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IN THIS ISSUE

22 June ITAA-EATA  
Webinar  
3

Moniek Thunnissen  
Receives ITAA Research  
Award  
4

TAJ Theme Issue on  
Neurodiversity  
6

The Ukraine War,  
Refugees, and TA  
8

On Ethics  
9

IBOC News  
11

AGM Agenda and Proxy  
Form  
12

ITAA Online Conference  
13

## Being Active, Vital Associations in Times of War

by Chitra Ravi and Peter Rudolph

**I**n our regular meetings as presidents of ITAA and EATA, we share our dilemmas, perspectives, reflections, and questions about situations that we come across, and the war in Ukraine has been one of them. The intent of this article is for us to share our process with you, our members. It also invites you to consider a situation (in this case, the war) and provides a platform to help us ask questions and continue to reflect on hard issues. It calls for us to refer to the ITAA and EATA ethical frameworks when we encounter significant ethical dilemmas and challenges. When writing this article, we realized that there are many political complexities that are not entirely known to us. So we write not to claim any expertise on the political situation but rather to talk about the dilemmas that we experience in how to respond to crises such as this one and those that might arise in the future.



Peter Rudolph



Chitra Ravi

War—the war of the Russian government against Ukraine (which the Russian government refers to as a “special operation”): This is what we have to live with now. We are receiving news and pictures from our friends and colleagues through social media and as a result of offering support via the EATA support platform. We are in touch with colleagues whom we met with not long ago in conferences, congresses, and workshops who are now experiencing their lives in danger. The TA world collectively grieves for all the lives lost and the devastation that has befallen our Ukrainian colleagues as well as their families, friends, and all citizens due to this war.

There is absolutely no doubt that EATA and ITAA condemn the brutal and oppressive acts and behaviors of the Russian government. We do not condone any form or acts of aggression, violence, or behaviors that are disruptive to individuals, groups, nations, and so on. We do not equate one country with another in their distress.

We have and will continue to do our best to organize support for refugees and online support for those who reach out to us and cannot access it in other ways. The news and information and pictures that we receive affect us deeply, and we feel anger, anxiety, and grief in response.

This war challenges us in many and varied ways as transactional analysts. There will never be any doubt that our ethical base of “I’m OK, You’re OK”—or as we say in the coming common mission statement, “universal acceptance”—does not mean to accept destructive, discounting behavior and attitudes.

Quite the opposite. A universal OKness of humans who are capable of autonomy implies that we are responsible for the OKness of our behavior and attitudes. In this way, we as EATA and ITAA are not ethically neutral either concerning the war or concerning discounting and destructive behavior.

Up to this point in what we are saying here there is no essential ethical conflict for ITAA and EATA: We simply have to be clear and to act on the basis of our commitment as humanistic associations. However, some challenges have arisen among our members concerning our colleagues in Russia. Should we exclude members of Russian TA associations because they are Russians? Should we exclude the Russian association because they are Russian? How do we hold on to differentiating behavior from the essence of persons?

For example, Svetlana Gannuschkina, an 80-year-old Russian human rights activist in Moscow, said in a recent radio interview with a German journalist: “We [the Russians] are guilty because we did not avoid it,” and this “it” includes the autocratic society, the war, the oppression of freedom, and more. This is the basis of her activities, whereby she tries to support individuals to escape from Russia or to survive in other ways. She takes a position and risks her own safety and even her life in doing so. The ethical challenging question that we see is this: Should we exclude Svetlana Gannuschkina from EATA or ITAA if she were a member?

We are in constant dialogue and conversation about these dilemmas. How do we take responsibility for being part of a system that wages war and also know the difference between being a helpless citizen in an autocratic system and the

*ITAA and EATA welcome responses to this article. If publication in The Script is desired, please note that the deadline for the July Script is 15 June.*

authorities that wage war? Yet again, the answer became clear: We will not exclude members and associations unless they engage in concrete unacceptable behavior. Members can refer to the following paragraphs, which outline the procedures to follow in case of ethically concerning behaviors.

1. If an EATA member is ethically concerned about the behavior of another EATA member, they are expected to bring this to the attention of the relevant affiliated organization that the person they are concerned about is a member of. They can always discuss the taking of this action with the EATA ethics advisor and seek their support for taking such action. That affiliated organization has a duty of care to investigate and take appropriate action on the offending behavior if it is found to have occurred. If the affiliated association does not take appropriate action, the person or persons making the complaint should contact the EATA ethical advisor. The advisor will assess the case. There are a number of possibilities following this assessment. These range from the creation of an Ethical Review Panel to a request to the EATA Council to suspend or disaffiliate an affiliated organization. The decision to disaffiliate can ultimately only be taken by Council.

