



**27th ANNUAL BAPT CONFERENCE
MISSENDEN ABBEY 7-9 APRIL 2016**

BAPT 27th ANNUAL CONFERENCE: 7-9 APRIL, 2016

RE-ENERGISING TYPE: POWERFUL PERSPECTIVES FOR LIFE

REPORT BY NANCY SILCOX (ENTJ) – ASSISTANT EDITOR

The 27th Annual BAPT Conference, held from 7-9 April 2016, took place at the picturesque residential conference facility at Missenden Abbey in the Buckinghamshire countryside in the town of Great Missenden that houses the Roald Dahl Museum and Story Centre. I think of these Type Conferences as a way to add to our toolbox with which to build, enhance and repair the functioning of the world in which we live—tools which can be used with ourselves and others in an Emotionally Intelligent way for better thinking, behaviour and relationships ranging from better parenting, marriages, teaching and teamwork, to dealing with stress, conflict and challenges. With so many concurrent sessions to select from, you could choose your thread to follow through the three days, and the plenary sessions seemed to touch on and add to your focus, regardless of their title and topic.

Sandwiched around the Conference were extras: Pre & Post-Conference workshops and presentations, including a free bonus session the morning the Conference began, *Three Lenses of Type*, presented by Susan Nash and Sue Blair. There was a one-off opportunity to take part in Dario Nardi's research and have your brain scanned in an hour-long individual brain-imaging session by arrangement. Dario also presented one of the plenary sessions. Where else would you have the chance to hear about, or participate in, the ground-breaking brain research, linking brain function and Psychological Type?!

This year we had delegates from 17 different countries including Kuwait! We also had presenters come from all over the world. To mention just a few: **Susan Nash** of EM-Power.com & type-academy.co.uk, coach, consultant, presenter, author, who spends

half her year in the USA and half in the UK; **Jane Kise** (janekise.com), who works effectively with schools and groups introducing Type concepts to teachers and students, author of many books including ones on leveraging polarity, and intentional leadership; **Sue Blair** from New Zealand (personalitydynamics.co.nz), author of the Personality Puzzles; **Mary Anne Sutherland** (typeindepth.com) from Canada, who uses Type to mentor children and young people who deal with learning issues. Not to mention presenters from France, Belgium, Poland, the Netherlands and the UK. The 90 delegates even had the fantastic opportunity from OPP to take the MBTI® Step II for free and receive feedback at a plenary session presented by Penny Moyle and Betsy Kendall.

Space prevents me from writing about all the sessions and presenters of this year's Conference, but the Conference Programme is still available to view on the BAPT website at <http://www.bapt.org.uk/wp-content/uploads/2015/08/2016Conference-Brochure-ONLINE.pdf>. But, the only way to get the full benefit of this event, however, is to attend yourself! I strongly urge you if you can come next year, to bite the bullet and stay the whole three days, not just schedule one day to take in a particular session, because part of the benefit is the access to the wonderful font of knowledge and expertise, being able to personally talk to, eat with and be around Type experts; to network and learn from each other. Another fun bonus this year was to be had in the bar the first evening when Robin Wiley entertained us with some magic tricks. Gill Clack commented that "Robin is a delegate from the US, recognised by the American equivalent of the Magic Circle. He baffled us with his tricks and, whilst we knew they were all really illusions, we couldn't work out how he did them, even though he was only 2-3 feet away from us!" Robin continued the magic at dinner, capturing the dominant intuition so prevalent at BAPT Conferences!



Normally in *TypeFace* in the past we have produced a comprehensive report on each session at the Conference, but there are so many now that this has become unfeasible, so Editor Gill Clack has asked me to take the space to highlight some reflections on my own Conference experience.



I find each year one or two themes run through the Conference that take Type concepts to greater depth and new application. I found three that seemed to emerge this year—**Interaction Styles, Temperaments**, and those who touched **on Jung**. These recurred in many of the sessions, being applied effectively to different subjects. I chose my concurrent sessions to take advantage of the latest use of Interaction Styles and Temperament to consolidate my understanding of these excellent tools and their applications, particularly to my own area of interest with parents, children and young adults. There were other topics, of course, and you can read about them in both the last issue of *TypeFace* and the Conference Programme still available in the Conference Archive area of the BAPT website.

