



BAPT 2020 CONFERENCE - PROGRAMME OVERVIEW

SUSAN NASH - PROGRAM CHAIR

I am very excited to tell you about the upcoming BAPT Conference on April 2-4, 2020. The theme for this year's conference is **20:20 Vision: Clear Insights on Type**. We are delighted to welcome international speakers and experts in type who are covering a wide range of topics stimulated by the conference theme. These will undoubtedly lead to many fascinating discussions, and there will be plenty of opportunity to network with other type enthusiasts and learn more from each other.

Our plenary speakers are:

- John Beebe
- Dario Nardi
- Carol Shumate
- Susan Nash

In addition, both John Beebe and Dario Nardi will offer workshops (for a moderate additional fee):

- Dario Nardi on Thursday morning April 2 will cover **Priming the Alchemy of Opposites**
- John Beebe on Sunday April 5 will cover **Connecting with Culture through Psychological Types**.

Finally, Jack Aaron is offering **FREE Socionics Assessments** throughout the Conference. More detail on how to register for these will be included in your Conference registration.

This year the conference will be held again at Kent's Hill Park in Milton Keynes, which has purpose-built conference facilities, a gym, pool, steam room and sauna, and of course good travel connections. (10 minutes by taxi from Milton Keynes railway station).

With such an important topic, I want this conference to be the most successful yet, so please forward the website link to colleagues (even if not BAPT members) to let them know about this great learning and networking opportunity.

Now let me provide the highlights about our keynote sessions and an overview of the three tracks of concurrent sessions exploring many facets around the theme of **20:20 Vision: Clear Insights on Type**.

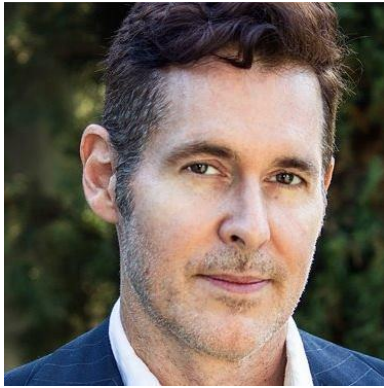


HALF-DAY PRE-CONFERENCE WORKSHOP with Dario Nardi

Thursday April 2, 9:00 am - 12:00 pm

Priming the Alchemy of Opposites

Dario Nardi



Dario Nardi, PhD is an internationally renowned researcher, speaker, and instructor in neuroscience, personality, and education. He was certified in type in 1994 and has authored many books including 'Neuroscience of Personality', '8 Keys to Self-Leadership', 'Jung on Yoga', and '16 Personality Types: Descriptions for Self-Discovery'.

ALL-DAY POST-CONFERENCE WORKSHOP with John Beebe

Sunday April 5, 10:00 am - 5:00 pm

Connecting with Culture through Psychological Types.

John Beebe

Jungian analyst John Beebe is the author of *Energies and Patterns in Psychological Type*. He has written the foreword to the recent Routledge Classics edition of Jung's 1921 book, *Psychological Types*. His eight-function, eight-archetype model of type is widely applied.



KEYNOTE SESSIONS

Thursday April 2, 1:00 pm - 2:30 pm: Connecting with culture through types

In this keynote session, C. G. Jung's theory of psychological type offers us tremendous insight, yet people who are identical in type may still approach the world with very different attitudes and assumptions. How we make sense of the world involves emotional investments and intellectual frameworks that tie to, but also go beyond, type. Joseph Henderson, a co-author, with Jung, of *Man and His Symbols*, worked on this problem in his *Cultural Attitudes in Psychological Perspective*. Henderson observed that different people apply different cultural values as they engage with the world around them. He called these the social attitude, the religious attitude, the philosophical attitude, the aesthetic attitude, and, a relative latecomer, the psychological attitude. With the help of an illustrative clip from a classic film, and applying type theory, **John Beebe** will lead us in exploring these orientations toward what is offered already by our culture.



Friday April 3, 9:00 am - 10:30 am: Flawless Facilitation: Techniques for Training all Types

Have you ever run a Type workshop that has not gone as planned and you wonder why?