If an ITAA member has reasonable grounds to believe that another member’s professional conduct is not consistent with the ITAA Code of Ethics, they are required to talk to

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the member involved directly and to invite a change of behavior. If this does not produce the desired result, a formal complaint may be filed with the ITAA Ethics Committee through the ITAA office by making a written complaint and supplying substantiating evidence. (Please consult the ITAA Code of Ethics and the *ITAA Ethics and Procedures Manual*.)

2. We expect, of course, that our Russian colleagues and friends reflect on their behavior and their responsibility for this situation. Svetlana Gannuschkina modeled this task in a brave way. However, we cannot expect everyone to be so clear and to risk their own safety as she has done. Nevertheless, we expect members to avoid participating in war propaganda and activities, and we expect in confidential exchanges critical reflection on this situation. And, in fact, that is what we have experienced in our contacts with Russian colleagues. They are afraid and in pain.

Their risk may not be of being killed or raped, but the idea that they might only lose some well-deserved university job is also not correct. Our Russian colleagues, especially if they protest the war, risk losing their job, their home, their freedom, and some even their lives, and we should not underestimate or banalize those dangers.

3. On social media we find discounting descriptions of Russians. This is emotionally understandable, but it raises an ethical problem. We cannot and will not support any ITAA or EATA member in discounting the dignity of any other person. Our members, colleagues, and friends have the right to be protected from discounts and discrimination, and the right to be challenged concerning their responsibility for the war activities of their nation.

How do we reflect on our thoughts, feelings, and behaviors when we are drawn into splitting and naming and blaming? We also feel the need to assist those members of ITAA or EATA in Russia or any other country who practice TA. We make a distinction between our colleagues and their governments and military who make decisions to wage wars and acts of destruction! We want to believe that our colleagues psychologically oppose such terrible acts of aggression, violence, and destruction even while they are unable to do much to protest or change them because they themselves lack pro-

tection and/or are trapped in these situations.

We as presidents of ITAA and EATA are deeply interested in taking care that the Russian government is not successful in splitting us as humans. We are colleagues and friends—members of a community that has at its base universal acceptance. We hope that by sharing our thinking in this way, it will be useful to our members in reflecting on this painful process.

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## “Stepping Up Together: Where From and Where To?”

Join us for the next  
ITAA/EATA webinar on 22 June at 9:00 am UTC.

“Stepping up” can mean a change in our current attitudes and behavioral, thinking, and feeling patterns. It means that there may be a need or options for development that we can face and subsequent tasks that arise.

**Peter Rudolph, EATA President, will lead this webinar.** He invites us to explore with him the unseen roots of transactional analysis, a theory that was started as a White man’s idea in the 1960s and 1970s. What are the gifts and what are burdens of our approach? What are the challenges and demands that a society nowadays places on us? There is so much in our world that needs attention and creative thinking: migration, global social justice, climate change. The question is, “What do you want to change today?” But is this still a fitting question in these times?

As we consider TA today—where we are from and where we are going—we will discuss these themes and more. We might also consider the question “Is TA theory helpful in understanding the current crises the world is facing? How do we account for different truths and different perspectives while not condoning violence and aggression?”

We very much hope you will join us. **To register for this webinar, go [here](#).** And watch your inbox for an email with additional details.

## Moniek Thunnissen Honored With 2022 ITAA Research Award

**I**t is with great pleasure that we announce that Moniek Thunnissen, MD, PhD, TSTA-P, is receiving the 2022 ITAA Research Award for “significant contributions to elevate transactional analysis as an acknowledged theory and methodology in the mental health care of personality disorders and in psychotherapy in general.” As part of their nominating statement, those who put Moniek’s name forward for this honor cited the “impressive number of publications to her name, in which her investigative spirit always leads the way.”

### Effectiveness of In-Patient TA Psychotherapy for Personality Disorders

Moniek began her research into using TA with personality disorders in the Department of Short-Term Inpatient Psychotherapy in De Viersprong in Halsteren, the Netherlands. There inpatients receive treatment in a TA-based program using group psychotherapy, sociotherapy, and nonverbal therapies such as creative therapy, movement therapy, and archery. TA is the method of psychotherapy used and the language to understand interactions between patients and staff and to describe intrapsychic processes.

This program began in 1978 and has treated between 60 and 90 patients a year since then.

