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AN INTERVIEW WITH AMAIA MÁURITZ-ETXABE

**2011 World Conference
in Bilbao, Spain**

by Laurie Hawkes

To further entice Script readers to come to the 2011 World TA Conference in Bilbao, Spain, 7-9 July, we thought it would be interesting and fun to hear more details from conference organizer Amaia Máuriz-Etxabe, who graciously agreed to answer a few questions put to her by Script editor Laurie Hawkes.

LH: What would you like people to know about Bilbao?

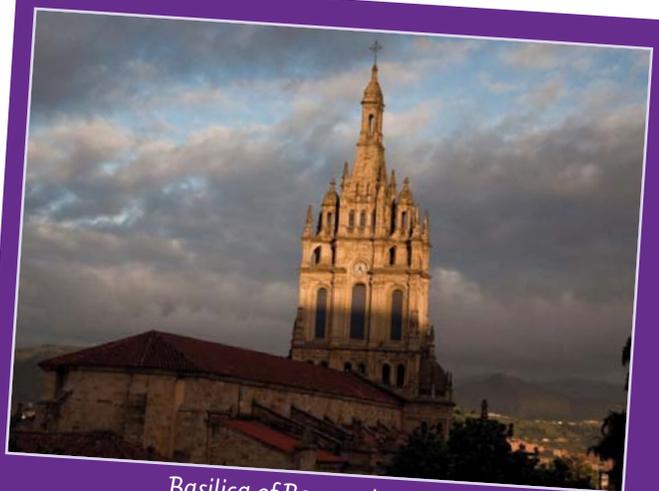
AM-E: First of all, that we are a friendly, welcoming country and Bilbao is an “easy” city—easy to figure out, easy to get around, whether by public transportation or on foot. Walking is really a pleasure, especially in the summer when people are outside enjoying our comfortable weather. The history of Bilbao is particularly suited to the theme of our conference: “The Challenge of Growth.” The area near our conference venue was a sad, deserted place after a period of decline in the mid-1980s. The government set out to find something that would bring new dreams and hopes to the area. The result was the spectacular Guggenheim Museum, the shape of which represents a large ship overlooking the river. From one of the small mountains surrounding Bilbao, you will see it as big flower,

a rose as a symbol of hope. And inside, the collections represent art from around the world.

LH: What are some of the other special features of Bilbao?

AM-E: Depending on people’s main interests, they can get out of the city by metro and visit other towns near the sea, such as the Old Harbor in Algorta, where the picturesque old fishermen’s houses, now converted to small bars and restaurants, offer wonderful fresh fish or meat in a lovely atmosphere. And a few streets behind the conference hotel there is also a little train that goes up Artxanda, a small mountain overlooking Bilbao with a beautiful view of the city.

Then there is the Bilbao Old Town, a picturesque, lively area with mostly pedestrian streets lined by small



Basilica of Begona in Bilbao

hotels and a wonderful old market. You can cover the distance from the Old Town to the conference hotel in less than 10 minutes.

In the evening, people may want to have an informal dinner and eat pintxos (small tidbits of various dishes) in small bars or enjoy our wonderful Basque cuisine in one of our many restaurants.

LH: How is the walk from the main hotel to the University ?

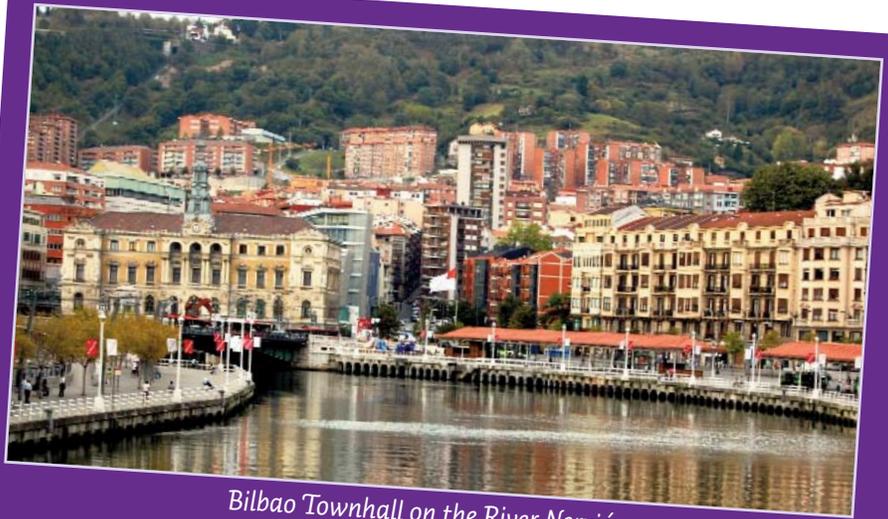
AM-E: The 20-minute walk is along the riverfront, and on the way you pass the Guggenheim and the modern Euskalduna Jauregia, which is devoted to the theater, conferences, and concerts. We will be celebrating our gala dinner there on Saturday night, and if our negotiations are successful, we may have access to the galleries after the museum closes. The façade of this building is made largely of iron from the abandoned mines and iron pieces used many years ago in the construction of large ships.

