

EATA Newsletter

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EATA NEWSLETTER

EUROPEAN ASSOCIATION FOR TRANSACTIONAL
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The purpose of the European Association for Transactional Analysis is the following:

- To promote knowledge and research on Transactional Analysis, to develop its theory, and to ensure agreed standards of practice.
- To promote cooperation in Europe in the field of Transactional Analysis.
- Membership: the members of the Association are affiliated members of EATA through their national, regional, international or specialist TA Associations, which are affiliated with EATA.
- The rights and conditions of Affiliation are decided by the EATA Council and laid down in the Council Regulations.
- Only exceptionally individual members can be accepted where special circumstances warrant this.

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Dear readers, I am inviting you to explore the latest October EATA Newsletter. We are presenting, for your knowledge and curiosity, several stories written by EATA President Sylvia Schachner about the team that is constituting the Executive Board of EATA. Peter Rudolph, our former President, shared his personal and professional insights that comes from his rich and productive experience with EATA. Peter created his retrospective perspective taking into account different roles that he has held in EATA, during the past 8 years. Robin Hobbes, the first and outstanding Ethical Advisor of EATA has done the same in his article where he announces the opening of the position for the new person that is capable and motivated to become our Ethical Advisor.

Robin reflects on the past ethical challenges that he faced on behalf of EATA and elaborated further on the current global complexities and competencies needed for this position. Newsletter Editor role will also be opened for application by the end of the year. Both roles, Ethical Advisor and Editor have clear job description being defined in a joint work by the EATA Committees during the past few years, with specific tasks and responsibilities as well as qualifications. I will be happy to collaborate with the future Editor in this responsible task during the year 2023 and to facilitate the smooth transition process.

Kindly yours
 Newsletter Editor
 Kristina Brajovic Car

President's note and presentation

Presentation as new President of EATA

My name is Sylvia Schachner. I live and work in Vienna, Austria. I am a TSTA-E and I have run for many years a training and supervisory practice for individuals and groups, across different countries of Europe. In addition, I have been a primary school teacher and psychologist for more than 20 years. This then developed into working as an educational manager and school counsellor. As a school development counsellor, I developed a number of educational projects with teachers and pupils in their classrooms. Finally, I worked as a lecturer of on pedagogy for the University of Vienna.

In 2005 I was the pedagogic speaker and Vice-President of the Austrian TA-association ÖGTA and from 2012 I took the position of EATA delegate for Austria and joined TDRC. Since 2018 I joined the EATA executive committee as one of the Vice presidents of EATA.

From the beginning of my time in TA I was fascinated by the internationality of TA. This was reinforced as I started to work for EATA.

To be a part of our TA-community, connecting with people, visiting conferences and meetings and offering workshops has been deeply satisfying to me. I have much experience in meeting and working with people from different countries. I can speak German, English and French.

My vision for the next four years

In July 2023 I took over the role of president from Peter Rudolph. Having many years of experience in different functions in EATA I feel well prepared for this exciting and challenging role. As Vice president I was directly involved in the



workings of EATA. In addition, I shadowed Peter Rudolph in his Presidency for one year in which I learnt much about the job of President.

As the current president of EATA I am very aware that my role and function include duties, responsibilities and options. Hand in hand I work with the EC team and many members of EATA. Our job is to deal with the original tasks of EATA: holding the quality and standards of exams, spreading TA and connecting the community.

I am very interested in the development and contact with national associations. I appreciate and support the development of young associations and with pleasure I observe the engagement and activities of the Eastern European countries in TA. Connecting the TA

community around our globe is a necessary and exciting task. With Zoom meetings, regional conferences and hopefully with bigger conferences in person we will build and support relationships and connections within EATA.

My wish is to bring EATA and its tasks nearer to the members. Very often I hear: EATA should... Why does EATA not do ... etc. I will be transparent about what is involved in the organisational processes and activities and what is the thinking behind decisions we are making in Council or in our committees.

What we have to realise is that we all are EATA – each member, each national association can and shall influence the work we do as EATA officers.

I have ideas on how to develop regular communication with our members. This will be done by Zoom meetings, by social media, by WhatsApp groups and in person.

Dealing with the current challenges

In the challenging times that we are experiencing at the moment it seems to me additionally relevant to take seriously the social responsibility we have in this world and to include the relevant and important topics of today in our discussions, decisions and actions as an organisation

The pandemic, climate change and the terrible aggressive war against the Ukraine are topics we have to deal with and we have to take positions on these events.

We have to deal with new, never expected situations, which disturb and change our frame of reference, our beliefs and our thinking.

This has to be done on a theoretical level, on a systemic level, and on a personal and professional level.

I see it as an important task to discuss these topics and to take actions. Being internationally relevant as a professional organisation the European Association

is challenged to reassess its positions and to take a stand – ethically, socially and as professional and private individuals.

Concrete steps to this topic

Year ago the former president Peter Rudolph initiated a task force called “social responsibility in challenging times” that included members of EATA and ITAA with the aim to express the position of our associations. After long and intensive discussions including also the members of EATA by questionnaires and emails as a first outcome we prepared a common mission statement (CMS). Following our regulations, it will be published on both websites.