Bernard Cooke dealt with coaching and Sarah Perrott's *Heart Math* explored personal resilience. Drs. Ignas Jansen & Ir. Erwin Joosten looked at change management and professional leadership, while Sandra Stroope combined career development, coaching and training programmes using Type. Don Dangremond looked at Culture and Type; Przemyslaw Duchniewicz discussed building working alliances, and Jean Luc Dupont explored Judging and Perceiving which are so basic to Type. If you were interested in the Jung thread, Angelina Bennet's, Cindy Stengel Paris', Richard Owen's, Roy Child's, and Vicky Jo Varner & Robin Wiley's sessions dealt with aspects of Jung, Individuation, Type Dynamics and the Transcendent function. Richard Owen also connected physics with Jungian models of Type with his intriguing *Type and Physics of Universe*, and Dario Nardi's *Re-energising the brain at Midlife* plenary session touched upon Jung and the Transcendent function.

TypeFace Editor, Gill Clack attended Vicky Jo Varner & Robin Wiley's Session on *Recognizing Jung's 8 Functions in the Real World*. I was sorry to miss this session and Gill sent me a summary of what they covered, which follows: "Vicky Jo and Robin reminded us that 87% of people are said to be visual learners and 90% of information transmitted to the brain is actually visual. Consequently, describing the characteristics of the 8 function-attitudes in the form of the written word does not necessarily reach them as well as visual clues. They then demonstrated a package that they have produced consisting of still pictures and video clips that highlighted the elements of each function, having first read out the descriptors for each produced by Linda Berens and Dario Nardi.

These were Extraverted Sensing (Se), Introverted Sensing (Si), Extraverted Intuition (Ne), Introverted Intuition (Ni), Extraverted Thinking (Te), Introverted Thinking (Ti), Extraverted Feeling (Fe) and Introverted Feeling (Fi). Throughout the presentation Vicky Jo and Robin acted out the different function-attitudes themselves in conversation and invited us to identify how they had used them, and then asked us to also consider when we might use them ourselves." So, thanks to Gill for that taste of their session.

And, of course, having to choose between three concurrent sessions each period, I inevitably missed several sessions that were relevant to my threads, with Anne Bulstrade & Susan Geary's session on Temperaments clashing with Katherine Hirsh's session, which I did not want to miss. Mary Anne Sutherland addressed the topic of SP Artisans but this was in the same slot as Catherine Stothart's session on Emotional Intelligence and Interaction Styles. Dr. Akber Mohamedali & Maria Pattinson presented using Temperament and Interaction Style in the World Federation Leadership Development Programme, but I had attended Dr. Mohamedali's session last year, so decided to hear Markey Read's session on Type and Time. But let's follow my threads in the sessions that I attended during the Conference:

INTERACTION STYLES

Interaction Styles surfaced in Susan Nash's Pre-Conference Session, were woven through Katherine Hirsh's presentation; Andy Cole concentrated on it and they illustrated Emotional Intelligence in Catherine Stothart's concurrent session.



The Thursday morning pre-conference session, presented by Susan Nash and Sue Blair, kicked off my two threads of Interaction Styles and Temperament with their session *Exploring Whole Type Patterns*, which looked at three lenses of Type: These are three separate theories which interrelate—**Temperament**, which is based on core needs and values, and groups the preferences into four temperaments: Improviser/Artisan (SP), Stabilizer/Guardian (SJ), Theorist/Rational (NT) and Catalyst/Idealist (NF); **Interaction Styles** which notes the energy expression of Type, also observable in four Types: 'In Charge', 'Chart the Course', 'Get Things Going' and 'Behind the Scenes'; and **Cognitive Processes**, which is the basics of Psychological Type—the preferences E/I, S/N, T/F, J/P. The session began with delegates in whole Type-alike groups, which facilitated the fun and enlightening group exercises we engaged in after the refresher on Temperaments and again after the Interaction Styles refresher, which looked at not only what their style was, but what drives them, core beliefs, aims,