Moniek found that the results of this program immediately following 3 months of treatment and also on follow-up 2 years later were impressive. She then carried out a randomized clinical trial comparing two different models of aftercare following the inpatient program: one aimed at reintegration in relationships and the other consisting of two “booster sessions” with the same staff and program as in the inpatient program. The 128 patients first completed the 3 months of inpatient psychotherapy and were then randomized into either the reintegration training or the booster sessions. For aftercare, the booster sessions performed better than the reintegration training. And the results of the 3-month inpatient TA-based program were impressive, with clinical symptoms such as depression and anxiety decreasing substantially. These results were maintained after 2 years, independent of the type of personality disorder (although the pattern of improvement differed).

This research was the beginning of a more extensive research project initiated by the Research Department



of De Viersprong. In that multicenter study, the treatment programs for patients with personality disorders in six different mental health institutes in the Netherlands were compared regarding duration (longer or shorter than 6 months) and setting (outpatient, daycare, or inpatient treatment). More than 1300 patients participated in this research, which took place from 2003–2008. One of the results was that the TA program was rated as the most successful program for cluster C patients (dependent, obsessive-compulsive, avoidant). In a special study, patients from the short-term inpatient TA program (STIP-TA) were compared with matched patients from other psychotherapy (OP) by means of

a statistical method to correct for differences between patients. In this way, 67 pairs of patients were compared in improvement of general psychiatric symptomatology, psychosocial functioning, and quality of life. At 36 months follow-up, 68% of the STIP-TA patients were symptomatically recovered compared to 48% of the OP patients. The superiority of STIP-TA was most pronounced at 12-month follow-up but remained intact over the course of the 3-year follow-up.

### Developments Since Moniek's Doctoral Research and Plans for the Future

Moniek continues to contribute to the knowledge of and interest in TA in the mental health field. Together with Anne de Graaf she wrote *Leerboek Transactionale Analyse (Handbook of Transactional Analysis)*, which is widely used in TA programs in the Netherlands and Belgium and in courses and classes for mental health professionals. In 2016, Bill Cornell, Anne de Graaf, Trudi Newton, and Moniek rewrote the book as *Into TA: A Comprehensive Textbook of Transactional Analysis*, which has now been translated/republished in Russian, Korean, and Italian. Moniek also authored or coauthored several books for professionals in mental health care on personality disorders and on psychotherapy, including *Psychotherapeutic Psychiatry: Human Scale in Practice and Science* (2015; with Frits Milders) and *The Essence of Psychotherapy* (2018, with Maurits Nijs). The latter is used in the basic psychotherapy curriculum for all psychiatrists in the Netherlands. In workshops, classes, and lectures for mental health professionals, Moniek often uses TA concepts to illustrate her thoughts about psychotherapy, personality disorders, the therapeutic relationship, and (counter)transference.

In the coming years, Moniek wants to direct her energy into developing the research field in TA. As part of that, she has recently become a coeditor of the *Transactional Analysis Journal* focusing on research articles. She is very interested in worldwide TA and enthusiastic about its growth in Asia, the Middle East, and Africa. She hopes to develop research standards that can be used worldwide in the TA community and to cocreate views on research as being, on the one hand, valuable and scientific, and on the other, applicable in countries with a less developed research culture. Her dream is for TA to no longer be seen as an “old-fashioned method” or “not evidence based” but as a method taken seriously in the wider field of mental health care. Moniek is convinced that the philosophy and methodology of TA are useful in psychiatry and mental health care both for professionals and patients/clients.

*“Moniek's dream is for TA to no longer be seen as an ‘old-fashioned method’ or ‘not evidence based’ but as a method taken seriously in the wider field of mental health care.”*

The international group of TA colleagues who nominated Moniek for the award include Anne de Graaf, TSTA-O, CTA-P, corresponding nominator; Marijke Arendsen Hein, TSTA-P; Servaas van Beekum, TSTA-O; Lies de Bruijn, PTSTA-O; Bill Cornell, TSTA-P; Cor van Geffen, PTSTA-O; Jacqueline van Gent, TSTA-C; Piet van Haaster, TSTA-C; Helena Hargaden, TSTA-P; Linda Hoeben, TSTA-P; Maarten Kouwenhoven, TSTA-P; Joost Levy, TSTA-E, TSTA-O; Trudi Newton, TSTA-E; Marij Peeters, TSTA-C; Mil Rosseau, PTSTA-E; Matti Sannen, TSTA-E; Henk Tigchelaar, TSTA-E; and Mark Widdowson, TSTA-P.