On EATA's side the common mission statement was presented and agreed by the delegates during the Council meeting in Belgrade 2022. and will be presented during the next general assembly to all interested members of EATA. ITAA is doing the same processes.

The next steps are to bring the content of the statement into life. The CMS will influence the way we act individually and as professionals, how we take position and which topics we include in our Curricula and trainings.

I will consistently pursue this issue and thematise it at conferences, events and in discussions.

Content of my lecture by the last EATA webinar: Social responsibility

Social responsibility is a topic which concerns me since I was young. Living and growing up in freedom, in a protected and safe environment and in a country with stable politics and finances I realized very soon that this is the privilege of a minority.

In many parts of the world there were and still is poverty, discrimination, racism and social injustice. During the last decades all these increased. The recent developments made me more sensible and aware of this facts. Living in freedom means to take the options of such a life and at the same time the responsibilities. The responsibilities for ourselves, for others and for the world around us.

Social responsibility influence all the roles we as persons fulfil: **the individual** with a *specific personality* and *history* influenced by growing up in a *specific country*, to a *specific time* in a *specific family* and the lots of meaningful and important *life events* - all of that influence the way of acting, thinking and feeling - it formed the Ego States, the frame of reference and the values we share, cultural values as well as personal values.

A trainer or professional who is working in a global world with people in many cultures and countries - is influenced in his professional identity, the way how he observes and makes hypotheses about situations and in the way how he trains and teaches and what topics will be included in the trainings.

Being a member of a professional association, EATA, influences the philosophy and ethics and the way to take decisions. How to reflect about policies and strategies for TA, the philosophical and psychological base and background for the personal and professional self-image of Transactional analysts.

All these different categories include duties, responsibilities and options. It is important to reflect about the differences - duties we have to do, responsibilities that have to be done with awareness and reflection and lastly options in which we realise our possibilities.

As human beings we have included in all our roles and functions the social responsibility for ourselves, others and the environment.

Fulfilling different roles is a very complex challenge, Sometimes what we have to do is to fit well together on all the three previous named levels but sometimes we have to deal with contradictions and not fitting together tasks and decisions - this is an impact and a source of stress and confusion. Transactional analysis give us a frame and guidance to find the best possible solutions.

We have to reflect very carefully our decisions and sometimes we have to take decisions which are not the best for us personally but the best for a greater whole.

Decision making always includes options - options to create something, to initiate change

or to serve or protect something valuable. It is one of the big tasks of today to deal with these questions in all areas of our life - as individuals and as a professionals. The ethical guidelines and the philosophy of TA support us and gives direction. Charlotte Sills described the different levels of contract which we have to take in account for our professional work. The first level in her description is:

The contract we have with the world, society, the planet and the law.

The actual challenges contained in this first level as very important and we need to reflect it in our focus.

The main question is how can we include that that matters to us in what we do?

This central question will be a frame and a base for our actions and create as a consequence the following questions: what kind of responsibility we - as an association of professionals around the world - have to deal with climate change? Also, urgent questions of social inequality, injustice and the unequal distribution of power and influence. How political can and shall we be if we observe developments, like populism, which seems critical for us, how and in which way can we react to violence, aggression, terror and illegal actions

All these are ongoing questions we have to hold in mind - we will not find final solutions, but what we have to do is to include these questions in our discussions, in our trainings and counselling and in the policy of the organizations we are members of.

It is planned to discuss these questions on different places and events during the upcoming year: in Webinars, in regional conferences and in trainers meetings.

If we seriously consider these questions and pursue answers this will influence how we take decisions, how we train our trainees, which topics we include in our Curricula, how we form the ongoing and future policy of our association and how we form our personal and professional life.

EATA COUNCIL MEETING 2022.

Written by Aleksandra Đuric , EATA Vice-President



The Council meeting was in Belgrade from 2-4 July 2022. years. After two years of work in the digital sphere, 34 delegates and officers attended the Council in a three-day process of exchange and meetings, discussions, and decisions at a time of challenges and important issues of development - identity work, strategies, and structures, about consent and conflicts. A great deal of work was done during the previous year, above all with the enormous commitment, effort, energy, inspiration, and creativity of delegates and officers who are part of that process.

We said goodbye to Peter Rudolf and welcomed Sylvia Schachner as the new President of EATA.



It is essential to introduce the new Executive Committee (EC) members. Ritva Piironen, Uta Hoehl, and Nicole Lenner joined the EC. Also, Sylvia Schachner, Anna Krieb, Marianne Rauter, Elena Soboleva and Aleksandra Đuri are EC members.

