



**25th Anniversary
International
Conference**

'Type over Time'



**29th – 31st May 2014
Greenwich, London**



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Our Gold Sponsor—OPP



Our Silver Sponsors—Susan Nash of Type Academy and Rob Toomey of Type Coach



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The British Association for Psychological Type

The 25th BAPT Annual General Meeting will be held on

Friday 30th May 2014 @ 6.00 pm
at the De Vere Hotel, Greenwich

We welcome all members to come along and
join us for a short meeting over a glass of wine

Please look out for an email which will include the Agenda and Nomination Form for the
BAPT Board of Trustees as two Board members will be stepping down this year





Welcome to the BAPT 25th Anniversary International Conference!

On behalf of the BAPT Board I would like to warmly welcome you to our 25th Anniversary Conference in Greenwich, London. I think you will agree that Greenwich is a beautiful setting for this event, and its position on the Meridian Time Line led us to the very apt theme of Type Over Time.

I would like to take this opportunity to thank the Board of BAPT for volunteering their time and working incredibly hard to put this conference together. I would also like to thank the speakers for offering their time, expertise and enthusiasm, which has given us an absolutely amazing programme for the conference. And additional thanks to all those delegates who have travelled far and wide to be here with us this week.

We sincerely hope that you enjoy the conference and your stay in Greenwich. Please feel free to approach any member of the Board if you have any queries or needs during the event.

Best wishes

Angelina Bennet (President—BAPT)



BAPT Board March 2013—May 2014

*Sue Nash (Marketing), Gwyneth Adams (Membership Secretary), Angelina Bennet (President),
Sheila McAlpine (Conference & Events), Janet Parsons (Secretary), Chris Rigden (Acting Treasurer and Webmaster)*

TypeCoach offers 3 online programs to support the type practitioner:

Verifier



Used as pre-work to a coaching or training session, *Verifier* is a 20 minute video and animation learning experience that guides the user to their best-fit type.

Type-to-Type



Ideal for teams following a training session, *Type-to-Type* provides advice for interacting with others based on the combination of types (ENFP with INTJ, etc.).

Coaching



Coaching provides 5 videos and animations for each type focused on maximizing one's career potential given one's natural strengths and potential challenge areas.

- We explain the basics so you can spend more time on *application*
- We provide multiple learning moments with pre and post program resources

Feedback from Practitioners

"This was really terrific. I particularly loved the integration of drawings – it was a great way to hold my attention. Most of today's younger folks are said to have a shorter attention span and a more visual style, so I think this would be a wonderful choice."

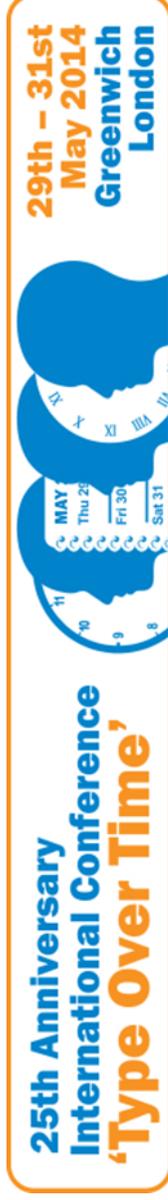
"I liked the concept of balance that this approach promotes. By listing the top five strengths and challenges, as well as the ten actions for gaining balance, this approach gives the user key areas for growth and development to focus on. Additionally the five page report is a great tangible resource for the user's future reference."

"This was a treat – clear explanations, delightful cartoons and animation, and easy-to-navigate process. I will certainly recommend this to others. Congratulations on an excellent product."

Representative Clients



Please contact Rob Toomey (rob@type-coach.com) to try these programs and to learn more about international partnership opportunities.



Conference Agenda

Thursday 29th May 2014

Stephen Lawrence Building, University of Greenwich

Registration	
11am to 12 noon	
12.00 to 13.30	Fork Buffet and networking (First floor)
13.30 to 14.00	Opening of Conference and welcome: Angelina Bennet Speaker: Mr Greg Smye Rumsby , from the <i>National Maritime Museum</i> will give a light-hearted, illustrated talk on the Greenwich Time Line
14.00 to 15.00	Jane Kise : Ten Tips From Twenty Years of Type
15.00 to 15.30	BREAK (First floor)
15.30 to 16.30	Rob Toomey : What if? Imagine the future of Type in 5/ 10/ 50 years
16.30 to 17.30	Susan Nash : Using Type to Manage Your Energy (Not Your Time)
17.30	Finish for the day
19.00	Meet in the bar at the De Vere Hotel
19.30 to late	BAPT 25th Anniversary Dinner at the De Vere Hotel

Friday 30th May 2014 Devonport Hotel (De Vere), Greenwich

9.00 – 10.30	Jane Kise Leadership Development Through Polarities	Jeff Hart Type Basics E-X-P-A-N-D-E-D: Integrating MBTI/Type and EBW/Emotional Intelligence Model with Diverse Populations and the Implications for future use	Richard Stockill & Alice King Time to Show the Impact: a workshop on demonstrating the impact of Type based events	Susan Nash, Yasin Hasim & Akber Mohamedali Using Type to Build Madrasah Teacher Competencies
Break				
11.00 – 12.30	Sue Blair It's Time to Get Visual!	Bent Broegger & Lene Bohnsen Your Team Type Role as Key to Dynamic and Balanced Teamwork	Carol Parkes Time on Your Side – Navigating time and space for NFPs	Mary McGuiness Carl Jung, Elvis and JFK: Three Case Studies in Type Development and Individuation
Lunch in ground floor dining room				
13.45 – 14.45	Ben Lowater Type over Time in the home: A manifesto for a dinner-time revolution	Sterling Bates Visual Type, Visual Team, Visual Time		Przemyslaw Duchniewicz Resilient and Safe Organisations Through MBTI
14.55 – 15.55	René Bujard & Sarah Tickle MBTI at Work – an approach to drive inclusion, engagement and culture within organisations	Dick Otter Working with scholars and students on type preference? Start early working with type dynamics	Alex Volcansek Time for spiritual growth and healthy TYPE integration	Elizabeth Sheaffer An 18 year study of pharmacy students' personalities: How might personality changes affect teaching and pharmacy practice?
15.55 – 16.20	Break			
16.20 – 17.20	Laurie Lippin Intersection of MBTI type development WITH Social Identity Diversity Issues	Markey Read Leading in New Territory – Avoiding the Tragic Fall from Grace	Carmel Connell Type Dynamics in Coaching: Exploring the Power of Polarity	Angelina Bennet The Time of Your Life: Type Development Over Life
18.00	BAPT Annual General Meeting, including wine and nibbles			

Saturday, 31st May Devonport Hotel (De Vere), Greenwich

9.00 – 10.30	Roy Childs Making friends with my other side & filling the gaps in my life!	Katherine Hirsh & Sophia Ledingham Blueprint for a Successful Retirement	Claire Lustig-Rochet Exploring your MBTI profile with an appreciative eye Intermediate	Claire Hayman Encouraging Good Type Development in Adolescence with the MBTI Beginner
Break				
11.00 – 12.30	Claudia Stensvik MBTI & Social Media	John Hackston Type in Time & Space	Robert Klein Type Development & Team Leadership Skills	Mary Anne Sutherland An ISFP Speaks: Time to Design Education to Honour All Personality Types
Lunch				
13.45 – 14.45	Ingrid Manning Perceiving function and orientation in relation to time Intermediate / Advanced	Dario Nardi Priming Your Brain for Type Development	Deborah Fleming Global Case Study: Developing Specialists to influence and engage stakeholders during complex change Intermediate	
14.55 – 16.25	Keynote Speaker – Ann O’Sullivan “Journey or toolbox: have we lost our way? Let’s put the branch back on the tree.”			
16.30	Conference Closes			