wants and how they interact. Each of the 16 whole types fits into one of the Interaction Styles: 'Chart the Course' are generally ISTP, ISTJ, INFJ or INTJ. 'Get Things Going' generally prefer ESNP, ESFJ, ENFP or ENTJ. 'In Charge' are usually ESTP, ESTJ, ENFJ or ENTJ. 'Behind the Scenes' usually prefer ISFP, ISFJ, INFP or INTP. The exercises generated helpful discussions which explored and cemented our learning. We were having such fun with these that our overview of the Cognitive Processes was a brief look at function attitudes (the Introverted or Extraverted use of S,N,T,F) and the hierarchy of functions in whole type (dominant, auxiliary, tertiary, and inferior, which is Type dynamics).

My first concurrent session was with Katherine Hirsh. We have been privileged to have Katherine present at the last ten BAPT Conferences. She is an eminent Master Type Practitioner working and living in Germany. A principal of the management and coaching consultancy, Hirsh Works, Katherine has co-authored a number of books on Type. By inviting four delegates to come to the front, she illustrated how even the way you walk can show your Interaction Style. We used these concepts to look at the conscious competence ladder to take people from oblivious ignorance to effortless unconscious competence. We discussed in type-alike groups how we can use our Interaction Style to coach new practitioners up the competence ladder. As is usual in Katherine's session, it was heavily weighted with exercises, and by making delegates do much of the work, they teach themselves in ways they will not forget!



Friday morning Andy Cole's concurrent session, *Walk This Way*, was about Interaction Styles. He began with a quote, "Personality is an unbroken series of successful gestures." First impressions count, so we need to have an idea of how we want to come across in order for our gestures or movements to be successful. Reading people is associated with social adaptability. Surface behaviours,

the way you move and dress determine how people react and interact with you. You can learn behaviour—Andy spoke about the “Fake it till you make it” principle, and to illustrate this we participated in an exercise to act out words such as decisive, enthusiastic, patient, reserved, and planful, for others to guess. Non-verbal cues, particularly hands, eyes and face are very important. Linda Berens and Susan Nash use these contextual, yet innate clues to personality in movement for their Interaction Styles, which are rooted in the Kinesphere idea of Rudolf Laban. Patterns that linked Interaction Styles with Type emerged in his research. We looked at the characteristics, neuromuscular tension patterns and behaviours of ‘In Charge’ (such as punch, flick heavy, quick, direct), ‘Behind the Scenes’ (such as float, dab, light, sustained, direct), ‘Chart the Course’ (such as press, point, light, sustained, direct) and ‘Get Things Going’ (such as wring, slash, heavy, quick, direct, bounce), before watching some video clips that illustrated these beautifully. There are many uses of this knowledge, even deciding if a person should use daily or monthly contact lenses!



Saturday’s session I attended involving Interaction Styles was Catherine Stothart’s *Emotional Intelligence for Life: The Interaction Styles Perspective*. This engaging hour and a half was informative as well as fun. Catherine reminded us that the Interaction Styles model is “a lens through which we can see more clearly what is behind the behaviours we see in others and it give us the ability to respond in ways that are more satisfactory and get the results we want” (Linda Berens) and that it helps us ‘fill in the gaps’ with a more accurate inference about people’s mental states. Nobody will forget the exercise she used to tie EI and Interaction Styles together through the emotions generated and people’s behaviour, using Scrabble tiles and making more and more words during a shorter and shorter time period.



TEMPERAMENT

Temperament was introduced in the Pre-Conference Bonus session, was touched on in David Hodgson’s concurrent session, featured in the *Survival Games* presented by Susan Nash & Sue Blair and illuminated Mary Anne Sutherland & Sue Blair’s work. Ben Lowwater’s *Principles of Parenting & Partnering* was the icing on the cake of effective use of Temperament.

