

Training standards paper

new structure, 2023

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1. Preamble

The aims of the EAGT are to assure quality standards of their members. In this way is an international common ground created to operate on. The common ground is created by setting professional standards in ethics, in the competences of gestalt therapists, in the way gestalt therapists and supervisors are trained, and so on. And in the standards for Gestalt Practitioners in Organisations and for National Organisations for Gestalt Therapists. The EAGT is member of the European Association for Psychotherapy (EAP) and is motivated to have the quality at least on EAP level. The EAGT (and the EAP) require to fulfil the conditions to become full member. For training institutes one of the conditions is to present an accredited training programme.

The purpose of this Training Standard Paper (TSP or TS Paper) is to define the training standards the EAGT expects from the members. There are standards for Gestalt therapists and for Gestalt supervisors, which are described in this TS Paper. There are Training Institutes who offer training programmes that fulfil the standards of EAGT, they can receive the EAGT accreditation for their programme and with that they can become a full member Training Institute for 5 years. After 5 years they must reaccredit their programmes to keep the full membership. How the (re-)accreditation process works is described in this paper. The Training Standard Committee, appointed by the EAGT members, has the task and responsibility to keep the training standards up to date and to accredit and re-accredit the training programmes for therapists and for supervisors. After (re-)accreditation is decided by the TSC, the EAGT Office has the task, under responsibility of the Executive Committee, to grant EAGT membership.

There are standards and requirements for Gestalt Practitioners in Organisations (GPO), those standards and how to apply for membership of EAGT is described in the [GPO handbook](#) and are handled and decided by the GPO Committee of EAGT.

There are standards and requirements for National Organisations for Gestalt Therapists (NOGT), those standards and how to apply for membership of EAGT is described in the bylaws of the EAGT and are handled by the NOGT Officer and the EAGT Office and decided by the Executive Committee (EC). (these documents can be found [here](#))

2. Standards

2.1 Training Standards Gestalt Therapists

ADMISSION TO THE PROGRAM (ELIGIBILITY)

2.1.1. The Gestalt therapy-training program is defined as a program at post-graduate level.

The entrance level of prior education is (also according to EAP regulations), at least a bachelor's degree or equivalent (no less than 2000 hrs) in the field of the helping professions or the social sciences on EQF6 level.

Psychologists or Social Workers are good examples of the eligible candidates. However, there is a wide spectrum of training programs which are not officially recognized by authorities of a certain country or have no academic auspices, etc. In that case a TI can make an exception, see 2.1.2.

2.1.2. A TI may, for specific reasons, decide to accept candidates who do not meet criteria of 2.1.1.

In such cases the candidate has to take additional courses either before or parallel to the first year of training, in an academic or equivalent level, according to country, including final requirements such as submitting a written paper or passing an oral examination etc.; these courses are:

- Developmental psychology (two semesters)
- Theories of personality (one semester)
- Psychopathology (one semester)

The reasons for the exception of admission and the certificates of the additional courses must be in the students personal handbook as proof of meeting the initial standards.

THE TRAINING PROGRAMME – overview

The training programme consists of a minimum of 1450 hours.

600 hours of theory and methodology done in an experiential way

150 hours of supervision

400 hours of clinical practice

250 hours of personal therapy/individual and group therapeutic experience

50 hours personal preference

Training programmes have to declare clearly what parts are theory and methodology, what parts are clinical/ therapeutic experience and what is supervision (work with real clients/patients).

It's admitted that the training programme partially could be done online, but most of it live.

Totally Online training program are admitted only in a long lasting emergency situation and need to be checked time by time according with the development of emergency situation.

THEORETICAL AND METHODOLOGY TRAINING COURSES (600 HOURS of 60 Minutes each)

The program is expected to spread over a minimum of 600 actual contact hours, with at least 4 different senior trainers, in the form of lectures, workshops, seminars, reading sessions, etc.

Trainees are exposed to both basic, historical/classic and contemporary, modern Gestalt therapy literature. In any training programme the following overview of the core curriculum, the body of knowledge will be covered:

TOPIC 1: HISTORY AND ROOTS OF GESTALT THERAPY:

Philosophy; anthropology; psychoanalysis; existentialism; phenomenology; Gestalt theory; Eastern philosophies, Jewish Roots of GT, Body Work, Arts, Radical Social Philosophies.

TOPIC 2: THEORY OF GESTALT THERAPY:

Organism/environment field; figure/ground resolution; creative

adjustment; Paradoxical theory model of change; authenticity; contact-withdrawal Cycle of experience; theory of self; awareness/consciousness; polarities; resistances/contact interruptions; therapeutic process.

TOPIC 3: HUMAN ORGANISM AND ENVIRONMENT:

Theory of personality; health and sickness; child development and contemporary infant research; person in society, gender and sexuality, the impact of global changes on the individual.