Westminster	Sessions are for all levels unless otherwise stated
Drake	
Hamilton	
Nelson	

The Personality Puzzles

CARD SORT RESOURCES

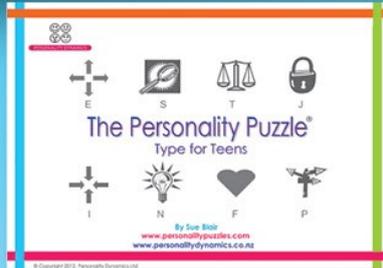


Classic

Business based with wide application. Whole type descriptions include communication and leadership styles, teams, change, challenges, relaxation and parenting.

ALL CARD SETS INCLUDE:

A comprehensive full colour e-Guidebook (sent electronically), PLUS careers cards – ideal for career and transition coaching, PLUS Learning Environment cards – ideal for educators.



Type for Teens

Ideal for teenagers but whole type descriptions suit all ages and include: Who am I? What am I like? What am I good at? What may I need help with? What's important at home, for study and with friendships?



The Type Trilogy

Take your Type knowledge to a deeper level using *Temperament*, *Interaction Styles* and *Cognitive Processes*. A unique combination of image and language to facilitate learning.

"With The Personality Puzzle, Sue Blair elevated the professionalism of my delivery and upped my game. The colorful design, clean layout, and behavioral cues, as well as compact delivery allow you to debrief quickly and accurately anywhere."

"As an MBTI Master Practitioner I wouldn't leave without these cards in my brief case because they are very, very useful."

"Using personality type with teenagers is a wonderful way to help them learn how they function best, how they learn best; but also to learn how to advocate for themselves and adjust when things can't be the way they want them to be."



**creating
MEANINGFUL
conversations**

"Thank you Sue, for creating and making available such a gorgeous, useful and affordable resource!"

"I have to say that The Personality Puzzle is my absolute favourite way to interact one-on-one with clients to help them discover who they are."

Myers-Briggs® is a registered trademark of the Myers Briggs Foundation Trust



Used by professionals – Recommended by experts

www.personalitypuzzles.com
www.type-academy.co.uk



PERSONALITY PUZZLES

Conference Sessions

THURSDAY 29th MAY

13.30 –17.30

Jane Kise: [Top Ten Tips from Twenty Years of Type](#)

Experienced type practitioners know that there is always more to learn about psychological type, new ways to enhance training and facilitation skills, better tools for communication, and different applications to explore. Jane Kise will share the top ten lessons she's learned from 20 years of experience, with the goal of helping attendees find their own "next steps" in deepening type knowledge and improving practice. This session will emphasize how we as practitioners might continue to grow and learn over time, improving our practice in ways that meet our own developmental needs, not a single plan for becoming an expert. Participants will have the chance to share their own lessons learned, try out new exercises they might use with groups, and consider how the type community can work together to ensure that the use of type has a lasting impact on our clients, ourselves, and a world that sorely needs to make constructive use of differences.

Rob Toomey: [What If? . . . Imagining the Future of Type in 5, 10 and 50 Years](#)

We all know that the potential reach of personality type is enormous. Type experts everywhere see the impact it can have on almost everything, including relationships, communication, education, career planning, sports, spirituality, parenting, financial planning, and more. This session will explore what would happen if type became a well-understood and accepted model within the mainstream population. Is Susan Cain's "*Quiet*" merely the first step in a gradual realization by millions and eventually billions of people how differently we experience the world from one another? If so. . . what are the implications in 5 years? 10 years? 50 years?

We will consider how the world would look in the future and attempt to answer: • What might our schools look like? • How might our relationships be different? • How might we differently select and manage our careers? • What happens to cultures based on geography and ethnicity? • How might we raise our children differently? • HOW CAN WE MAKE IT HAPPEN?

There will be slides with thought-provoking images, statistics and the session will be conducted in a playful and interactive style encouraging audience participation. There will be small and large group discussion.

Susan Nash: [Using Type to Manage Energy \(not your time\)](#)

Individuals in today's society face a range of competing pressures and many turn to "time management" to try to obtain support in reducing these challenges. A body of work by Tony Schwartz focuses on managing energy, which is a renewable resource, versus managing time. His work describes four types of energy (physical, emotional, mental and spiritual) which, when controlled and monitored, can increase productivity and personal resilience. In this session we will review and practice how we can use the knowledge of type to help in raising personal resilience.

Spiritual Energy represents our essence which derives from living our core values and achieving a sense of purpose. **Mental Energy** represents the cognitive functions that guide our focus and where traditional training in raising performance has been based. **Emotional Energy** represents the internal climate which supports our performance. **Physical Energy** represents the foundation of all other energy – our body.

By combining the three type lenses with Schwartz's energy framework, individuals will be able to create a customized energy management plan utilizing innate preferences and managing potential blind spots associated with their temperament, type and Interaction Style to increase personal and professional results.

FRIDAY 30th MAY

9.00—10.30

Jane Kise: [Leadership Development Through Polarities](#)

Every strength, overdone, becomes a weakness. Psychological type suggests pathways for not only using our strengths to become all we can be but for avoiding getting stuck in the limitations of our preferences. Seeing the Jungian functions as polarities, equally valuable ways of perceiving and judging which, over time, need each other, aids in development. Using polarities to leverage the many, many aspects of leadership that are in tension, such as Short-Term and Long-Term or People and Results, also guides leaders in choosing areas for development. This session will focus on the power of seeing, mapping and then leveraging polarities for optimal personal and organizational growth. Participants will receive an introduction to the framework of polarity thinking. They will then consider their own – and their organization's – effectiveness with Sensing and Intuition, using a "Polarity Map." The group will then work together to create a similar map for a key universal polarity and discuss the action steps and early warning signs that would help them and their organizations better leverage this polarity.

This session will provide an introduction to the usefulness of polarity thinking in helping leaders recognize their own developmental needs and the potential blind spots of their leadership styles that could adversely affect those they are currently leading.

Jeff Hart: Type Basics E-X-P-A-N-D-E-D: Integrating MBTI/Type and EBW/Emotional Intelligence Model with Diverse Populations and the Implications for future use

How do Jungian Theory and Tribal Elder Wisdom work together to help us understand and become more aware of our innate type preferences, our learned emotions and behaviours, who we are, where we come from, how we think, how we grow and develop? Through experiential exercises and shared conversations, Dr Jeff Hart will provide a learning environment of unique insights and perspectives from his exploration, research and experiences with Type, MBTI, and Emotions & Behaviours at Work (EBW) Emotional Intelligence, and from conversations with Tribal Elders about development, having balance and being “well-travelled”.

Participants will experience opportunities about who they are, where they come from, how they think, and gain insight and perspectives about Type & Emotional Intelligence development, increasing their awareness of self and others.

Richard Stockill & Alice King: Time to Show the Impact

With continued budget pressures and the increasing need for an efficient and productive workforce the time for effective development work has never been greater. But how to demonstrate development work that is effective - that is the question!

