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## Exciting Times Ahead!

by Thorsten Geck

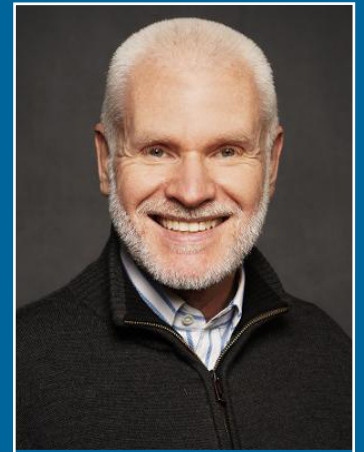
**I** am glad to begin my term as ITAA president and look forward to working with and serving our members. Anyone who has been following developments in the ITAA over the past few months can appreciate that exciting times lie ahead for us all!

My presidency in the coming months will, I hope, be marked by the transition of the ITAA from a public benefit corporation to a professional association (see page 2 of this *Script*). For us on the Board of Trustees (BOT), this development is not just about the legal aspects of the transition. **Our work will take up the questions of what a professional association can do for its members and many other projects.**

One is about our certification system. It has proven itself, and at the same time, it has to compete with the efforts of other disciplines and approaches that offer qualification and professionalization. How can we be contemporary with our quality standards? How can we make it clear outside the transactional analysis community what TA has to offer?

Another aspect is what we as an association offer members in terms of opportunities for learning—for example, through webinars—and at the same time meet the needs of the teachers and their institutes to present themselves on the market with their teaching competence.

Transactional analysis has its roots in the second half of the 20th century. It has proven itself as a theory, and yet it has to find its position alongside other approaches. It is with regret that I see that, for example, some current therapeutic theories and practices are



**“Exciting formats for learning and exams have developed. I am confident that we will all enter and animate the digital space more and more as a matter of course.”**

finding their way into various treatment approaches and using TA without referring to it directly or reaching its depth of understanding (eg., schema therapy, which takes from TA but does not acknowledge it). It is important in our external presentation to bring the value of TA closer to those who are looking for answers that TA has long been able to offer.

**Another issue I will be working on during my presidency is how we will experience and present ourselves as a community in the digital space.** The pandemic showed us that online learning is possible. Including those who can travel and meeting among many cultures are things we have previously only experienced at in-person conferences. Now there are more options for meeting together and including those who cannot or choose not to travel. Exciting formats for learning and exams have developed. I am confident that we will all enter and animate the digital space more and more as a matter of course. I am curious about the formats we will all develop together to work at a distance and yet be connected.

And still we value meeting in person, as shown by the planning underway for a World Conference in 2025 within the familiar framework of professional and human encounters on the ground.

*Thorsten Geck, ITAA President, can be reached at [president-ita@use.startmail.com](mailto:president-ita@use.startmail.com).*

The board will address these and other questions, and we want you to be part of things! **You are cordially invited to contribute ideas and to work on committees.** The BOT will be coming up with formats that allow curious people to have a picture of committee work, so watch for future articles in *The Script*.

Sometimes the number of projects seems overwhelming, but at the same time I am excited about the number of ideas and activities we have. I know I can rely on the commitment of board members and those who work “in the background”

on committees. I thank them all very much for their contributions. I am particularly grateful for the work and support of my predecessor, Chitra Ravi, who helped to prepare me for the role of president. I look forward to having her by my side as past president for the coming year.

**I am eager to hear your ideas and wishes for the work of the board of trustees and our association.** Write to us at [info@itaaworld.org](mailto:info@itaaworld.org) or to me at [president-ita@use.startmail.com](mailto:president-ita@use.startmail.com).

I wish us success as we move into this exciting future together. 🍀

## The Foundation of a Professional Organization: Your Decision Is Needed

by Thorsten Geck, ITAA President

**R**ecently you will have received an email in which the ITAA Board of Trustees (BOT) invited you to vote on important amendments to the ITAA bylaws. **With this article, I want to provide you with some additional background information on this crucial transition for the association.**

The idea of evolving the ITAA into a professional association is several years old. The ITAA was originally founded as a public benefit corporation with the goal of making transactional analysis better known and developing it further. In addition, it was designed to be a space for encounter for those who wanted to exchange and network with others who also use TA in their work.

It is clear that the ITAA has grown beyond these intentions. For example, it offers a thorough system of certification. However, certification needs context. Each institute develops its own ideas of quality and certifies students to attend and complete courses. **So what makes our certification process special?**

Certification in TA—becoming a Certified Transactional Analyst or a Teaching and Supervising Transactional Analyst with ITAA—is for practitioners who do not mix their own learning and development issues with those of their clients but are aware of what belongs to them and what affects or hinders their clients’ unfolding. That is why the ITAA certification system is so thorough and extensive. Among the things it

offers, and **what practitioners can cite when working with clients, are the following:**

- A well-thought-out theory that is connected to contemporary approaches in the human relations fields
- A toolbox of methods for working with individuals and systems
- (Almost) worldwide recognition of training and certification by TA associations, which is achieved through agreement on content and quality standards
- Thorough and well-considered training in comparison with other training courses, thus allowing transactional analysts to compare themselves with the standards of their profession

I am writing about this because the ITAA, as a public benefit corporation, is not allowed to certify its own members. That is one of the major issues at stake in the decision we are inviting you to vote on. A public-benefit organization may not advance the interests of its members, including via certification, among other things. Instead, it must remain focused on theory development.

In contrast, **a professional association may apply quality standards to members and invite professional development.** A professional association can pursue the interests of its members (e.g., visibility in the professional context, information about membership, ongoing learning).