The Bonus Session by Susan Nash using *Three Lenses of Type* dealt with Temperament as well as Interaction Styles and Cognitive Processes. I have commented already on this session, but the session went into explaining the core needs and values of the four temperaments, ‘Improviser’ (SP), ‘Stabilizer’ (SJ), ‘Theorist’ (NT) and ‘Catalyst’ (NF). The slides showed an image for each and a slogan. The ‘Improviser’ wants to “Seize the day” and values freedom, action and variety; their image is a palette with paints and brushes. The ‘Stabilizer’ values “Day to day responsibility,” wants to belong and hates disorganisation; their image is a shield. The ‘Theorist’ values knowledge and logic; their image is a brain and they seek competency, wanting to “Master the day”. The ‘Catalyst’ image is a path through the park to the sun as they seek identity, integrity and authenticity. Their slogan is “Make the day worthwhile.”

Although not dealing with Temperament specifically, Type, Temperament and even NLT into his people and the adults who work with them. He Type to young people, finding that it often helps these. His session was chocker block with useful with adults and children alike. One example was



ly, David Hodgson’s *Superhero Training School* presentation. David works with children, young often uses superheroes or animals to illustrate them understand the concepts if they identify with and fun exercises you could take home and use getting a volunteer (Betsy Kendall) to come to the

front and tie a knot in a tie without letting go of each end, which caused some hilarity. He quoted Frederick Douglas' profound, "It is easier to build strong children than to repair broken men." We were also intrigued with his tips for teaching spelling—did you know there is a 'bra' in library?!

Susan Nash and Sue Blair's plenary session about the *Survival Games Personalities Play*, explored the four temperaments under extreme stress and their coping strategies or 'survival games.' Their session was based on Eve Delunas' book *Survival Games Personalities Play*. We saw that 'Improvisers' "Seize the day" and need to be impressive, but they become unimpressive when they play the Blackmail game. 'Stabilisers' feel "Day-to-day responsibility" and need to be responsible but become irresponsible when they play the Complain game. 'Theorists' want to "Master the day" and need to be competent but under great stress they become incompetent when they play the Robot game. 'Catalysts' want to "Make the day worthwhile" and need to be authentic but become inauthentic when they play the Masquerade game. We looked at strategies to help ourselves and others manage stress and get out of the 'games', which are definitely not fun.



Sue Blair from New Zealand joined Mary Anne Sutherland from Canada for a powerful session, *The Learning Puzzle*, put some of the pieces in place for working with those who have learning issues. The Exercise, 'The Wright Family' aptly illustrated this, demonstrating how the distractions of life can prevent learning. It is a sobering figure to learn that 90% of school drop-outs were Perceiving Types and that sometimes 'Artisans' (SPs) are misdiagnosed as ADHD when they just need a different teaching approach. Mary Anne showed some slides to illustrate what someone with Dyslexia sees when they try to read, which explains



why they are sometimes considered 'slow'—they need more time to translate the data. We discussed the needs of Temperament Types in the ideal classroom, which underscores Ignacio Estrada's saying, "If a child can't learn the way we teach, maybe we should teach the way they learn."

Temperament is an effective way of viewing and responding to human behaviour that is as old as history, and Ben Lowater puts it to good use with young people and the adults who work with them. His concurrent session, *Principles of Parenting & Partnering* was marginally my favourite session of the whole Conference and the one from which I took away the most that will be of use and value in my work and personal life. My daughter-in-law is a primary school teacher and I eagerly anticipate sharing these things with her. Her three sons are the epitome of three of Ben's illustrations! His version of Maslow's Hierarchy of Needs, (Lowater's Universal needs!) set out the universal needs of children Unconditional Love being at the very top. But how you express unconditional love must differ with different children. Taking the four temperaments, as the 'Freedom Child' (SP), the 'Dutiful Child' (SJ), the 'Knowledge Child' (NT) and the 'Connected Child' (NF), Ben talked about their core needs and then gave some ways of expressing Unconditional Love, i.e. how to show acceptance and to avoid perceived messages of rejection. We looked at how to set boundaries and how the four temperaments view them. We explored how each temperament defines integrity and then examined the Integrity Principle, which is universal regardless of temperament: "Say what you mean, mean what you say, and do what you say you are going to do!" (Barbara Coloroso) Two more sage sayings that apply are "Pick your battles" and "Savour the Moment."



