

BAPT CONFERENCE 2015

Angelina Bennet (INTJ)

BAPT President



This year's BAPT Conference is being held at a very different venue to our previous conferences both in style and location. Studley Castle is set in the rural outskirts of Redditch, just south of Birmingham. Although it is called a Castle, it is, in fact, a gothic revival style mansion house, built adjacent to the site of the ruins of an ancient castle.

The mansion was built in 1836 by Francis Holyoake Goodricke as a family home and designed by the architect, Samuel Beazley. The mansion passed through several different families and, in 1903, it was acquired by Lady Warwick who turned it into the Studley Agricultural College for Women. It remained a women's college until it closed in 1969, but the sale of the property provided funds for the establishment of a trust for those wishing to pursue agricultural careers. It was owned for a while by British car manufacturers, British Leyland and then Rover, who used it as a meeting and training venue before it finally became a hotel. It is now a Grade II listed building and is owned by De Vere. At Studley Castle there are 57 en-suite bedrooms and a beautiful Georgian restaurant, not to mention acres of lovely countryside.



Despite the rural location, it is, however, very accessible. Trains run directly from Birmingham to nearby Redditch station, trains run frequently from London Euston to Birmingham, Birmingham has an international airport, and it is close to the M40, M42, M6 and M5. So we expect to see you there!

The theme for this year's Conference, 3D Type, brings a look at type from a variety of perspectives. There are sessions that will provide the 3Ds, 'Depth', 'Development', and 'Diversity' to both type novices and type experts. So here is a preview of the provisional 2015 Conference but the final programme is still subject to change.

Thursday 19th March

We are overjoyed to say that **Ann O'Sullivan** will be opening the Conference this year. Ann is a founder member of the Myers Briggs Users Group (MBUG) which eventually evolved into BAPT. She provided us with our closing plenary session in Greenwich, for which she received a standing ovation. Information about Ann's session is not yet available because, as I write this, Ann is busy with the move of Emmaus House to Whitchurch Village. But, whatever it is, I can promise it will be engaging, thought-provoking, full of wisdom and probably (and hopefully) a tiny bit controversial.



Markey Read was also a speaker at last year's Conference in Greenwich and she liked us so much that she is coming all the way from the US to be with us again this year. Markey has been using Type in leadership development for about 20 years and is the author of *Your Cast of Characters: A Leadership Development Tool Kit*. In this session, *Access Your Superpower*,

Markey will be drawing on the Beebe eight function model and the archetypal *Hero's Journey* to demonstrate how each type develops throughout life. More details of Markey's session are shown on Page 8 following this article.

If you have ever wondered what is behind your purchasing decisions, **Gareth English** may have the answer. Gareth is an occupational psychologist who specialises in client and customer relationships and in this session, *Type and Shopping*, he will explore how personality combines with other psychological factors to influence our decision to buy.



Mette Babitzkow Boje is a manager at the Danish Centre for Leadership, specialising in talent management. In *Using Typology and Talent Management in a Multicultural Setting*, Mette will explain how she used Type and a career development tool, 'The Career Concept', in a talent management program. The session will look into career paths in relation to type as well as differences between cultures and nationalities in regard to talent development.





Insights founder, **Andi Lothian**, has kindly offered to provide Conference attendees with an experience of his new *Insights Deeper Discovery System*. This session is going to be held in the early evening before dinner so that all who are interested can attend. Once registered for the Conference, you will be invited to complete the Deeper Discovery questionnaire in preparation for the session. Following a theme from earlier in the day, this new version of Insights looks at an individual's 8 functions in relation to associated archetypes. So if you have ever wondered how Insights differs from other Type tools, this is your chance to find out.

el, together with a model of high performance teams, to enable team members to work effectively together. For those not familiar with Interaction Styles, Catherine will provide a quick overview during the session which will also serve as a reminder to those who are already acquainted with the model.



Friday 20th March



Dr Jeff Hart, like Markey, attended the Greenwich Conference and was so impressed he is coming back again. Jeff is an MBTI® Master Practitioner and has a special interest in indigenous people such as North American Tribal people. In this presentation, *Thoughts from C G Jung & Diverse Indigenous People Regarding How and Why People Develop*, Jeff will be considering individual

and group development, conscious/unconscious awareness and physical/spiritual development. He will also be referring to the concepts of 'arc of life' and the 'arc of the sun', and if we are lucky with the weather, we hope to be able to witness an actual partial solar eclipse during the session.