The nominators submitted three publications to the committee to demonstrate the research that Moniek has been passionate about for so many years:

1. Thunnissen, M., Duivenvoorden, H., Busschbach, J., Hakkaart-van Roijen, L., van Tilburg, W., Verheul, R., & Trijsburg, W. (2008). A randomized clinical trial on the effectiveness of a re-integration training program versus booster sessions after short-term inpatient psychotherapy. *Journal of Personality Disorders*, 22(5), 483–495. This summarizes the main results of Moniek's doctoral thesis.
2. Horn, E., Verheul, R., Thunnissen, M., Delimon, J., Soons, M., Meerman, A., Ziegler, U., van Rossum, B., Andrea, H., Stijnen, T., Emmelkamp, P., & van Busschbach, J. (2014). Effectiveness of short-term inpatient psychotherapy based on transactional analysis with patients with personality disorders: A matched control study using propensity score. *Journal of Personality Disorders*, 28, 166–186. The results of the TA program are compared with matched controls following another program. The results show that the TA program is superior compared to other treatments in terms of improvement of general psychiatric symptomatology and quality of life at 1- and 3-years follow-up.
3. Thunnissen, M. (2010). Redecision therapy with personality disorders: How does it work and what are the results? *Transactional Analysis Journal*, 40(2), 114–120. The results of Moniek's PhD thesis are described and illustrated with a case description to demonstrate how rededecision therapy was used in this program and how all therapists in the treatment program and the patients use TA philosophy and language. 

# Call for Papers for the TAJ Theme Issue on “Neurodiversity and Neurodivergence”

by Steff Oates and Helen Rowland

We invite readers of and writers for the *Transactional Analysis Journal (TAJ)* to contribute their ideas, wonderings, and challenges on the topic of “Neurodiversity and Neurodivergence.”

In 1998, the term *neurodiversity* was coined by Judy Singer to advocate for welcoming and acceptance of variations in the human brain and cognition and, we might add, bodily experience. The term was intended to mirror the concept of biodiversity, which established that a wide variety of animals, plants, and microorganisms work together in an ecosystem to maintain and support life. Singer’s views had their genesis in the autism rights movement, which challenged the idea that neurodevelopmental differences are inherently pathological and in need of medical treatment. The neurodiverse approach sits within a social model of disability, the proponents of which argue that problems arise out of societal barriers and attitudes toward individual differences rather than as a result of individuals’ disabilities.

Alongside this, others believe that a nonpathologizing approach can

underplay the suffering that can occur in someone with a neurodivergent brain and argue for appropriate considerations and adjustments to be made.

While some might say that everyone is neurodiverse because all human brains are different, autistic advocate and interdisciplinary educator Nick Walker offers helpful distinctions. In an interview with Dora M. Raymaker for *Autism in Adulthood*, Nick said:

A lot of people hear *neuro* and they think, *brain*. But the prefix *neuro* doesn’t mean *brain*, it means *nerve*. The *neuro* in *neurodiversity* is most usefully understood as a convenient shorthand for the functionality of the whole bodymind and the way the nervous system weaves together cognition and embodiment. So *neurodiversity* refers to the diversity among minds, or among bodyminds. (Walker & Raymaker, 2021, para. 7)



Steff Oates



Helen Rowland

In the interview, Nick talked of neurominorities and argued that if neurodiversity is recognized as a form of human diversity, then

the concept of a “normal mind” is just as absurd and innately oppressive as the idea that white people are the default “normal” race or that heterosexuality is the one “normal” sexuality. And the pathologization of neurominorities—the framing of autism, for instance, as a “mental disorder” or a medical “condition”—is no more valid and no less oppressive than the framing of homosexuality as a “mental disorder.” (para. 11)

Typically, [neurodivergent processes](#) include but are not limited to autism, attention deficit hyperactivity disorder (ADHD), dyslexia, dyspraxia,

dyscalculia, dysgraphia, hyperlexia, Tourette's syndrome, obsessive compulsive disorder, and synesthesia.

Looking back through the *Transactional Analysis Journal*, we find articles that challenge a possible overemphasis on pathology. Allen and Allen (1987) argued from a constructivist position about the importance of finding and making meaning. They argued that "since we cannot know whether our world view (including our therapeutic orientation) fits reality better than does someone else's, it behooves us to be tolerant" (p. 74). They also observed that "we help the patient construct a new 'reality' in which new experiences and new options may be found. When the patient's 'reality' is similar to our own, we say he or she has gained 'insight!'" (p. 75).

We acknowledge the importance of this tolerance when working with any client group and are curious about what practitioners are faced with when the patient's/client's experience of reality is very different from their own. How do we as practitioners gain insight into a different reality and work within that to our client's best advantage?

We are aware of many practitioners who identify as neurodivergent

and who are expanding awareness and conducting research (Baker & Widdowson, 2020; Oates 2021) and of others working creatively with people with neurodivergence. We are aware also of work carried out by Microsoft through their Neurodiversity Career Connector, which indicates that neurodiversity is much appreciated in some workplaces.