Richard Stockill, Research Consultant at OPP and Alice King, Principal Consultant at OPP present an interactive session to explore the idea of effective development work. The session includes a case study on evaluating the impact of the MBTI tool; provides two short practical sessions looking at how practitioners can evaluate their work, and proposes a model of evaluation as well as space for Q&A.

The session is for anyone working with Type based tools and requires no prior knowledge of training and development evaluation. The learning outcomes are to:

- Understand ways to evaluate the impact of Type based work
- Apply the ideas to your own work
- Evaluate the value of different sources of data you could use
- Create new and meaningful ways to evaluate Type based interventions

Susan Nash & Akbar Mohammedali & Yasin Rahim : Using Type to Build Madrasah Teacher Competencies

Teaching children and young adults is a difficult and yet essential skill which can be enhanced by the understanding of personality type. The World Federation of Khoja Shia Ithna-Asheri Muslim Communities undertook an innovative project in this arena in partnership with Susan Nash. In this 90 minute session, you will learn how the concept of temperament was introduced to help teachers to motivate students to learn, build children’s self-esteem and create a classroom environment that engages all learning needs.

In addition we will describe how the knowledge of Interaction Style was used to create a positive group process, reduce potential conflicts and provide a model for teachers to apply to adapt their energy based on the content and objectives for each session. Finally we will describe how the content was designed to appeal to all Thinking styles using current Neuroscience knowledge and incorporating the application of Dario Nardi’s concepts of Neuroscience and Personality Type. You will have the opportunity of completing some of the activities used for teachers as well as having an overview of the content and process roll out.

11.00—12.30

Sue Blair: It’s Time to Get Visual! Type verification – it’s an art

We are all at this conference because we love the Myers Briggs® model and how it influences our own lives and the lives of those who are around us and who are important to us. What we need as Type practitioners is as many ways as possible to make this knowledge ‘stick’. The best solution to effective learning is to offer choice.

This workshop explores the numerous possibilities of using symbols and similes to transform the Type language we use so effortlessly into visual images that enhance learning and create the “aha” moments we all desire.

The ability to correctly verify best-fit Type is arguably the most important skill a Type practitioner must possess to perform their role well. We all meet the task from the perspective of our own Types and we need tools and strategies to describe how it feels to be different, even though we may have little experience of the sensation. It’s time to find another way!

This is an interactive session that will deliver a host of ideas that can be used in Type interpretations. The ideas and skills discussed, created and demonstrated in this session are eye-opening. The practical application of the skills is particularly relevant and together we will find the language and images that have worked, and will work over and over again, for use with our clients.

The audience will:

- Enhance Type verification skills.
- Use images to educate and consolidate Type knowledge.
- Have a new understanding of how to describe preferences, function pairs and cognitive processes.
- Combine language and image to convey Type differences.
- Draw from group expertise to better understand what it feels like to have and use different Type preferences and processes.

Bent Broegger & Lene Bohnsen: Your Team Role Type as Key to Dynamic and Balanced Teamwork

If you are working with teams and are interested in how to utilize type resources in a team setting this presentation may be a good choice. To try bringing type preferences in teams into action can be challenging and does not always add value beyond a nice experience. The art is to translate typology to management language and integrate the soft with the hard - meaning how can we make type knowledge contribute to business success?

The presentation focuses the concept of team roles as the link to combine preferences and business results. Our PowerPoint presentation will take you through 8 unique team roles, defining each role and demonstrating how they relate to Jung's cognitive functions.

Individual Activity: How to identify your team roles. All participants sort out which team roles they actually play in a team setting focusing on *time consumption* and *motivation* and compare these roles to their natural Jungian based team roles.

Group Activity: Participants will be grouped in 8 groups based on the 8 cognitive functions (functional attitudes) which each represent a team role. The participants each join the group which represents their primary/dominant function. Each group discusses how their role contributes to business success and describes their potential needs in order to deliver.

A short concluding lecture on how to combine each team role in a total team profile overview, pinpointing balances and unbalances in the team composition. Our session will end up with time for questions and answers.

Carol Parkes: Time on Your Side – Navigating time and space for NFPs

Most books and training sessions on 'time management' and organisation skills are written by and for people with a Judging preference – often Sensing-Judging types. They don't tend to work for NFPs as they are simply not wired that way. Try as they might to resolve to be more organised, it often doesn't last. It is a case of square pegs in round holes.

This session looks at how to make NFP-shaped holes – how can you get time to work *for you* and how you can creatively enjoy moulding your space to support you at home and at work. It also covers how to work with and live with people who are *not* like you and who see time and organisation in a very different way. It draws on literature (and previous workshops) about Type and time management, organisational psychology, a little NLP - and a whole lot of trial and error, thought and experience as an NFP.

We will cover the following:

- Your experience of what 'time management' means
- Differences between SJ and NFP approaches to time management
- Getting clear on what you *really* want to achieve – using introverted feeling and values as your compass
- The only motivation theory that is backed by evidence and how to use it
- How do you 'do' time in your head? Understand your own personal model of how you see and construct models of time
- Getting realistic about what is possible in finite time – understanding 'tardis time' traps
- How to manage expectations when working with other types, especially SJs

Mary McGuiness: Carl Jung, Elvis and JFK: Three Case Studies in Type Development and Individuation

Carl Jung believed that each person's psyche has an innate urge to grow towards wholeness. This urge becomes more pronounced at midlife when people often undertake an inner journey to integrate the contents of the unconscious, to bring together all the aspects of the individual into a complete, whole and conscious Self. This process, which Jung called Individuation, involves a reconciliation of the opposite aspects of one's personality, including the development of all of the functions. It also includes separating from the collective, becoming true to one's innate self and finding one's own path.

In this session we will explore the process of Individuation by examining evidence of this process in the lives of people of three different Types with three very different careers: Carl Jung, Elvis Presley and US President John Fitzgerald Kennedy.

Carl Jung changed our understanding of ourselves with decades of research on the human psyche, the unconscious, dreams and psychological types. **Elvis Presley** had a sound and style that uniquely combined his diverse musical influences, and blurred and challenged the social and racial barriers of the time. **John Fitzgerald Kennedy** pulled the world back from the brink of nuclear war, a war that seemed inevitable and would likely have destroyed all life on this planet.

Each of these men had a significant impact on life in the 20th century and beyond. Their public lives are well-documented. But what was happening for them psychologically?

The presentation will include information on the lives of each person, an analysis of their personality types and the changes that occurred as they developed. The activities will include presentation, personal reflection on one's own development, small group discussion and music! The session will conclude with some useful ideas on how to promote growth and development in ourselves and others.

13.45—14.45

Ben Lowater: Type Over Time in the Home: A Manifesto for a Dinner-Time Revolution

Parents today are faced with a wealth of advice and guidance. With the exception of some published material that differentiates parenting styles based on gender, most of this guidance is written in absolutes: 'All children need x'; 'All parents must provide y'. This absolutist approach to parenting can appear to be at odds with an understanding of type where parenting style is fundamentally affected by both parent and child personality type. This is especially true when viewed through the 'Temperament' lens which highlights how both parents and children will be driven by a 'core need' based on Type.