Nicole Lenner: PTSTA-C, from Germany, was elected in the Spring of 2022 to follow up on Uta Hoehl-Spenceleley as General Secretary. Nicole: “In my everyday life, I work as a business consultant and coach. Next to running TA training, I am motivated to contribute to the work of EATA EC with my skills as a goal-oriented facilitator of complex topics. I enjoy the spirit of the group of colleagues in EC and look forward to participating in the future development of EATA and TA in Europe “.
 Uta Hoehl: “After stepping down as General

Secretary because of my husband’s health issues, I am thrilled to be part of EC as a co-opted member. I will support EC in improving our processes and up-date statutes. I have been TSTA in the field of counseling since 2002. I have a private practice, e.g., coaching, supervision, and conflict management. I also run training in Germany, Prague, and Bucharest. I love to cooperate with colleagues from different countries and cultural backgrounds. “
 Ritva Piironen: “I am PTSTA-P, psychotherapist, trainer, and supervisor from Helsinki, Finland. I run a TA training Institute in Finland. I am starting as a new member of EC in the position of vice president, but I have been in the TA world for 25 years already. I hope that I can now serve the EATA membership in this position. I have received a lot from TA, and I hope I can give something back. “

Elena Soboleva is vice president; After the Council, she is in her second term.

Elena: “To be part of the EC is a privilege for me. For me, it means making deal with different organizational issues in an Ok-Ok way, meeting different cultural Parents from an Adult perspective, and having fun together. “

It is interesting to tell the story of Belgrade through the perspective of a family that hosted us in their space during the time provided for fun and belonging. It is the story of the Raki family from Belgrade and a wonderful family house full of warmth and family history, where one part is for hosting visitors to our capital. The story is about a family house in the middle of the city’s bustle and concrete jungle that defies its elegance through turbulent historical and socio-economic crises, turmoil, urbanization, and modernization. It is a symbolic story about resilience! A person can feel the spark of creativity, inspiration, and resilience, regardless of the visible traces of time.

Stories from an enriching journey

Written by Peter Rudolph, EATA former president

Belgrade, Kneza Miloša street, Rakic house



In 2014, I became DGTA delegate to EATA. Now, in 2022, this journey has come to an end for the time being. It was moving and instructive and I am grateful to Sabine Blumenstein for asking so energetically. I have enjoyed the task and I have learned a lot! In the following lines I will recount and reflect on some work related experiences and other experiences that were important to me. I would be happy if EATA becomes a little more visible as a lively, structured and effective part of our TA community.

It started with the first **Council for me in July 2014** in Berlin - Annette Dielmann, whose 'shadow' I was, and Andreas Becker were good companions, but the EATA world opened up without long preludes, without a differentiated introduction. It was more a culture of competent people meeting and coming together. About 50 people met, talked in many languages, getting more and more into English. It was a friendly, chaotic atmosphere, which then slowly changed into a structured working group. This atmosphere of 30 nations, of people meeting and listening to each other, that was great.

Guidance for new delegates was rather out of touch with the culture here.

Regarding language, it was helpful and permissive for me that Marco Mazzetti said to Leilani Mitchell, an eloquent and engaging Englishwoman, "Leilani, you are talking not good enough. EATA English is bad English." Leilani still said a little guiltily, "I'll do my very best." and tried to speak more slowly, but increasingly and repeatedly failed to speak 'bad English'. English proved to be a wonderful medium for me in which each delegate could remain identical and still form a common language space. My English was poor at the time and evolved towards moderate over time. Bulgarian, Croatian, Russian, French, Italian, German - so many wonderfully awful forms of English were a rich experience. Here, people spoke in a resource-oriented way with the words at their disposal. There was no pretension that any grammatical or other correctness shaped the expression. Interestingly, I experienced more stress and

more fear of speaking incorrectly among delegates from larger countries than among delegates from smaller countries. It seemed that delegates from smaller countries were used to speaking English, partly because their own language area did not have as much TA literature or native TA teachers, for example. They were simply used to dealing with and expressing themselves in English.

But - even with this rumpled and reduced linguistic world, differentiated, sensitive, empathetic and complex conversations were held, and good results achieved. The Council - the meeting of the delegates of the European TA Association - is a good event because it enables encounters simply by taking place. In the introductory round, one delegate after the other told how she and her association are doing and how the development of transactional analysis is progressing in their country. In this first Council in 2014, the Ukrainian delegate told us that there was a war in her country (it was about the annexation of Crimea) and that therefore the development of transactional analysis could not succeed so easily. Two chairs away, the Russian delegate sat in the circle and told us that her association was doing well and that they had a new teacher in St. Petersburg. Both narratives could be, both delegates could tell their realities and remained respectful to each other.

This was an important experience, that people whose nations are at war with each other can be respectful and appreciative of each other. Transactional analysis offered a space here that was stronger than the relationship between the two states, which was shaped by the Russian war.

The task of us delegates was to inform ourselves about the committees

(PTSC, TDRC, CC, ECC and EC) and the Commission for Certification (CoC), to observe and then decide on one in consultation with the chairpersons of the committees. I decided early on for

the COC, initially sat a little outside the working group, watched their work and was pleased about the international atmosphere and the good exchange.