That is why we are establishing a professional association. However, the ITAA cannot simply be transformed into a professional association and cannot pass on the members' money to a new association. That is what this project is about as described in the ballot you were

sent. **The necessary changes to create a professional association include the following:**

- The bylaws of the ITAA will be changed. The members have already voted to change the name of what is currently the ITAA to the ITAA Foundation.
- The ITAA Foundation will have no members, only a small, effective board of trustees that manages the funds, the archives, and the *Transactional Analysis Journal* (TAJ).
- The ITAA Foundation Board of Trustees will work closely with the management board of the new professional association that will have the name International Transactional Analysis Association (ITAA).
- Our current certification system will be incorporated into the new ITAA. Learning and training standards will be developed and translated into exams by the professional standards committee (PSC).
- The new ITAA will be able to access and publish a membership directory.
- The awards and *The Script* will be placed in the new ITAA.
- The TAJ will be licensed to the new ITAA from the ITAA Foundation and will continue to be produced and be available as it is now.

The BOT has been preparing over many months, and with thorough consultation with our lawyers, to establish the new ITAA professional association. **If the majority of you vote in favor of our proposal (by returning your ballots as instructed in the email you received), all members will be transferred to the**

**new ITAA without further action. You do not need to do anything except vote!**

As always with changes to the bylaws, **there is a 60-day period for return of ballots.** During this time, I as current ITAA President and Chitra Ravi as Past President will be **available to answer your questions, including during question-and-answer Zoom meetings.** The dates and times of those are described in the ballot as follows:

**Session One: 28 August 2023 (already took place)**

**Session Two: 6 September 2023 (click here to register)**

- 9:00 UTC
- 11:00 CEST
- 14:30 IST
- 18:00 JST
- 9:00 AEST
- 02:00 PDT
- 05:00 EDT
- 06:00 BRT
- 21:00 NZST

**We look forward to your questions.** Write to us at [president-itaa@use.startmail.com](mailto:president-itaa@use.startmail.com) or sign up for the Q&A sessions. Or do both! 📧

### **New Contact Information for the ITAA**

ITAA  
 2700 E. Foothill Blvd., Suite 209  
 Pasadena, California 91107, USA  
 626-689-4810

The email will remain the same: [info@itaaworld.org](mailto:info@itaaworld.org).

# Addressing Privilege and Power: Notes on Accepting the ITAA Service Award

by Giles Barrow

**G**iles Barrow and Karen Pratt received their 2023 ITAA Service Award plaques following the Annual General Membership (AGM) meeting on 29 July 2023. We congratulate them and are proud to share their acceptance speeches with our readers.

First, I want to thank those people who put my name forward for this award. It was a surprise and initially had me a bit confused as to what to do about it! Nevertheless, I am grateful that our efforts as cochairs of the Professional Standards Committee (PSC) have been recognized in this way. Part of the initial surprise came with a reluctance to accept the award, the thought being that our real work with the PSC had barely begun.

When Karen and I first met as cochairs, we committed to taking on the role on the condition that we would instigate changes in the system. Karen has been a dear friend, fellow educator, and warm-hearted colleague. I have felt us walking side by side as we took our respective TA journeys in our differ-

ent hemispheres. So, when we took up PSC chairing, neither of us wanted to “mind the shop” and simply be administrators of the training and examination handbook. However, we had not anticipated the COVID-19 pandemic and the immediate impact it would have on our work—even more so its impact on the task of our dear IBOC colleagues, Sue and Jacqueline. In some ways, the crisis deflected our intention away from system change, yet in other ways it obliged us to make such changes anyway!

We have been in post for about 4 years now, and during that time we have become even more determined in the endeavor to bring about a sys-

tem that reflects and better serves our international, cross-cultural membership. Although I thought I had a good enough sense of systemic issues around power and privilege before taking on the role, I have been profoundly changed by my experience in these few years.

I can say confidently that were I not a White man, and European, with English as my first language, and economically secure, I would not have made it as a TSTA. Let alone TSTA—I would not have made it as a CTA. This is not to say that I am some kind of fraud. I have certainly worked for my qualifications. But what I do mean is that I came to our professional world with significant



Giles Barrow (left) and Karen Pratt showing off their awards



advantages that others do not have. This also means I have not needed to be as agile, resourceful, or ingenious as those who do not have English as a first, or other, language. Or those who are not familiar with a Eurocentric frame of reference.

Furthermore, although I had been previously aware about unconscious bias, it is quite something else to then see it so alive in our training and certification system. It has been painful and shameful for me to learn firsthand how colonial dynamics

*“Although I had been previously aware about unconscious bias, it is quite something else to then see it so alive in our training and certification system. It has been painful and shameful for me to learn firsthand how colonial dynamics continue to creep into exam processes.”*

continue to creep into exam processes. It has been eye-opening to discover that how we are languaged is profoundly important in framing how individuals understand their phenomenological experience and theorize psychological processes.

It has been deeply concerning to see close up how embedded the system is in old notions of where power is located; who defines what is and what is not TA; what counts as valid training and what does not; what a “proper” exam must look like; which fields are more important than others; who is asked to present at conferences and who is overlooked; whose writings are highlighted in training programs and examinations; notions of where “serious” practice is located and where it is not; and who gets to be our organization’s post-holders. I have also

noticed the “trading route” by which those in the West are so accustomed to being invited East, yet how rare it is to see this reciprocated. And—the irony here is not lost on me—who gets the association’s awards for distinction, achievement, and service?