TOPIC 4: TECHNIQUES OF GESTALT THERAPY:

Experiment; amplification; dream work, chair work, Artwork, Breathing, enacting, etc.

TOPIC 5: DIAGNOSIS: comparative approaches.

Differential diagnosis; DSM and ICD; psychodynamic diagnosis; Gestalt Diagnosis- Phenomenological /field embedded Diagnosis.

TOPIC 6: DIFFERENT CLINICAL TOPICS:

Gestalt perspective of psychopathology; neurosis, psychosis, personality disorders (borderline, narcissism, dependent, histrionic, etc), anxiety/ mood/ eating/ psychosomatic disorders, addictions, etc.

TOPIC 7: FIELDS AND STRATEGIES OF APPLICATION: Individual; couple; families; groups; organizations therapeutic communities; etc.

TOPIC 8: THE GESTALT THERAPIST IN THE THERAPEUTIC RELATIONSHIP:

Gestalt perspective of transference, counter transference; dialogue, contacting, I-thou relationship, co-creation of contact, inter-subjectivity...

TOPIC 9: Human Rights and Social Responsibility

The social, cultural, political and ecological aspects of therapy in general and its implications for a Gestalt therapist. Therapist's responsibility toward the individual clients and towards the community / environment in which he/she practises.

TOPIC 10: PRINCIPLES AND APPLICATIONS OF ETHICS

The EAGT Code of Ethics, the Ethics committee, the Complaint procedure, The implications of ethics in personal and professional spheres. Ethical aspects of international political changes, Ethical implication of technological development, (E-learning, e- supervision, e- therapy), etc. Unethical therapies like 'converting therapy'.

TOPIC 11: RESEARCH IN GESTALT

Research methods in Gestalt practice, Quantitative /qualitative methods,
Comparative methods, self-report methods. Levels of research (see statement RC committee)

TOPIC 12: Professional competences

Students must know the Specific Professional Competences, described in the document of the EAGT PC &QS committee; the Human Rights and Social Rights statement of EAGT and the EAGT code of ethics. And about membership of National Professional Organisations and NOGT.

Online THEORETICAL AND METHODOLOGY TRAINING COURSES

Online theoretical and methodology training courses will not exceed 250 of the 600 required hours and could be only theoretical topics.

SUPERVISION

(150 HOURS of which at least 50 hours individual and at least 50 hours group supervision.) An hour is considered 60 minutes in a group setting and 50 minutes in an individual setting.

Supervision is a corner stone of any clinical training program. It is the process where the trainee gets the chance to reflect his/her clinical work experience, integrating theory and practice, clarifying transference issues, airing fears and learning to assume responsibility.

Supervision is seen as a process in time. It needs to be in accordance with the rhythm of the practicum, with the personal learning rhythm of the trainee and with the rhythm of the program itself. To ensure continuity and the developmental process each trainee needs to stay with the same supervisor for one year-period.

There needs to be a clear contract between supervisee and supervisor that will cover regular items such as: frequency of meetings, fee, methods of payment, cancellation policy, mutual evaluation and feedback process, confidentiality and privacy regulations etc.

Hours supervision

Supervision can be held in individual and/or in group setting of 3-5 participants. The training programme offers 150 hours supervision with at least 50 hours individual supervision and at least 50 hours of group supervision. The choice and division of these two settings will be left to the training institute, according to its own training philosophy.

Supervision hours are not part of 600 h. of theory and methodology.

The supervisor and trainee agree which clients will be followed in supervision. The trainee needs to have supervision at least every 4 sessions with the client.

Online supervision

Online Video Conferencing can be one way of fulfilling the requirements of supervision. In general, it is the responsibility of the institute to see to it that online video conferencing is applied in subject to the following guidelines. Online video conferencing will not exceed 100 of the 150 required hours. At least 20 online video conferencing meetings with the same supervisor to ensure continuity.

Supervisors

The TI publishes a list of accredited supervisors (possibly with their professional public profile) from which trainees can choose. It is recommended that during the years of training trainee seeks supervision from at least two supervisors (not at the same time), in order to be exposed to various styles of contact and therapeutic work. Supervision is an educational process facilitated by a supervisor or an experienced Gestalt Therapist, accredited FM of EAGT, or at least by the local NOGT.

When there is no supervisor available who meets these conditions, an experienced GT who has at least 8 years of experience in clinical practice may serve as supervisor.

The supervisor cannot be the same person as a trainer, the personal therapist or the person that takes responsibility for the trainee in the clinical practice at the same time. It is possible that a former trainer later on becomes a supervisor.

End of supervision evaluation

At the end of each supervision period, in addition to the confirmation of dates and count of hours (in the trainee's handbook) the supervisor writes a detailed evaluation, describing the process of learning, the developmental achievements and the weak points that the trainee still has to work on. This evaluation is a co-operative process resulting in an evaluation document signed by both parties and is entered into the students handbook. The catalogue of PC&QS is recommended as a one term of reference to evaluate the progression of the competencies of the trainee, the growing abilities of the trainee along the period of supervision.