LH: What is the Universidad de Deusto like?

AM-E: It is a marvelous antique building, and our opening speeches in the mornings will take place in the Paraninfo, a large, spectacular room with beautiful paintings hung high on the walls, antique wooden seats, and an old hardwood floor, obviously trampled for over a century by thousands of students and teachers—including some of us, such as myself, who studied psychology there.

LH: Last month's Script described some enticing social activities and excursions. Do you want to add anything about those ?

AM-E: When people think of Spain, especially in July, they often imagine hot, dry weather. But Bil-



Bilbao Townhall on the River Nervión

bao enjoys an Atlantic climate, with temperatures around 25–27°C at that time of year, with rain sometimes. There is green everywhere, with many trees on the campus and lush forests around the city.

Another possibility is to visit the beaches that are accessible by metro in as little as 15–45 minutes. For people who want to organize plans on the spot, it will be easy to arrange reasonably priced programs.

LH: The conference theme is obviously important to you and the organizers. How will it be taken up in the various activities ?

AM-E: To begin, Richard Erskine's opening speech will tackle the topic directly. Then Maria Teresa Tosi and José M. Martínez will challenge the usual structure of speeches, which will call for a process of growth in the interchange of knowledge. On Friday morning, Dr. Natalia Ojeda, a researcher and psychologist from Universidad de Deusto, will have a dialogue with Jim Allen about the challenges presented by neuroscience. This will give all four fields a common stimulus from which to begin their individual symposia. On Saturday, Gloria Noriega will speak

about the challenge that comes with questioning intergenerational scripts, and later, Davide Ceridano will talk about the challenge and growth that comes from research.

Also on Friday, during a panel chaired by John Monk-Steel (initially proposed by Leonard Campos), individuals with experience in various social applications of transactional analysis ethics, philosophy, theory, and methods will share their ideas.

Workshops from different transactional analysis perspectives and fields will also pick up the conference theme. Finally, at the end of the conference, the presidents of our associations will participate on a panel entitled "TA from Now to the Future."

LH: Thank you for your time and enthusiasm, Amaia. This conference looks more tempting with everything we hear!

For additional details about the Bilbao conference, see the February Script on the ITAA website at www.itaanet.org or the conference website at www.tabilbao2011AT.com . 

Social/Cultural Applications of TA

On Friday 8 July during the 2011 World TA Conference, there will be a special panel sponsored by Transactional Analysts for Social Responsibility (TAFSR) with the following participants:



John Monk-Steel (moderator), RGN, TSTA (psychotherapy), has worked as a mental health nurse for 26 years in the National

Health Service in the United Kingdom, been an active member of the UK Council for Psychotherapy, and is in independent practice. Dr. Monk-Steel will discuss how we can use our effective leadership to respond publicly and constructively to address issues of socially unjust behavior in our communities. He will examine how, with our knowledge of social transactions, we can advocate for the rights of people who are disadvantaged, discriminated against, oppressed, or ignored.

Keith Tudor (psychotherapy), PhD, TSTA, is an associate professor at AUT University, Aotearoa, New Zealand. In Auckland, among other activities, he is a member of Nga Ao e Rua, a bicultural group of psychotherapy prac-



tioners. He reminds us that TA was originated by Berne primarily as a social psychiatry, a radical psychiatry, a social psychology, and arguably, a critical psychology. Dr. Tudor will engage with the other panelists in a dialogic—if not dialectic—encounter to help raise awareness of social/cultural applications of TA.

Vladimir Goussakovski (psychotherapy), PhD, TSTA, ITAA Vice President Operations, teaches TA in Russia, Ukraine, Caucasus, and Middle Asia. He has a psychotherapy practice in St.



Petersburg and is a founder and former president of the St. Petersburg Institute for TA, the first Russian TA organization. He has done pioneering work in applying TA in different countries. Dr. Goussakovski will address issues related to introducing TA to different cultures. He will examine technical, training, and ethical issues in cross-cultural applications of TA.

Marco Mazzetti, MD, TSTA (psychotherapy), is a psychiatrist in private practice in Milan, Italy. He is a professor of sociolo-



gy of cultural and communicative processes at University of Brescia, Italy. As a psychotherapist, he is actively involved in several assistance programs for immigrant families and their children. Dr. Mazzetti will describe ways in which TA can help and support the social awareness and empowerment of different, “weaker” subjects in the typical Western post-modern town of Milan, Italy. He will show how TA has the philosophy and instruments to help such persons face troubling times and fragile situations.