The presentation:

- Presents the theory that there *are* a handful of true 'Parenting Universals' (i.e. principles of parenting that transcend personality type). These Universals describes the 'what' of Parenting.
- Demonstrates how an understanding of type remains an essential tool in the parenting toolkit in implementing those universals in the home on a day to day basis. The 'how' of Parenting. It will show how type saves the parents infinite amounts of time by getting to the heart of their child's core needs quickly.
- Gives examples of how the core Temperaments interact with each of the Universals, for both children and parent typologies and how the 'absolutist' and 'type practitioner' viewpoints can be reconciled.
- Concludes with a manifesto for making a step change in public awareness amongst parents and parenting groups of the critical role an understanding of type can play in the home; from resolving conflict through to self-actualisation of parent and child. It will argue that now is the 'Time for Type' in the home and considers how this can be achieved through a dinner-time revolution of family conversations based on type.

Sterling Bates: [Visual Type, Visual Team, Visual Time](#)

Wouldn't it be professionally useful if a team could... • see how much time they are spending using their dominant and supporting functions, • how much that differs from person to person, • see how it is affecting their decision-making process and • understand where they are spending their time? Sterling Bates and Gene Bellotti have pioneered a new way to visualize Myers-Briggs types, Jungian functions and how it fits together for a person and a team.

Visual Type helps teams and people of all types more quickly grasp and understand type and how their preferences affect their team and their own life. It helps clear up and prevent many confusions that occur with any presentation of type to a group and those new to type. Users of Visual Type have reported that it helps them quickly spot team challenges and understand why and where conflicts appear.

Visual Type is designed from the ground up to work directly with the Z-Process. There is an updated Visual Z-Process that expands upon the Z-Process and integrates smoothly with Visual Type. Visual Type has also been integrated into a dynamic Team Calculator that can show the Visual type of a team, the balance of preferred functions and how the team prefers to spend its time. Attendees will have access to a free online tool to get their own Visual Type.

Przemysław Duchniewicz: [Resilient and Safe Organisations through MBTI](#)

How do you create a healthy culture of personal and team resilience in the one of biggest global private corporations? What learnings were taken to implement similar approach in other companies? Learn about a successful step-by-step approach where the MBTI played a crucial role among several programs. Now, the whole organization, from factory to management teams, speak the 4 letter code, using type in sales training, resilience building, factory operating system audits, leadership workshops and especially during high performing team sessions. There will be also another example of creation of safety culture where we help employee to develop stronger internal locus of control. There will be a pre-workshop safety and LoC survey sent to all participants that we will compare with other companies data.

14.55—15.55

Dick Otter & Ignas Jansen: [Key to the Classroom](#)

What motivates a scholar, what demotivates him or her? What about the relationship learning styles and Typology?

Meet Simon. He wants to gather a lot of information before working on his task. He also has more questions than you would expect. He does not like working in groups all the time. **Poor Simon.** **Meet Neil.** He is bored when he has to listen to a lot of details. He wants to start his tasks, together with other pupils. He is not always very focused and misses a lot of information. **Poor Neil.**

They don't have to be poor. We just have to figure out what type preferences they have to make a good connection. We have to make different tasks for different scholars. In this workshop I introduce 8 scholars, each with a different dominant function. Meet Simon (Si), Serena (Se), Neil (Ne), Nick (Ni), Felicia (Fe) Tim (Ti) and all the others. Learn about their needs in their classroom and learn what you can do as a teacher to reach all your pupils.

We tell you about diagnosing type with children without using a questionnaire, about the way we coach teachers in working with Type and we like to discuss more and better ways to improve working with Type in schools and universities. I'll tell you about the ways High schools in Holland are using Typology coaching their students and in their lectures. Ever heard of a lecture Typology students can choose?

So, be welcome. Participate in my workshop, help me create new ideas and learn about body movements and typology when you want to indicate type preferences. Dick wrote a book, where the 8 scholars are introduced. Jane Kise wrote the preface. It is called "*You are the difference*". We will bring it.

René Bujard & Sarah Tickle: [MBTI@Work - Every Day Diversity for better business results](#)

Procter & Gamble is an \$84 Bn company, with operations in 70 markets around the world. Just as our consumers are global and diverse, so are our employees. P&G has 121,000 employees globally, from over 145 different nationalities. By design, we ensure that leadership has broad, global perspective. To achieve this, we recruit top talent from diverse background and cultures around the world, and develop them through a variety of assignments to prepare them to take the senior leadership roles. Getting such a diverse workforce to work well together for the long term is essential to the success of the company. MBTI is on track to become a globally recognized capability within P&G to leverage the diversity of people and drive an inclusive culture.

This session will open with a brief introduction of the presenters, of P&G, the role of Human Resources within P&G and the diversity & inclusion journey under way as an enabler to grow our business. We'll share the evolution of MBTI at P&G, expanding on the way the practitioners' network is currently structured, the process to build capability in an affordable way; we will also explain how we leverage type to drive inclusion, engagement and culture, and detail two specific features of our in-house program: • The Proficient course, practicing one of its activities to illustrate it • The Master level, and what it helps us achieve We will then close with a Q&A session and an open dialogue about the possibilities for collaboration on extending the use and value of MBTI in corporate organizations.

Alex Volcansek: [Time for spiritual growth and healthy TYPE integration](#)

As type practitioners, many of us experience what John and Angelina so eloquently report. Firstly, what it is to come to terms with our questions at mid-life. Secondly, how amazing it might be to journey on, venture forth, and become one's 'True Self'. And thirdly, the role of 'God within', as Jung highlights in his Collected Works.

In this session, we practice our skills to facilitate this journey, enabling our clients to: •Hear and access their inner calling, their soul's desire, those inner stirrings. •Distinguish between their Ego/Persona and their True Self. •Draw on, develop confidence in and integrate their less preferred functions.

We explore the role of the spiritual nature of these experiences, including illustrations from contemporary films ('The Life of Pi' and 'Gravity').

Elizabeth Sheaffer: [An 18-year study of pharmacy students' personalities: How might personality changes affect teaching and pharmacy practice?](#)

Over 1,000 entering Doctor of Pharmacy (Pharm.D.) students at a North American university were administered the Myers-Briggs Type Indicator from 1996 to 2012. When examining this population, the modal type across the years is that which is the most common among pharmacists in the nation. However, only analysing the modal type does not paint a complete portrait of the students' characteristics: contradictions and shifts have occurred in their traits and temperaments across time. Data will be presented on this population's personality trends.

Is there an explanation for the differences across time and groups? Pharmacy practice in the United States has shifted from a behind-the-scenes healthcare profession to a more patient-centred profession with counselling responsibilities. Has this change affected the type of students interested in becoming pharmacists? Or have the graduates themselves helped evolve the profession? Have changes in the school's admissions process affected the types of students admitted?

The session will include exercises and discussions related to the effect of personality on teaching and learning and on healthcare communications.