THE CLINICAL PRACTICE

(400 hours practicum, 1 hour = 60 minutes in group setting and 50 minutes in an individual setting)

Each trainee is expected to have the experience of 400 hours of practicum, i.e. at least 400 sessions with actual clients (individuals, groups, couples, families, preferable a mix of these).

Trainees can start their practicum during the second year of the training or earlier if they have had former sufficient experience. This has to be decided by the Senior trainer, who needs to approve of it in writing.

The period of practicum has to be spread over at least two years.

The Institute develops criteria for agencies that fit the objectives of a practicum.

- The agency or working place where the practicum will take place has to be approved by the Senior trainer in writing, and an agreement between the institute and that agency need to define the terms, conditions, realm to responsibility, any financial arrangements and mutual expectations.
- There is a statement of cooperation between the practical experience and the training program, the practice has to function within the existing standards and Ethical code of the profession.
- There has to be a good working description of procedures, intake, diagnostics, work meetings and consultation.
- There has to be a procedure of working with beginning therapists.

The practicum has to be done under supervision of an accredited Gestalt supervisor.

Special attention needs to be given to avoid a situation of double roles: the supervisor/therapist cannot be the same person as a trainer, the personal therapist or the person that takes responsibility for the trainee in the clinical practice at the same time. It is possible that a former trainer becomes a supervisor when the trainee has concluded all required learning and supervision duties and acquired the final certificate.

PERSONAL THERAPY – INDIVIDUAL/GROUP THERAPEUTIC EXPERIENCE - 250 HOURS

An hour is considered 60 minutes in a group setting and 50 minutes in individual setting.

Personal therapeutic experience is absolutely indispensable for work as a Gestalt therapist. Personal therapy implies that the trainee becomes a client of an experienced Gestalt Therapist and exposes him/herself to the experience of being in therapy in the method of treatment and frequency of client contact that he/she intends to practice. It is recommended to have therapy with two different therapists (not at the same time). Personal therapeutic experience has to be spread over several years.

Hours personal therapy

Part of the personal therapy (not more than 50 hours) is integrated in the experiential programme (these hours are not part of 600 hours of theory and methodology). At least 50 hours have to be done in individual setting. If a trainee was in therapy before starting to train in the program, and no more than two years previous to the beginning of a training - a maximum of 30 hours can be counted as part of the requirements of personal therapy hours. It's up to the senior trainer to approve on this.

Online therapy can be accepted as under the condition that online therapy is applied in the most professional, productive way. Starting personal online therapy the therapist and trainee should get acquainted with each other in a live setting first.

Online therapy will not exceed 100 of the 250 required hours.

We recommend to have the 50 hours in individual setting with same therapist, at least 25 meeting with the same therapist can be recognized as a valid portion of therapy.

A maximum of 30 hours of group therapy which are included in the training program, can be counted as personal group therapy according to the requirements.

Personal therapy integrated in experiential part of training group		Max 50 hours	These hours have to be added to the experiential part of the training programme
Personal group therapy in experiential part of training group		Max 30 hours	
Personal therapy in individual setting	Minimum 50 hours		

Personal therapy in group setting outside training group			
Personal therapy prior to the start of the gestalt training		Max 30 hours	On approval of senior trainer
Online personal therapy		Max 100 hours	Min 25 sessions
Total	Min 50 hours	Max 210 hours	Total minimum is 250 hours personal therapy

Therapist for personal therapy

The therapist of the trainee has to be an accredited Gestalt Therapists, Full member of EAGT and/or the National Gestalt Organization.

Exceptions:

- If there are no therapists in the country who answer these criteria, an experienced Gestalt therapist with at least 8 years of experience as Gestalt therapist after his or her own graduation, can be considered as personal therapist.
- If there are not enough experienced Gestalt therapists available for individual therapy, it is possible that a therapist of another modality can count as personal therapist for a maximum of 30 hours. The rest of the hours will be with a Gestalt therapist. It's up to the senior trainer to approve on this.

The therapist cannot be the same person as a trainer, the supervisor or the person that takes responsibility for the trainee in the clinical practice at the same time.

Contracting

A clear contract will be agreed between therapist and trainee that will cover regular items such as: Frequency of meetings, fees, methods of payment, cancellation policy, mutual evaluation and feedback process, confidentiality and privacy regulations etc.

The therapist signs a confirmation of the amount of sessions their dates in the trainee's handbook.

FREE CHOICE OF 50 HOURS (1 hour is 60 minutes)

These hours are to be taken in the field of Gestalt therapy and should foster the experience of different styles of work in this modality. Therefore, exchange of students with other accredited European institutes is a possible method. Another possibility is that the National Organization can provide Continuous Professional Development (CPD) such as congresses, workshops, seminars, for a number of certified hours. There has to be a formal written confirmation of attending these hours.