The work in the COC has been good, beautiful and difficult. It is a central, complex body of EATA doing professional work that is intercultural, inter-professionally complex and challenging. Sue Eusden, who led this group, did this in an easy and competent way. For example, when it came to the question of whether the COC should allow exams in Russia given that the jurisdiction there was dangerous for homosexual members, Sue decided to discuss this with the Russian colleagues first and get to know their perspectives. She contacted the colleagues, talked it through with them and we decided to allow the exams in St Petersburg.

At the same time, it was difficult for me as a delegate to really understand the concrete processes in this working group. Nevertheless, the time was helpful and good to understand what EATA offers in the first place and where its qualities lie.

The 2015 Rome Council brought intense and difficult experiences. Marco Mazzetti sat at the front of the meeting room and announced that he was resigning because his health would not allow him to go through with it. The atmosphere was tense, there was a palpable conflict in the board team that was unresolved and fraught with tension. It was completely incomprehensible what was happening. Afterwards, the election of a new president took place. Krispijn Plettenberg, the previous Vice-President from the Netherlands, and Kristina Brajovic Car from Serbia stood for election. This election also took place with great tension. Several times both candidates had the same result and so the election dragged on for several hours and finally ended with the election of

Krispijn as the new EATA President.

As a delegate, I have not really felt competent and have not really taken the power, responsibility and opportunities that I have as a delegate. I have perceived that we delegates have the power, but for various reasons hesitate to always take it enough.

At the Council in Rome, I was asked if I wanted to join the Board. I gladly accepted this request after a while and was elected Vice President. Working in the board helped me to understand EATA better, to see the structure, to see tasks, to see the processes. I got a clearer idea of what I want in EATA and what tasks and options can be.

TF Development - Besides the Council and the Committee work, I then got to know the **third area of work of the delegates**, the Task Force work. I was fortunate to be able to work with Eva Sylvie Rossi, Dr. Sylvia Schachner, Annamaria Cser, Krispijn Plettenberg, Günther Mohr and Carolina Ruiz Fernandez on the Development Task Force, which started working intensively in 2017.

Here we worked with competent and experienced colleagues on the structural and cultural needs of EATA. We looked at developments, requirements, risks and opportunities that were significant for the development of EATA. We developed an organisation chart that applied the ideas of the Circle Organisation to EATA. At the same time, we proposed that the next president should have a teaching status, that she could be re-elected once and that she could also be voted out. In this way we wanted to establish more competence and authority in the leadership, more power and possibilities to shape and at the same time more control for the Council.



EATA COUNCIL

22 – 24 July 2017, Berlin



Working in EATA has always meant accepting crises, seeing the opportunities in them and working in that direction. One crisis was about an online journal of EATA. Here we as the board had communicated an ambiguity about the title of the magazine in the delegates' meeting, which led to great anger among the delegates and the editor of IJTARP. This anger ultimately led to an ethical complaint process that dragged on for several years, costing a lot of energy and money and resulting in little clarification. An external reviewer analysed and evaluated the statements and processes, essentially exonerated us as the board and required the parties involved to take certain actions, which were only met to a limited extent. The relationship with the publisher of the IJTARP remained fractured and further crises cemented a rift that I learned to live with.

As a board we realised that the 'memory of our organisation' was not yet well enough organised. We did not know which decision had been taken by which body and when. We rolled up our sleeves and started the 'Memory-project' to make the diverse projects and information more available. Since then, it has been a continuous task to create a memory of EATA.

My decision to apply for the presidency started on the way back from the Outreach Meeting in Krakow. The Board team supported and encouraged me to apply for this role. In 2018, I was elected in London at the Delegates Meeting and an incredibly exciting journey began for me. I wanted to help improve EATA as an organisation, I wanted to help change EATA's psychotherapeutic focus towards a 'psychosocial health' focus and I wanted to help anchor EATA more firmly in a multicultural world. Some things have succeeded and some did not.

Being, or becoming, president also meant, first of all, listening and learning. EATA is a complex, highly professional entity, led and managed by smart, committed and competent volunteers. There are differentiated role descriptions and contracts, mostly in several versions. To simply step in as president and see what is possible is a risky process. It was a demanding path to find a good balance between false authority and arbitrary collegiality. I have the impression that over the years, the kingdom of queens has more or less become a leadership team working to design a common perspective for EATA.

Part 2

It was also good to be out in the world. The so-called outreach programme, for example, meant that the board was invited for a weekend to a country by an association that does not have so many members. So, we presented TA - models and experiences for one day each, talked to the members about the situation and worked together as a board for one and a half days. In Bucharest it was good for me to talk to Oana Panescu, our General Secretary, about the fact that my father had been a soldier in Romania and that this still bothers me today. In Sarajevo it was moving and interesting to talk with colleagues about the qualities of transactional analysis for psychotherapists and counsellors in a post-war society and in Skopje the intensive exchange about the different assessments of counselling in Northern Macedonia and Germany was instructive. In Belgium I met PTSTA's in the country house of Jacques Moreau and Veronique Sichem and we had a stimulating exchange about colleagues' expectations of EATA.