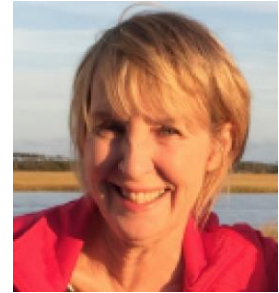
In this plenary session, **Susan Nash** will share relevant knowledge, core skills and innovative techniques to help ensure that every session you facilitate “lands” successfully.

The key elements we will review to maximize learning and retention for all Types are:

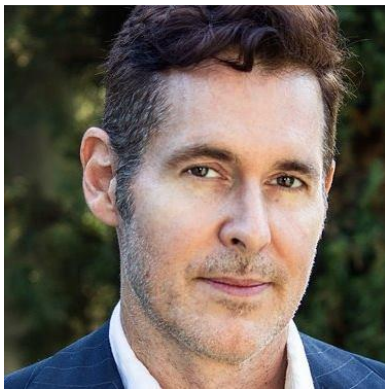
- How to strike a balance between giving participants the information they need (the “What” of facilitation) and delivering a session in such a way that everyone will internalize the learning (the “How” of facilitation)
- How to create psychological safety which is essential for adult learning
- How to design an effective active learning workshop using the T.E.A.C.H. Methodology
- How to vary delivery styles and pace for different parts of the session to ensure the program flows effectively.

Saturday April 4, 9:00 am - 10:30 am: Type and Body Language

Interest in psychological type is flourishing on social media sites, and “selfie” videos posted by young people about their types offer a huge database of information about type, especially on the body language of each type. In this keynote session, **Carol Shumate** will share with us some of these candid videos, to identify the facial expressions, gestures, and speech patterns of the types. Young people tend to show the extremes of type because they have not yet learned to moderate their personalities. Jung himself depicted extreme versions of the types, and film clips that exaggerate type preferences modernize his descriptions for us. Learning to spot the mental functions sets us on a pathway to identifying whole type. A proprietary handout from Carol’s forthcoming book will help guide participants in spotting functions and type preferences. Participants will be encouraged to share their own tips on how to recognize the types.



Saturday April 4, 2:45 - 3:45 pm: Same Type, Different Brains



Both nature and nurture shape us. Based on neuroscience data of hundreds of people, it is clear that people’s brains vary and type impacts how we are wired. At the same time, culture, sex, career, and age also impact how we express our type preferences. For example, three individuals might all identify with INTP preferences yet have varied careers—engineer, psychologist, and artist, for example. To no surprise, their corresponding skills and brain wiring, their developed selves, are quite different. In this keynote session **Dario Nardi**, following a brief summary of brain basics, will draw on a large neuro-imaging sample of ENFP subjects to discover how they vary. In particular, the data reveals two “flavours” or “subtypes” of ENFP: one analytical, the other holistic. In addition, flavour is something that can shift with age and life choices. We conclude with some thoughts on how we can make our explanations and descriptions of the types more inclusive.

CONCURRENT SESSIONS: THURSDAY APRIL 2, 2020

Thursday April 2, 3:00 pm - 4:30 pm: Leadership Development w/ EI & Personality Type



Have you ever worked for an inspirational leader; someone whom inspired you to be at your best more often, to develop and grow and work through adversity? Is this the leadership legacy you want to be remembered by?

Two tools, Emotional Intelligence (EI) and Pearman Personality Integrator, have created quite a buzz in their respective communities and for good reason. They help you understand more about who you are and how you relate to others in a variety of settings. In this session

Laura Virgilio will help you explore how to incorporate personality type and emotional intelligence when developing leaders in a workable way. Learn how to build a business case to use emotional intelligence in the workplace, how these two tools can combine to paint a more vivid picture for yourself and others, and how to leverage strengths and harness opportunity areas.

Thursday April 2, 3:00 pm - 4:30 pm: Developing a Developmentally-Informed Type Model

The hierarchy of preferences (HOP) is integral to Type classification and identification because the Types are identified by their profile of preferences. This presentation from **Mira Biramany** has two foci; to present results from a replication study of previous research on the HOP (Biramany, 2017) using data from Dario Nardi's Interstrength™ Assessment and to modernize the current Type taxonomy based on current findings on the HOP.

The statistical analysis replicates a formative study on the HOP and adds a cross-sectional analysis on age in an attempt to produce empirical data on mental function specialization across the lifespan. This will elucidate two aspects of the theory: one, the statistically significant profiles of preferences, or "Types," and two, hypothetical developmental trajectories associated with each statistically significant Type cluster that emerges from the analysis. Results will contribute to the development of an empirically validated, developmentally informed Type model.



