

# BAPT CONFERENCE 2009

15-17 MAY – HARBEN HOUSE, MILTON KEYNES

## “DOES IT REALLY FIT? WHAT GETS IN THE WAY OF TYPE CLARITY?”

**CAROL PARKES (ENFP)**  
**Conference Chair**



*Carol Parkes has been fascinated by Type for many years now. She is a doctor by background and now works independently doing consultancy, training and coaching, mainly in the NHS. Email: carol@campbellparkes.co.uk.*

The theme for this year's Conference is a practical and fundamental one - Type clarity. We will be homing in on how can you be really clear about your own Type preferences and how can you assist others to get clear about theirs.

Isn't it interesting that many Type practitioners have, *themselves*, found it difficult to know which Type they are straight away? Many people have had some trouble being clear about their preferences and their best fit Type overall, *despite* having had expert administration and feedback facilitation. For some of us it has been quite a journey "visiting" different Types before finding one that really does fit – and the same can happen in our clients. For some people, they remain unsure. So why is this – and does it really matter?

I think it *does* matter – it surely can't be helpful to squeeze yourself or someone else into a Type that just doesn't quite fit. It means that the Type model (and all the useful learning about oneself and others that arises from it) will never quite ring true and so it is unlikely to be used in practice.

So what stops us being clear about our Type? What might get in the way of people being able to express and own their true type? What are the effects of: upbringing, education, gender or your Enneagram type – to name a few. And, importantly, what can be done about it?

These are the questions we are going to be covering in this Conference. We have a really interesting mix of expert speakers who will help participants go away inspired and with useful, practical strategies to use in their work (and in themselves). Our guest keynote speaker this year is Pat Wyman from USA – she will be exploring the interaction of two different personality typing systems - the Enneagram system and the Myers Briggs system. What effect does the one have on the other, does it matter and what can you do about it? See the Appendix at the end of this article for definitions of the Enneagram types prepared by Pat.

Some of you will no doubt be very familiar with the Enneagram system. Like the Myers Briggs Type Indicator<sup>®</sup>, the Enneagram is another personality typing system, but it has quite different roots. Instead of it arising from the work of Jung, Isabel Myers and Katherine Briggs, the Enneagram's roots go back many more centuries to Middle Eastern Sufis. The Russian thinker, Gurdieff introduced it to Europe in the 1920s and then it started to be used in the USA from the 1960s onwards. There have been many books written about it since then and workshops and other teachings take place on the subject across the world.

The Myers Briggs system has sixteen personality types (based on preferences, mainly to do with perception and judgement) whereas the Enneagram has nine distinct types (called Type One to Type

Nine) and these nine types are based on something quite different. The Enneagram is based on the premise that we each develop a strategy to keep us safe and to cope with whatever our family and personal circumstances were throwing at us very early in life. Underlying this strategy and coping mechanism is a set of (largely unconscious) beliefs about what we need to do to survive and to be satisfied in life. Like most unconscious beliefs, these beliefs drive our behaviour and motivations in life. On the outside these look like personality characteristics – and in a sense they are. But the difference is that the personality types of the Enneagram are based, ultimately, on *defence* mechanisms – whereas the personality types of MBTI® are based on normal, healthy differences in the way we like to perceive things and make judgements about things.

To make matters even more interesting, it just so happens that some of the behaviour patterns that make up a personality type in the Enneagram system can look rather like the behaviour patterns that make up a Myers Briggs' personality type. So some Enneagram types are “look-alikes” of Myers Briggs' types – for example, people who are a Type 2 Enneagram type can look rather like they have ESFJ preferences and people who are Type 5 Enneagram type can look rather like they have INTP preferences and so on. And interestingly, there do seem to be correlations between the two – so certain Enneagram types tend to occur more frequently in people with certain Myers Briggs' types.

So what happens to you when your Enneagram type seems to be pulling in the opposite direction to your Myers Briggs' type? What does this do to the clarity you have about your Myers Briggs' preferences? These are the sorts of questions that Pat will be talking about in her workshops at the Conference. The Pre-Conference workshop will enable participants to really understand what it is like to have two separate personality systems going on within one person and what you can do about this to aid your learning and development – and the Conference session will look specifically at the effects of Enneagram type on Myers Briggs' preference clarity and the effects on scoring of the MBTI® instrument.