Eva Sylvie Rossi, MA, TSTA (clinical and organizational), is a clinical psychologist and psychotherapist working in private practice in Rome and Florence, Italy. She has worked with medical officers



of the Italian army and for the staff of therapeutic communities. She has served as CEO for a social service organization for 15 years. As consultant for the European Council of Community Services for the development of training programs for youth workers, she has used TA in many countries. She has a strong interest in social/cultural influences on mental health and will describe social/cultural applications of TA in the treatment of drug addiction and in the workplace. ⑤

Keeping It Real

by John Heath

This month I have set myself the task of shining a little light on what, for some of us, is routine ITAA work that most members are hardly aware of. Partly I want to do this because, though I'm an old hat on the board, I'm new in the job of president and so newly excited about stuff like this. Which reminds me to say a heartfelt thank you to all those members who sent me personal congratulations about the presidency. They were wonderfully encouraging, and I'm sorry that I haven't been able to get round to replying to them individually.

My other motivation for light shining is more evangelical, I suppose. I want members to know what goes on below the usual line of vision in the ITAA because I think it'll be a good thing for our organization. It's a way of making it real to people.

The board of trustees had a telephone meeting in February. It's always something of a tussle with the technology, and this time was no exception. For some reason, it is difficult to get a connection to our conference line from some parts of the world, and sometimes it's completely impossible. Sometimes the lines drop without warning, and where there was a voice there is suddenly an empty space. But we soldier on and get through the business. The struggle is worth it, I

think, not just because people have the opportunity to liaise about whatever work they have in progress, but also because they get to listen to what others are up to. It goes some way toward creating a shared sense of purpose by making aspects of the work visible that would otherwise be out of sight. Things can fall out of our minds very quickly when they are out of sight. I warned you I was going to be evangelical. I'll try not to overdo it.

The value of the board meeting as a way to build the coherence and identity of the group set me thinking about a number of things—and mostly the issue of how to keep the ITAA alive in the minds of members in the often long periods of time between one contact and the next. An interactive website will help, I hope. If there are things on the website that make it worth logging on at fairly frequent intervals, then people will perhaps take a moment or two to look at more routine stuff while they're there. We plan to attract you into the web space in a number of ways. An online members' discussion forum is an obvious one. Seminars and sign-up discussion groups to look at particular papers or topics is another interesting possibility. We own a wealth of training material on video that could perhaps be recycled in the



Liz and John Heath. He is ITAA President and can be reached at john-heath@itaa-net.org.

form of short edited segments that members could use to inspire their thinking, refresh their knowledge, and even plan their own training events. Perhaps members could upload clips of their own to share—our very own TA YouTube!

We need an ITAA facility where it's possible for members to wander in and sit for a while—all at the virtual level, of course, but that is how it is these days. And it is the best way we have to keep our global community as lively as possible.

As we develop our presence in the virtual world, we on the board are very engaged with the tasks of streamlining the hands-on operations currently at the center of our organization. We all know this is necessary. Financial realities are pushing us that way, and we must take them seriously. We will still need some office staff, but at a significantly reduced level. This has brought into sharp focus for me the debt we owe to our current staff. They work almost entirely below the sight lines most of the time, and

many members are barely aware of what they do. The ITAA could not have functioned without them for most of its history. TA people are usually good at strokes and celebrations. We know the value of stimulus and recognition in promoting healthy function. This is particularly important when people might be having an anxious time. So, if the opportunity arises, please make a special effort in the coming months to notice and appreciate the work in which our office staff is engaged. For instance, just to get you started, when you read this, you might ask yourself, "Who decided to put that article in that position and to link it with that photograph?" There are countless examples just like that.

In its February phone meeting, the board also talked about how we might move forward in our discussions with colleagues on the Training and Certification Council. As members know already, we are committed to advocating for a single

worldwide accrediting system. This complex issue involves a number of organizations with a major interest in training and accreditation. It is vital that services to TA trainees are not interrupted while we consider and implement changes. I hope that the coming together of representatives from around the world in Bilbao will provide us with an opportunity for multiagency discussion.

We gave the go ahead in the same meeting to an initiative to translate the volume of selected *TAJ* articles 1981-1990 into Spanish. It's impossible to overestimate the importance of such work in the spread of our theory around the world. But translation is so time consuming and difficult to accomplish well that it is incredibly hard to get it to happen without major commercial incentive. Thank you to our colleagues in Spain who are seeing this through.