We invite counselors, educators, coaches, organizational consultants, and psychotherapists to write about their experiences either as divergent practitioners themselves and/or with their client group in ways that encourage respect and honor difference. We encourage a diversity of approaches in writing about this subject and appreciate that writing in itself is a neurodiverse process.

Areas for discussion might include questions such as the following (which is not comprehensive):

- Is formal diagnosis necessary and helpful or not?
- Should organizations be asked to adjust their systems to accommodate those who are different neurotypes?
- How does neurodivergence fit within a schema that is understood psychologically?

- How do we account for psychological challenges within a neurodivergent process without minimizing one or the other?
- What and how can we learn together?

We look forward to receiving a wide range of articles from different perspectives to further stimulate discussion.

In thinking about whether to write for this issue, potential authors might find the [blog of Leah Pope](#) helpful. She suggests that writing is always a neurodiverse process and suggests wisely that each writer find their own particular way. Comments to the blog have offered many creative suggestions.

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**The deadline for submissions for the TAJ theme issue on "Neurodiversity and Neurodivergence" is 1 February 2023.**  
Submissions requirements [here](#).

## Free-Access TAJ Article Available Until 30 June

Edward Novak's April 2022 TAJ article "Emancipation From a Fear of Institutionalization: A Case Study of Transgenerational Hauntings" is now available for free access/download. Novak explores how three family generations were entangled around transgenerational trauma and haunting. He subtly combines case material and theory to make the reader aware of the risk to the client if theory dominates clinical observations so that clients are not given the opportunity to take responsibility for their own life script. This is an important opportunity to encourage your colleagues and friends to learn more about contemporary transactional analysis, so please let them know they can read/download the article at: <https://www.tandfonline.com/doi/full/10.1080/03621537.2022.2044112?src=>

# The Ukraine War, Refugees, and TA

by Lena Kornyeveva

**I**t's a frequent supervision topic now," says my supervisor as I am taking supervision with regard to the psychological support group for refugees I lead as a volunteer. I am part of a webinar group organized by my colleagues from Kyiv in which our British TA colleagues kindly give us support. My case is about my pain and my desire to avoid playing Rescuer.

I have lived in Germany since 2006, but I am from Ukraine. There is a Russian invasion in my homeland now, and since the beginning of March 2022, there are many Ukrainians in Germany. Women who fled the war are suffering and try to function, with children and elders to care for.

The place where our group meets is kindly made available by the owner of a rehabilitation clinic where I work as a psychologist. It is set in a

picturesque landscape, with green hills and blue sky. The experiences shared by the refugees in the group seem like they are from a parallel reality: Less than 2 months ago they saw people killed or dying of dehydration, houses ruined or looted, and they themselves had to stay in cold basements because of bombings and shellings.

It is not easy for these women to talk about their emotions at first. On the emotional awareness scale, most are somewhere between emotional numbness and emotional chaos. But after some time, they begin dealing more openly with their fears and pain. My task is to create and keep a safe space in which that can happen.

Pain is overwhelming at times, and it makes us all feel powerless and useless. "My husband is at the front, and he is doing the right thing. I am not doing enough being here." "I am safe, and they are in danger." "I can't help my mother, who refused to leave her home. I have no connection with her because the Russians damaged everything: the water supply, electricity, mobile network coverage. I will not forgive myself if something happens to her."

These refugees are generously supported by the German authorities,



local communities. and ordinary people who donate money, clothes, and so on. Having lost their homes and being dependent on others' help feels not OK. They also feel guilty for "not doing enough," and survivor's guilt reinforces the acute feeling of not OKness.

I try to deal with all that by staying authentic and focused on the here and now. I give space to my own pain and vulnerability as well. I allow myself to express my emotions and to be aware of my own limits. Years of my emotional literacy training and the TA I learned back in Kyiv since 2003 are helpful.

Good self-care, self-responsibility, the legitimacy of expressing emotions and asking for help are the group rules that we implemented at

*continued on page 9*

*Lena Kornyeveva, PhD, CTA candidate (psychotherapy), works as a clinical psychologist at a rehabilitation clinic and as a counseling psychologist and couples therapist. Her most recent book focused on couples therapy and is published in Russian, with German and Ukrainian versions on the way. She can be reached at [dr.kornyeveva@gmail.com](mailto:dr.kornyeveva@gmail.com).*

## Handling “Mistakes” as Professionals

by Jan Grant



**A**t a conference some years ago, a young lawyer said to us that often an apology goes a long way to keeping events from ending up in court. I have always remembered that.