Thursday April 2, 3:00 pm - 4:30 pm: The Pitfalls and Promises of Typing from Afar



Type ethics hold that individuals decide for themselves which type preferences name their best fit type. Yet, all type experts “read” types, spot type in movie and book characters, and speculate about the preferences of public figures. How do we do this accurately? How do we do it ethically? In this session, **Jane Kise** and **Ann Holm** will be using *The Bully Pulpit* by Doris Kearns Goodwin as a case study. Why type two American presidents, their spouses, and two “muckraker” journalists? Because of their amazingly entertaining true stories—you

can’t make this stuff up! If you don’t manage to get to the book (it’s a fantastic audio as well), we’ll have handouts with “type clue quotes” so you’ll still be able to add in your views. We guarantee this will be a lively conversation as the presenters actually don’t agree on who is which type!

We will start with a small, then large group discussion of a handout showing our differing arguments for President and “Rough Rider” Theodore Roosevelt’s type preferences. We will then introduce how to use multiple type models and life experiences to type President William Howard Taft, his very interesting wife, and the male and female founders of *McLure’s* magazine and the origins of investigative reporting. We will conclude with a group-generated list of what does and doesn’t matter in typing from afar.



Thursday April 2, 5:00 pm - 6:30 pm: Insights on Positive Impact and Influence



No one tells you how to get on with other people. Most of us pick it up as we go along, perhaps it “comes naturally”, perhaps we learn from role models and experience, or from books and training courses. It can be a hit and miss affair, until we learn about personality type, then it becomes clearer.

In this session, **Catherine Stothart** will explore charisma, and how making other people feel good is a key ingredient for getting on well with them. Knowing the strengths and the potential pitfalls of your Interaction Style enables you to behave in a more charismatic way to have a positive impact and influence on others.

This session will be interactive, with video clips, questionnaires, group discussion and actionable outputs.

Thursday April 2, 5:00 pm - 6:30 pm: How to Manage a P who is Always Late



The lateness of P's can cause major conflicts and inefficiencies, but what can we do about it? The surprising truth is that P's always want to be on time, and hate being late. However, Time Management training is written by J's for J's, and completely fails to address the real issues. The reasons behind a P's lack of punctuality are complex and difficult to resolve. The obvious solution "Just leave earlier", doesn't begin to address the problem. In spite of good intentions, they just can't do it.

But there is hope! **Teresa Moon** has developed an original toolbox of ways in which P's can successfully address their tardiness, so come to this session if you want to understand the psychology of lateness, and how to manage it. The answers may surprise you – e.g. you will discover why the most common remedy used by J's, achieves exactly the opposite result.

"I found Teresa's tips insightful, practical and easy to implement". Sheila McAlpine ISTJ BAPT 2018.

Thursday April 2, 5:00 pm - 6:30 pm: Questionnaires versus Word Association

Throughout our lives we leak our type - which can change as we mature and engage the Transcendent Function. But our conscious brain does not necessarily keep up! Hence questionnaires can be like yesterday's news - out of date. In this session, **Roy Childs** will explore the advantages and limitations of questionnaires and introduce people to a less conscious, less ego-driven approach known as the 'Watchword Technique - Self-discovery the Jungian Way.'



CONCURRENT SESSIONS: FRIDAY APRIL 3, 2020

Friday April 3, 11:00 am - 12:30 pm: 2020 Team vision: clear insights into groups



In this session, **Sterling Bates** will help us see teams and people in full color, not black and white. Learn how to peer into the heart of teams using multiple models of psychological type. Leverage modern reporting tools to do analytics across models and create compelling visuals using color, size and shape. Multiple lenses showcased in the presentation including: Interaction Styles, Temperament/Essential Motivators, 8 Cognitive Process/Dynamics and Whole Type all working together. With each model we can dive deeper and use the dynamics and sub-groupings to provide tailored insight. Eg. for Essential Motivators, looking at Pragmatic vs Affiliative dynamics across the team. For Whole Type, looking at the exterior letters, the Attitude Pairs of the team members. Analytics can allow people to quickly see the lopsided parts of a team, powering insights into where the team likely has gone wrong and will go wrong in the future. The right visualizations can make it much easier for the team members to learn what they need.