16.20—17.20

Laurie Lippin: [Intersection of MBTI Type Development With Social Identity Diversity Issues](#)

This session integrates diversity theory with personality type theory. Diversity and cultural competency issues are pressing issues that need to be addressed in every country today. We each belong to a variety of identity groups and share multiple and sometimes contradictory identities which are contextual. As one of many social identities we carry, Jungian personality types can also function in dominant, privileged roles, or as marginalized ones. Thus, in the United States, an extraverted culture, the popularity of the new book, *Quiet*, which has done a great service for Introversion. By looking at development issues within personality type AND our other social identities, with the concept of dominance and marginalization, we get a rich offering that informs on social interactions. We will make a bridge between Jungian type development and receptivity to diversity issues of dominance and marginalization. Participants will participate in experiential activities to learn how one prioritizes social identities that are simultaneously held. Type practitioners are ideally poised to enter the diversity conversation, and this session will examine theory and teach some new skills. The activities we will practice in this session can be exported and used by type practitioners in their own initiatives as we discuss how to position and offer educational events to address diversity issues.

Angelina Bennet: ["The Time of Your Life": Type Development Over Life](#)

Most of us will have come across the idea of type developing over time and the changes in ourselves that we may experience during midlife. But is this pattern of type development over time similar for most people? What is actually meant by good type development? And how can we improve the potential for development, both for ourselves and for our clients?

In this session, we will look at Jung's idea of Differentiation and Individuation in relation to type, and also draw on the developmental model suggested by Loevinger and Cook-Greuter. Theoretically, this session will add both depth and a different perspective to the standard ideas of type development. The practical applications will focus on how a client's type development can be facilitated, how to work with a client according to their level of development, and self-reflections on our own developmental paths.

Markey Read: [Leading in New Territory – Avoiding the Tragic Fall from Grace](#)

Everyone is a leader somewhere . . . but not everyone fits the stereotype of a "corporate leader." This workshop introduces how the unique Cast of Characters, that each of the 16 personality types uses, enables us to unlock our true personal power and overcome our potential pitfalls.

After 10+ years of research and practical application of type with leaders of all kinds, Markey Read will introduce the type development patterns (based on Beebe's Archetype development model) for identifying the areas where leaders of each type are most likely to be tricked, resulting in their often tragic fall from grace. For example, ignoring the warnings of the Critical Parent and the needs of the Trickster means that ENTJs and ISFPs share some surprising common ground, and ENFPs and ISTJs are more alike than you may imagine.

By identifying these type development patterns, and understanding the roles and environments where each style is most effective, we can demystify the triumphs and trials of professional development and access new ways to support individuals in identifying positions within groups and organizations where they can truly be Heroic. When we learn about our personality's full Cast of Characters we gain significant insight into how to create a life filled with lasting professional and personal achievement. This lively and interactive workshop will bring everyone to a greater appreciation of how all the different styles and their Cast of Characters can make a difference in the organizations and communities they serve.

Carmel Connell: Type Dynamics in Coaching: Exploring the Power of Polarity

Helping clients identify the 4 preferences that make up their type is not the end of a process but rather the starting point. Their non-preferences also have a significant impact on their choices and behaviours at a more or less unconscious level and can help them gain greater balance and wholeness. This presentation aims to show how we can use type dynamics to help clients develop their full potential and achieve the results they wish to obtain.

I will present my approach which combines the use of type dynamics and the fundamental coaching tools of listening and powerful questions (i.e. questions that bring about a change in the client's perspective, thus enabling him/her to act differently). My listening is not focused on the content of my clients' issues but rather on HOW they perceive their issue/ambition. Listening to clients in this way may give us insights into their type preferences and their frame of reference and can guide us in what question to ask. A question that "speaks to" a person with Extraverted Intuition may be challenging or even irritating to a person with dominant Introverted Sensing. Different questioning strategies will be explored: questions appealing to a person's preferred functions to motivate them and questions suggesting the use of their non-preferred functions to challenge and stretch them.

I will share experiences of coaching situations, giving type-specific examples to highlight potential development challenges for different types. A case study will also be presented of two clients with the same MBTI type at different stages of development. These cases will illustrate how our whole potential for development lies in the tension between opposite poles. The session will include a practical coaching exercise.

SATURDAY 31st May

9.00—10.30

Roy Childs: Making Friends With My Other Side & Filling the Gaps in my Life!

Life is a long process of emergence – and this process is both orderly and haphazard, conscious and unconscious, reactive and pro-active, frightening and stimulating. Type theory is a model/tool that helps people with this emergence. It can bring the unconscious into consciousness; it can illuminate options that can be addressed pro-actively rather than reactively; it helps people to choose their destiny rather than leaving it to the turbulence of our inner nature and the fortunes of external events.

This workshop will be just that – a workshop. Using Jung's 8 function-attitudes we will explore how we experience each of them in our own lives. We will map the areas where different function-attitudes get exercised – and hence identify the gaps that are waiting for expression. By hearing other people's stories we will get ideas about what we do and what we don't do, what we embrace and what we avoid and what we might like to try to bring new parts of ourselves into the world.

Claire Lustig-Rochet: Exploring your MBTI Profile With an Appreciative Eye

The objective of the workshop is to offer participants the possibility to experience Appreciative Inquiry and Solution focus to explore their strengths from their MBTI type dynamics. An appreciative inquiry into the generative strengths of 16 MBTI types: what are the generative strengths in the different types which enable somebody to:

- ◇ Go beyond the « 4 letters » for self : • understand oneself better in creating a different discourse about self, beyond the typical description of MBTI functions • shift from trying to fix oneself (defaults, weak points) to leveraging the characteristics of one's profile to best use one's talents
- ◇ Go beyond the « 4 letters » with others : • understand others better and engage into constructive dialoguing with others • Open up new possibilities of acting together

The prerequisite is that participants of the workshop know not only their MBTI profile but also their dominant, auxiliary, tertiary and inferior functions.

Katherine Hirsh & Sophia Ledingham: Blueprint for a Successful Retirement

What are your plans for the rest of your life? How will you strive to find meaning and satisfaction? How does retirement fit into this picture? The goal of this practical, interactive, and dynamic session is to help you begin to discover what, ideally, the rest of your life looks like, because, if you can imagine it, you can take steps to create it. You will be introduced to Ben-Shahar's theory that happiness derives from finding activities that you love, that give you a sense of purpose and that use your strengths. We will discuss how this maps onto good type development. Working with a tool grounded in Ben-Shahar's theory, you will devise a typologically congruent blueprint for your life journey that can be activated immediately to enhance your day-to-day living by connecting it more authentically to your values, goals and aspirations.

The session will focus on how you can more consciously activate parts of your personality and use type data so that your goals – for yourself and for your impact on the world – drive your behaviour rather than you being driven by what others want and expect from you. Join us to discover how putting your ideal life journey into words and images that suit who you are and who you are yearning to become can be a source of inspiration for meaningful change and growth.

At the end of this session, you will be able to: •Articulate what gives your life pleasure and meaning, where your strengths lie, what your values and aspirations are and how your unique typological development profile has, and is, shaping your journey .•Utilize a tool for creating greater congruence between your ideal and where you are currently. •Feel part of a community of learners focused on generating a blueprint for living authentically

Claire Hayman & Mollie Allen: Encouraging Good Type Development in Adolescence with the MBTI

Adolescence is one of the most developmentally important and dynamic stages of life. During it there are many psychological tasks that need to be accomplished to become a functioning adult. Discovering and integrating one's Identity is one of the most important. The personality theories on which the Myers-Briggs Type Indicator (MBTI) is based can immeasurably help an adolescent increase their awareness of Self. It can also validate their dominant and auxiliary functions which should have appeared by this stage. In providing this validation the MBTI can help adolescents navigate toward adulthood with better self-management and making "better-fit" choices about their future. This can be the strong foundation necessary for their Individuation process as delineated by Carl Jung. This session will give highlights of a well-received series of workshops that my colleague, Mollie Allen and I have used to introduce the Myers-Briggs' personality theories to adolescents for over ten years.