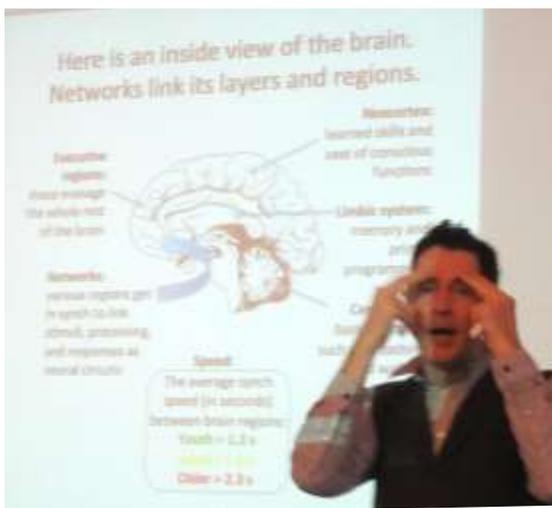


Finally, let me spend just a little time on some sessions that were not part of my threads of Interaction Styles and Temperament, but which I attended and which did expand and impact the effectiveness of these tools:

The Conference opened officially with Jane Kise unpacking her acronym, SUCCESS, to help *Make Type Sticky*. The first S was for 'Simple', and a key thought I took away with me was "What can you subtract without losing the core message?" It is sometimes difficult to avoid the 'Curse of Knowledge', realising this is not 'dumbing down', but compact + core. The U was for 'Unexpected', using a mystery, breaking a pattern or doing something different to get their attention and make it memorable. The first C was for 'Concrete' and the second C for 'Credible'. Jane dwelt for a time on ideas and evidence with the need for concrete research and statistics to give credibility to Type theory. The E was for 'Emotional', and yielded another key thought to take away—"Form an association between Type and something they already care about." the last two, SS, stand for 'Stories', and emphasized the power of stories and illustrations and exercises, of which this session was a good example. A Simple, Unexpected, Concrete, Credible and Emotional Story=SUCCESS. Jane also spoke briefly about the ethical use of the MBTI® instrument and a key thought from this was that, "Putting labels on things is how people find the exit during a fire and make sure they're adding vanilla extract to the cake instead of arsenic." Alana Massey, medium.com



The final session of the Thursday was a plenary session with Penny Moyle & Betsy Kendall of OPP presenting *MBTI® Step II*. OPP had offered a free Step II to all Conference delegates this year. Penny and Betsy showed a Team Identity Typie of all the BAPT Delegates who took the Step II Indicator before coming to the Conference. Typies are a free resource on the OPP website, see <https://www.opp.com/en/About-OPP/News/1409-Introducing-Typies>. Step II breaks each preference into five facets and you can have in or out-of-preference descriptions. We went through each of the preferences and facets. Delegates received their Interpretive Reports and this session showed how to read and use them.



Friday morning's plenary session was presented by Dario Nardi on the topic of *Re-Energizing the Brain at Midlife*. Dario's work is fascinating stuff but quite complicated with brain imaging maps and terms like Neocortex, the Limbic System and the Vagus Nerve System! The Psyche is, however, bigger than a brain scan and a scan can't replace the MBTI® and subjective indicators. Neuro-circuits show long-term wiring and support our preferences, but brain maps are also affected by experiences and maturity, hence the need to look at midlife and consider the transcendent function introduced by Jung. One of the exercises demonstrated 'priming yourself' because exposure to a stimulus, or conducting a task, skews a person's response to a later stimulus or task and can create new habitual behaviour. He ended by giving us some tips for transitioning through midlife: 'Give your brain time to respond,' 'Shift gears,' 'Re-energise' through breath work, etc., 'Acknowledge the unconscious,' 'Make space' for new things,' Practise habits,' 'Journal,' and 'Note synchronicities.' A key tip: "Better circulation increases brain function, so to re-energize—move!"