Friday April 3, 11:00 am - 12:30 pm: Archetypal Jazz - Cognitive Functions & Music

Join this session for an overview of the 8 Jungian Function-Attitudes (Cognitive Processes) and how they take on a tension or harmony relative to the Dominant function. **Richard Owen** will use the analogy of music: how notes similarly express an emotional quality relative to the key centre. Joining Richard's two passions of music and psychology in a presentation for the first time, this session will feature some live guitar music, exploring the tonal landscape of 8 musical modes to represent Beebe's Archetypes. Expect a sonic journey ranging from the powerful and celebratory Hero, to the jarring atonal clash and existential dread of the Demonic Shadow. There will be examples of functional tensions within specific Types to illustrate the concept; plus time for shared reflection on your reactions to the music.



Friday April 3, 11:00 am - 12:30 pm: Exploring Gender Differences in Type Development



In the session, **Daniel Fleshner** will explore patterns in the development of mental function polarities within and across gender, including our findings from an analysis of variance on the differences in function profiles in various age and gender groups. It will also seek to start a dialogue about how the social construct of gender influences Type development and how the study's results might contribute to the evolution of understanding gender-bound Type differences. In an age where gender identification is more fluid than ever, it is increasingly important to understand the polarities (anima/animus) of function development that supersede traditional views of gender, so that Type practitioners can better understand clients' worldviews and provide culturally competent services.

The session will include a review of current literature in comparison to our study, findings from an ANOVA on mental function profiles, and a discussion on how to integrate the study's findings with modern narratives of gender.

Friday April 3, 1:30 pm - 3:00 pm: Specific or Broad? What is a Powerful Question?

What is possible? What is the dream? Coach training programs emphasize the value of powerful questions, those that are meant to provoke the client into deeper thinking about themselves or a situation. Given that the NF temperament prevails at the International Coaching Federation, in this session **Ann Holm** will investigate is there an unintended blind spot around how to phrase a truly powerful question for the various clients we might encounter? Explore case studies and videos to see what engages our clients when we pose our powerful questions. The session is intended to be interactive with participants weighing in on the examples presented and bringing their own experiences to the conversation.



Friday April 3, 1:30 pm - 3:00 pm: Dynamic Problem Solving with 8 essential questions



Great work! The whole team participates and completely supports important decisions. But what if your team still makes lopsided decisions? When teams are comprised of similar personality types, who focus on the same essential questions, they may ignore important aspects like "what's the problem we are trying to solve?" or "how did we get here?" or "how will this make the team stronger?" In this interactive workshop, **Markey Read** will introduce the Decision-Making Wheel, a much-needed update on the Z-pattern, a practical and accessible tool for use with a general population. Come join the fun!

Friday April 3, 1:30 pm - 3:00 pm: Same type but so different - Why?

It all started during a type training when 4 INFP participants recognized themselves in their type description but could not admit that their 3 colleagues would have the same type. We were able to understand the why when we discovered that they each had different “Deep Motivational Drivers” (DMD’s) which lead to very different expressions of their type.



Since then, I have explored the impact of those DMD’s on type. I have experienced that participants facing difficulties to assess their true type have often DMD’s that are somewhat “conflicting” with their preferences.

In this session, **Jean Luc Dupot** will help you discover what DMD’s are and identify your own DMD’s to explore how they influence your type. We will end up by considering a kind of “typology” based on the combinations between DMD’s and type preferences. (The Deep Motivational Drivers were discovered by Bertrand Theraulaz and Ralph Hippolyte, the two founders of the ActionTypes® approach.)

Friday April 3, 3:30 pm - 4:30 pm: Clarity through Collage - Using Images in Coaching



Images are the language of the mind. When we work the mind’s images directly, we can discover powerful new insights, gain clarity of purpose and the motivation to take action. **Anna Crollick** will introduce the use of an arts-based method in coaching and provide the opportunity to experience a taster of the UnglueYou® methodology – a process that creates a route for unconscious thoughts to surface and be represented in the tangible output of a visual narrative. We will explore how working with images can help motivate, raise awareness of how we feel and pave the way for clarity of mind, confidence and better decisions. We will explore, create, discuss.