In the April 2011 theme issue of the *TAJ* on “In Dialogue About Ethics,” Sue Eusden wrote about the reluctance of therapists to acknowledge

their mistakes. Often they are defensive and unwilling to admit doing something wrong or causing harm, even when it was unintentional, because they are concerned doing so could lead to litigation—in direct contrast to what the lawyer said.

In the title of this article, I have put “mistakes” in quotes because there are many different perceptions about what is considered to be a mistake. In her article “Minding the Gap: Ethical Considerations for Therapeutic Engagement” in that same 2011 *TAJ*, Sue Eusden described the gap between the client’s perceptions and the professional’s, a gap that exists in all fields of TA. It is important for transactional analysts to be mindful of that potential gap and to be willing to explore it when there is a disturbance in the relationship.

I offer here a few examples as food for thought and encourage you to think about how you would have handled each of them. First, yesterday I told a prospective client that I was not yet seeing clients in person but was doing Zoom sessions. He said he would prefer to wait until he could come in person, so we made

an appointment for 3 weeks later. Usually I ask new clients to download and bring to the first session the counseling contract and intake form from my website because it saves time. But I forgot that he said he found that challenging and would prefer to come early and do it in person. I asked about it again, and he repeated that he would come early. I apologized for forgetting what he had said, but I do not know how he perceived my forgetting. I hope he will accept my apology.

In another situation, I began seeing a young man for counseling. He was from a large family and got on well with some siblings and not well with others. With one sister, in particular, he had a highly conflictual relationship. He mentioned her name in our first session; it was a very common one, and her last name was different from his. It was not until several months later, when more details came out about her, that I realized that his sister was one of my supervisees. I decided not to say anything at that point but took it to supervision, as a result of which I decided to tell my client in the next session.

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### The Ukraine War, Refugees, and TA *from page 8*

the beginning along with the value principle, which means “Everybody has equal value and worth.” It helps to stay aware of any manifestations of the devaluing Critical Parent and to consciously exclude them from our interactions.

It is also useful to stay aware of the stroke economy. Positive stroking works as a mighty facilitator of OKness. Its effect is empowering and liberating. We are neither helpless nor powerless if we accept the offered help and do what we can. It is enough in such a situation as the one we find ourselves in now. **5**

He was furious and felt that I should have clarified more details about his family in the first session, especially because his sister worked in the same field as me. I apologized, but that was not enough, and he chose to terminate our work. My next dilemma was whether to say something to my supervisee. I leave you to think about how you would have handled that.

The third example is a personal one, one in which I was not the professional. A dear friend, who lived in another city, died in a car accident. Police believed she took her own life, although that was difficult to prove. She was in long-term psychotherapy and had shown signs of depression. I stayed in touch with her mother, who lived in my city. Her mother was desperately trying to understand what happened and contacted my friend's therapist. She did not blame the therapist but just wanted to understand what had happened. The therapist would not return her calls, which the mother found devastating and cold. I do not want to give the impression that what happened was the therapist's fault, but I do think this is an example of the gap in perception being so big that all communication was blocked by one party. One can only imagine what the therapist thought the mother was going to say.

There are no hard and fast rules about how to handle "mistakes" in our professional relationships, but it is important to think about our responses, whether they seem helpful in each circumstance, and how they fit with our own personal values. 5

Jan Grant is cochair of the ITAA Ethics Committee and can be reached at [jancgrant2100@gmail.com](mailto:jancgrant2100@gmail.com).

## Welcome to New Members

### MARCH 2022

Khushali Adhiya, India  
 Parul Arora, India  
 Hilary Beach, United Kingdom  
 Duncan Blom, United Kingdom  
 Camilla Bradshaw-Burke, United Kingdom  
 Nathan Bryce, United Kingdom  
 Shambhavi Chaudhary, India  
 Mathias Clarstedt, Sweden  
 Silvia Gallova, Slovakia  
 Caitlin Gentilini, United States  
 Rossella Iannucci, Italy  
 Sylva Jolliffe, United Kingdom  
 Milja Kalik, Serbia  
 Marleen Kraaij-Dirkzwager, Netherlands  
 Keerthi Krishnamurthi, India  
 Priyanka Lenka, India  
 Karthikkannan Maruthamuthu, India  
 Paul McManus, United Kingdom  
 Ivana Milovanovic, Serbia  
 Flechelle Morin, United States  
 Evren Sandikci, Turkey  
 Yvonne Rossou, Netherlands

Ranjita Sabnis, India  
 Lavanya Selvarangam, India  
 Shreenath T R, India  
 Aakriti Todi, India  
 Rashmi Varma, India  
 William Wubbenhorst, United States