It was good to examine in London at the Metanoia Institute, as well as in Rome, in Geneva (and in Kassel and in Rösrath) - and to experience that there is a community of transactional analysts who have remarkable and also tense differences and yet a common ground shaped by values and a common image of humanity.

Cherkassy - the Council 2019 in Ukraine was an almost prophetically good decision. With the decision to hold the Council and the exams in Ukraine, we have underlined EATA's development towards Eastern Europe. Ukraine, Kazakhstan, Georgia - EATA has been going

east for several years. We were welcomed in Cherkassy with great warmth, the rooms, the celebrations, the support - it was a good and rich meeting we had there. And - we have strengthened the personal relationships of many members with and in Ukraine. I think that in 2022 this has also had an effect in the great speed and the great willingness to participate in the Support Platform of EATA.

The next big crisis began with Corona and the planned **world conference in Birmingham**. Holding a joint conference of the largest TA world organisations was a tremendously complex project. Again, it was the case that I hardly had sufficient insight into the processes, roles and structures. This led to me not having sufficient control over processes and making appropriate decisions - at first. If Corona had not come, Birmingham would still have been a good and enriching conference. However, due to the pandemic, there was a need to discuss decisions about risks and possibilities of adapting the conference in close consultation with the organising team. On the one hand, there was a presidential team consisting of Diane Salters (ITAA), Elana Leigh (ITAA), Rhae Hooper (FTAA), John Heath (ITAA), Anna Krieb (EATA) and myself, and on the other hand, the organisational team (or the leadership of the team). To put it in neutral and transaction-analytically sound terms - we did not manage a good coordination. The president's group sat together almost weekly in zoom meetings and discussed the information and yet we did not manage to come to a sufficiently good cooperation with the organising team. The result of this lack of cooperation was the declaration of insolvency on the part of the organising team.



Here, too, there is a dispute to this day as to who is actually responsible. I think we have our share of responsibility and the other side has its share of responsibility. From my point of view, it is not possible to get together in the foreseeable future. That's fine and I can leave it at that. When the insolvency process is officially completed, the EATA board will look again at options for the members.

It was important for me to learn in my role that even in the TA world I cannot always reach consensus, agreement or good cooperation. It was important to realise that I am always involved but not responsible for everything. Corona broke the rhythms and at the same time opened new doors, new meeting spaces and brought many new

questions. Council 2020 was cancelled, the exams in presence were cancelled and the conference was cancelled. Corona brought a radical cut in our meeting culture. With Zoom, it became possible to meet in real time across national and continental borders to discuss and decide on issues. At the same time, this virtual way of meeting brought in something that I don't think we really understood until now. It was important to be careful with this medium as well.

It was during this time **that I started to work closely and well with Elana Leigh**, the President of the ITAA. During the course of her presidency, we met and argued frequently about the 'Birmingham' process and the 'Online Exam' process on the one hand, but above all, we quite soon arranged regular meetings for two, which took place

every two to four weeks. This meeting was extremely helpful and supportive for me.

- What does it mean to be/become president?
- What does leadership mean?
- What is the relationship of ITAA and EATA, how was it and how should it be?
- How do we create common spaces of encounter where we can work together as different and connected organisations?

I have learned that ITAA is a vital and creative organisation, with rich activities - and different from EATA in important aspects. ITAA as a people's organisation, organised globally, has different needs, resources and characteristics than EATA, which is a federation, European oriented and mandatorily integrated into the legal and professional systems of different countries. In 2020, the Council decided by a narrow majority that EATA should remain European and not become a global organisation. Instead, cooperation with other TA organisations should be developed and improved. The many meetings with Elana and later with Chitra Ravi were about exactly that - how can we as different people develop with each other.

In 2021, Chitra Ravi came as president-elect and then president of the ITAA. We made the transition from the group of two to the group of three and then back to the group of two in a mindful and respectful way.

A good space for developing cooperation was (and is) the **World Wide Webinar Team of ITAA and EATA**. It started with webinars on the experience of Corona - and it was moving to hear in these meetings, often with more than a hundred participants, how Corona was experienced in Germany, France, Spain, India, Kazakhstan, Brazil, South Africa and elsewhere. The two Corona webinars quickly evolved into a series of webinars on different significant issues for the World TA community. It was good and instructive to hear from colleagues from China and

Crimea that these meetings are not only stimulating but also important to still feel connected as a transactional analyst in an increasingly rigid world.

With Elana Leigh, Steff Oates, Leilani Mitchell, Deepak Dhananjaya, Kristyna Tomanova and me, we formed a team that tried out new things with desire and curiosity and got a lot of strong and good feedback. Elana and I made sure that this experience we had here was also 'translated' into reliable structures and roles in EATA and ITAA, so that this WWW team could continue to develop independently of people. The fact that I met Leilani Mitchell again and experienced her in her whirlwind competence as an organiser of online events was an additional reward.