I offer these reflections to make the point that it is one thing to theorize on matters of systemic power and privilege and quite another to find oneself implicated—as we all are—and holding some degree of responsibility for it. What to do about it is the challenge and one that I have found overwhelming and seemingly impossible at times. Many years ago I worked with the East German radical educator Gerda Hanko. I once asked her about instigating systemic change. The first point, she advised, was to understand that systems resist what they need most. Second, she emphasized it was necessary to

work with the healthy parts of the system. When I asked how to do this as an educator, the answer was simple and enigmatic: practice creative subversion.

Education has been defined in many ways over time, and one idea is that it is the installation of hope when the learner—or community—has lost sight of it. Karen and I have welcomed the support we have had from dozens of members who have raised questions, confronted our biases, and encouraged our initiative to reimagine and innovate the system. There is hope in that. We continue to be committed to the task in hand and certainly, for my part, hope to grow further as a worthy recipient of this award in the years to come. Thank you. 🙏

Giles Barrow can be reached at [giles.barrow@gmail.com](mailto:giles.barrow@gmail.com).

## Becoming a Good Ancestor

by Karen Pratt

It is with deep gratitude that together with Giles, I accept the 2023 ITAA Service Award. I am especially excited to be playing a part in continuing to work toward the emergence of a way of positioning training and certification that supports the values of social change, diversity and inclusion, ecological commitment, and educational diversity.

In reflecting on what I wanted to say today, the metaphor of a bridge came to mind. It first emerged as Giles and I were planning the Global Conversation: the idea that we were the bridge between what is and what might be in the training and certification system. And as I share and honor some of the people in the TA world who went before me, I sense being a bridge between them and those in future generations.

I am proud to be a South African and living on the African continent. The accessibility of TA in Africa has been slowly growing. It began in the 1970s with South Africans Petruska Clarkson and Maria Gilbert completing their own TA training and encouraging a small group of South African counselors and thera-

pists to form a TA learning group in Johannesburg. Sharon Kalinko was part of that group. In those early days, Richard Erskine and Rebecca Trautmann were among the few foreign trainers willing to train in a South Africa ruled by the Apartheid regime. Closer to the 2000s, several other trainers regularly traveled to work in South Africa, most notably Colin Brett, Trudi Newton, and Joanna Beasley Richards.

My own journey in TA began in 2000 when Colin Brett traveled from the UK to Cape Town each month to run a TA training group. This was before the days of online learning! Being so isolated in South Africa, I chose to seek out connections at international conferences. I remember being told to look out for Giles at my first international conference in Edinburgh in 2005! I was one of the privileged South Africans who could do this: I was able to find support to travel, and my mother tongue is English. This is not the case for many others in Africa.

In 1993, Diane Salters had returned to South Africa from exile and

together with Sharon Kalinko formed the South African TA Association, which hosted a successful World TA Conference in 2008. I was proud to be the first person in Africa to achieve an educational CTA there—in my own country. I remember fun moments with Giles celebrating becoming a TSTA at the same exams!

**“One of my trainees in Ethiopia was approached to join with counselors working with boys and girls who have faced human trafficking, imprisonment, and torture and are now returning to Ethiopia. He was asked to offer what he described as ‘TA wisdom’ to support these children.”**

My CTA case study was a project in a small school within an informal settlement in Cape Town, an amazingly resilient group of Black educators teaching local children out of old shipping containers renovated to become classrooms. TA powerfully impacted them! How much more powerful it might have been if a local person could have been doing this in their mother tongue! But they were excluded on so many levels from meeting the requirements to move toward TA certification.

That is why the work Giles and I are doing is so important for me. The digital age has opened up accessibility for people around Africa to now be part of ongoing TA training groups. My South African TA colleague Marguerite Sacco and I have people from several African countries in our training groups: Kenya, Nigeria, Ethiopia, and Egypt being some of them. One of my trainees in Ethiopia was approached to join with counselors working with boys and girls who have faced human

trafficking, imprisonment, and torture and are now returning to Ethiopia. He was asked to offer what he described as “TA wisdom” to support these children. Such are the situations in which TA professionals in Africa can make an impact.

With the opportunities for online training and certification, it feels as if the journey to spreading TA in Africa has taken another few steps forward. And it has equally opened up opportunities in many other parts of the world. This is what keeps me excited about the work of the PSC: enabling a vision for a new system, upholding the ITAA values, to take shape. As I reflect on the legacy I might be leaving, and whether years later I will have been a Good Ancestor, this work feels like one of the most deeply significant things that I have had the opportunity to be part of. And I could not be more blessed to be able to share this journey with Giles—a journey of connection over many years coming together in our shared role in holding the emergence of something new!

Thank you! 🙏

Karen Pratt can be reached at [kpratt@mweb.co.za](mailto:kpratt@mweb.co.za).