These are contact hours. They can be done at the same time as the training program or before graduation.

The Senior Trainer has to approve of these hours.

Finalizing the training

The end phase of the program has to consist of a final paper (thesis) on a theoretical topic plus an oral defending / presentation of a case-study (recorded or video-filmed) plus discussion with examiners that will reflect clinical understanding and implications of the theory.

The training will be finalized by an evaluation by an examining board, in which trainers and an external examiner are involved.

Applying for membership of EAGT

One can apply for EAGT full membership as gestalt therapist with a diploma of an accredited training programme delivered by a full member Training Institute. One has to fulfil all other requirements for membership (e.g. fee payment, ethical code). Membership will be granted by the EAGT office on behalf of the Secretary officer of EAGT.

Requirement of Diploma: Diploma delivered from accredited Training programme must have an additional document with all required hours marked and confirmed.

If one does not have such a diploma, one has to prove with documents that the training fulfilled all the criteria above in the application for EAGT membership. What is needed is mentioned in the application form.

Full individual members have to reaccredit their membership every 5 years.

EAGT home www.eagt.org look for "Become a member"

2.2 Training Standards Gestalt Supervisors

Someone who is a full member as EAGT gestalt therapist can become a supervisor in the following ways.

Complete the training programme for gestalt supervisors in an accredited programme for gestalt supervisors.

If a supervisor is **not a graduate** of a training program for supervisors s/he has to:

- Be a full member of EAGT ECP or ordinary member of an accredit NOGT for at least eight years*
- Have at least eight years of proven experience as a Gestalt therapist
- Be a staff member of a training institute for at least five years
- Submit proof for their professional practical – and theoretical public activity. Writing articles in journals and/or books, giving lectures, demonstrations or workshops on congresses.
- Submit recommendations from at least two accredited EAGT supervisors members who know their work as supervisors from first-hand experience.
- Has practiced at least five years as supervisor in an accredited Training Institute
- Was continuously supervised by at least two accredited Gestalt supervisors for at least five years

Grand Parenting procedure to become a supervisor:

- Candidates are full members of EAGT and/or of an accredited NOGT for at least 5 years.
- They have worked for at least 5 years as an accredited Gestalt therapist /supervisors of EAGT or an accredited NOGT and can prove an ongoing participation in professional activities, including supervision in an accredited institute, presenting and participating in seminars/lectures/conferences etc.
- They can prove that they are accepted as supervisor by and EAGT-TI or a NOGT and can prove that they are able to combine theory and practice of Gestalt therapy in writings or presentations in conference can also apply for a supervisor certificate.
- They have to submit two written recommendations from accredited Gestalt supervisors who know the candidates work from first-hand experience.

Content and structure of the training programme for supervisor

The TSC of EAGT will accredit a training program for Supervisors only when it takes place in a Training Institute or a NOGT whose Gestalt Training Program is accredited and /or reaccredited by EAGT. Total hour of training: 245

75 hours	Theory and practice of supervision minimum of 50 hours in Gestalt Therapy, rest of the hours is possible in theory of other modality approaches
120 hours	Practical/simulation training in the supervision of psychotherapists
50 hours	Hyper-vision (supervision on supervision) in individual or group settings
18 months	During which the trainees meet at least three times for training and hyper-vision
Minimum 1	Written comprehensive work and a structured evaluation process that is known to the trainees

A dated certificate or diploma is granted after fulfilling all the requirements of the training, on which the trainers are mentioned.

Trainers and hypervisors in this program

- The trainers and hypervisors are accredited supervisors of EAGT or NOGT for at least eight years.
- They have at least 5 years of experience as supervisors of Gestalt psychotherapists and/or are trainers in an accredited Training Program for Gestalt therapy.
- At least two trainers who are EAGT accredited supervisors are continually involved in the training program.
- Be full member of EAGT or ordinary member of an accredited NOGT for at least five years.
- Graduate of a supervisors training program which lasted at least 18 months as described above.

Applying for supervisor registration in EAGT

One can apply for EAGT supervisor registration as gestalt supervisor with a diploma of an accredited supervisor training programme delivered by a full member Training Institute. One has to fulfil all other requirements for registration (e.g. fee payment, ethical code). Registration will be granted by the EAGT office on behalf of the TSC. Applications for a supervisor certificate will be addressed to the office of EAGT. If one does not have such a diploma, one has to prove with documents that

the training fulfilled all the criteria above in the application for EAGT supervisor registration (delivering proof and or grandparenting procedure). What is needed is mentioned in the application form.

All EAGT registered supervisors are re-accredited every 5 years in showing that they are still EAGT members and active as supervisors and presenting themselves to the public in teaching, writing or participation in conferences.