Included will be: •examples of engaging exercises •group activities that demonstrate the preferences •humorous skits that bring the differences to life •Type "cartoons" and profiles •teased out are the environmental influences and constraints on them so they can find their "True North". •maintaining ethical standards.

All are especially designed to introduce Type theory to adolescents and can be used by session participants in their future work with teenagers!

11.00—12.30

Robert Klein: Type Development and Team Leadership Skills

How can we expand the applications of psychological typology in our coaching and training of team leadership and group skills? The Klein Group Instrument for Effective Leadership and Participation in Teams (KGI) is the answer. Developed with the Center for Applications of Psychological Type (CAPT), the KGI assessment targets four critical elements in group life: Leadership, Negotiation, Task and Interpersonal. It provides a way to better understand individual performance in small groups, as well as offering specific suggestions on how to elevate that performance to a superior level. Designed to complement the Myers-Briggs Type Indicator (MBTI) measurement, the KGI tool enables people to refine the group applications of their type preferences, and to build skills with their opposite preferences to become more fully-functioning team players. Together, the two instruments assist people in creating synergy on any team, causing the highest level of problem-solving, creativity, and productivity.

This presentation will teach people how to employ MBTI clarity indexes and KGI graph materials to diagnose the patterns of an individual's group performance, and then create an action plan to promote type development and leadership development. This model is currently being used internationally to train people in business, professional, and educational contexts. For the past five years, it has been part of the summer training program at the C.G. Jung Institute in Zurich, Switzerland. The methodology and easy-to-use professional materials are part of a soon to be published book: *The Klein Group Instrument Facilitator's Guide*.

Claudia Stensvik: Social media presentation

What does time represent (or what has it shown us) in the world of social media? Businesses have been developing their social media techniques for several years now and there are some great examples out there that demonstrates what happens when businesses gets it right. However, there are also some great examples out there that shows the impact it has when businesses don't get it as right. Over time both social behaviour and habits have proven to be changed. And this applies to individuals as much as businesses. Why? It's because businesses as people learn to understand what others respond or don't respond to. As business advisor and influencer Marty Neumeier famously said, "Your brand is *not what you say* it is. It's what *they say* it is". Businesses have learned to recognise this and identify that adaptability and presence are key factors that will determine an impactful social media contributor from someone who simply adds white noise. This presentation will discuss real business examples of exactly that.

Further, this session will look at how businesses can benefit from the use of the different social media platforms to achieve business objectives. We will explore social media platform such as LinkedIn, Twitter, Pinterest, Facebook, Instagram, Youtube, Flickr and Blogs - and more importantly how to make social media easy, user-friendly and convenient when you have more than two platforms to manage.

John Hackston: Type in Time and Space

Time is often the missing dimension in our understanding of Type. In this interactive session we will map and explore our own development over time, drawing on our recent research to see how our understanding of time itself is filtered through our Type and our cultural space.

A key aspect of Jung's type theory is the guidance it provides on the development of personality throughout our life span. While the hierarchy of preferences for our type describes our personality at any stage of our life, there is also a typical order in which we gain command over our perceiving and judging functions. In addition, the country, home, family and work cultures within which we develop are also important in fostering or discouraging development of aspects of our preferences.

In the session we will map our own timelines, looking at the people, events and environments that have shaped how we express our type, drawing lessons from new research into how culture shapes our behaviour. In particular, we will present the results of OPP's own research into the relationship between Type, culture, and our experience of time, using the Cultural Orientations Framework (COF). By the end of the session, participants should be able to use timeline mapping with their own clients.

Mary Anne Sutherland: An ISFP Speaks: Time to Design Education to Honour All Personality Types

This session presents a working model based on the principles of type theory and brain based research, designed to address the complexity of the teaching and learning process. Initially participants will explore alarms raised by brain researchers and how those concerns support the use of a style instrument. Participants will learn how to adapt the model to their own unique populations, exploring how brain based principles perfectly support type theory. We will then explore how the model has been used to address a diverse range of learners from those most at risk to the most gifted. Drop out and at risk student stats via type will be discussed as the model was designed to address these concerns in a "school within a school" concept. This model can be adapted to an individual classroom, a program, an entire school, or for the most courageous an entire school system.

13.35—14.45

Ingrid Manning: Perceiving function and orientation in relation to time

As we consider the theme of time for type, this session offers an exploration of the relationship to time of different type preferences, with a particular focus on S and N in their introverted and extraverted forms. After establishing the orientation of their preferred perceiving function and working with this individually and in pairs, delegates will be able to explore this theme in a living dynamic type table format and to consider their findings and the implications of them.

Dario Nardi: Priming Your Brain for Type Development

Through the use of video case studies and colourful slides, we explore how type dynamics and type development show in the brain. Take-home practical insights include a simple method for aiding type development.

The material is based upon 7 years of hands-on brain research around personality using EEG brain imaging technology. The session includes:

- A brief overview of the brain, with a focus on the brain as a toolbox that we draw upon to meet our practical and psychological needs.
- Video and slide case studies of how brain activity shifts over time. When we compare university age students with persons of the same personality type at midlife and older, we see commonalities and differences.
- The "priming" technique to aid flexibility and satisfying use of non-preferences. Priming helps a person use brain regions that better meet the task at hand and also engage non-preferences in less shadowy ways.
- A demonstration of priming to help people get into extroverted Sensing.
- A take-home worksheet that allows participants to try priming on their own.

Deborah Fleming: Developing Specialists to influence and engage stakeholders during complex change

Case study of a global roll out of a learning programme for specialists to change behaviour and manage complexity. Including:

- Design across six cultures – how we were adaptive to type in the design
- Delivery to over 200 specialists – exercises that worked internationally
- Feedback – what feedback we got and how we embedded the outputs into the organisation

14.55—16.25

Keynote Speaker—Ann O’Sullivan: “Journey or toolbox: have we lost our way? Let’s put the branch back on the tree.”

Ann will end the conference with a thought-provoking and insight-giving session that is likely to capture many of the key themes raised during the conference and set us all thinking about the original purpose of working with type and our direction for the future.



European Association for Psychological Type Update

As many of you know, this Special BAPT Conference is taking the place of the cancelled EAPT Conference.

Lieve Vermeulen, founder of the EAPT, did a wonderful job organising the previous EAPT Conference in Paris, Berlin and Brussels, but due to other commitments has decided to hand over the reins. As a result, EAPT has been totally revamped and will now be more of a virtual organisation. The website, www.EAPT.eu, will hold information for events being held by the European APTs, and a board will still oversee a bi-annual conference organised by the host country. The 2016 Conference will be held in Amsterdam and organised by Gudula van Beem.

For now, Georg Stuer is the point of contact. georg.stueer@dgat.de

Profiles for Conference speakers



Rob Toomey is President of TypeCoach, LLC, an online learning platform delivering practical applications of personality type principles. He has delivered training and coaching to more than 10,000 workshop participants in the last 10 years. He graduated from Trinity College in Hartford, CT and Boston University School of Law .