We are really pleased to have such a broad range of speakers at this Conference and to be looking at Type clarity from so many different angles. But ultimately what makes for a really good Conference is the participants' enthusiasm and desire to learn and discuss – be that in the workshops or more informally over meals, tea breaks and in the bar. Personally, I'm sure I have done most of my continued learning and development about Type at BAPT conferences and workshops – as well as meeting some really great people in the process. I would like to encourage as many of you as possible to come this year – and to extend the invitation to people you know, either friends or colleagues so we can widen the network of Type users, especially with younger, newer Type users across the UK.

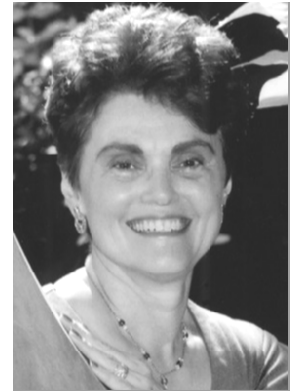
See you in May in Milton Keynes!

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# APPENDIX

## A SKETCH OF THE ENNEAGRAM

Pat Wyman (INFJ)



*Pat Wyman, M.Ed., L.P.C., (INFJ-3), is a psychotherapist with more than 15 years experience of using a model integrating the Myers-Briggs Type Indicator® and the Enneagram with clients. She holds a Master's Degree in Education & Counseling; is trained in imaging, hypnotherapy, and Neuro-Linguistic Programming; and is a Certified user of the MBTI® instrument. She has presented at conferences of the International Enneagram Association and APT International, and has been published in the Enneagram Monthly, the Journal of Psychological Type and the Bulletin of Psychological Type. Her book Three Keys to Self-Understanding was published by CAPT in 2001. Email: patwyman@earthlink.net. Website: [www.patwyman3keys.com](http://www.patwyman3keys.com)*

The Enneagram system of personality type is of uncertain origins but that does not interfere with its accuracy, effectiveness and extreme helpfulness. Because the Enneagram is not owned by anyone, it is available for use by anyone, without licensing, certification, regulation or fees. Anyone is free to develop an Enneagram instrument and put it on the market and many, many have. The degree of accuracy of any of these instruments is questionable because the questions are designed without taking the MBTI® into consideration, hence the results are often affected by the MBTI® part of personality. Without one reliable and valid instrument, there is little research and there is no way to accumulate data about Enneagram type distribution in the population. The International Enneagram Association convenes at an annual gathering to discuss the Enneagram system and its applications.

Whereas the MBTI® provides a profile of the true self, the Enneagram is best understood as the defence system located in the subconscious. The Enneagram is best determined by referencing a stressful situation and examining motivation, not behaviours. Alternately, MBTI® type is more accurately determined when referencing a peaceful situation. There are nine Enneagram types identified by number rather than using letters as the MBTI® system does. The nine Enneagram types are grouped into three “Centers” paralleling the four temperaments used with the MBTI®:

### “Gut” or Instinctive Center

**Key emotion: Anger, each type dealing with it differently**

- Type Eight**    *Key issue:* Power. Eights turn their anger out and against in an attempt to establish their personal power.
- Type Nine**    *Key issue:* No conflict. Nines bury their anger in the subconscious in an attempt to avoid the smallest conflict.
- Type One**    *Key issue:* Perfection. Ones turn their anger on themselves in the persistent pursuit of perfection.

**Heart Center**

***Key emotion: Anxiety due to search for identity, each type dealing with it differently***

- Type Two**    *Key issue:* Need to be needed. Twos answer the question of “Who am I?” by whom they serve.
- Type Three**    *Key issue:* Success. Threes answer the question of “Who am I?” by projecting an image of success.
- Type Four**    *Key issue:* Uniqueness. Fours answer the question of “Who am I?” by establishing that they are totally unique.

**Head Center**

***Key emotion: Fear, each type dealing with it differently***

- Type Five**    *Key issue:* Fear of emptiness. Fives counteract their fear of emptiness by relentlessly taking in information.
- Type Six**    *Key issue:* Safety and security. Sixes pursue safety and security by being ever-watchful of who/what may be a threat.
- Type Seven**    *Key issue:* Fear of pain. Sevens deal with their fear of pain by not allowing anything emotionally painful into consciousness.
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