Spain is a key destination in the TA world this year. The three-year cycle of world conferences has brought us round to EATA's turn to host the event. We shall hold our two-day ITAA Board of Trustees meeting in Bilbao on Monday and Tuesday, 4-5 July, just before the exam day and the start of the conference proper. The ITAA Members' Meeting will take place on one of the conference days at a date and time to be announced. I am hopeful that we can gather in sufficient numbers to be a quorate meeting so that the members can exercise their opportunity to mandate the board to act on their behalf. This is a key event in the annual life of our organization, and we need to use it to best effect. Please make every effort to come to Bilbao if you can. Once you're there, please make it an absolute priority to come to the members' meeting.

TA Conferences

4-8 May 2011: Thanneermukkom, Cherthala, Kerala, India. Institute for Counselling and Transactional Analysis (ICTA) National Conference. Contact: www.ictaindia.org.

7-9 July 2011: Bilbao, Spain. Major International TA Conference sponsored by EATA/ITAA/WPATA. Contact: Amaia Mauriz Etxabe at bios@bios-psicologos.com.

27-29 October 2011: San Antonio, Texas, USA. USATAA Conference. Contact: www.usataaconference.org.

2-5 November 2011: Merida, Yucatan, Mexico. Latinoamerican TA Conference/30th Conglat Mexico 2011. Contact: Martha Silva, Conference Logistics (marthaisilva@yahoo.com.mx); José M. Tafoya, Chairperson (email: iaoptimo@gmail.com); website: www.amatsc.org.mx.

And finally, on the theme of conferences, as chair of the Montreal conference committee in 2010, I am immensely proud to tell you that the conference accounts have recently been closed and that the event has returned to us a healthy profit. It's a delight beyond words to me that we can have such a good time, do such important work, and put money in the bank at the same time. Doing your bit for the ITAA doesn't get any better than that.

I hope that this random sample of what goes on behind the scenes is of interest. It is really just what is on my desktop at this precise moment. There's any amount more, of course.

Thanks to all of you who help keep it real. ☺

the SCRIPT

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A Favela as a Social Laboratory for TA and Psychosociometry

by Georges Escribano

The term *favela* evokes a mixture of urban misery, violence, and survival smarts as well as an exotic world filled with exuberant Brazilian music. It actually refers to a densely populated place—also known, more darkly, as a slum—that concentrates the symptoms of the “diseases of the Soul of the excluded: abandonment, violence and insecurity, low self-esteem” (Barreto, 1996). This social “disease,” first generated by the rejection and marginalization of excluded populations, is worsened by the social and economic context that accentuates poverty, malnutrition, and the power of the drug and prostitution mafias. In the human body, a disease is a sign of imbalance in the laws of life. At the level of a collective body comprising a human community, all the components of a social disease must be deciphered (bioecological, historical and transgenerational, psychological, socioeconomic) in order to design a path toward “cure.”

Such is the goal of psychosociometry (Rovira & Escribano, 2009): to be “the physician of the collective Soul,” aiming to restore balance to three poles that naturally govern the self-regulation of every living system: the social or structural pole, the economic or energetic pole (interrela-

tionships), and the psychic or creative pole.

After testing this method of “therapeutic” intervention in various organizations, a group of us had the opportunity to meet the persons in charge of a favela (Morro dos Prazeres, population about 7000) in the Santa Teresa district in Rio de Janeiro. They agreed to take part in a psychosociometric experiment.

The Current Situation

From its start in the 1940s, the favela dos Prazeres was created by displaced, excluded populations who came together in enclaves as a way to cope with urban precariousness. In the last few decades, the only way these people could survive was to submit to the law of mob powers. This did not, however, prevent the development of a specific culture in the favela. Building on this collective consciousness and our understanding of their survival-based social fabric, we created a development plan that allowed the inhabitants to take an active part in

necessary changes: improving security and living conditions; developing education, sports, and cultural activities; and promoting commercial activities so the community could increase their income.

The Intervention Method

Preliminary Step. To begin, a reference group had to be established comprising, in equal parts, members of the favela and resource persons (urbanists, psychosociologists, teachers, physicians, etc.). Together, we formed the association Equilibrio Sustentavel, which was in charge of the project.

Diagnosis. To understand the distressful experiences of the past and present, we established a diagnosis in terms of script and cultural per-



Exuberant favela youth with Georges Escribano on far right

sonality. We first evaluated the cultural system of the favela: values, lifestyle, character of the exchanges, successes, failures, and so on. Then we looked at how basic needs were met: (1) biological needs related to material and affective survival; (2) recognition needs, that is, how the network of relationships and collaboration is organized, developing areas of solidarity and conflict with the mafia and governmental agencies; and (3) the need to act and create in order to carry out individual life projects.