Susan Nash Born in the UK, Susan moved to the USA in 1987 and now divides her time between the US and UK. She applies type knowledge to businesses in a practical and relevant way, and trains people to be effective coaches and facilitators. Susan has written eight books, five of which are on personality type. She has five grandchildren and enjoys traveling.



Jane A. G. Kise, Ed. D., is an educational consultant, specialising in teambuilding, coaching, and school staff development for differentiated instruction, especially in mathematics. She is also the co-author of over 20 books. She holds an MBA in finance from the Carlson School of Management and a doctorate in Educational Leadership from the University of St. Thomas.

Akber Mohamedali is a General Medical Practitioner and has been involved with the Muslim Council of Britain in their Leadership Development Programmes for the past 12 years. He has been Treasurer for the Muslim Council of Britain, is active in London Citizen Organizers, and works within the World Federation in strategy, mentoring, coaching and developing facilitators.

Yasin Rahim is an MBTI practitioner since 2006. He works with Susan Nash, to introduce the concept of temperaments and interaction styles as this is being rolled out to teachers teaching Islam as part of the teacher development programme. Eighteen teachers have been gone through training the training programme. Target is to train 2000 Madrasah teachers across 4 continents.



Carol Parkes is a full-time freelance consultant. She originally trained in medicine and had a 20 year career in the NHS, having specialised in public health medicine and epidemiology. Carol now has a more diverse working life encompassing NHS policy work, training, writing and selling houses. She has been using the Myers Briggs model for about 20 years and is particularly interested in type diversity and prejudice.



Dr Jeff Hart has studied Education to a Doctorate level. His doctoral research explored indigenous tribal leadership with tribal populations, and he works with Tribal communities and Tribal Colleges using MBTI, EBW and Type for individual and team development. He is an MBTI Master Practitioner and has over 40 years of experience teaching and coaching youth and adults.



Sue Blair is Director of Personality Dynamics Ltd, New Zealand. She is author of the Personality Puzzles, a trio of card sort resources which are used worldwide by Myers-Briggs® practitioners. She is an experienced presenter at APT conferences in NZ, Australia, Europe and the US and was keynote speaker at the APTi conference 2013 in Miami.



Mary McGuinness ENFP, one of Australia's most experienced Type practitioners, works as consultant to organisations and educators and regularly speaks at national and international conferences. In 1987 Mary established the Institute for Type Development, Australia's leading provider of MBTI accreditation for 22 years, and more recently the Majors PTI. Her best-selling book, *You've Got Personality*, has sold more than 100,000 copies.



Richard Stockhill has worked at OPP for six years in training and research roles. He has used the MBTI tool widely: facilitating the MBTI Step I qualification, running teambuilding and change workshops and presenting research at conferences. He believes his passion for the MBTI tool is due to it reflecting his favourite saying: 'there's nothing more practical than a good theory'!



Alice King is a Chartered Psychologist who has been working for OPP for over nine years in a variety of roles, currently residing in the Consultancy team. She is passionate about working with people and believes the MBTI is a truly universal tool in deepening understanding. She regularly applies the MBTI in her work with individuals, teams and organisations.



Bent Broegger (INTJ) – MSc in Psychology and owner & Organizational Psychologist at BROEGGER Organizational Psychologists. MBTI certified 1989 in US by Otto Kroeger Assoc. Several publications with Lene Bohnsen on type topics: "*Which type are you?*"; "*The TeamDiamond*"; "*Stress, coping and type*"; "*Spot the type – speak the language*". Key work areas: Stress coaching, leadership coaching, team training and certifications.



Lene Bohnon (ENFP) – MSc in Psychology and Head Psychologist with BROEGGER Organizational Psychologists. She was MBTI certified 2001 in Denmark and has several publications with Bent Broegger on type topics: "*Which type are you?*"; "*The TeamDiamond*"; "*Stress, coping and type*"; "*Spot the type – speak the language*". Key work areas: Stress coaching, leadership coaching, team training and certifications



Dick Otter (ENTP) has worked with Jungian Typology since 1998 in business, education and sports. His company, Lefconsult began in 1999 for teambuilding and leadership training. His varied experience includes Economics, Theology, Business development, Social Welfare, education, and cultural change. Dick's new book "*You are the difference*" helps teachers to use Typology in the classroom.



Dr Angelina Bennet is a Chartered Occupational Psychologist and specialises in developing individuals through personality work. She worked for OPP for several years, and continues as an Associate. She is the author of '*The Shadows of Type—Psychological Type Through Seven Levels of Development*'.



Przemyslaw Duchniewicz, MD, MBA, is an international speaker in the field of health promotion, responsible for corporate health education programs in Central Europe. He co-founded Mars Wellness, and is a partner in Forid, OPP's Polish training partner. He is current President of the European Mentoring and Coaching Council in Poland.



Ben Lowater runs Personality Parenting, a company dedicated to training teachers and parents in the Power of Personality Type in the home and classroom. Ben originally trained in Temperament and Interaction Styles as Head of HR for a Government Department, training hundreds of leaders and managers in Leadership Development programmes. He is dedicated to using Type in all environments of life.



Sterling Bates specializes in how to integrate diverse systems to solve complex problems. He has consulted in Marketing, Organizational Development, Psychometrics and Software Strategy. He has worked inside the Fortune 50 corporate world and with entrepreneurs. Sterling is a founding partner at Step Research Corp., a people analytics company. He serves on the Board of Directors of APTi. .



René Bujard has 24 years experience as HR leader at Procter & Gamble globally. He sees HR as a strategic function that needs to directly impact the business through direction setting, organization transformation and change management. His passion is to develop high performing teams by allowing everyone to be fully themselves. MBTI certified since 2002. Leads P&G's global MBTI network.



Sarah Tickle is an accomplished HR leader with over 20 years' experience. She helps to ensure HR has a direct impact on business results with sustainable organisational success. She has a passion for enabling a business and organisation to *reach its best* performance in a principled, motivational way. Sarah is recognised skilled people manager, passionate about enabling personal and professional growth.



Alex Volcansek brings 18 years' experience as a consultant, facilitator and coach. She currently serves global Manufacturing companies (Engineering and Chemicals), improving leadership and sales performance through psychology. She is a Christian and has coached over 200 clergy to date.



Dr Elizabeth A. Sheaffer is the Director of Educational Assessments and Outcomes for the American College of Cardiology. She conducted research in psychological type in her prior career as a faculty member and Director of Curriculum and Assessment for the Shenandoah University Bernard J. Dunn School of Pharmacy, where she administered the MBTI to pharmacy faculty, staff, and students.



Laurie B. Lippin, Ph.D. is a passionate consultant and presenter whose commitment to diversity inspires all who work with her. She is a founding director of Lippin & Associates, faculty at the University of California, Davis. and co-author of the popular text: *UnRaveling Whiteness* (Kendall-Hunt, 2009). Laurie served for 15 years as training faculty for APTi and Psychometrics Canada.



Markey Read, president of Career Networks, Inc. in Vermont, has 20+ years' experience in coaching and training groups and individuals in sustainable Leadership Development programs, and Career & Employment strategies. The recently published 'Your Cast of Characters: A leadership Development Tool Kit', is a culmination of 15+ years of research and practical application of Type with leaders of all styles.



Carmel Connell is a certified Coach and Learning & Development Consultant and manager of her own company, ACT Associates. She has 20 years' experience in designing and facilitating programmes in global organisations and coaching senior managers. She is also Associate Consultant with OPP France where she conducts MBTI certification training. Certified in Interstrength Interaction Styles, Temperaments and Cognitive Processes.