### APRIL 2022

Eleonora Addonizio, Italy  
 Jayne Harper, United Kingdom  
 Ashida Jeyan, India  
 Ulrich Mannchen, United States  
 Sreedhar MS, India  
 Norimi Oshima, Japan  
 Kriti Pahuja, India  
 Aitor Panera, Spain  
 Kristijan Pešic, Serbia  
 Renate Richter, Germany  
 Kristina Shea, United States  
 Jelena Tomasovic, Serbia  
 Thehseen Zakir, India

### IBOC Exam Calendar

Type	Exam Date	Location	Application Deadline
CTA	23-24 Sep 2022	ONLINE	23 Jun 2022
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	Exam Date	Location	Application Deadline	TPO Deadline
TEW	4-6 Nov 2022	ONLINE	closed	closed
TEW	31 Mar 2023	ONLINE	31 July 2022	30 Sept 2022
TEW	1-2 Apr 2023	ONLINE	31 July 2022	30 Sept 2022
TEW	27-29 Oct 2023	ONLINE	27 Feb 2023	27 April 2023

Please send applications for exams and TEW to Caroline Donavan, the IBOC administrator: [iboc@itaaworld.org](mailto: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>

# Updates Following the March Exams

by Jacqueline van Gent and Sue Eusden

The names and photos of the successful new Certified Transactional Analysts (CTAs) and Teaching and Supervising Transactional Analysts (TSTAs) from the latest IBOC exams were published in the *May Script*, so this month we thought we would share some of the experiences and learning that came from those exams. Briefly, in March 2022, the IBOC ran 11 CTA exams and 15 individual TSTA exams. Over 70 examiners were involved in a total of 11 Zoom rooms.

**Expanding the IBOC team:** We were delighted that Mayke, Aruna, Tess, Caroline, and Deepak were involved in the exams in differing roles, and we hope to continue involving more colleagues in running exams now that we are confident in this different online format.

**New role:** We added the new role of Zoom assistant to the TSTA Teaching section of the exam. This allows the chair and board to focus on the task of examining. The Zoom assistant is responsible for the audience, ensuring they are in the waiting room, and liaising with the exam supervisors as necessary. The chairs expressed appreciation for not having to take on this additional task.

**International exams:** We are working to raise awareness of cultural

differences between the various participants in the examinations (candidates, board members, volunteers, etc.) in order to improve the exam experience and challenge power dynamics, both implicit and explicit, that we have observed in the exams. To this end, we set up a cross-cultural group that has met on three occasions to explore best practices. Their work and input directly informed our approach to the March exams. This group will write about its work in an upcoming issue of *The Script*.

**Examiner training:** Stimulated by the cross-cultural group just mentioned, we sent several articles to all of the examiners regarding paying attention to cultural aspects, inviting them to reflect on such issues in advance of the exams. We also had input into the examiners' training meeting using the metaphor of [building living bridges](#) between examiners and candidates. We invited attendees to do an exercise to prepare them for working across cultural differences. These initiatives were much appreciated and will be continued for future exams.

**Examiners canceling:** Over 15% of the examiners who signed up for the March exams canceled. This put considerable pressure on the exams. We realize that many life events happen at the last minute, and there

is nothing to be done about that. We also realize that with online exams, there is significantly less invested in the exams (no flights/hotels/etc. to also cancel). We ask that you only sign up to be an examiner if you can really commit to being there. And, of course, we understand late cancellations will always occur in a community group, so we will build in more contingency for this going forward.

**Certificates:** We will now offer candidates the option to have their name on their CTA/TSTA certificate in the alphabet of their chosen language. It seems amazing to us that we have not done that before and recognize the privileging of the Roman script! This is the joy of ongoing learning.

**European representative:** We are still looking to recruit a European rep to join the international team, someone to oversee the written exam marking. If you are interested, please contact one of us.

**Future exams and TEW:** Applications are open until 23 June 2022 for the September CTA exams. Applications are open for the March 2023 TEW until 31 July 2022. Please check the website for more information.

Jacqueline van Gent ([jacqueline@itaaworld.org](mailto:jacqueline@itaaworld.org)) and Sue Eusden ([sue@itaaworld.org](mailto:sue@itaaworld.org)), Cochairs IBOC 🍷

# Annual General Membership Meeting—Save the Date!

This year we will again conduct the ITAA Annual General Membership meeting (AGM) via Zoom. The date is **Saturday, 30 July at 12 pm UTC**. This gathering will also include the celebration of the five 2022 ITAA awards. We urge members to attend this meeting online.