Friday April 3, 3:30 pm – 4:30 pm: The Grander Picture of Typology

Traditional typology minutely focuses on the individual, examining how we function within ourselves and in relationship to others, often relying on assessments and psychometrics to draw conclusions. In this session, **Vicky Jo Varner** will invite you to look at the bigger picture and consider the typology of macrocosms, whether they be families, social groups, communities, businesses, common interest groups, or even whole countries. This concept can be further applied to ideas, such as philosophical ideologies, psychological models, religions, and historical eras. We will draw upon typology as modeled by Jung in “Psychological Types” to examine the evolution of ideas, as well as delve into the views of other authors such as Hillman, Jennings, Toynbee, Spiegelman, Bridges, and Wheelwright. Attendees will be invited to participate in reflective exercises aimed at expanding our classification habitus to encompass whole systems and evaluate them typologically.



Friday April 3, 3:30 pm - 4:30 pm: Taking type mainstream: a new type hypothesis



Presenting a refined model of the Jungian cognitive processes that explains Jungian jargon in terms of plain language and psychological theories that are popular in mainstream academic psychology.

Specifically, **Nico Burns** will:

- Discuss I/E in the context of Embodied Cognition: the idea that cognition is not something that occurs in the mind/brain in isolation, but requires an interaction-loop with the external world. In this context, I/E can be seen as processes that require differing regularities of interaction.
- Compare J/P to Dual-Process Theory (as popularised by Daniel Kahneman's Thinking Fast and Slow).
- Compare T/F to the Is-Ought distinction, where roughly: Thinking is reasoning about what is true/false/possible/impossible, and Feeling is logical about what is good/bad/liked/disliked.
- N/S analogy still a WIP.

Finally, he will talk a little about the exciting possibilities bringing Jungian type into the mainstream could enable. There will be time for questions and discussion at the end.

Friday April 3, 5:00 pm - 6:15 pm: Setting the Record Straight



Join doctoral student **David Pool** as he reviews some of the type-related corrections he has successfully contributed to Wikipedia, National Public Radio (NPR), and the Hidden Brain podcast.

We will examine how to successfully correct national speakers like Dr. Adam Grant and Dr. Brian Little, while examining insightful commentary from Science Friday's Ira Flatow and Harvard's Steven Pinker.

Special attention will be given to the ethics of journalism, including a local member station response from Oregon Public Broadcasting's (OPB) President, Steve Bass and from NPR's final Ombudsman before they eliminated that position; Liz Jensen.

Audience members will have the opportunity to help correct recent falsehoods published by Merve Emre and broadcast nationally, on All Things Considered.

Friday April 3, 5:00 pm - 6:15 pm: Mastering the Dominant - Invoking the Inferior

Research shows that the most common problem identified by Type therapists is not related to the unconscious functions, it is the dominant function that can run away with itself, often causing some mayhem along the way. By invoking the inferior function we can exercise some damage limitation. However, this is not easy to do. The task is helped by the superb road map supplied by our knowledge of the cognitive processes. In this session, **Sue Blair** will explore how and when our dominant function may be exaggerated and how the Inferior function can come to the rescue - if we let it! This will be a session where we learn from each other how the dominant and inferior functions present themselves in our lives and how to create balance when it is most needed. The session will include the following:



- Brief overview of the cognitive functions
- Who is saying what about the dominant and inferior functions?
- What do we mean by balance?
- Case studies

Friday April 3, 5:00 pm – 6:15 pm: Introduction to Music Typology of 16 types



In this session, **Olga Tangemann** will introduce participants to a theory of Musical typology and the method of analyzing the type through music preferences. They will learn new skills of differentiating types of music associated with 4 functions and 4 types of psychic energy TPEs: Id, Ego, Superego and Superid. The session will contain small group discussions and problem solving in relation to music preferences and type identification.

CONCURRENT SESSIONS: SATURDAY APRIL 4, 2020

Saturday April 4, 11:00 am - 12:15 pm: Does using the MBTI really make a difference?

Some see type practitioners as charlatans, but I, and the practitioners that I talk to, genuinely believe type can make a difference. In this session, **John Hackston** will help participants explore and apply the evidence, and access tools to build their own evidence bank.