Find also these forms and further information at EAGT home www.eagt.org look for "Become a member".

2.3 Accreditation Training Programmes of Training Institute

Accreditation as condition for membership

Accreditation is a process to check whether standards are met. Accreditation is a condition that must be fulfilled by a training institute to obtain full membership of EAGT. This condition is valid for max 5 years, then the accreditation status must be renewed by the process of re-accreditation, see 2.4. To be clear: accreditation is a sample process to check a programme is meeting standards. It does not lead to a licence of permit or a shift of responsibility from the training institute to the EAGT. The training Institute is and stays fully responsible for their actions or lack of actions.

To become accredited, the TI must have existed for a minimum of 5 years and have completed at least one 4-year training program with a first group and started at least one other training group. The accreditation process checks a number of circumstances, to see whether the institute can maintain the quality and the standards of the training programme. The accreditation process checks the training programmes for therapist and for supervisor if there is one in one process.

If an EAP accreditation is applied at the same moment as the EAGT accreditation, the EAGT and the EAP can adjust the process in cooperation. The EAP accreditation will be given only if the EAGT will decide positive to the EAGT accreditation.

TRAINING INSTITUTE (TI) as legal entity

A Training Institution (TI) is an organization that aims and acts to train and educate Gestalt Therapists and promoting Gestalt therapy as a therapeutic modality.

An institute is an organization which functions within the legal and formal rules of the country. The institute needs to be a defined legal entity, (for instance a Foundation, a Society, or any other legal forms of organization), and it must be registered as such e.g. in Chamber of Commerce. The Institute as organization is legally responsible for the quality and standard of its training program. For guidelines for changes in legal definition and /or the ownership of EAGT accredited TI please see appendix V.

The TI has an address, and office, a space for meeting in small and big groups, a space for private meetings, and a good working administration. In case of major changes of ownership or legal structure the TI inform the TSC and how they adhere to the EAGT guidelines.

Ethical code

The IT works within the ethical code of the National Organization Gestalt Therapy. In countries where there is no NOGT the code of Ethics of the EAGT will be used as reference. All the trainers and trainees of the program have to comply with this code.

The Training Institute Organisation

The TI is a well- structured organization with clear communication procedures that allows for internal consultation concerning the ongoing training program, the professional development of trainees, the professional development of staff members, and the overall contact with the field of Gestalt therapy in their immediate environment and in the wider professional field.

Educational board: regular staff meetings take place and minutes are taken so that proceedings can be followed up. In these staff meetings trainers share reports about content of courses, individual and group process that are observed, progress and difficulties, needs that are raised, Ethical dilemma, plans for future activities, initiatives.

There is a trainees council and a procedure describing the organizational structure and its functions, which are, in a nutshell, to represent trainees' interests.

The TI values connections with other Gestalt organizations on a local and an international level and encourages it's staff and trainees to participate in professional activities outside the program to be connected to the wider field.

Evaluation board

The final examination is carried out by an ad-hoc committee that consists of two trainers and one external examiner. This may be a colleague from another institute or any other qualified therapist to ensure a fair ethical procedure, a transparent system of evaluation for the trainee's and the neutrality of the examiners.

The examination committee is authorized to pass or to fail a candidate and to decide whether to extend the period of training / therapy and /or supervision /or to do some extra field work as a condition to being graduated.

Tasks and responsibilities

Who	Tasks	Responsibilities
Owners	Organise and represent the institute Possible member of Educational Board Present a yearly report about its activity, functioning and financial situation	Legal, financial, staff, student acquisition, organisation and accredited (member) status
Senior trainers, (core trainers)	Leading the training programme Forming the Educational board Being accredited Full members of EAGT Mentoring one of the training groups, eventually with a second senior trainer	Quality, content, ethical handling, and all other components of the process of running a training program Mentorship of student in a group
The senior trainer of TI		Signing all the forms regarding the programme (see below: staff of training institute)
Trainer	Having 5 years' experience as gestalt therapist and 2 years as co-trainer with a senior trainer	Train the students in specific areas of gestalt theory and practice
Programme coordinator	Smooth running of the program Support and advice students about following the programme	Coordination of the timetable, contact with trainers, supervisors, guest-lectures etc. Mediate between trainees and trainers or the directors of the TI when there is a problem
List of recommended Gestalt therapists for personal therapy	Provide personal therapy according to the training standards of the programme Being accredited GT and OM of EAGT	Providing personal therapy Give written account of number and hours of personal therapy, specified for individual or group therapy, online and or live.
List of recommended supervisors	Provide supervision Being accredited GT and OM of EAGT	Give written account of number and hours of supervision, specified for individual or group therapy, online and or live.
Examination committee	Apply a fair ethical procedure, a transparent system of evaluation for the trainees. As well the external assessor and the core trainers write an evaluation report about the student	Pass or fail a candidate and put out additional study practice or therapy as condition for passing.