In 2020 and 2021, both councils were held as online meetings. These meetings fulfilled their purpose of discussing certain topics and processes and making certain decisions. The space for people to meet, colleagues to meet - that was not provided by the online meeting. Here was a loss that was significant for all of us. Conflicts could not find their space, but were held out or avoided and postponed. The development of the social space EATA did not take place. The bond between us became weaker.

In Council 2021 we met as a board in Constance in an old water tower. That didn't replace the meeting for us, but it eased the pain a bit and gave space for enjoyment and joy. I remember a wonderful meal right on Lake Constance. But the deeper task of the Council, to be a meaningful space for the development of the TA community in Europe, could not be fulfilled this way.

Corona also meant to answer the **question of online exams**. Are CTA exams and CTA-T exams and TSTA exams taken online of the same quality and validity as face-to-face exams? The pressure on the Standards Committee

and the Board from various quarters has been immense and dynamic. I had many discussions and meetings with colleagues from different countries who were very keen to introduce online examinations as soon as possible. However, in consultation with the Training and Standards Committee, we insisted that scientific research be done to investigate the quality of online exams. Together with the ITAA, we have agreed on a procedure in which we each study the question of the quality of online examinations as our own organisation, come to our own decisions and agree on them with each other. Here it was interesting that ITAA, which has a very high interest in the possibility of online exams, chose a procedure that concluded that online exams offer the same quality. EATA, which was more interested in regionality, developed an examination procedure that concluded that only parts of the examinations offer the same quality online and that some parts need to be designed differently – i.e. a more critical assessment of online quality. Nevertheless, in a difficult process, it has been possible to develop high-quality online examination procedures and to essentially maintain mutual recognition - this was a point that many teachers had pushed for and pointed out.

The coordination of this process took place in a format called TAWCS, an abbreviation for Transactional Analysis World Council of Standards. Here it became clear again and again how sensitively and sensitively the two organisations dealt with each other and how difficult it was to see, represent and respect clear boundaries and interests. It was extremely challenging, both professionally and personally, to deal with the colleagues in a binding and open manner and at the same time to clearly distinguish oneself and retain one's own decision-making space. When decides who in what way and in what coordination, how which examination can take place and to what extent it is then recognised by the other side - these questions moved us a lot and I called a meeting just because I experienced a massive disruption at the process level. - And in the end, it was good.

It was helpful in this process that I had a good contact with Sylvie Rossi (Chair of PTSC) and Elana Leigh (President of ITAA) and that we were able to deal with tensions together. I got an idea of what it can mean to frame processes

well in complex organisations - and also an idea of what operational decisions of committees are, and, where normative/political aspects have to be considered.

Part 3

These crises helped me to get an idea of why it is good that we as a board also lead - that we want and need to lead at certain points. It has been important to keep in mind that the Training and Standards Committee has leadership in the development of online exam standards. At the same time, the question of whether the standards are held in mandatory mutual recognition is so significant that we as a board have had to support or oppose decisions. There were several situations where I, as President, emphasised that we would not go along with various possible decisions of the ITAA - and would suspend mutual recognition at those points. That was tense and yet helpful. From Sue Eusden and Jacqueline van Gent, who sat on the ITAA side, we got interested queries about the changed leadership culture of EATA.

As a board, we have learned that this 'power' is not something 'unhonourable', but a means to make processes clear and protected. Since then, we have clarified, among other things, that we as a board ultimately appoint the chairs of the committees, that we have the possibility to terminate the contract in case of a loss of trust - and various other measures that strengthen the board's responsibility without falling into a linear hierarchy.

The Common Mission Statement Taskforce also started in July 2021. Its aim was to reflect on the values and mission of EATA and to ask to what extent questions of ecology and social justice are part of the identity of an organisation based on a humanistic approach. Specifically, for me it was also a question of how do I take responsibility for the fact that during 'my' presidency thousands of refugees drowned in the Mediterranean and the climate

warmed by 1.5 degrees. It didn't fit with my understanding of profession and ethics to do 'duty by the book' while the world was ending. Here too - as in many other places - I noticed again and again that my German history was having an effect on my perception and my actions - and that was good and right for me.

Chitra Ravi, Sylvia Schachner, Elana Leigh, John Heath, Adrienne Lee, Nicole Lenner, Kristina Brajovic Car and I designed a long and good process with various meetings and interviews and came to the following conclusion:

Common Mission Statement

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

The Council of EATA approved this preamble in July 2022 and started the process to anchor this statement in the Statutes of EATA. ITAA will carry out appropriate processes for implementation. I was and am happy about this statement. As the European Association for Transactional Analysis, it is not fitting for us to limit our view of the world to the treatment room.

The next crisis began on **24.2.2022 - the Russian war in Ukraine**. As EATA, we were challenged here in several ways. First of all, it was a matter of taking a clear stand in the first place. At the same time, there were also other ethical and political challenges which we addressed together with ITAA and which

we dealt with intensively - most recently in the article Living/Working/Being Active, Vital Associations in Times of War, which Chitra Ravi and I wrote for the ITAA script newsletter. We had several aspects to consider. Our Ukrainian colleagues rightly expected us to clearly condemn the Russian war and to take a clear position on it. At the same time, we had to be careful about calling this war a war, because that meant that our Russian TA colleagues were in danger of belonging to a criminal organisation (EATA) and being punished for it.