## the SCRIPT

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## TAJ Editorial Board Members Sought

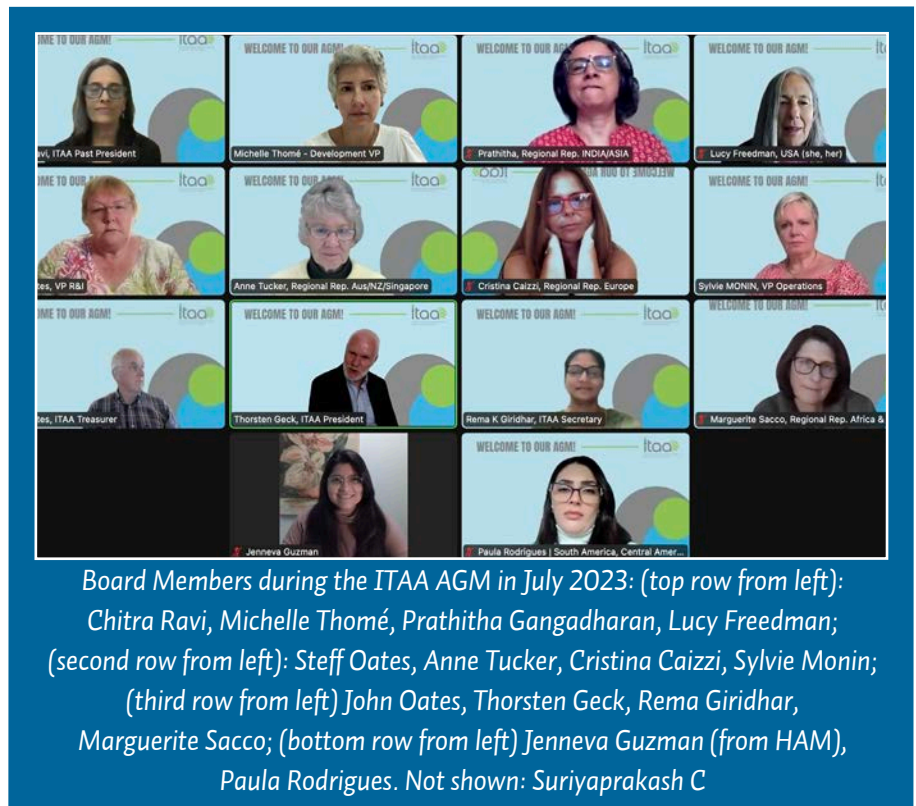
The *Transactional Analysis Journal* coeditors are looking for new members to join the editorial board. If you are interested, please email your name, country, and a brief statement about your areas of interest/expertise and your experience in writing and/or editing to TAJ Managing Editor at [robinfryer@aol.com](mailto:robinfryer@aol.com)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

## Highlights of Board Reports from the 2023 AGM

by Chitra Ravi, ITAA Past President

The ITAA Board of Trustees and committees have had a busy year with a significant ramping up of events and initiatives. The biggest focus, of course, was the ITAA restructuring project (see page 2). We are working to ensure that ITAA members experience a seamless transition to the new professional association.

In addition, board and committee members explored further and did more, with new initiatives fostered via global conversations, webinars, and written updates regularly published in *The Script*. The ITAA administration, finances, and new website were taken over by Huntington Association Management (HAM); IBOC exams and TEWs were held and IBOC/PSC updates were offered; initiatives such as global conversations and diversity, equity, inclusion, and accessibility (DEIA) were significant areas explored this year. All of this culminated in a highly satisfying AGM, which was attended by 75 members on 29 July 2023. Each board member presented their report with a sense of pride and achievement. I was moved and humbled by the comments in the Zoom chat and some appreciative mails that I received post AGM. Below are the highlights of the board members' reports about their activities in the last year (as compiled by Steff Oates).



**Chitra Ravi, President:** part of the Core ITAA Restructure task team; onboarding Huntington Association Management to replace Susan Lockwood; continuing collaboration with EATA through various initiatives; ITAA's next important initiative is the diversity, equity, inclusion, and accessibility (DEIA) task team with Cristina Caizzi appointed as chair; closure of the Birmingham Conference; ITAA-EATA Common Mission Statement; TAWCS meeting

**Thorsten Geck, President-Elect:** chair of the restructure of ITAA task team; SEC webinar committee; the restructure of ITAA makes progress; two sets of bylaws are prepared; a ballot for the membership to be mailed soon

**John Oates, Treasurer:** ITAA trading surplus in 2022; the EBFF supporting development of ITAA's new website; Susan Lockwood worked hard for ITAA to move to HAM; the value of ITAA's investments reduced due to the decline in the stock market; establishment of the Birmingham Grant Fund

**Rema Giridhar, Secretary:** organized meetings and maintained minutes; worked with the policy and bylaws committees; organized the awards and election processes; worked with the Birmingham Grant Fund Committee; chaired the membership committee

**Suriyaprakash C, Vice President Professional Standards:** the PSC initiated the global conversation to reinvent the training and certification system, two rounds of discussion over, exciting times ahead; the IBOC is conducting both online and onsite exams successfully; number of exams conducted by IBOC has tripled since the pre-pandemic period; filing contracts and applying for exams to be automated soon

**Steff Oates, Vice President Research and Innovation:** ITAA/EATA sponsorship of podcasts launched; three successful ITAA/EATA webinars held; increased financial support to the ITAA for the TAJ from EATA; chaired the ITAA/Routledge committee; supported *Script* editors and TAJ coeditors

**Michelle Thomé, Vice President Development:** the new ITAA website is coming; coordinating presence on Instagram, Twitter, Facebook, LinkedIn, and YouTube; SEC webinar committee

**Sylvie Monin, Vice President Operations:** bids for a 2025 TA World Conference are being solicited; important work in bylaws, procedures manual, and ethics code

**Anne Tucker, Australasia/New Zealand Representative:** Singapore is now in the Australasian region; Singapore is concentrating on growing TA training through qualification; New Zealand is providing free

workshops to encourage membership, and Australia is reigniting their association; active participation in ethics, bylaws, and procedures manual committees

**Cristina Caizzi, European Representative:** contributing to the Global Conversation by the PSC; setting up the ITAA Platform; working on the Webinar Committee; as chair, creating the DEIA task force