We'll look at what 'making a difference with type' means. In groups, participants can discuss their stories and examples, reporting these back. We'll look at the evidence available, including stories, case studies, client research, ROI studies, and validity. In doing so, we'll share case studies and present findings from our latest research, with handouts and links so that participants can find out more. We'll discuss how different types of evidence may convince different audiences. And there will be an interactive game or two.

We aim to equip people to gather their own evidence and will share models and questions that we have used in evaluating our own programmes. In an interactive session, participants will be able to try these out.



Saturday April 4, 11:00 am - 12:15 pm: Blurred Vision: How our Type Filters See Conflict



We all have blurred vision. We rarely see reality. Our Types filter how we perceive and receive information, and this can often lead to conflict, irritation and misunderstanding. In this session, **Angelina Bennet** will look at the potential for conflict through several different Type lenses including the opposing function, inferior function, and level of development/defensiveness.

The session will be interactive and require participation from the group, sharing their experiences and perspectives. To finish on a positive note, we will also explore how to work towards ways of managing these differences effectively.

Saturday April 4, 11:00 am - 12:15 pm: How to type famous people

Typology enthusiasts often wonder what type a certain celebrity or historical figure might be. In MBTI circles, this can often be limited by the fact that most icons, alive or dead, have never taken the test, so all one can do is speculate. In Socionics, there is no official test to take; it is a theory, rather than an instrument. For this reason, socionists have had to adapt and refine more unstructured disciplines for assessing personality type from any source.



In this crash course, **Jack Aaron** will demonstrate how you can type someone without a test, and what's more, type someone you have never met and who may very well have been dead for a thousand years. Through the analysis of interviews, letters, works of art and biographies, we will look at figures as influential as Winston Churchill, Charles Darwin and Her Majesty, Queen Elizabeth II, uncovering the strengths, weaknesses, motivations and values that form a typological profile, revealing the personality behind the icon.

Saturday April 4, 1:15 pm - 2:30 pm: See Yourself More Clearly to Serve Clients Better



How does what you do in your practice reflect who you are as a type professional? What are your goals and aspirations for yourself and your clients? Combining active participation and reflective analysis, this session led by **Katherine Hirsh** will help you explore your personal views on facilitation and begin the process of constructing a philosophy of practice statement. We will spend time identifying what is most important to you as a practitioner; clarifying your objectives and motivations; and acknowledging and embracing your limitations

as a practitioner. Throughout the session we will examine the ways in which type influences differences in facilitation style, philosophy and process and highlight how making these differences explicit can help you develop a more authentic, engaging, and effective facilitation style. Join this dynamic and interactive workshop and leave with strategies that can be applied immediately to improve your facilitation, be it with individuals, groups or organizations.

Saturday April 4, 1:15 pm - 2:30 pm: VUCA Prime through the MBTI lens

What's VUCA? Why should we care? What impact will VUCA have on our lives in the future? What choices do we have in dealing with the VUCA world we live in? Is VUCA just another word for Change? How can we build resilience in the face of this phenomenon?

In this session, Shirley Blenkinsop will help us examine the threats VUCA poses to us as individuals and the validity of its antidote VUCA PRIME using the lens of the Cognitive Functions. What does the MBTI suggest about the validity of VUCA Prime and what, if anything, is missing from the model?



Saturday April 4, 1:15 pm - 2:30 pm: Type and Entrepreneurs



Can all Types be entrepreneurs? Are there particular challenges that entrepreneurship brings? What impact are Global trends having on entrepreneurship? **Sarah Perrot** is working with the Centre for Entrepreneurs and the New Entrepreneurs Fast Track 2020 cohort. They have been using Type as part of their toolkit as they seek to establish and build their businesses. NEF Fast Track is using Type in developing leadership skills and building self and other awareness. In particular as they invite others to work with them as co-founders. Come along and hear about this case study within the area of entrepreneurship.

FREE "Socionics" ASSESSMENT throughout the conference

Jack Aaron

Jack is a business psychologist, YouTuber and founder of the World Socionics Society, an international community dedicated to the discussion, exploration and education of Socionics, the 'Russian cousin' of the Myers Briggs.

Throughout the conference, Jack is offering people the opportunity to have a Socionics diagnostic assessment, a one-to-one exploration to discover what your type is, in Socionics terms.

