



Gwyneth (ESTJ) is a development consultant and coach. She conducts MBTI® workshops for NHS teams and also in the voluntary sector. She uses MBTI® in her coaching with individuals and also draws on psychological theory. She is a graduate member of the British Psychological Society and a member of the Special Group in Coaching Psychology.

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22nd BAPT CONFERENCE

4th – 6th MARCH, 2011

HARBEN HOUSE, MILTON KEYNES

THE DYNAMICS OF TYPE

GWYNETH ADAMS (ESTJ)
Conference Chair

The theme for the Conference this year evolved from Hile Rutledge's topics for the Pre-Conference Workshop (PCW) of 'Making type dynamics work' and his keynote presentation (see below). When we are first introduced to type we become familiar with the preferences and in particular the dominant functions. Type dynamics add another layer and, when fully appreciated, help us see personality type in its fully-rounded, three-dimensional form. The variety of topics to be covered by our speakers at the Conference reflects how understanding type dynamics is important, not only for our own individual development but also as we work with our clients.

We are fortunate to have two keynote speakers again this year both experts in their fields. Hile Rutledge has worked closely with Otto Kroeger and has since taken over Otto Kroeger Associates (see his inspiring article in this *TypeFace* and the next issue). Hile's summary indicates that his keynote looks very apposite as we all try to 'find balance'. Hile will also be conducting the Pre-Conference Workshop – looks like something not to be missed so do put that date in your diary.

Katherine Hirsh needs little introduction as she is a long-standing friend and contributor to BAPT conferences. As the co-author of the Teambuilding leaders' resource guide she is the best you can have to present this topic as the keynote for Sunday morning. We also have some new presenters for workshops this year, with Thor coming from Norway and Alan from Glasgow.

We hope that the programme has something for everyone; further details of a couple of workshops are still to come. We will be at Harben House again as we have found this to be an ideal venue and they have offered us good rates. So I leave you now to read the summaries and be inspired to put the dates in your diary and look out for the application form which will be posted on the website and also mailed or emailed to members.



Friday 4th March
PRE-CONFERENCE WORKSHOP
with Hile Rutledge (INFP)
‘Making Type Dynamics Work’

Using a fun and engaging model and process, this session demystifies the complexity of type dynamics - the gold at the core of Jung’s theory. What does it mean to have introverted Intuition as a dominant function? What does auxiliary extraverted Thinking look and sound like? In what ways does introverted Sensing as a dominant differ from introverted Sensing as an inferior function? This session explores these issues and others with a model and process that make type dynamics easy to understand, explain and apply in self-awareness, consulting, coaching and training. Special emphasis in this workshop is given to typological balance and type development - two of the most powerful tools in the type toolkit.

Participants need to be aware of their type preferences (know their four letter types), but do not need an advanced or in-depth knowledge of type theory to attend this full-day session.

Areas will include:

- Type theory review and an engaging model of type dynamics
- An introduction to type development theory
- Spotting and nurturing typological balance
- Developing the non-preferred functions
- Creating a tailored action plan

Main Conference: Friday 5th (5pm) – Sunday 6th March
Day 1 - Saturday 5th March
Keynote Speaker – Hile Rutledge (INFP)
‘Finding Balance in a Complex World: A New Look at J-P’

At the core of type theory are perception (data gathering) and judgment (decision making). Balancing these powerful and essential mental functions is a core element of self-management. Too much judgment leads to rigidity and prejudice while too much perception leads to inaction and procrastination. Success in any endeavour demands these forces be balanced.

When described and used effectively, the J-P dichotomy offers tremendous insight into how to both achieve and maintain this balance. In this session, Hile leads you through the challenges of balance: how to understand it, how to diagnose imbalance and the actions that can bring about greater balance. Whether balance is your end goal or you are looking to pull balance as a leadership development tool to use on others, this session will be a valuable tool to add to your toolbox.



Hile (INFP) is Chief Executive Officer of OKA, author of the MBTI® Introduction Workbook and co-author of the revised Type Talk At Work. He is an experienced organization development consultant, trainer and public speaker with a background in management, sales, adult education and leadership development. Hile has a BA in Humanities from Hampden-Sydney College and a Master of Science in Organization Development from the American University (AU/NL). He resides with his wife and two sons in Falls Church, Virginia.



Day 2 Sunday 6th March
Keynote speaker – Katherine W Hirsh,
D.Phil (INTP)
‘Type Dynamics Make for Dynamic Teams’

Is it your experience that the typical team member is looking to improve her/his performance? Is it also your experience that many who’ve been exposed to psychological type see it as something static rather than as a blueprint for meaningful change and transformation? In this session we will investigate how introducing two ideas from type dynamics can provide tools to help teams initiate and sustain a development plan. The first notion is that, through overuse, what we prefer can become our most serious blind spot. The second is that by welcoming opportunities to practise what is not preferred, we both expand our access to these processes and discover ways in which they can act in service to and deepen our effectiveness with those processes we prefer. Join me for an interactive exploration of how type dynamics can assist you in creating more dynamic teams.