We also developed a transactional analysis diagnosis of the favela :

- Dominant ego states: Free Child, Compliant Adapted Child, Rebellious Adapted Child
- Passivity mode: doing nothing, overadaptation, agitation, violence
- Drama triangle positions: Victim seeking Rescuer. The State and drug lords oscillate between Rescuer and Persecutor positions.
- Psychological games: “Wooden Leg” (“What can you expect from a guy with no education/a poor man/a black man”), “Now I’ve Got You, You Son of a Bitch,” “Cops and Robbers” (when the police raid the favela), “I’m Only Trying to Help” (played by charities), and “Nobody Can Help Me” (“Nothing has ever worked . . .”)
- Racket feelings: joy, anger, fear
- Injunctions: Don’t Attend to Your Own Needs (many people in the favelas, especially women, work many hours a day, in and

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out of the home, and get very little sleep), Don’t Think (in many areas of their lives, people have impulsive reactions and do not think of consequences), Don’t Succeed (they feel incapable of accomplishing anything, so they do not undertake projects or fail when they do)

- Permissions: To be close (there is a good deal of closeness among the people, with much solidarity and socializing together), to belong (to the favela), to enjoy (they love to have fun, party, and laugh)
- Unmet needs: for structure and organization; for recognition (of their existence as a social community by governmental agencies); for creativity/action

Evaluation Phase. This led to a “personality” diagnosis of the favela. The geographic split between top and bottom (the upper and lower areas of the favela, which do not communicate with each other), the chaotic organization, alternating moments of violence (triggered by the drug traffickers), and peaceful moments—all this led us to hypothesize a borderline cultural personality and a “Never” script.

The Intervention Process. We then established an action plan, which will unfold over several years in three major stages:

1. Developing structure and organization within the community
2. Obtaining recognition for the favela territory from the government



In the favela association room (from center right): Georges Escribano, Elisa Brandao (lives in the favela), Laurent Reiz (photographer), and favela inhabitants.

3. Helping them develop their capacity for creativity and action

Example

We tried to use the transactional analysis concept of contracting to frame the functioning and goals for the intervention. We quickly found that was an illusion because the inhabitants were so accustomed to brief actions without follow-up that they did not trust our reliability. They would test the permanence of our relationship by coming late to meetings (or not coming at all), dropping commitments, vanishing then reappearing—all without any explanation. It took the better part of a year of us holding steady, reminding them patiently of days and times for meetings and group work. Finally, the alliance became strong, people started attending meetings regularly—sometimes even showing up early! The favela inhabitants are now engaged and active in coconstructing their future.

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Found Eric, Discovered Myself

by Ian Tomlinson

Eric Berne said “Hello” to me in 1995 and gave me what I needed to change my life. I was 24, in my second long-term relationship, repeating mistakes with my current partner that I had made with my first. I needed help. I dug out the yellow pages and made an appointment with a therapist.

I still remember skulking around outside the therapy room, which was down a rather scary looking alley in the student area of Manchester, England. It took me 15 minutes to drum up enough courage to go in. When I did, I was faced with a gruff bulldog of a man who looked like he was no stranger to “herbal” cigarettes and had seen life from many different perspectives. He encouraged me to read about Eric’s ideas for the first time. He modeled OKness and enabled me to appreciate that although many of my thoughts and (lack of) feelings were rooted in my script, I had the power to change. This was new, fresh, and exciting. I wanted more.

Over several weeks he listened, empathized, encouraged, and walked with me through my childhood to reveal a myriad of contaminations and confusions I had built up about the world and my place in it. He was bloody brilliant! I came

away from the experience a very different young man.

A decade later, still having the therapy bug, and after training in person-centered counseling, I joined the transactional analysis training course run by Carol Lucas at South Manchester Centre for Psychotherapy in Heaton Moor, Manchester. I met a great group of people and an inspiring trainer in Carol, who knew her stuff inside and out. I chose transactional analysis because Eric gave me a simple way of understanding the complicated, although I have to admit, in my first year of training, some of the theory went over my head. The ego state model was a stretch for me at first. I understood it in its simplest, first-order form, but as it moved into second- and then third-order forms, I was left behind by the more advanced students.

A turning point came in my third year, when I made a fundamental shift from “What does this training have to teach me about me?” to “What does this training have to teach me about helping my clients?” When clients seek therapy, they need to see hope. Transactional analysis offers them that and provides a framework for lifting



Ian Tomlinson is a therapist and counselor based in Manchester, England. He uses transactional analysis with individual clients and imago relationship therapy with couples. Ian’s blog is

at <http://manchesterpsychotherapy.net/blog/> and he can be reached by email at ian@manchesterpsychotherapy.net.

them clear of their unproductive script beliefs. I had just set up my own private practice and was working as a therapist in the evening. With my new approach, my learning improved and my enthusiasm to use transactional analysis to help others really clicked in. I could see how TA was an effective model for empowering my clients.

In my own personal therapy, while some sessions felt like chats, others were hitting home runs with single sentences. I love this about therapy. Sometimes just a handful of words, just a single “bull’s-eye” transaction, can change others’ perception of themselves or a situation. These moments stick in my memory when experienced as a client, and I often dance about my consulting room when I realize I have helped one of my clients to an “aha” moment (I hasten to add, after the client has gone!). What an honor and privilege to be let into

another's world so completely that this is possible.