**Lucy Freedman, North America Representative:** USATAA is becoming the North America TA Association, inclusive of USA, Canada, and Mexico; continuing the ITAA-supported Project TA 101 so the online 101 is available to all at no charge; holding semiannual gatherings of TA Elders (members from the 1960s, 1970s, and 1980s), helping plan a “Back to Berne” San Francisco Bay Area visit for an international group in August 2024; helped with transition from Susan Lockwood to HAM

**Paula Rodrigues, Central and South American and Caribbean Representative:** communication with members in Latin America; participating in the DEIA task force; planning new ways to be in touch with members in South/Latin America using new website and communication channels to overcome the language barrier

**Prathitha Gangadharan, India/Asia Representative:** timely communication with membership of the area; part of the procedures manual team, the bylaws committee team, and the bylaws committee

**Marguerite Sacco, Africa/Middle East Representative:** working to grow interest in TA in Africa and the Middle East beyond South Africa; hearing creative TA being implemented in the field; S. African TA Association has begun discussions to transform into the African TA Association, with interest coming from Kenya, Nigeria, and Egypt. 🌍

## Award Nominations Sought

### *Eric Berne Memorial Award*

**Deadline:** 1 December 2023

Send EBMA nominations to committee chair Lis Heath at [lis.heath@gmail.com](mailto:lis.heath@gmail.com)

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

**Deadline:** 1 January 2024

Send nominations for the Capers, James, Goulding, English, and Service Awards to ITAA Secretary Rema K Giridhar at [rema.k.giridhar@gmail.com](mailto:rema.k.giridhar@gmail.com)

### *ITAA Research Award*

**Deadline:** 1 January 2024

Send nominations for the ITAA Research Award to committee chair Rosanna Giacometto at [rgiacometto@gmail.com](mailto:rgiacometto@gmail.com)

See the ITAA website at [www.itaaworld.org/itaa-awards](http://www.itaaworld.org/itaa-awards) or contact the ITAA at [info@itaaworld.org](mailto:info@itaaworld.org) for details on making nominations for these awards.



## Ken Mellor

**I** TAA Teaching and Supervising Transactional Analyst (psychotherapy) Ken Mellor died on 21 July 2023. An Eric Berne Memorial Scientific Award winner (with Eric Schiff) in 1980 for his work on redefining and discounting and a Muriel James Living Principles Award winner in 2016 for his contributions to TA in both theory and the integrity he displayed in his life and practice, Ken was well known in the TA community and beyond for both his clinical contributions and his work with meditation and spirituality. He is remembered here by two people who knew him well.

**Adrienne Lee** writes, “Ken Mellor was my friend and mentor for more than 40 years. I met him at my first ITAA conference in 1980. I was intrigued because he was running a session on meditation, I think his first at a TA conference. I went to it, and have been meditating with Ken ever since.

“Ken was a giant in TA. He made major contributions to TA theory that I and others still teach today in institutes around the world. He trained first with the Gouldings and Jacqui Schiff, so much of his early work was based on the redecision and Cathexis models. He wrote

many articles for the *Transactional Analysis Journal (TAJ)* that are still frequently referenced.

“But Ken was more than someone who lived the principles of ‘I’m OK, You’re OK.’ He was dedicated to not only caring for the body and the mind but for the soul. This he brought into TA theory and practice, where his spiritual perspective on TA has now been integrated into the body and canon of TA theory.

“Ken was a generous man. He and his wife Elizabeth devoted their lives to building the Awakening Network, which combined Eastern and Western spiritual practice so that people all over the world could enhance their awareness, depth, and aliveness through grounding, meditation, and good life skills. The impact he had on so many lives was not just supportive or therapeutic but transformational. He was a man of incredible intelligence, with a fine mind and a witty sense of humor. I remember him saying with a wry smile, ‘We are not ego states, we are human beings!’

“He came from Australia to The Berne Institute in Nottingham, UK, every year, often with Elizabeth, to give workshops combining TA with



spiritual practice. They inspired my trainees to integrate deeper values and integrity into their practice, but perhaps more importantly, they stayed at my house, became my good friends, and were part of my family.

“In all his work and life, Ken emphasized health, well-being, joyful creativity, authenticity, and integrity, and I heard him say in so many different ways, “What you focus on is what you manifest and who you become.” He was dedicated to bringing out the best in people. To those who were by his side when he died, he said, “I’ll do it my way” as he embraced his death with aliveness of being. Thank you Ken. May your dear soul go to the Light and rest in peace.”



**Diane Salters** met Ken in 1979 when he was visiting the UK to offer lectures/workshops. “I was just beginning my TA training journey and was

To view the recording of the 7 August memorial for Ken, [click here](#) .  
For the memories page, visit [this link](#) .

honored to be included. Ken was considered an important guest, and I was impressed with his unassuming demeanor and obvious intelligence. He talked about training with the Schiffs and the Gouldings, but I did not understand the full import of what that meant in a TA world divided over those two schools of thought/practice. Only later did I fully appreciate the bridging role that he played and the value of the integration that he offered.

“I next met Ken in 1985 when I was preparing for my TEW. Although we were at a TA conference, it was clear Ken had moved on. He invited people to join him in the evenings for meditation sessions and stories of his Indian guru, who had sent someone to find him in Australia. Only a handful of people showed up, including my first trainer, Gordon Law. Gordon was already interested and firmly convinced of the value of meditation. I was skeptical but had a profound experience that evening. I felt my defended heart center being ‘cracked open.’ It was painful, joyful, and undeniable. From then on, I was convinced. Not many people were, however, and for a while, many TA people wrote Ken off as having lost the plot entirely.

