mentioned: the need for training practitioners of TA, to equip skills to implement; individuals at all levels of qualification be encouraged; supported to walk the talk. Be reflected in the "guts" of our collective infrastructure of the organization, communications, accreditation, practices with clients.
- It will strengthen the consciousness of trainers, practitioners about ecological and social environment. There might be doubts that we leave space for clear treatment frames.
- There were several specific answers, some, for example, referring to certain wording in a statement, compared equity with equality, naming individual before organization in the first sentence. Similar suggestions regarding the

language that will be taken into consideration by the CMS task force and implemented in the final version of the statement.

Regarding the second question about imagining the future development in line with the statement and contribution to TA philosophy and practice: Half of the answers revealed the motivational aspect of the new statement and shared their stimulating ideas for action, workshops, and discussions.

- Focus on bringing awareness to all aspects of humanity, an opportunity to make it an integral part of TA practice and training. OKness in "I'm, You're, They're OK."
- Offers tangible meaning to what it means to be responsible, caring, egalitarian toward people and the planet.
- "Interconnectedness, social responsibility and care for the planet" are laudable. Will there be space for different perspectives, or do we all have to sing from the same song sheet?
- TA philosophy is already clear and radical; it's putting it into practice that can be the problem. Become more apparent with online exams and has led to useful debates and some significant changes, which is good. The statement helps as a reference point.
- It'll encourage my sense of belonging, accords with my own personal and professional development. I like the coming together of EATA and ITAA in the further development of a worldwide TA community.
- We can learn to understand problems of clients deeper and wider; develop deeper understanding of problems as societal and environ-

mental topics, which can help us to find more support options for our clients.

- I connect with, endorse, and am open to working and living with such an ethos. I see potential, hope plus great permission to offer my ideas to the TA community.
- It's useful having a statement that articulates this specifically. It then challenges me to evolve my practice to live up to it.
- The statement draws me to TA if I recognize at its core an inclusive and humanistic message.
- My goals and life purpose align with this CMS. It stimulates the development in my contribution to the society as an educator through TA practice.

Concerning the third question about the tasks a social engagement committee/working party might undertake:

- Some survey participants emphasized the value of creating connections between the TA community and thinkers from other human specialties (sociologists, ethnologists, philosophers, etc.) to shed light on ethical principles from a wider perspective. To quote one illustrative answer: "Draw inspiration from the social, environmental commitment of other psychological and professional organizations working on human and group dimensions. Offer social and political activities based on TA values."
- Research what is already going on, some amazing projects being done by transactional analysts in different places.
- Some emphasized the importance of reflecting and working

"The process of reviewing values, developing a new statement, adjusting our ethical framing, referring to the roots, and staying in contact with a world in movement: This process comes to its next steps."

with the reality of disadvantaged groups and minorities.

- Raise consciousness about power, privilege, climate change, current world events and relate this to our professional and personal responsibilities.
- Act as a voice to groups that disproportionately suffer from mental health issues, such as the economically vulnerable, addicts, prisoners, migrants, sexual minorities, and non-neuronormative persons.
- Create more culturally adapted TA theories for use in non-Western settings through dialogue and conferences.
- Reducing the cost of the TA exam process
- Other answers referred to organizational aspects in facilitating good balance between professional and political activities in EATA/ITAA and also to take into account the perspective in how to organize conferences in an ecologically more sustainable way.
- Making sense out of what's emerging from across the international community, holding a bigger picture, identifying priorities, creating good practice guides, informing the formal work of EATA/ITAA regarding examining/training guidance and ethical practices

- Awareness about any threat that's faced by the community globally
- See that our activities accord with our values, stimulate conversation about training requirements in light of this statement, revise ethics as needed; stand alongside other professional bodies on clear issues of ethical/professional importance: human rights and ethical practice in the face of power imbalances in society, encourage discussion and awareness among members via presentations/webinars by members and others on specific themes
- Almost a third of the EATA answers referred directly to the Russian war, with members pointing to the ethical statement of EATA and ITAA in which we underlined that behavior cannot destroy the OKness and dignity of a person. And that in case of unethical behavior, we have clear procedures. This war challenges all of us, and we appreciate that ITAA and EATA work and stand together for the benefit of all members.

The process of reviewing values, developing a new statement, adjusting our ethical framing, referring to the roots, and staying in contact with a world in movement: This process comes to its next steps. Both associations will have a final meeting and will move toward installing the proposal into their statutes so that the integration of this developed statement can continue.

*Chitra Ravi,
Kristina Brajovic Car,
Sylvia Schachner,
Peter Rudolph,
and Elana Leigh*

Keep Your Addresses Updated to Receive the 2022 TAJ Bound Volume

Remember to keep your address current in the ITAA database so you are on the list to receive the combined yearly, bound hard copy of the *Transactional Analysis Journal* if you are eligible based on your membership category. It is important for members to keep their profiles updated to reflect any changes in their mailing address, even if their billing address remains the same. Please check your account online and verify that both addresses shown are currently accurate. This will help us to make sure that you receive your hard copy of the 2022 bound TAJ without any disruption.

IBOC Exam Calendar

Type	Exam Date	Location	Application Deadline
CTA	23-24 Sep 2022	ONLINE	closed
TSTA	23-24 Sep 2022	ONLINE	closed
CTA	23-25 Mar 2023	ONLINE	23 Dec 2022
TSTA	23-25 Mar 2023	ONLINE	23 Sept 2022
CTA	5-7 Oct 2023	ONLINE	5 July 2023
TSTA	5-7 Oct 2023	ONLINE	5 April 2023

IBOC TEW Calendar

Type	TEW Date	Location	Application Deadline	TPO Deadline
TEW	4-6 Nov 2022	ONLINE	closed	closed
TEW	31 Mar-2 Apr 2023	ONLINE	closed	30 Sept 2022
TEW	27-29 Oct 2023	ONLINE	27 Feb 2023	27 April 2023

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

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



(From left) Anisha Pandya, Trudi Newton, Beatrijs Dijkman, Giles Barrow, Sue Eusden, and Nicole Lenner gathered around a laptop at Giles Barrow's farm Mill House in Suffolk, England, in order to participate remotely in the ITAA Annual General Membership (AGM) meeting on 30 July 2022. Trudi presented the Fanita English Lifetime Achievement Award posthumously to Jean Illsey Clarke and announced

that the ITAA has established a small (hopefully ongoing) scholarship in memory of Jean (recipient to be announced later). The group was also together to celebrate the ITAA Service Award to Sue Eusden and to Jacqueline van Gent (who joined the AGM from elsewhere). They were among about 50 people (including family members) who came together for Edfest, an outdoor educational event organized by Giles's training group, which took place over 3 days and included workshops, shared meals, and social time. As well as the group shown here, other Edfest participants gathered around several laptops to join the AGM as well.