

EXPLORING TYPE EFFECTIVENESS THROUGH EMOTIONAL INTELLIGENCE

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Angelina is a Chartered Occupational Psychologist and specializes in developing individuals through personality work. She has an occupational psychology business in Buckinghamshire focussing on coaching, development and assessment. Prior to this, she spent several years working as an Assistant Clinical Psychologist with the NHS before studying for her MSc in Applied Psychology. She then worked for OPP for several years, and continues to work with them as an Associate qualifying people to become MBTI® practitioners. Her other areas of interest are around people development include psychosynthesis and the Enneagram. She was awarded a Professional Doctorate in 2011 and her thesis focused on the further development of type theory. She is the author of 'The Shadows of Type—Psychological Type Through Seven Levels of Development'.

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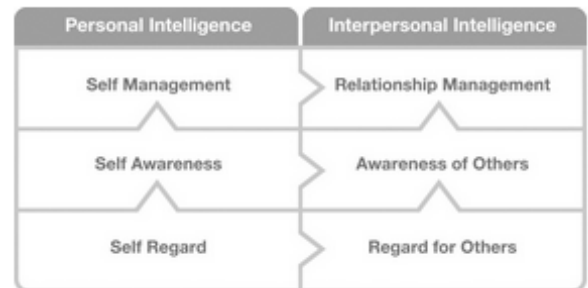
One of my key areas of interest in type is exploring the effectiveness with which people use their type. My own research focused on connecting type with Loewinger's/Cook-Greuter's Developmental Stage model to explore how type may operate and adapt (See 'The Shadows of Type' book for more information). The developmental stage theory suggests there are several 'strands' of development that we go through at each stage, and that we may not develop each strand at an equal rate. The strands include self-awareness, awareness of others, cognitive perspective, mindfulness, spirituality, defensiveness. The developmental stage theory suggests, however, that Neuroticism can exist at any stage of development. I have found it an extremely useful additional theory to use in conjunction with type, although my approach to using it is not assessment based.

Another way I have looked at effectiveness of type use is through using the MBTI Step III® assessment, which looks at type in the context of balance between Judging and Perceiving functions, 'Compensatory Strain' which I consider to be similar to defensiveness, 'Stamina' (like resilience) and 'Confidence'. The assessment generates a series of statements to explore with the client about their type and how they use it. Using the Step III provides a more measured way of exploring an individual's type development. However, whilst using the tool, I clearly have the developmental stage model in mind.

I recently had the opportunity to train in JCA's Emotional Intelligence Profiler (EIP). This tool is underpinned by a good, robust theory of emotional intelligence and, unlike other EQ tools I have used, is a more dynamic and psychological assessment. It draws on aspects of Transactional Analysis and Self-Concept theories as well as Emotional Intelligence theory, and looks at patterns of behaviour rather than taking a fixed 'trait' approach like most other EQ tools.

Using this tool/model in conjunction with exploring an individual's type provides additional information about how they may use their type,

how adaptable they may be, how they relate to others, etc. But has the added benefit of being able to explore what may be at the root of their type use in terms of their Self Regard and Regard for Others. I found that, during the training, I could not keep type out of the discussion. Most of the other delegates on the course were type aware and I noticed that they also reference type in relation to the model. So it seems to be a quite a natural fit. So again, a slightly different but related approach.



*JCA's Model of Emotional Intelligence
Based on the work of Maddocks and Sparrow*

As an Introverted Intuitive type, this use of several models that I can interrelate has not only been useful, but has really engaged with how I like to work. I cannot help but have all three models in mind now when exploring type, and have found that the additional perspective it gives is invaluable for development.

[JCA will be holding an EIP Qualifying Workshop as a Pre-Conference Workshop in Greenwich on 27th and 28th May, and a discount is offered to BAPT members and members of other APTs.]

They are also offering free one day conversion workshops in the EIP Development Summary Profiles. This is a lighter version of the EIP, but attendees can receive an additional discount should they decide to attend the full training. As it is a conversion program, pre-requisites may apply. More details can be found at www.jcaqglobal.com.]