## Agenda

- Welcome to members and visitors
- Honoring and remembering people who passed this year
- Adoption of the minutes of the 2021 AGM
- Adoption of accounts for 2021
- Reports from the president and members of the board of trustees (BOT)
- Farewell and thanks to those leaving the BOT
- Introduction of new BOT members
- Any other business
- Questions and answers
- Notice of 2023 AGM
- Presentation of the 2022 Awards

**Registration:** For us to plan the event, we need you to register for it. Watch for an ITAA email in the next few weeks with a link to register on Eventbrite. You will receive a Zoom invitation link closer to the date.

**Logistics:** We will use the Zoom online meeting platform for hosting this event. You can download the application free from the website: <https://www.zoom.us>.

**To participate in the Zoom meeting:** You must have a signed “Consent to Electronic Transmissions” form on file with the ITAA. Individuals with consent forms on file and who are ITAA members in good standing as of 30 June 2022 (the “Record Date”) are entitled to vote.

**An alternative in-person AGM will be held at the same time** by ITAA President Chitra Ravi at 175/1, 1st Cross, Defence Colony, H.A.L. II Stage, Bangalore, KA 560038, India, for anyone without internet

access, who does not have a signed “Consent to Electronic Transmission” form on file with the ITAA, or who is unable to phone in to a Zoom meeting. Please RSVP to Chitra Ravi at [chitra.seed@gmail.com](mailto:chitra.seed@gmail.com) by 30 June 2022 for details.

**Proxy Vote Form:** If you cannot attend the 2022 AGM online or in person, please fill out the proxy form here. The ITAA Bylaws state that the quorum for holding the membership meeting is 50 voting members or 5% of the qualified voting membership, whichever is smaller.

Please fill out, sign, and send the proxy vote to ITAA Secretary Rema K Girdhar by email to [rema.k.giridhar@gmail.com](mailto:rema.k.giridhar@gmail.com) if you have a signed “Consent to Electronic Transmission” form on file with the ITAA. If you have not signed and returned such a consent form, return your proxy form by postal mail to Rema K. Girdhar, A402, Palm Court, Thasami Park Residency, Opp Ulavar Sandhaj, Singanallur, Coimbatore - 641 005, Tamil Nadu, India. The deadline for receipt of proxy forms sent to Rema K. Girdhar is 1 July 2022, or you can download, print, sign, scan, and transmit the form online to her at least 2 hours before the scheduled start time of the AGM. A “Consent to Electronic Transmission” form to and from the ITAA is located on the ITAA website under “About the ITAA”/“Governance Documents.” This may be printed, signed, and returned to Rema K. Girdhar to expedite return of your proxy vote form by email. 📧

**Proxy Vote Form**

I (please print) \_\_\_\_\_  
 am a member in good standing of the International Transactional Analysis Association and herewith assign my proxy vote to the secretary of the ITAA or to (print name) \_\_\_\_\_  
 (“my agent”) to be used to establish a quorum at the membership meeting of the International Transactional Analysis Association, convening on 30 July 2022 at 12:00 UTC online via Zoom, and to cast my vote as my agent believes appropriate in the circumstances. This proxy will expire on the date that is 11 months following the date given below.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

# COURAGE, PHYSIS AND RESILIENCE:

## Resources for a New Emerging World



3-5 June 2022

[www.itaaworld.org/itaa2022](http://www.itaaworld.org/itaa2022)

Online registration is closed,  
but you can still purchase recordings  
of all workshops at the link above.

### ONLINE PARTICIPATION: Things to Know Now

#### Watch for an email from us

The online conference is just days away. The Zoom links for each workshop, as well as the keynote speakers, panel, and social programs will be posted on the conference website on 2 June by 20:00 UTC.

**If you registered and paid for ONLINE PARTICIPATION, you should get an email message explaining how to log in to access those links.** If you don't see the email, check your spam folder. It will come from [conference@itaaworld.org](mailto:conference@itaaworld.org).

**To access the conference, you MUST have your email address and password that we gave you (via email) when you registered.** We recommend you **find that email now and make sure you can log in** to the conference website so that you are not frantic on the day of the conference.

#### Can't find the email?

**If you cannot find that email**, you can access instructions on how to change your password on the website:

1. Go to the conference website: <https://itaaworld.org/itaa2022/>
2. On the right side of the bright blue banner it says, "Log In Help." Click that.
3. Follow these instructions to get a new email message with your username and password.

If you still have trouble logging in, **before the conference starts**, contact us at [conference@itaaworld.org](mailto:conference@itaaworld.org).

#### Please take the short survey at the end of each workshop

This is our first online conference! So we want to know what we are doing well and what we can change in the future. Please participate in the short, 4-question survey at the end of each workshop.