In 2010 I began to write about transactional analysis and all things related to therapy on my <http://manchesterpsychotherapy.net/blog>. It may well be my teaching background, but I decided to write for potential clients and others who knew nothing about transactional analysis. I wanted to help them find out more, fitting in with Eric's "talking to an intelligent 8 year old" idea. My blog is now read by more than 3000 people worldwide every month. The most popular post currently is on using crossed transactions to alter the

My learning improved and my enthusiasm to use transactional analysis to help others really clicked in. I could see how TA was an effective model for empowering my clients.

course of a conversation. The positive strokes I get from readers through emails and comments give me a real buzz, and my material is being used to teach transactional analysis from India to Romania. It was through thinking about transactional analysis in this way that I began to realize how amazing Eric's work was. Take time structuring: It's an amazing piece of theory! That Eric was able to break how we spend time down into discrete categories and explain why we do this is magical to me.

I see the same wonderment that I feel on the faces of clients when I explain concepts like ego states or game theory to them. While I do this sparingly, it never ceases to amaze me how a small piece of theory can have a substantial impact on people.

So where am I now with what I continue to hear Eric say? I have finished the taught aspect of my training and have built up an over-subscribed part-time practice in Manchester. Transactional analysis has helped me be a better father and a less imperfect husband as I have become more aware of my racket feelings and know that intimacy is much more rewarding than games. Transactional analysis means that I wake up every day buzzing with enthusiasm, and it has given me the honor of helping improve people's lives. Thanks to the fact that Eric set up an organization and an initial training program, I have also met inspirational people, such as my supervisors Carol Lucas and Pete Shotton, both of whom challenge me to think about the world and the human condition in different ways. I get to go down to the pub with great friends who are also transactional analysis therapists and talk excitedly about TA concepts. I love hearing

We would like to hear how Eric Berne "spoke" to you. Please send your contributions to column editor Pam Levin at info@nourishingcompany.com.

their ideas and twists on the framework Berne has gifted us. Recent conversations have included my friend Mark Allen's theories on how time is experienced by each ego state—try discussing that after a few pints of Guinness!

I know my transactional analysis journey has only just started, and I am excited about what's in store, who I will meet, and who my training will help. Eric Berne said "Hello" to me in 1995 and gave me what I needed to change my life. I hope I can use transactional analysis to give many more what they need to change their lives for the better and to spread the word to those interested in listening. 

EXAM CALENDAR

Exam	Exam Adm.	Exam Date	Location	App. Deadline
CTA Exams	COC	27-28 Apr 2011	Daventry, UK	28 Jan 2011
	COC	14-15 Apr 2011	Belgrade, Serbia	14 Jan 2011
	COC	5-6 Jul 2011	Bilbao, Spain	5 Apr 2011
	BOC	26-27 Oct 2011	San Antonio, Texas	26 Jul 2011
	COC	10-11 Nov 2011	Louvain-la-Neuve, Belg	10 Aug 2011
	COC	17-18 Nov 2011	Neustadt, Weinstr., Ger	17 Aug 2011
TSTA Exams	COC	27-28 Apr 2011	Daventry, UK	28 Jan 2011
	COC	5-6 Jul 2011	Bilbao, Spain	5 Apr 2011
	COC	10-11 Nov 2011	Louvain-la-Neuve, Belg	10 Aug 2011
	COC	17-18 Nov 2011	Neustadt/Weinstr., Ger	17 Aug 2011
CTA Written	All Regions (Non-Europe)	Your choice	Submit to Regional Exam Coordinator after paying \$50 fee to T&C Council	Your choice
TEW	EATA	4-6 Apr 2011	Poland	4 Dec 2010
	EATA	2-4 Jul 2011	Bilbao, Spain	3 Mar 2011

For more information on BOC exams, see www.ta-trainingandcertification.net or email admin@ta-trainingandcertification.net. For more information on COC exams, see www.eatanews.org/.

Latest T&CC Update

T&CC Update is the e-bulletin of the Training and Certification Council of Transactional Analysts. Through it we inform you about new developments and decisions concerning training, exams, standards, regulations, and so on. The following is the December 2010 edition (No. 6), which presents news and decisions from the Montreal Conference in August 2010. Address requests or comments to: Trudi Newton, T&CC, 4 Church Road, Chelmondiston, IP9 1HS, UK; email: trudi.newton@btinternet.com ; phone +44 1473 780117.

A volunteer is needed to take over as Editor-T&CC Update. If you are interested, please contact Trudi.