At the same time, the online support platform for people affected by the Russian war was set up in a short time and immediately began its good work. As a board, the task here was to support the committed colleagues, especially Elina Belyayeva, and to provide resources. It was always moving, stressful and right to be so close to the war in this way, to see that colleagues with whom we had already worked, laughed and celebrated were in mortal danger and had to suffer terrible losses.

When I wrote the article on the war with Chitra Ravi, the new president of the ITAA, I became almost painfully aware that not the whole world sees this war the way we do in Europe. From South Africa or India, it looks partly as if there are European states at war with each other - and that would be good if they would leave it alone. In Europe - that's how I see it and that's how we saw it - the perception is that Russia is invading a country and covering it with war. It was a good and intense, almost transcultural process to come to an assessment with Chitra, sentence by sentence, that we could both share - clear enough and yet not persecutory in a wrong way.

I was glad to have Sylvia Schachner on the board in this crisis, who has personal connections to Eastern Europe and took responsibility well and effectively.

Relationships

My EATA time is also a story of relationships - wonderful, nurturing, stimulating, challenging and annoying, complicated and stressful relationships. Many of these relationships have helped me to orientate myself, to find my footing in the 'big world'. It was good to walk around Sarajevo or Krakow at night with Anna Krieb, Oana Panescu, Magda Sekowska, Sylvie Monin, Marianne Rauter and Krispijn Plettenberg and then leave it to the 'younger ones' to still go to interesting bars. It was good to experience Eleonore Lind and others who brought so much strength and wisdom to the work and did such important work for EATA. The board team in particular was a good place of strength for me, a team where we discussed important issues with each other, developed strategies and went through difficult situations together.

There were also relationships outside the board that were valuable and strengthening for me. I have had regular contact with Sylvie Rossi, at least since the online exam processes, which has been appreciative and helpful for both of us. Robin Hobbes, the 'Ethical Advisor', is such a reliable figure in this large network that it is hard not to rave about him. He was both reliably supportive with advice and information when we needed it - on the other hand, he once clearly set boundaries for me when I said that I didn't feel like this 'stupid' ethics procedure and didn't feel the need to participate. He said that if the board did not follow the agreed ethics procedures, he would withdraw as ethics advisor. So, it was clear that we and I would participate.

Kristina Brajovic Car was great to work with. She developed a newsletter that went far beyond member notices and got me to deliver the President Notes pretty much on time with great regularity. Leilani, Kristina, Petra, David, Biljana, Indira - so many interesting, smart people.

When I think of EATA, I now see people - many, different, interesting, competent and committed people - some difficult but all full of good energy.

The Council 2022 in Belgrade (!) in Presence was the conclusion and the highlight of these years for me. To come together again - as in the very beginning, to drink coffee, to have conversations about trivial or important things, to talk mess, to experience difficult situations together and to solve them as best as possible - that was good. Aleksandra Djuric had organised a wonderful place for us. It became clear that the committees are doing a good job and that we have started to become a bit more agile, more agile and more together as an organisation than before. Important problems were named and solutions were put on the way. EATA has decided to take a stand as a humanistic and political and professional organisation - and EATA remains the organisation that develops highly professional training and examination standards and provides excellent examination procedures. There were also difficult moments in Belgrade when we on the Board were unclear about certain rules - but we were also simply missing our General Secretary, who was ill with Corona - and so we sometimes dealt with each other in a somewhat rumbling but still appreciative way and came out with good results.

In the end I sat down and said: „I'm sad and I'm relieved and I'm content with the results that we achieved for the benefit of our TA community. That's it!"

I was sad that it was over, relieved that it was over and very happy with the results - and grateful to the people I met.



Corner on Ethics

EATA Needs a new Ethics Advisor ... Could it be you?

Written by Robin Hobbes, EATA Ethics Advisor

I am reaching the end of my time as the ethical advisor for EATA and I wanted to write a little about what is involved in being the advisor in the hope that it might inspire some of you to become interested in taking over the role. The ethical advisor was a new role created to emphasize EATA has primarily a function to facilitate and enable affiliated organisations to implement and manage their own ethical and professional practices processes and not to be a direct body construction ethical and professional practices frameworks for EATA itself to implement.

This has meant that a lot of my time is spent in facilitating and enabling affiliated organisations to develop and implement ethical and professional practices frameworks that both work for them and their particular cultural world while at the same time conforming to basic ethical guidelines that organisations agree to by being members of EATA.

Ten or so years ago Sabine Blumenstien, who was the President of EATA at that time, asked me if I was interested in undertaking such a task for EATA. I was flattered that she asked and after exploring exactly what they were looking for in such a role I excitedly agreed to do it.

