

31st Annual Conference
of the British Association for Psychological Type

20:20 vision

Clear Insights on Type



Online mini conference
3 April: Conference / 2 & 5 April: workshops



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Thursday 2 April

Priming the Alchemy of Opposites

Thursday 2 April, 2:00—5:00 with *Dario Nardi*
PRE CONFERENCE half-day WORKSHOP

Friday 3 April

1:00 – 2:00	Does Using the MBTI® Really Make a Difference? John Hackston
	2:00 – 2:30 BREAK
2:30 – 3:30	The Pitfalls and Promises of Typing from Afar Jane Kise & Ann Holm
	3:30 – 4:00 BREAK
4:00– 5:00	Dynamic Problem Solving with 8 Essential Questions Markey Read
	5:00 – 5:30 BREAK
5:30 – 6:30	Flawless Facilitation: Techniques for Training all Types Susan Nash

Saturday 4 April

Connecting with Culture through Psychological Types

Sunday April 5, 10:00 – 5:00 with *John Beebe*
POST CONFERENCE 1-day WORKSHOP

Thank you to these companies for being willing to sponsor the 2020 in-person conference



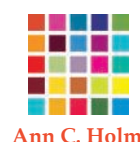
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Profiles for Conference speakers



Dario Nardi, PhD (INTJ) is a published author and a public lecturer, the chief of Radiance House, and teaches part-time at the 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.



John Hackston (INTP) is a Chartered Psychologist with over thirty years of experience in helping clients to use psychometric assessments. He carries out research to bring personality assessments, especially the MBTI®, to life, helping practitioners and end users apply the insights they gain.



Jane Kise (INFJ) Ed.D., CLP, MBA is an organisational consultant and author of 20+ books, many of them on practical applications of type in education, spirituality, and executive coaching. A past president of APTi, her current interests include using type to enhance employee effectiveness & engagement, and school leadership development, especially for women.



Ann C. Holm (ENFP) MS, PCC, CPCC is a Professional Certified Coach specializing in executive, career, and personal development. She is an MBTI® Master Practitioner and is known for her extensive experience of the MBTI® Step III. Her 25 years of experience in applied brain science helps her coaching clients understand how to stay focused.



Markey Read (ENFJ) has an innovative approach to Team & Project Leadership through the lens of Personality Type, which has established her as a thought leader. Author of *Leadership Styles: Acting on Informed Decisions*, her workshops are wonderfully interactive.



Susan Nash (ENFJ) applies type knowledge to businesses in a practical and relevant way, and trains people to be effective coaches and facilitators. Susan has written 11 books, the most recent of which is *Flawless Facilitation*, combining knowledge, skills and techniques to enable effective learning and retention, together with relevant content on personality type. She is a Past President of APTi.



Jungian analyst **John Beebe** (ENTP) 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.

Members of the BAPT Board of Trustees

...are volunteers who have worked to arrange this Conference for you.

We hope you are enjoying it, and will come again!



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We are looking for a Director of Communications, please speak to one of us.
We also welcome volunteers to help with various tasks through the year.

Conference Sessions

THURSDAY 2nd APRIL, 2:00 – 5:00 PRE Conference Workshop

Dario Nardi: **Priming the Alchemy of Opposites**

Dario Nardi, PhD is an internationally renowned researcher, speaker, and instructor in neuroscience, personality, and education. Dario 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*.

This workshop is separately booked and paid for.

FRIDAY 3rd APRIL, 1:00 – 6:30

John Hackston: **Does using the MBTI® really make a difference?**

Some see type practitioners as charlatans, but John, and the practitioners that he talks 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.

Jane Kise & Ann Holm: **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.

Markey Read: **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!

Susan Nash: **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.

SUNDAY 5th APRIL, 10:00 – 5:00 POST Conference Workshop

John Beebe: **Connecting with Culture through Psychological Types**

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.

This workshop is separately booked and paid for.

Brief Summary of the Eight Processes

We all use all 8 processes to different degrees and with different levels of skills. These descriptions are the basic elements.