News

- **Code of practice:** The new code of ethics and practice for trainers was reviewed and some suggestions made for additions; this will be completed during the coming year. The current draft is on the T&CC website.
- **CPD for TSTAs:** Some ideas were put forward and it was agreed that Lorna, Kathy, and Trudi will draft a proposal for circulation and further discussion.
- **Training Evaluation Workshop for CTA Trainers:** PTSC has implemented the category of CTA Trainer for those who have been PTSTAs for 6 years and who want to take trainees to CTA level but not to take PTSTA contracts. This had been presented at TACC but no decision made about T&CC's acceptance. The issue is whether to accept CTA contracts made by

these trainers, that is, without TSTA endorsement. There was no conclusion and the discussion continues.

- **Research as part of CTA exam:** In response to recent thinking/discussion in *The Script* and correspondence we agreed to stress the value of a research perspective in the CTA written exam. The guidelines for C & E exams embody this but O & P less so. It was agreed to add to the guidelines "make reference to your own or others' research" and to increase emphasis on evaluation of outcomes for each field. One option is to add to the general requirements (8.1 in the Handbooks). Discussion continues.
- **Website:** A new T&CC site was launched in July: www.ta-trainingandcertification.net. This is an information site on training and qualifying in TA, with straightforward Q&A-type pages, news of developments and changes, exam dates, fees, handbook, links to translations and regional associations, and so on. The site is intended as a service to everyone who wants to know about TA training and how the T&C system works; it will be accessible and useful to the new inquirer as well as to trainees and trainers. The Update will be published on the site as well as in *The Script*.

Office bearers of T&CC with effect from 1 January 2010: T&CC Chair: Trudi Newton, UK. Members BOC: Lorna Johnston (cochair from 2007), Anne de Graaf (cochair from 2008), and regional exam coordi-

nators: Jan Grant (Australia), Judith Kime (New Zealand), Chie Shigeta (Japan), Radhakrishnan T S (India), Gloria Noriega (North America) (from 2009). Members TSC: Tomoko Abe (cochair from 2006), Colin Brett (cochair from 2009), Elana Leigh (TEW coordinator from 2008), Lis Heath (from 2007), Suriyaprakash C, Editor-T&CC Update (since 2005). During 2010, Colin Brett and Lis Heath resigned from TSC and Suriyaprakash gave up the role of editor of the Update. Tomoko Abe will finish her term as TSC cochair at the end of 2010. Jan Grant will give up her role as exam coordinator for Australia after carrying this out for many years. Thanks to all of them for their commitment and contributions to the work of T&CC.

Bilbao, Spain July 2011: TEW 2-4 July, exams 5-6 July. There will be an international trainers meeting: for dates of this and other meetings, please see the website and notices in *The Script*.

Decisions

1. TA 101 Topics for TSTA

Teaching exam: These were agreed (list at end of article).

2. Written exam questions for theory in organizational field

(see end of article): These were agreed; thanks to Anne de Graaf and Sabine Klingenberg for their work. The new questions will become the rule from 1.1.12, and until then candidates will have the option of answering either the old or the new questions.

3. Percentage rule for CTA training in the field: Candidates must have, as a minimum, 30% of the required professional training hours in TA (30% of 300 = 90) in the field in which the candidate wants to be examined.

4. TEW evaluation and requirements: Staff follow the outlined procedure in the Handbook. After a thorough evaluation by both staff and candidate, the following occurs:

Endorsed: The candidate is endorsed and may take out a PTSTA contract. Requirements: the candidate needs to fulfill certain requirements before endorsement. These are given in written form to the candidate and the proposed supervisor and held by T&CC. When these requirements have been fulfilled, the same supervisor writes a report stating what has been done and affirms that the candidate is now ready to be endorsed. This is sent to T&CC, which issues an endorsement, and the candidate is now able to take out a PTSTA contract. All paperwork is held by the T&CC. The person facilitating this process may be the leading staff member of the TEW or the staff member who has written the evaluation for the candidate.

Reminder to all P/TSTAs and exam candidates: It was agreed by T&CC in 2007 and by WPATA in 2008 that CTA written exam submissions should be anonymous. This means no names of candidate or trainer and no information that would identify them. This requirement can be found in the Handbook (Section 8.1.6)

Please note that all changes made by the T&CC/TACC come into immediate effect. However, candidates have the choice to follow the old guidelines for up to one year from now.