“Over the following years, Gordon organized meditation workshops in Malvern, UK, run by Ken and Elizabeth. Gradually, the numbers of people attending grew and also spread to other parts of the country. Many people—TA therapists, their clients and spouses (including my husband, Peter), benefitted from those workshops as Ken more fully integrated his early adoption of Hindu meditation with his knowledge of TA and NLP, giving it a uniquely modern and more accessible flavor.

“One personal memory stands out. I was in a difficult transitional stage and had spent almost the entire meditation session weeping profusely. At the end, expecting some sympathy from Ken, I instead got a broad smile and, in his characteristic Australian accent, he said, “That was great. You cleared out a whole lot of stuff. You look like a dish rag that’s been well and truly wrung out. Let me get you a brandy.” Which he did and we both chortled together about me having all the tears ‘wrung out’ of me. This is only one of many examples of Ken’s

down-to-earth approach and full embrace of people and their process.

“My return to South Africa in 1994 meant a break with Ken’s annual workshops. However, Peter and I kept in contact with Ken and Elizabeth through meditation, and on two trips to visit them in Australia, we renewed our deep connection and received wonderful teaching and the kindest hospitality.

“Thank you, Ken, for being an amazing teacher, guide, and friend. Your physical presence will be missed. Your teachings and the love we experienced endure.” 🙏

## Next SEC Webinar to Highlight Members’ Social Engagement Ideas and Experiences

30 October 2023 at 13:00 UTC

The purpose of the ITAA Social Engagement Committee (SEC) is to highlight and respond to the important social and environmental issues of our time in a way that is true to our TA philosophy and values and to provide ways for ITAA members to engage in dialogue on such global issues. We want to fulfill that purpose by having a dialogue with our ITAA members.

**For our next SEC webinar, we plan to do just that, so we invite you to share about your social engagement activities and contributions to your community.** This might include:

- Sharing what you are doing
- Getting input on your ideas and activities from others
- Becoming connected with others around social engagement topics
- Exchanging ideas about and getting inspiration from what you are already doing or want to do in your region of the world

**If you are interested in presenting your ideas in 7-10 minutes at the webinar, please write to Gunther Mohr ([hedmohr@aol.com](mailto:hedmohr@aol.com)).** The **deadline for submissions is 21 September 2023.** We would love to hear from as many members as possible! You do not need to make a formal presentation, just have the desire to share, offer ideas, and listen to the responses of others. We want to give you a platform for your inspirations!

**If you want to learn more about what other transactional analysts across the world are doing, [please sign up via Eventbrite here.](#)** 🙏

## IBOC News

**W**e have four pieces of news this month. First, we will report on the exams in Suffolk, UK. Then we will update you on four IBOC matters.

### Suffolk Exams

We are delighted to congratulate five new CTAs and one new TSTA who were certified on 27 July 2023:

Catherine France, CTA (E), UK  
Mary Dees, CTA (P), UK  
Chrissy Edwards, CTA (P), UK  
Jenny Rafferty, CTA (P), UK  
Josie Harris, CTA (P), UK  
Anisha Pandya, TSTA (P & E), India

We thank the following examiners for their work in the various roles of chair, examiner, process facilitator, and volunteer supervisor: Beatrijs Dijkman, Rosalind Sharples, Jo Moores, Carol Wain, Alina Comendant, Martin Loughna, Jane Kibblewhite, Hayley Marshall, Paul Robinson, Jan Simek, Nims Dhawan, Graeme Summers, Nicole Lenner, Steff Oates, Lieuwe Koopmans, Sari van Poelje, Deborah Robinson, Mo Felton, Andy Williams, and Trudi Newton. The exam supervisors were Jacqueline van Gent and Sue Eusden.



### New IBOC Cochair

We are happy to announce that Haseena Abdulla will be joining the IBOC from September and will shadow Jacqueline until the end of the year when Jacqueline will step back from her role and Haseena will take over as IBOC cochair from 1 January 2024.

### New Initiative

We are currently working to have all contracts and all IBOC forms online. Over the coming months, we hope to transition to this more efficient way of dealing with contracts and exams. Watch this space.

## CTA Examiners for 5 October Online Exams

We have 18 candidates for the CTA exams in October and would welcome a few more examiners for Thursday 5 October. The time commitment is 6.00 - 16.00 (BST/UK time). If you have not already signed up, please contact Sue at [sue@itaa-world.org](mailto:sue@itaa-world.org). We have plenty of people for TSTA exams and volunteer roles. Many thanks to all of you who have registered via the Goggle form.

## A Reminder and Open Invitation to Online Workshops

**There is still time to sign up for IBOC's free online workshops relating to two aspects of the examination process.** First, we will run three workshops (in two different time zones) for those wanting to be involved in marking the written exams. Second, we are running four workshops for examining in oral exams. Please sign up using the Google links below.

Our intention is to enhance the professionalization of our exams, rooted

in the principles we have outlined to date, both in the *Handbook* and in our *Script* articles. This is a new venture for us, and we hope many of you will join us. All examiners, from new to experienced, are most welcome.

### The Written Exam Marking Workshops: Developing Ourselves as Markers

The IBOC is offering these workshops in order to support the development of markers and the professionalism of the written exam marking. If you have completed the EATA written exam workshop, we invite you to attend the IBOC's as there are some important differences.

We will start with an International Markers' Meeting planned for 1 hour. In it we will present a brief summary of the markers' survey to share the results and open a dialogue with markers, bringing them together and raising ideas that have come from the survey.