Although it looks like a solitary figure thinking and taking action in the role of Ethical Advisor the reality is very different. The various developments and actions, have always been the result of groups of people. When I took on the job, I created a Consultative Group who I meet with regularly to discuss various aspects of my role. (This has functioned less effectively since the emergencies of Covid but hopefully is re-establishing itself). But also, there have been a number of groups set up to

address particular issues – for example the construction of a social media policy. Also, the role has a developmental aspect which has had a number of aspects to it. Affiliated organisations have contacted me to look at ways for them to further develop the ethical and professional practices aspect of their work. I have met with a number of them to provide this developmental service. Also, I have regularly held meetings at EATA Conferences to facilitate and enable focussed attention on ethical and professional matters.

One of the important learnings for me is accepting how much the ethical world is a world of uncertainty where the knowledge on whether a particular course of action is a good or bad thing is not fully known. It is a finding of a way that is elusive but wished for. In my experience most people are wishing to do “good” but find many challenges in achieving this wish. Often as the Ethical Advisor it is hoped by the person approaching me that I might know but I have had to accept that often I don’t and that it is only together, in dialogue that we might find a way to act that mostly satisfies our values. I’m grateful to all the various people I have worked with in EATA for showing me this. There are a number of guidelines for appropriateness for the role of EATA Ethical Advisor.

The person needs to have had experience within the field of ethics and Transactional Analysis – something like worked on an ethics committee or equivalent. They need to be interested in aiding EATA and affiliated organisations in developing its capacity to manage ethics and professional practices.

It needs to be someone who is OK with not being approved of!! By this I mean you will find yourself taking decisions that some approve of but others don't and it is important to be OK with that. You also need to be someone who is comfortable setting up networks to aid you in the variety of tasks that will come to you in the role.

I will leave EATA as the Ethical Advisor (sadly) in July 2024. Whoever takes on the role will be approved July 2023 and then will shadow me for a year in preparation for them taking over the role.

If this interests you then please contact me Robin Hobbes on robin@elantraining.org. I'll then arrange for us to meet up and talk in more detail about the role. Also, if anyone you know comes to mind as a possible Advisor then please do let them know and ask them to contact me.

Exam Corner

Exam Successes for EATA Newsletter Autumn 2022

Rome, Italy, June 17th, 2022

Successful candidates, all CTA-P Congratulations!

Casaccia Valentina
Corvaglia Elisa
Delicati Alice
De Momi Yari
De Paoli Francesca
Di Saverio Luisalaura-Krassi
Giacomi Beatrice
Imberti Ilenia
Miglionico Rejane
Rossi Francesca
Sebastiani Sara
Seri Sofia
Toni Francesca
Vignoli Andrea
Villoresi Elisabetta

EATA moderator: Sue Eusden
Exam Coordinator: Silvia Tauriello
Assistants: Roberta Sanseverino; Claudia D' Aversa
Process Facilitator: Lucia Fruttero
Translators: Rosanna Giacometto, Cristina Caizzi

Thanks to examiners:

Angelucci Iolanda
Baca Elzbieta
Barrera Silvia
Bastianelli Laura
Bergerone Chiara
Benelli Enrico
Bevilacqua M. Teresa
Bianchini Susanna
Bove Silvana
Caizzi Cristina
Cardeit Erika
Carozza Eleonora
Casiglio Luigi
Cau Luca
Ceridono Davide
Contino Debora
D'Alessandriis Lucio
De Luca M. Luisa
De Petris Alessia
Gaggi Chiara

Giacometto Rosanna
Giordano Francesca
Grossi Giuliano
Liverano Antonella
Lucarini Vincenzo
Messana Cinzia
Milicia Alessandra
Paky Papagi
Patruno Martina
Pavone Fabiana
Previdi Rossana
Riccioli Emilio
Rizzi Maria
Rosso Milena
Scoliere Mara
Spallazzi Domitilla
Stanisci Emanuele
Tineri Marco
Tosi Maria Teresa
Vasale Massimo

TEW 17th-20th March 2022, online (Ex Matera)

Participants

Alessandro Garuglieri
Annalia Arcangeli
Diletta Fiore
Elina Belyayeva
Franziska Doenni
Giuseppe Iraci
Kate Holcombe
Leopoldo Spinosa

Louise Witney
Maria Petrova
Oksana Fieofani
Rebecca Petersen
Serhii Mordiushenko
Viktoria Starchenko

TEW staff

Maria Teresa Tosi,	TSTA	P	TEW Coordinator
Emanuela Lo Re,	TSTA	P	
Mayke Wagner-Froböse,	TSTA	O	
Rosemary Napper,	TSTA	C, E, O	
Sylvie Rossi,	TSTA	P, O	



TEW June 24th -25th-26th , 2022, Bilbao

Participants:

Antonio Maria Raneri
 Carrie White
 Justine James
 Mel Burgess
 Michael Meleady
 Petra Gorsic
 Remo dello Ioio
 Samia Nelson

Staff Members:

Maria Teresa Tosi,
 Milly De Micheli,
 Rachel Curtis,

TSTA
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 C, E
 P

TEW Coordinator