Questions Section D for the Written Exam in the Organizational Field

1. Which concepts in transactional analysis literature do you use to describe an organization? In your answer pay attention to the core dynamics you observe in organizations as well as to organizational change. Elaborate on your selection.
2. Which concepts in transactional analysis literature do you use to describe interpersonal relationships and communication within organizations?
3. How do you reflect on communication in organizations as manifestations of organizational processes?
4. Describe how you reflect on the relationship between people working in organizations and other aspects of organizational life, such as customers, technical process, finance, and legal issues. How is transactional analysis useful for you in this regard?
5. Describe the phenomenon of repetitive behavior in organizations and your use of concepts in transactional analysis literature in understanding them. Include in your answer the way you use those concepts to produce change or growth.
6. Which TA and other concepts do you use to (a) assess the current situation and the short- and long-term necessities and (b) design the direction of change and evaluate the outcomes of an organizational development or change process?
7. Describe a research project that you are involved in or know about. Discuss the implications for transactional analysis theory and/or practice.
8. Describe concepts that you use to work with organizations from nontransactional analysis origin and how you relate them to concepts in transactional analysis literature.
9. Which concepts in transactional analysis literature and non-TA do you use to describe the phenomenon of organizational culture?

TA 101 Topics for TSTA Exam

- + Eric Berne and the early development of his ideas
- + Definition of transactional analysis
- + Value base of TA
- + Autonomy (definitions of)
- + Contractual method
- + Areas of application—differences in process
- + Development of TA after Berne
- + TA organizations worldwide
- + Structure, stimulus, and recognition hungers
- + Definition of ego states
- + Structural model of ego states
- + Contamination
- + Behavioral description of ego states
- + Recognition and diagnosis of ego states
- + Transactions and types of transactions
- + Definition of strokes and types of strokes
- + Definitions of games
- + Stroke economy
- + Social time structuring
- + Degrees of games
- + Reasons for playing games
- + Ways of describing and understanding games
- + Drama triangle
- + Definitions of rackets and their payoffs
- + Definition of script
- + Relationship of rackets, games, and script
- + Racket system and analysis
- + Life positions, definition
- + Relationship of life positions to games and script
- + Origin of script in child's experiences
- + Process of script development
- + Changing script
- + TA methodology—group and individual

EBMA Committee News

The Eric Berne Memorial Award (EBMA) Committee has announced that it received no nominations for 2011, so there will be no award this year.



It is also pleased to welcome **Füsün Akkoyun**, MA, MEd, PhD, PTSTA (P), as its newest member. Füsün is a retired counseling psy-

chology professor from Ankara University in Turkey and has served on the boards of several associations, including the Turkish Psychology Association and the Turkish Research and Development Association. She is also the former president of the Turkish Counseling Psychology Association. Füsün has been involved with TA since 1975 and is the only Certified Transactional Analyst from Turkey. Füsün is also the chair of the ITAA Bylaws Committee.

The other current members of EBMA Committee are Moniek Thunnissen (Netherlands), James Allen (USA), Lis Heath (UK), P. K. Saru (India), Thomas Steinert (Germany), Sachiko Shirai (Japan), and Sashi Chandran (India).

Additional new committee members are sought for the term 2012-2016, and the committee is looking for someone to serve as chair (that person does not have to have prior experience on the committee).

If you are interested in serving in either capacity, please contact ITAA Vice President of Research and Innovation C. Suriyaprakash at suriya.sunshine@gmail.com.

New Nominations Committee Chair

The ITAA Board of Trustees is pleased to announce that **Sumithra Sharatkumar** of Bangalore, India, has agreed to become the new chair of the nominations committee.



Sumithra has a master's degree in journalism and mass communication and was first introduced to TA in 2004 when she attend-

ed a TA 101. She enrolled for advanced TA training with C. Suriyaprakash (SAATA), and when family obligations took her to Singapore in 2006, she joined the Transactional Analysis Association Singapore (TAAS) and has been working on their executive committee since 2007.

Over the last 6 years, Sumithra has served as secretary of the TAAS (2010-2011), counseled clients using transactional analysis, run an interest group on TA and social psychology with over a 100 members, and conducted life skills workshops for children ages 7-10 based on TA concepts.

Sumithra is satisfying her CTA requirements and hopes to take her exam in 2012.

Nominations Wanted for ITAA Board

Officers (nominations allowed from any region and elected at large by all ITAA voting members)

- Vice President Development (2012-2014)
- Secretary (2012-2014)

Regional Trustees (nomination and election only by members of the region)

- Australasia (2012-2014)
- Asia/India (2012-2014)

Send nominations to nominations committee chair Sumithra Sharatkumar at sumithrask@gmail.com by 31 May 2011.

Come join us!

at the Leadership Training Workshop

with Jean Illsley Clarke and a gifted staff
20-24 June 2011 in Minneapolis, Minnesota
(jiconsults@aol.com)

A special opportunity for family & parent educators to:

- ▲ Recharge their enthusiasm
- ▲ Receive an update on recent brain development research
- ▲ Explore the new How Much Is Enough? overindulgence parenting curriculum
- ▲ Update skills for leading adult education groups and examine the theory behind those skills
- ▲ Invent learning opportunities for Visual/Spatial learners
- ▲ Network with other professionals and share your wisdom and favorite programs