Always a welcome presenter at our conferences, **Susan Nash** will take us *Behind the Four Letter Code* to explore the 8 cognitive functions in depth. This session will be a must for those who want to get more familiar with type dynamics, and provide good insight into ways of exploring the function-attitudes in fun and engaging ways. Susan will be using visuals and experiential techniques to help participants



understand the order of functions and how they, as individuals, relate to them.

Catherine Stothart, known to many of us for her role as BAPT's Interest Area Co-ordinator for Education, Learning and Development, is a Leadership Coach and Team Facilitator. In this session, *From "So What?" to "So That ..."*, Catherine will be describing how she applies the Interaction Style mod-



To get us going after lunch, **Dick Otter** and **Rianne van Strien** will get us up and moving with their session *A New Development: Experience Type Through your Body*. Participants will discover the differences in motor skills between various types and find out how to recognise certain types by the way they move. I am hoping to

get some insight into my Ni tendency to walk into things! A fuller description is given in Dick's write-up which follows this article on Page 10.



Markey Read will be back with a concurrent session, *Leading in New Territory – Avoiding the Tragic Fall from Grace*. Following on from the model presented in her earlier session, Markey will be looking at the common traps that leaders fall into that often result in their downfall.



Another welcome face from the US, **Jane Kise**, (she likes us so much that she is back for a 3rd time!) will be inviting us to explore *Transforming Entrenched Arguments into Energy for Moving Forward*. Building on her work with Polarities, Jane will be taking participants through the experience of learning about and then actively mapping a key polarity through the lens of type.

The day will close with a session from the legendary **Sally Campbell**. Sally is another of the founding members of the MBUG and was one of the first Chairs of BAPT. Sally will be speaking on the theme of Storytelling and how this connects to type and the journey towards wholeness. I don't know yet exactly what Sally is planning to give us but it is bound to be insightful and, knowing Sally, almost definitely controversial! See more on Sally's presentation on Page 12 after this article.



Saturday 21st March

Ann Holm is another of our visitors from the US and usually specialises in using Type principles with people who have brain injuries and learning difficulties. However, she has yet to confirm the topic for this Conference but it may be related to MBTI® Step III®.

Personality Diversity at Work – Some More Equal than Others? is the question being posed by **Carol Parkes**. Carol will present some data to show which types tend to be valued at work and which types are happiest at work. Then she will explore the favouring of the TJ style of leadership, asking whether it is still valued. Finally, Carol will explore some strategies for the typically under-valued types in the workplace.



Leslie Francis is a Professor of Religions and Education at the University of Warwick. Leslie is going to provide more detail later, but the general topic to be presented will be about Type and Spirituality.

Type Depth, Development & Diversity with High Impact Visuals is the title of the well-themed presentation from OPP's

Pauline Siddons. Pauline has been using Type for many years and is a very experienced trainer on the MBTI® qualifying course. Pauline will demonstrate how using visual resources recently developed by OPP can take our clients deeper into type in memorable and easy to understand ways.



The Conference closes with a session from **Katherine Hirsh**. Katherine has been a great supporter of BAPT and always attends our conferences from wherever she is in the world, and we greatly appreciate this support. Her session is intriguingly titled *Once Upon a Time in the Unconscious: Cinderella, Envy and the Development of the Inferior Function*. Using Cinderella as a metaphor, this session should nicely tie together some of the themes that will have emerged during the Conference. Katherine will be guiding us through an exploration of our own dominant and inferior functions, with ideas on ways to develop and appreciate ourselves. To find out more turn to Page 13 following this article.



The on-line system is open and ready to take your bookings, so



find our Conference page on www.bapt.org.uk. The rates are amazing this year and include 2 nights accommodation and all meals during your stay. If you have a friend that you are happy to share a room with, let us know and we can give you an even better rate. The Early Bird offer is on until the 31st January, so book now to get the best rate. There are several options for payment, but a bank transfer works out the best for us. If you are coming from overseas the Paypal option is probably easiest. But any questions or queries, just get in touch. I'm looking forward to seeing you at Studley Castle in March.