Administrative organisation

The TI has formal contracts with its trainers and supervisors.

The history of the Institute is documented and preserved.

The minutes of staff meetings are on a file in the office of the institute.

The contracts with the students about yearly participation and fees

The admission contract of the student to the entire programme with copies of diploma's for admission.

Student guidance and evaluation

At the beginning of the training each trainee is equipped with a personal training handbook that will follow him/her to the end of the training. In this handbook is a written record of all trainee's activity which can be verified (attendance certification, grade, evaluations, hours of supervision and therapy, etc.).

The personal training handbook is clear about how and when the trainee's skills and knowledge would be evaluated (papers, oral and/or written examinations, thesis, records, etc.)

The personal training handbook will include:

- A copy of the approval for admission to the program, such as a copy of a bachelor's degree or accreditation of prior learning (APL)
- A written description of the training program,
- A recommended, up-to-date list of literature, which may be extended on a regular basis
- Clear requirements of attendance and duties for each class / workshop / seminar / work-group /etc.
- The signature of supervisors with an account of hours
- Clear description of evaluations of achievements
- The signature of supervisors with an account of hours
- The signature of therapists with an account of hours

At the end of each year / or each course/ or each cycle of learning there needs to be a structured evaluation in the form of examination (oral or written examinations, a paper, a presentation or any other equivalent instrument).

The group of trainers meets regularly to discuss the professional development process of the trainees. At the end phase of the program, the group of trainers meet as the evaluation board whose task it is to make a final assessment of the trainee's professional capabilities. It is recommended that an outside evaluator participates in this evaluation from time to time.

Both the external assessor and the examination committee submits a written report about the evaluation.

Staff of a training institute

Senior trainer is an accredited full member of EAGT and or the local NOGT for at least 8 years.

He/she have at least ten years of proven experience as a gestalt therapist after completing their own training and were working as trainers under supervision, for at least 3 years. When not possible the most experienced trainer functions as Senior Trainer. This can be acceptable for a period of maximum 3 years as of the start of the training program.

The Senior Trainer is responsible for signing all the forms regarding the program such as:

- Declaration of success for written exams
- Declaration of successful completion of the final paper
- The completion of supervision (satisfactory) - Declaration of adequate practice - The completion of personal therapy.

Trainer is a Gestalt Therapist with at least 5 years of experience as a Gestalt Therapist. He/ she is an accredited Gestalt therapist, full member of EAGT for at least 5 years. He /she will have worked for at least two years as co-trainer at a training program under the supervision of a Senior Trainer. He /she has proved his/her expertise as Trainer by exams or by other criteria such as lectures, publications, workshops, etc. and by participating in a program of training the trainer. It is expected that a trainer continues to be an active member of the Gestalt community by contributing to the development of Gestalt therapy through writing, conference presentations, research etc.

A **supervisor** in a TI has to fulfil all of the following criteria is a full member of EAGT or full member of an accredited NOGT for at least eight years. Graduate of a training program for Gestalt supervisors, or have at least eight years of proven experience as a Gestalt therapist. He/she can submit proof for their professional practical and theoretical public activity such as writing articles in professional journals and/or books, giving lectures, demonstrations, workshops on conferences, etc. He/she can submit recommendations from at least two accredited EAGT members who know their work as supervisors from first-hand experience.

2.4 Re-accreditation Training Programmes of Training Institutes

Re-accreditation refers to the check whether a Training Programme still meets the EAGT standards, and of the renewed standards and developments in EAGT.

Every 5 year.

Find these forms and further information at [Digital forms and documents for Training Institutes](#)