SENSING is becoming aware of what your senses are telling you, and is concrete and tangible in nature. In the Sensing process, the focus is on the actual experience, the facts and the data. As Perception, it is awareness of such experience and being drawn to notice the concrete realities of a situation, past or present.

Extraverted Sensing (Se)

Experiencing and noticing the physical world, scanning for visible reactions and relevant data. You are one with the experience. There is no "naming" or describing - just pure, vivid experience. The whole scene comes into your awareness almost at once.

Introverted Sensing (Si)

Recalling past experiences, remembering detailed data and what it is linked to. The immediate experience or words are instantly linked by Si with the prior experiences and one registers that there is a similarity or a difference - for example, noticing that some food doesn't taste the same and is saltier than it usually is.

INTUITING is a process of becoming aware of abstract information like symbols, conceptual patterns and meanings, and making connections between them and other things.

Extraverted iNtuition (Ne)

Infers connections, notices meaning, and looks for possibilities. Ne sees many ways of representing reality: "what if...?", and holds many possibilities in mind at once without choosing. There is often an emergent quality, in that a strategy or concept emerges and evolves based on the here-and-now interactions, rather than being planned as a whole beforehand.

Introverted iNtuition (Ni)

Foreseeing implications, conceptualising, and having images of the future or profound meaning. Ni often involves a sense of what will be, and is often a clear world view. With Ni, you might get a sense of what will happen without any concrete data, or get a sense of a whole plan, pattern, theory, or explanation. This awareness often has a sureness and urgency to act on it.

THINKING is a process of evaluating and making judgements based on objective criteria. Using this process, we detach ourselves from our values and seek to make decisions based on principles.

Extraverted Thinking (Te)

Te organises the external world according to logical criteria, anything out there such as planning events or environments; language in its many uses; rooms or buildings or cities; categories, flow charts, outlines, etc. You can notice when something is expected in a sequence but missing, whether in proof reading or in assessing concepts.

Introverted Thinking (Ti)

Ti figures out how something works, finds just the right word to express an idea concisely. You have an internal sense of the essential qualities of something, and building a self-consistent and complete mental model. You might take things or ideas apart to figure out how they work, looking at different sides of an issue and seeing the flaws and how to fix them efficiently.

FEELING is a process of making evaluations based on what is subjectively important. Weighing different values, considering ethical and moral issues, attending to personal and relationship goals, and having a belief in something all involve this process.

Extraverted Feeling (Fe)

Fe considers others and how to respond. It normally works in relation to specific people and situations and so has a more here-and-now quality than a universal, future, or past quality. It helps us "grease the wheels" of social interaction. We respond according to expressed or even unexpressed wants and needs of others, and may ask people what they want or self-disclose to prompt them to talk more about themselves so we can respond to their needs.

Introverted Feeling (Fi)

Fi evaluates the importance of something to the individual and works to maintain congruence with an inner, personal sense of what is right or wrong. It can often serve as a filter to notice what matches what we value though is seldom expressed directly. It helps you know when someone is being fake or insincere or if they are basically good. It is like having an internal plumb line or compass, against which alignment is assessed, and one is drawn to connect with others on the same wavelength.

Archetypes and the Areas of Personality they Pattern (by John Beebe ©2020)

Conscious

Hero/Heroine	<i>area of strength & pride</i>	Organizes adaptation, initiates individuation
Father/Mother	<i>area of fostering & protecting</i>	Nurtures and protects others
Puer/Puella	<i>area of immaturity & play</i>	Endearing, vulnerable child who copes by improvising
Anima/Animus	<i>area of embarrassment & idealization</i>	Gateway to the unconscious

Unconscious

Opposing Personality	<i>area of frustration & challenge</i>	Defends by offending, seducing, avoiding; self-critic
Senex/Witch	<i>area of limit-setting & control</i>	Defends by refusing, belittling, inactivating; sets limits
Trickster	<i>area of manipulation & paradox</i>	Mischievous, creates double binds, circumvents obstacles
Demonic/Daimonic	<i>area of undermining & redemption</i>	Undermines self and others; creates opportunities to develop integrity

