

# 22<sup>nd</sup> Annual Conference of BAPT 2011

## The Dynamics of Type

### Conference Programme

Friday 4<sup>th</sup> March

Pre-Conference Workshop

9.00 –  
9.25 am

**Registration & coffee**

9.30am –  
5.00pm

**Making Type Dynamics Work - Hile Rutledge**

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.

**LUNCH**  
12.15 –  
1.15pm

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

**Coffee**

**There will be Coffee breaks during the morning and afternoon sessions**

## BAPT 2011 CONFERENCE

### Friday 4<sup>th</sup> March

5.30pm –  
6.30pm

**Registration & coffee**

7.00pm

**Dinner**

8pm

**Conference Welcome** – Gwyneth Adams

8.05pm

**Artful Expressions Of Type** - Friday night session facilitated by Nancy Silcox

My premise is that your preferences affect how you express yourself in art, regardless of whether you are a 'good artist' or not. This session will begin with 10 minutes of introduction and instruction. We will then have 40 minutes with the opportunity to choose to draw/paint/create in your preference or non-preference mode. Within the conference theme of The Dynamics of Type, you may enjoy exploring and developing your non-preference skills. The 10 minutes at the end will be a debrief looking at how the preferences are embedded in and emerge from the works of art.

### Saturday 5<sup>th</sup> March

8.45-  
9.25am

**Registration & Coffee**

9.25am

**Conference Welcome** – Gwyneth Adams

9.30am -  
12.15pm

**Keynote Speaker – Hile Rutledge**  
**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.

	<p>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 Rutledge (Chief Executive Officer of OKA) 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.</p>	
12.15pm-1.15pm	<b>Lunch</b>	
<b>Concurrent sessions</b>		
1.30pm – 3.00pm	<p><b>MBTI Type and Decision Making in Senior Managers - which Types make the best management decisions? - Alan Howard</b></p> <p>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?</p>	<p><b>Julia McGuinness - Type and Spirituality: Making the Connection</b></p> <p>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.</p>
3.00pm	<b>Coffee Break</b>	

3.30pm – 5.00pm	<p><b>The conscious, unconscious and the use of Psychological Defense Mechanisms (PDM). - Thor Odegaard -</b></p> <p>Thor Odegaard 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 auxillary 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 behaviour, especially in critical situations. The theoretical definitions of the PDMs are done by Plutchik et al. 1979.</p>	<p><b>Introduction to MBTI® Step III and its application particularly to coaching – Gil Parsons</b></p> <p>Gil was on the pilot qualifying workshop for MBTI step III and has been using it for about a year. She has found it to be a perceptive and totally different style of report and subsequent feedback session to those using the Step I or Step II questionnaires. During this workshop she will share how step III fits with MBTI step I and II and how it can add additional insights which can be extremely valuable particularly in a coaching context. We will explore type dynamics and development in the context of Step III and how these fundamental concepts are at the heart of the instrument. Gil will talk about the measures of step III and the uniqueness of the reports which are generated from the questionnaire.</p>
5.30pm- 6.30pm	<b>BAPT AGM</b>	
6.30pm-	<p><b>Meet the Board</b></p> <p>In the bar</p>	
7.30pm	<b>Conference Dinner</b>	

## Sunday 6<sup>th</sup> March

9.00am – 12.15	<b>Keynote speaker – Katherine W Hirsh</b> <b>Type Dynamics Make for Dynamic Teams</b>  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 blindspot. 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.
12.15 – 1.15pm	<b>LUNCH</b>
1.30pm – 3.15pm	<b>Dominant and Auxiliary function dynamics: How dominant is the driver of your car? - Leanne Harris (INTP) of Oxford Psychologists Press</b>  A central feature of Jung's model of type development is the notion of balance. Myers' emphasis was particularly on using the Auxiliary function to balance the Dominant across Judging/Perceiving and Introversion/Extraversion. This session will focus on the conscious use of the auxiliary function to provide balance and enhance type development. In particular it will look at the relationship between the Dominant and Auxiliary functions and how to enhance it. At earlier stages of type development, the Auxiliary function may be developed under the control of the Dominant and be used essentially as a skill set much like a servant. A developmental step is to move to a stage where the Auxiliary is used more consciously to provide balance to the Dominant, more as a trusted partner. It is only at this point that the Auxiliary is truly providing balance.
3.30pm	<b>Close of Conference</b>