Appendix 1

Factual accreditation process of Training Institutes

1. EAGT-accreditation of educational programs in Gestalt therapy can only occur under the responsibility of the EAGT.
2. The final accreditation is a decision of the EAGT Training Standards Committee (TSC). The TSC decides taking into account of written advice of the NOGT, if there is one.
3. In the case of a conflict, the Board of EAGT decides.
4. The Training Standards Committee is appointed by the meeting of members of the EAGT.
5. The NOGT can form a committee for accreditation of institutes. The TSC will involve this committee into the accreditation process of the training programme of TI. If there is not such committee the board of the NOGT will be consulted.
6. The Training Institute (TI) asks for accreditation by sending the documentation and answers to the questionnaire (see appendix II) using the registration- and application form published on the EAGT homepage, www.eagt.org / membership. From there, this will be forwarded to the Chair of the TSC and to the 2 members of the Visiting Committee (VC). All written information must be in English.
7. If a TI wants to be accredited by EAP at the same time, it sends the documents as in point 6. And sends 1 copy of the documents to the secretary of EAP. They will forward one to each visitor appointed by the TAC (Training Accreditation Committee) of EAP.
8. There has to be a formal face to face visitation of the institution. This visitation has to be done by 3 experts. Two appointed by TSC, one appointed by the NOGT. This Visitation Committee (VC) discusses the material, asks for explanation and clarification. This committee speaks with the director of the Institution, the trainers and the trainees.
For joint accreditations with EAP, one expert is appointed by TSC and one by EAP.
9. The VC makes a formal report. This report contains the evaluation of the materials and the face-to-face dialogue by the trainees, training staff and Director of the Institute. The VC can propose conditions, make recommendations and offer suggestions. The report is to be sent to the NOGT if there is one. The report of the VC is to be send to the TSC, which will decide on the EAGT accreditation. EAP will follow its own procedures.
10. EAGT and EAP eventually can give an accreditation under certain conditions. Conditions will be described and have to be fulfilled within a defined time limit. If not, the accreditation can be withdrawn.
11. Accreditation when given is valid for 5 years. After 5 years the accreditation has to be renewed.
12. The final document of accreditation will be sent by the office manager of the EAGT. The accreditation of EAP from the EAP head office.
13. All the documents of the accreditation process will be stored in the archive of Training Institutes at the EAGT office (and EAP).
14. A TI that asks for accreditation and is not yet member of the EAGT immediately can become an associate member of EAGT.
15. Only institutes that have an accredited training program, become full member of EAGT. TI's that are in the process of accreditation of their training program can ask for associate membership. TI's that do not intend to get an accreditate training program but want to be in a cooperative relation with EAGT can ask for cooperative membership.

Appendix II

The questionnaire for Training Standards

The email address the institute has registered with in EAGT must be written on the questionnaire. The email address is for EAGT office the identifier.

1. The information about each institute will be gathered through:

- 1.1. A written questionnaire
- 1.2 A set of documents
- 1.3 A visit to the institute

2. Guidelines for the questionnaire:

- 2.1 This questionnaire can be found on the webpage www.eagt.org / membership.

3. Legal name of the institute:

- 3.1 Full name and abbreviated name (acronym)
- 3.2 Address, phone number, fax, email address, website
- 3.3. Contact person

4. Printed and/or online documents:

- 4.1 Advertising
- 4.2 Program/Curriculum
- 4.3 Fees for students (per year, in Euro)
- 4.4 Other

5. Some figures about the institute

- 5.1 Date of foundation
- 5.2 How many trainees are registered at the moment in your institute? (including different levels)
- 5.3 How many trainees have obtained a certification as psychotherapists, since the opening of your institute?

6. Faculty (staff)

- 6.1 How many trainers are involved in your institute (full time and/or part time)? (A minimum of 5 is required. Add list and CV.
- 6.2 How many are EAGT registered? (minimum of 4 is required)
- 6.3 Whom of the trainers are ECP holders? (A minimum of 2 is required for EAP accreditation)
- 6.4 Describe the training and experience of the trainers of the institute. How did they become trainers?
- 6.5 Did they follow a program of training the trainers?
- 6.6. What educational programs followed the trainers in the last 4 years?
- 6.7 Send some samples of articles or publications by trainers and supervisors from the last 5 years.
- 6.8 Add list of individual therapists and supervisors including CV and description of their professional and ongoing education.

7. Training Program

Minimum of 4 years of training=1450 hours

- 7.1 250 hours of personal psychotherapeutic experience. At least 50 hours have to be done in individual setting.
- 7.2 600 hours of theory and methodology – including psychopathology – in accordance with the usual standard of the modality.
- 7.3 400 hours of clinical practice with patients – either within a mental or social health setting, or equivalent - either with individual clients/patients, families or groups, under regular supervision
- 7.4 150 hours of supervision of real patients
- 7.5 50 hours personal preference

8. Assessment

- 8.1 Describe your regular assessment procedure
- 8.2 Describe the final certification procedure
- 8.3 The Board of certification must not include a therapist of the trainee
- 8.4 The Board of certification must include at least one expert who is not a trainer of your institute
- 8.5 Send some samples of final written work of trainees

9. Ethical guideline

The institute and its trainers must adhere to the EAGT Ethical Guidelines and the National Ethics Code. There must be a clear complaints and appeals procedure. Add documents. Add an example of a contract between staff members, supervisors and personal therapists figuring on the list of the Institute and the Institute that shows that all staff members are obliged to these guidelines and procedures.

10. Professional involvement

Membership (institute and/or staff) in different organisations
List of associations, scientific committees, board of journals etc.
Describe the form of involvement.

11. Facilities

Give a short description of meeting rooms, offices, reception, cantina, etc.