Katherine (INTP) is a principal of HirshWorks, LLC, a writing, educational leadership and management consultancy. She is co-author with Elizabeth Hirsh of Introduction to Type® and Decision Making, the MBTI® Decision Making Style Report and, with Elizabeth and Sandra Krebs Hirsh, of Introduction to Type® and Teams (2nd Edition) and the MBTI® Teambuilding Program: Leader’s Resource Guide (3rd Edition). She has been using the MBTI® tool personally and professionally for over twenty years. In January 2011 Katherine will take on the role of President for APT International.



Alan Howard (ENTP)
‘MBTI Type and Decision Making in Senior Managers - which Types make the best management decisions?’

Are some MBTI® Types and Preferences associated with better managerial decision making? Fifty private sector senior managers from various countries completed Executive Scenarios, a situational judgement test of executive decision making (published internationally by Saville and Holdsworth Ltd.). The correct answers for the test were collected from Board level Directors of successful FTSE 100 companies, and performance on the test has also been statistically linked to job performance in managers. MBTI® type was also available for these senior managers, allowing a comparison of Type with decision making effectiveness in senior executives and managers. Which Types make the best decisions? How does Type influence the way decisions are taken? More broadly what do we know about personality preferences and decision making effectiveness?

Alan Howard (ENTP) is a Chartered Occupational Psychologist and Health Professions’ Council (HPC) Registered Psychologist with around 20 years’ consultancy experience gained in the UK, Northern Europe and Middle East. He is a director of Quest Assessments Limited, creators of the Scenarios tools published by Saville and Holdsworth Ltd. and which have been used with over 70 nationalities worldwide. He is currently researching international similarities and differences in managerial decision making.

Thor Odegaard (ENTJ) **'The conscious, unconscious and the use of Psychological Defense Mechanisms (PDM)'**

Thor has done research on the relationship between health and the use of psychological defence mechanisms (PDM). He takes this research one step further into the field of typology. He'll share a theoretical psychological model about the use of physiological and psychological defence mechanisms and how they can interact with the psyche and the mental functions. Thor suggests that we have four general PDMs and 4 specific PDMs. The specific PDMs are used to support the individual in a positive way when using the dominant and auxiliary functions. The use of the specific PDMs can cast new light on how we use the inferior function. When we're 'in the grip' of the inferior function we use the PDMs excessively in order to avoid the possible and/or perceived pain of the shadow. This can create new insight into the individual's behavior, especially in critical situations. The theoretical definitions of the PDMs are done by Plutchik *et al*, 1979.



Thor Odegaard (ENTJ) is a psychologist, specialist in organizational psychology, and a member of the Norwegian Psychological Association since 1983. He is one of the creators of the Jungian Type Index (JTI) and has been the author/co-author of five booklets: Understanding Jungian Type, The Team Compass, Leader Types and Coaching and Type (Ringstad and Odegaard). Thor is the manager of Optimas, which has distributors in 5 European countries for the JTI.

Julia McGuinness (INFJ) **'Type and Spirituality: Making the Connection'**

Spirituality can be understood as a reaching out towards a connectedness within, through or beyond ourselves. In this workshop, we will use shared experiences, insights and exercises, to look at some of the issues this raises:

- Where do we find the most meaningful connections to engage and express our spirituality?
- Does spirituality mean different things for different types, or are we seeking the same thing in different places?
- Does spiritual experience relate to type dynamics?
- Does spirituality change as our type matures – and how might the two be related?

Although my personal perspective is grounded in Christian spirituality, the workshop's intention is to be open and accessible to all on our common spiritual journey.



Julia McGuinness is a writer, counsellor and MBTI® Trainer. At her private counselling practice, Creative Connections, she mainly sees clients through Employee Assistance Programmes. She has presented the MBTI® in a variety of settings from medical centres to retreat houses. Her book Growing Spiritually with the Myers-Briggs® Model was published by SPCK in 2009. She lives in Cheshire with her husband and three black cats.

Further Workshops (details to follow)

Gil Parsons (INFP)

'Introduction to MBTI® Step 3 and how it can be used in coaching'

/and Leanne Harris (INTP) of Oxford Psychologists Press

'Dominant and Auxiliary function dynamics: How dominant is the driver of your car?'



Second-hand Book Table

Several years ago we had a second-hand book table for members to bring and sell type-related books. We will offer this table again in March so bring your books/workshop manuals, etc. and other psychology books to the Conference. Please put a card inside the book with the price you wish for it and your name, clearly written.

And finally

Further details and joining instructions will be sent out to you soon, plus full information will be available on the website. We also have the incentive for current members that if you bring someone to the Conference who is new to BAPT then you will receive a discount on your membership subscription for 2011/2012. We hope to see you there in March 2011.