Then we will offer two 2-hour workshops in two time zones and see how this works. This means that all markers across the globe can be involved. Reading material will be

sent to workshop attendees ahead of the day so they can have a go at a little light marking and feedback points ... ready for discussions.

**Dates:** Each meeting/workshop will run twice on the same day.

**1. International markers' meeting** - Tuesday 26 September 7-8 am and 4-5pm UK times

**2. Beginning marking workshop** - Friday 27 October 6-8am and 3-5pm UK times

**3. All markers workshop** - Thursday 9 November 6-8am and 3-5pm UK times

You will have received an email about these already. You may attend as many as you wish, and certificates of attendance will be issued. Please sign up using [this Google link](#).

### Oral Exams: Developing Ourselves as Examiners

These are in addition to the examiners' training before each exam.

The workshop program includes:

**1. Chairing an exam** - Tuesday 19 September 2023

**2. Ethics and examining** - Thursday 2 November 2023

**3. Multiple tongues: Working across language differences** - Monday 4 December 2023

**4. Cultural differences and unconscious bias** - Monday 22 January 2024

Each workshop will run from 6am-8am UK time. You can attend as many as you wish. Certificates of attendance will be issued. We invite you to [sign up using this link](#).

We hope you will join us and look forward to meeting you there.

Jacqueline van Gent and Sue Eusden, IBOC Cochairs 

## Reminder to Apply to 2020 Birmingham Conference Grant Fund

The Birmingham Conference Grant Fund is established to provide discretionary grants and is **potentially available to all those who booked and paid for the 2020 Birmingham TA World Conference and who did not have their booking fee returned by other means.** A grant payment will be considered for those who have not had their booking fees covered by monies returned by the liquidator and/or payment card company, insurance, or other means. This grant is to be used toward furthering training and/or education in TA. Those wishing to apply to be considered for a grant will need to complete the form [here](#).

**Deadline for submitting is 15 November 2023 and booking evidence is requested.**



# A New Experience of Exams and Examining

by Steff Oates

**A**t the end of July, I turned up to examine at the IBOC exams to be held in Suffolk at Giles Barrow's farm before the EdFest extravaganza. As was to be expected with Sue Eusden and Jacqueline van Ghent as exam supervisors and IBOC cochairs, the exams were run with the utmost professionalism and grace. An added bonus was having Giles present as one of the cochairs of ITAA's Professional Standards Committee and the host of the event. This provided a well-rounded experience for me as I was able to see the fantastic work that Karen Pratt and Giles are doing alongside Sue and Jacqueline to create an exam system that is more appropriate to the needs of today's practitioners across cultures and abilities that also takes into account the needs of the planet.

While Jacqueline briefed candidates, Sue briefed examiners, and our session began with us being asked to introduce ourselves to someone we had not met before in relation to a number of areas that we might need people to know about in an exam situation. These included education, ability/disability, age, gender, ethnicity, sexuality, religion, neurodiversity, culture, language, class, parents' occupations, race, and experience as an examiner. Doing this, for me, led to an openness about our specific vulnerabilities alongside our competencies; it was a significantly different way to start exams.

We were then reminded of recent changes in the IBOC guidelines,

with a particular emphasis on respecting difference. Sue also emphasized the importance of exam boards taking time to pause and reflect on what they were receiving from the candidate and what additional opportunities they might provide for the candidate to show themselves.

At the examiners' debrief, I could sense that I was not the only one who had a bodily experience of deep satisfaction with these exams, so I asked some colleagues if they would be willing to share their experience of the event with ITAA members. Their contributions follow here.

**Alina Comendant, TSTA supervisee, CTA exam chair:** I participated in the IBOC exams in Suffolk with gratitude and a sense of belonging. I enjoyed being part of the first exams organized in the heart of nature, at Giles's farm. I received my certification as a Certified Transactional Analysis Psychotherapist and PTSTA-P online, experiencing the professionalism of IBOC in a way that was impossible to think about before the COVID pandemic era. And just as the decision to run online exams was innovative and acknowledged the different times we faced in our professional lives during the pandemic, in these in-person exams I encountered an openness to doing things differently, to allowing nature to nurture our souls while keeping the professionalism and integrity of the certification process. In my two experiences—as a supervisee for the TSTA exam and as chair of a

CTA exam—I found the availability of outside spaces to deepen the connection with both myself and others involved in the exams.

**Jo Moores, a CTA examiner:** We were in a beautiful space that offered a grounded, enlivening setting for the exams. I felt held by the integrity of IBOC's values and the invitation to bring them to life in our collegial gathering. It was a moving and meaningful experience in which the vitality and richness of the setting brought more playfulness to what is often a stressful experience for candidates and examiners. I felt honored to be there, as if something new and vital was being born. Who needs hotels and hotel rooms?!

**Jenny Rafferty, a successful CTA (P) candidate:** Before the day began, I felt strong sense of welcome—to be well in coming—held with the other

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THE SCRIPT

## Welcome to New Members

### JULY 2023

Kristina Backonja, Croatia  
Vinothkumar Balasubramanian, India  
Amy Cooper, United Kingdom  
Olena Dmytrenko, Ukraine  
Mandy Fowler, United Kingdom  
Georgina Hills, United Kingdom  
Milica Jokic, Serbia  
Girija Kalidass, India  
Prekshya Maharana, India  
Zhihui Peng, China  
Leslie Poulin, Canada  
Rodica Stan, Romania  
Saba Tskhovrebadze, Georgia  
Rhys Yaxley, United Kingdom


candidates by Jacqueline and Sue. On arrival at the farm, I felt nervous. I was greeted with a beautiful sunflower and was so pleased to receive it, noticing its yellow petals trembling with me in anticipation. I found a spot to sit on a bench near the vegetable patch and was absorbed by watching two white butterflies hovering over green, leafy vegetables. As I close my eyes and remember the day, I feel the sunflower, white butterflies, yurts, the circular Mill house with the lit candle, warm faces, wise words, yellow ribbons, cake, family, clapping, hugs, relief, and joy. It was a deeply restorative experience, and I am grateful for all of it.