12. Visit of the site

12.1 The site will be visited by two independent experts.

12.2 Questions will be asked concerning:

- brochures and flyers
- individual files of trainees
- regular coordination meeting of the training staff
- library
- budget

12.3 All other points mentioned above

12.4 There will be separate meetings with:

- the director of the institute
- the training staff
- the trainees

13. Fees

13.1 The fee to be paid to EAGT is:

Western European country institute €900,00 – excluded its first annual fee

Western European country small institute €500,00 – excluded its first annual fee

Eastern European country institute €500,00 – excluded its first annual fee

(We count the size of an organisation like this: The amount of the board and staff members, trainers, teachers, supervisors and the actual number of students (when postgraduates are members they count too), excluded are staff members like honorary members, administrators and secretaries)

Note:

This amount does not include the travel expenses and lodging of the visiting committee. These expenses must be coordinated between the institute and the visiting committee.

13.2 visiting committee will be refunded for the visit by EAGT: €300,00 each for a visit.

Appendix III

Procedure of Visitation of Training Institute (TI)¹

Preamble:

The purpose of accreditation is to make certain that the quality of Gestalt Training in Europe is about the same in all the participating countries. It is not to bring conformity, but to bring creativity within certain boundaries. By having accreditation on the European level it is made clear that we take ourselves seriously and that we want to belong to a group of therapists who have the same standard of training. In the visitation of institutes we establish a system of peer evaluation. This process is under continuous change.

Responsibility

The EAGT members have installed the TS Committee to be responsible for the accreditation process. In cases of conflict the Executive Committee make a final decision in the conflict.

The information and workflow

1. The institution gathers all necessary information. All documents must be in English
2. This information with a request of accreditation has to be uploaded via www.eagt.org. If also accreditation of EAP is wanted, send 1 copy to the secretary of EAP.
3. Visiting committee: TSC appoint 2 evaluators (1 if it is a joint accreditation with EAP). NOGT can appoint an evaluator too.
4. The VC makes an appointment with the TI as soon as possible.
5. After the visit the TSC evaluators write the report, send the draft to the institute and to the NOGT (if something is missed or must be added), after feedback of Institute and NOGT, the TSC approves the report, with a request for accreditation or accreditation under described conditions.
7. The TSC will decide and send all the documents to the EAGT.
8. The accreditation document will be sent by the office manager of EAGT.
9. If also EAP accreditation is requested, the chair of EAGT will send the report of the visitors to the TAC of EAP.

The evaluators (Visiting Committee – VC)

The visit will be done by two evaluators.

The evaluators are members of TSC, elected by members of the EAGT

NOGT can appoint one evaluator.

In case of EAP certification one of the evaluators will have a professional education in another modality than Gestalt Therapy.

The evaluators take responsibility for the process of evaluation, they lead the meetings.

The VC is appointed after the relevant written information has reached the chair of the TSC and has been checked by him, if any documents have to be added.

Depending on local circumstances the evaluators can be otherwise appointed. This has to have the written support of the EAGT Training Standards Committee (TSC).

In countries where is not yet a national organization or where there is just one institute the TSC will execute the visit and the evaluation.

The visitation must be so organized that the process can be done within 2 working days.

The TSC of EAGT gives the factual accreditation. These accreditations are given each time for 5 years. The EAGT office holds a register of accredited institutes. The factual accreditation will be on a written report. It is signed by the president of EAGT and the chair of TSC. This document will be sent as soon as possible.

New accredited institutes will be announced on the homepage of EAGT, www.eagt.org

The visit of the institute

The following is possible:

1. The visit will be prepared by a letter of the evaluators. They will formulate questions and topics that they want to discuss with the leaders.
2. The institute welcomes the visitors/evaluators. The evaluators propose a working schedule for the 2 days meeting.

3. The institute gives an overview of the program, the particular philosophy, the strong points and the points where work is needed.
 4. The visitation committee has read beforehand all the information the institute has provided.
 5. The visitation committee will lead the meetings.
- Off course, there are questions and discussions about the local situation and solutions.

Example of schedule

First day:

1. One hour meeting with the director/s of the institute. At this meeting a representative of the national Gestalt organization also needs to be present.
2. One hour meeting with the administrator or secretary. A representative of NOGT could be present.

Lunch break

3. One hour meeting with the training staff (at least 3 trainers). The director is not present during this meeting.
4. Half hour meeting with supervisors. The director is not present during this meeting.
5. Half hour meeting with therapists. The director is not present during this meeting.

Break

Second day:

6. One hour/One and a half hour meeting with several students from all training groups including graduates. Only students will be present for this meeting.
7. One hour final meeting with the director/s for evaluation of the visit with the opportunity to discuss possible recommendations where they may apply. A representative of NOGT could be present.

Approved by vote of the EAGT Meeting of Members Prague, November 8th , 2003
Changes approved by vote of the EAGT Meeting of Members London, September 15th, 2005
Changes approved by vote of the EAGT Meeting of Members Krakow, September 19th, 2013
Changes approved by vote of the EAGT Meeting of Members London, September 20th, 2014
Changes approved by vote of EAGT Meeting of Members, September 6th, 2018
Changes approved by vote of EAGT extra ordinary Meeting of Members, March 4th , 2023