Roy Childs is Managing Director at Team Focus, and an Occupational Psychologist. He has worked in organisations at senior levels for more than 20 years and focuses on developing capability and building relationships. He is an assessments expert who has significant criticisms of traditional psychometrics and has developed new tools for exploring personality, motivation and how people think.



Claire Hayman, M.Ed, has over 25 years' experience with adolescents as a Social Studies teacher and Guidance Counselor. As a certified MBTI Master Practitioner (Steps I, II, and III) and Personal Development and Career Coach, she authored *Discovering Type with Teens*, received the APT Leadership Award (1997), and participates in the annual Angelo Spoto Seminars on Jungian Theory since 1998.



Mollie Allen, M.Ed. certified teacher and life coach, has years of experience in special education of learning disabled students. She is certified to use MBTI Steps I, II and III, and much of the work in "Discovering Type with Teens" is based on her field work. In 1997 she helped establish the Jungian Retreat led by Angelo Spoto.



Katherine W. Hirsh, DPhil (INTP) is a writer, facilitator and consultant devoted to working with clients worldwide to improve individual, group and team performance and enhance decision making, reintegration experience and leadership skills. She has been entranced by psychological type for over thirty years and is the co-author of several publications, including *Introduction to Type®* and *Teams*



Sophia Ledingham (INFP) is a Chartered Psychologist who first encountered Myers-Briggs in 1992, whilst living in China. So enamoured with MBTI, Sophia's husband now bans type-talk from the bedroom! Sophia works as a leadership and relationship coach in the Middle East.



Robert R. Klein, Ed.D., earned his doctorate from Harvard University, and is the author of the Klein Group Instrument for Effective Leadership and Participation in Teams (KGI). A certified MBTI Master Practitioner, he's a senior faculty member at Western New England University, and a faculty member of the C.G. Jung Institute in Switzerland. He lectures internationally on leadership and team skills.



Claire Lustig-Rochet, MS, has been a Leadership consultant for the past 17 years with the Oxford Group and other companies, on Leadership and Talent Management projects. She is certified in MBTI, NLP, Solution Focus and Appreciative Inquiry. Claire runs MBTI certification courses for OPP in France, and Appreciative Inquiry courses. She's in a PhD program at Tillburg University.



Claudia Stensvik is a business psychologist, coach and organisational development consultant. She works helping businesses to identify, deliver and implement interventions that drive employee and business performance. She works with social media and her passion lies in bringing awareness on how to use social media to engage and create impactful experience with everyone that consumes the relevant brand.



John Hackston is Head of Research and Development at OPP Ltd. A Chartered Psychologist with 25 years experience in helping clients to understand and use psychometric tests, he has held roles in consultancy, training and research. John passionately believes that the ethical, focused use of personality questionnaires can be a force for good in the workplace.



Dario Nardi, PhD, is a published author and a public lecturer, the chief of Radiance House, and teaches part-time at University of California at Los Angeles. He is known in Type circles for Type descriptions and his research into Type and neuroscience. In 'other lives' he is also known for game books, app design, and computer simulations, and loves traveling.



Mary Anne Sutherland (ISFP) worked as an Instructor, Learning Strategist, Assistant Principal and Learning Diversity Advisor, for 32 years. She now consultants for parents and education groups and occasionally for The National Sports School (Calgary). She spoke at the Brain Conference in 2004 and the APTi conference in 2005. Her MBTI Certification was in the 1980's



Deborah Fleming specialises in Organisational Development and change management. She established Chameleon Works Ltd in 2006 following broad international experience in helping individuals and organisations adapt to new cultures. In 2010 she launched the leadership development event "Personality of Wine" which innovatively combines MBTI and Wine tasting in a fun way, and which is run internationally at various Leadership events.



Ingrid Manning is a chartered psychologist and the Head of Group Learning with OPP Ltd. She has worked with MBTI as a trainer and consultant for more than 20 years and is passionate about the value of the model and in uncovering new insights and ways of working with it to enrich lives and promote development.



Ann O'Sullivan brought the MBTI® into the UK in 1980 and has been facilitating the learning of this instrument over the past 34 years, bringing to it a wealth of understanding and practical use. As an associate of OPP (Oxford Psychologists' Press) and a member of their Training Faculty, she works on all the sponsored professional MBTI® training programmes at Emmaus House in Bristol. Ann was the first Chair and the second President of BAPT.

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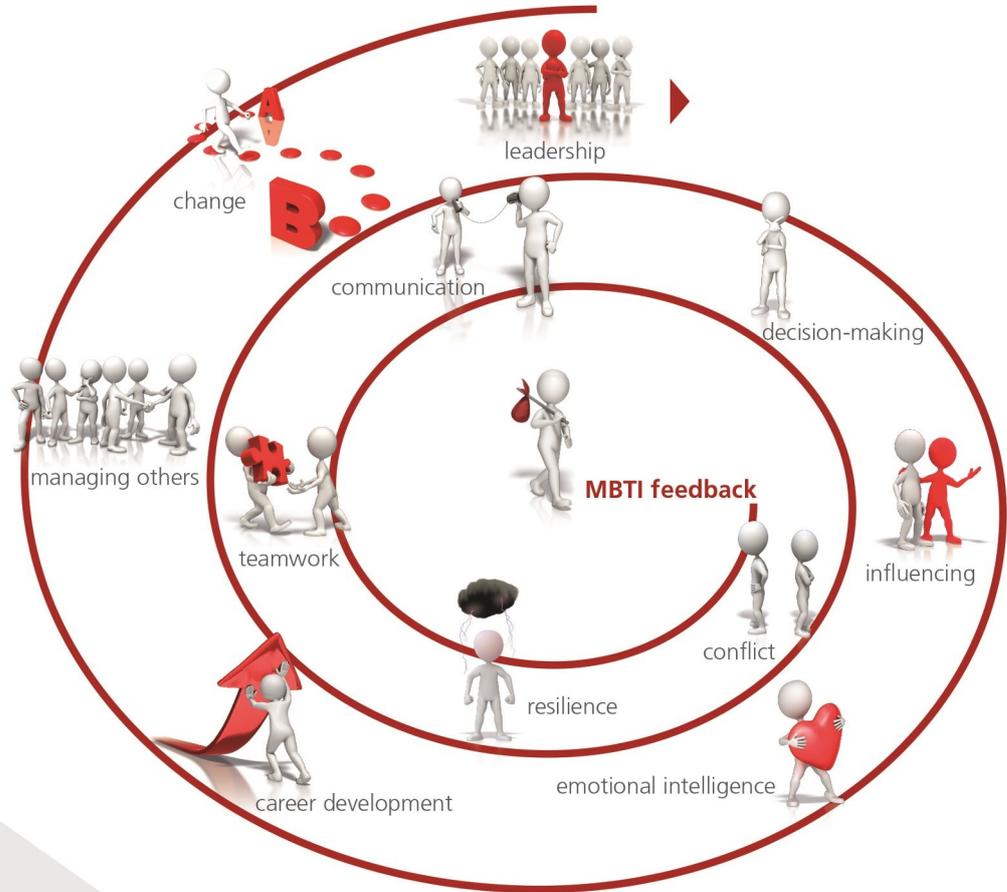
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