**Mary Dees, a successful CTA candidate:** As an eco-TA outdoor psychotherapist, being able to do my CTA oral exam in rural Suffolk within touching distance of swooping swallows and a magnificent 600-year-old oak tree was a huge privilege. The setting provided me with a level of rootedness that supported my active participation in a cocreated exam process alongside the curious and open exam board.

**Lieuwe Koopmans, a TSTA examiner:** It was a great and valuable experience. It made clear that we have to take care over the venue where exams take place. They have a big influence on both the examiners and the boards. The changes in the exam process are important, especially the breaks. In our exam I found it valuable that we really were looking for the best in the candidate. The sentence suggested by Sue, “We’re creating memories for the future,” seemed important for me, for the candidate, and for the board. The venue was influential in creating equal relationships with different responsibilities. In the exam process, I think Sue and

Jacqueline had really thought about selecting board members who were able to create teamwork in an open atmosphere. What will stay with me was our open dialogue about cultural differences.

**Hayley Marshall, CTA Examiner:** The exams at EdFest were special in so many ways. The impact of the setting was most profound for me. I found that such a beautiful variety of “outdoor-inside” spaces on the farm promoted a sense of spaciousness in the process as a whole and within each exam. Paradoxically, this promoted a feeling of closeness in our examination team that I’m not sure I’ve experienced before. There was an intimacy in our time together that I will treasure. This was, in no

small part, due to the expert facilitation and input from Sue and Jacqueline. They held our process with skillful, firm hands making light work of our agricultural context! I also appreciated the work done by members of the ITAA to bring our examinations into a more contemporary frame concerning cultural and ecological issues. Working from these new guiding principles was helpful in the actual exams by offering an underpinning solidity for us as examiners. Overall, I felt proud that these TA exams were so pioneering; it gave me great pleasure to be involved. I sincerely hope this way of supporting our colleagues to show themselves and their work will offer inspiration for others to follow. 


## Reminder to Access the TAJ via the ITAA Website

As of 2 August, ITAA members were able to access the *Transactional Analysis Journal* (TAJ) only via the ITAA website instead of going through the Taylor & Francis website.

### Here are the steps to access the TAJ now:

1. Go to the ITAA website at <https://www.itaaworld.org>
2. On the homepage, use the “Member Login” in the upper right corner to log in using your ITAA member username and password (not the Taylor & Francis username and password you may have used to access the TAJ in the past).
3. Once logged in, click on “Transactional Analysis Journal” in the gray banner at the top of the homepage.
4. Then click on the red button on the TAJ page that says “Click Here.”

5. You will then be directed to the Taylor & Francis website where the TAJ is found. Members with full digital access will be able to view all past issues of the TAJ; members with partial digital access will be able to access only issues from the current and previous year.
6. If you sign into your account and see a message asking you to renew your membership, that means you are not up to date on your member dues. Please click on “Renew Your Membership” and make a payment to access the TAJ. Once payment has been made, follow the “How to access the TAJ continued” step.

**If you require assistance,** please contact ITAA Vice President Development Michelle Thomé at [michellethome@gmail.com](mailto:michellethome@gmail.com) or ITAA Vice President Research & Innovation Steff Oates at [lcfan@me.com](mailto:lcfan@me.com). 



## The Ethics of Playing It Safe

by John Evans

**A**s a new member of the ITAA Ethics Committee, I have found their process around redesigning the ITAA Code of Ethics fascinating. I have been moved and amazed by how much reflection, hard work, and discussion have been involved.

Years ago, I did a degree in philosophy, and the papers I enjoyed the most were on moral philosophy and ethics, in particular acts and omissions. I recall a provocative essay question based on a lecture given by the philosopher Jonathan Bennett (1981): “Ethically it is no better to be passively instrumental in something bad happening than it is to be actively instrumental in its happening – Discuss.”

I have been thinking about the ethical problem of not doing something in my current working life as a transactional analyst. Doing so might be “playing it safe” when working with clients where there is an enactment or game playing out or a sense of relational rupture. However, if I decide not to deeply reflect, confront, change, question, or be vul-


nerable in a space where any of these might be risky and potentially transformative, perhaps I am deciding not to practice as ethically as I could.

In my life outside of work, there are also situations that I think and have feelings about and yet sometimes remain passive in relation to. Are such situations not important enough to take action? Do I think I cannot have an impact? Or am I afraid of the consequences of intervening? Furthermore, there may be thoughts and feelings below conscious awareness that may be troubling if I became mindful of them.

I am relating here to the concepts of passivity (Schiff & Schiff, 1971) and discounting (Mellor & Schiff, 1975). Both are profound and have an ethical resonance. Reading the July 2023 TAJ before writing this piece, I was first confronted then inspired by Sue Eusden’s article in which she describes her concept of the “High Dare/High Care Compass.” This is a relevant, ethically challenging, and highly recommended account of how, by being fully aware of our

processes and confusions and prepared to “dare” and “care” enough, we can “orient” our (moral) compass helpfully.

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