Markey Read's concurrent presentation Saturday morning, *How Different Types Interact with Time* was a great review of the Function Attitudes and showed how each of the function attitudes are best at different aspects of the decision-making process, which affects our use of time. Using an elaborate Z-model we looked at the time aspects of the function attitudes to find that Se (Extraverted Sensing) describes "What is" while Si (Introverted Sensing) checks What Was; Ne (Extraverted iNtuition) Explores Possibilities while Ni (Introverted iNtuition) considers Future Implications; Te (Extraverted Thinking) Checks the Policy while Ti (Introverted Thinking) applies the Logical Underlying Principles; Fi (Introverted Feeling) seeks harmony with core values while Fe (Extraverted Feeling) seeks harmony with the values of the group. So, in relation to time and information, SJs with Introverted Sensing are the 'Sustainers' who recall the past; SPs with Extraverted Sensing are the 'Responders' to the here and now; NPs with Extraverted iNtuition are the 'Inspirers' of what could be; and NJs with Introverted iNtuition are the 'Visionaries' of future outcomes. Markey is an enthusiastic presenter and even her slides were animated! She told us it is a myth about Type and time that Ps are always late and Js are always early, as it depends upon their goals and values. We looked at a timeline showing where Si, Se, Ne and Ni take us

from past to present and into the future. An exercise describing a picture of a pig leaping off the dock into the pond illustrated the aspect of time on people's responses.

Angelina Bennet's plenary session ended the Conference with *Re-Energising Type Development* and looked at Ego Development Theory, moving from our automatic way of being through the levels of 'Basic Introduction' to Type, 'Individual Clarification,' 'Understanding Impact,' 'Achieving More Balance,' 'Deeper Dynamics' and 'Deep Inner Work' to access the differentiation and individuation that leads to the 'Transcendent' way of being, that integrates the psyche, thus becoming a whole individual, encouraged by Jung. She finished by saying that Type is not something you have 'done', it's about a continually evolving awareness. Development is never ending.

I nearly forgot the BAPT AGM which was held before dinner on Friday evening. BAPT currently has 143 members and 1 corporate member (OPP). A vote of thanks was given to OPP for their contributions to the Conference as well as distributing BAPT membership leaflets at their qualifying sessions. The BAPT library has been brought to the Conference for the last two years but JCA are no longer able to keep the library so this is now held by Angelina. If you wish to borrow an item contact her on Angelina@ipotential.co.uk. Louise gave a report on BAPT's finances, which are healthy at the moment. Although Standing Order is the preferred method of payment, PayPal payment costs are absorbed by BAPT because it is so convenient to administer both for BAPT and for members. If you pay by cheque, you can continue to use cheques but no new members' cheques will be accepted. The election of a new Director of Finance saw Richard Owen join the Board, and Angelina presented a gift to Louise Lloyd who was stepping down. Chris Rigden was re-elected as Webmaster and a vote of thanks went to her for her work on the website. We will need to elect a new BAPT President next year when Angelina Bennet will have completed her six years in office. We ended with a standing ovation and thank you to the Board who do a terrific job.



I must mention the wonderful venue, Missenden Abbey, with its beautiful gardens and modern wing for accommodation and Conference rooms. The food was excellent—dietary needs were catered for and there was variety and choice to suit everyone. Tea breaks even offered homemade biscuits! The rooms were comfortable, en suite with TV and free wireless everywhere.



SPONSORS of this year's BAPT Conference included: OPP (Gold), TYPE-COACH (Gold), PERSONALITY PUZZLES (Silver), DIFFERENTIATED COACHING ASSOCIATES (Bronze) and CROWN HOUSE PUBLISHING (Bronze). BAPT appreciates their generosity. OPP also provided wine for the first evening meal and Susan Nash (EM-Power) provided wine for the AGM.

We have had past conferences that dwelt on everything from Jung, function-attitudes, archetypes and the Enneagram, to Emotional Intelligence and Type. We have welcomed renowned Type experts including Otto Kroeger, Gordon Lawrence, Susan Nash, Hile Rutledge, Sharon Richmond, Pat Wyman, Larry Demarest, Betsy Kendall, Katherine Hirsh, Angelina Bennet and many others. The BAPT Conferences provide a wealth of education and experience that is invaluable to the individual who values the ethical and effective use of Type concepts. This year's theme of *Re-Energising Type: Powerful Perspectives for Life*, became reality in the variety, depth and clarity of the presentations as well as in the 'Type-talk' that took place over coffee breaks, meals and free time. Jane Kise wrote after the Conference that, "Things are always being explored differently around the world, making the foreign conferences a real treat for me." Why not give yourself a real treat and come next year?