BOOK REVIEWER WANTED!

I am looking for someone to carry out a Book Review for the Spring or Summer issue of *TypeFace* on Susan Cain's book *Quiet – The Power of Introverts in a World That Can't Stop Talking*. This book wasn't written by a member of the type community but, nevertheless, became a Sunday Times Best Seller when it was published in 2012. Their reporter, Daisy Goodwin, wrote at the time: "*Quiet's central thesis is fresh and important. Perhaps it is time we all stopped to listen to the still, small voice of calm.*" The book is 266 words long, excluding bibliography, glossary, etc.

It is probably useful for all type users to become familiar with this book since their clients may well have read it and want an expert opinion on the message that Susan is putting across.

If you would like to do this Book Review for *TypeFace*, please get in touch with me on: gill.clack@kcl.ac.uk and

I'll send on the book to you.





Markey Read has 20 years' experience in using the Myers Briggs Type Indicator® and personality type theory in leadership development, team building and career development with individuals and groups. She is certified in MBTI®, FlexTalk and Emotional Intelligence. The recently published Your Cast of Characters: A Leadership Development Tool Kit, is a culmination of 15+ years of research, interviews and practical application of personality type with leaders of all styles. Markey is President of Career Networks, Inc. in Vermont, and has more than 25 years' experience in coaching and training groups and individuals in developing and implementing sustainable Leadership Development programs and Career Employment strategies.

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BAPT CONFERENCE 2015

ACCESS YOUR SUPERPOWER BY DEVELOPING YOUR SIDEKICKS, IDENTIFYING YOUR SECRET WEAPONS AND UNARMING YOUR FOES

MARKEY READ (ENFJ)

Whether it's the ability to fly, read minds, see through solid objects, foretell the future, or heal with touch, all super heroes and heroines have two key elements in common. They have an ability that is exaggerated and extremely well developed; and they all have a dark side or weakness that occasionally interferes with their ability to use their super power effectively. There are many variations of the Heroic Journey and the dynamics of this journey is what makes good stories compelling.

Ordinary humans share the same dynamics – we all have a Dominant or Heroic function, that we lead with and it tends to be the most developed and accessible part of our personality; we all have an Auxiliary or Sidekick function that supports the Heroic function and we all have shadowy qualities that occasionally put us in double binds, transform us into highly critical annihilators, and seem to block our every move. Instead of sidekicks, friends, and foes found in adventures in the physical world like our super heroines, however, our cast of characters can be accessed through the archetypal characters that “carry” or express the eight functions of each personality type. Each of the 16 Personality Types has eight characters in their cast of characters and each personality type expresses the archetypes according to a unique pattern.

The Heroic Journey

The Heroic function carries the story arc of the journey and its role is to find its helpful sidekicks and friends, identify its fiends along the path, overcome obstacles, defeat foes, and use mysterious gifts in order to complete the journey. The heroic journey depicts the transition from child to adult; it is the journey of individuation. Throughout the adventure, the Heroine must encounter and learn to access the other 7 function-archetypes to come full circle.

In the primary supporting role, the Good Parent (aka Auxiliary Function) is there to look after the

Hero/Heroine, helping to guide and support the Hero/Heroine's primary purpose. The Good Parent can be considered the side-kick or helpful servant to the Hero/Heroine. For good measure, the Eternal Child (aka Tertiary Function) enters the scene to support the Hero/Heroine in playing and experiencing life with the innocence and wonder of a child, and to be a reminder to keep a sense of humor. To support the full integration of the Hero/Heroine, Good Parent, and Child, the Anima/Animus (aka Fourth Function) houses the soul of the Hero/Heroine and acts as ballast for the Hero/Heroine.



Hero's Journey



Cast of Characters

In order to create some tension in the story, each of these first four characters, has a nemesis or “shadow” expression. The Hero/Heroine’s shadow, or Opposing Personality, acts in opposition to the Hero/Heroine. The Opposing Personality is like an irritating pebble in the Hero/Heroine’s shoe as s/he makes life’s journey and, occasionally, can be a perfect ally that helps the Hero/Heroine stop short of illusions of grandeur. The Good Parent’s shadow is the Critical Parent. The Critical Parent’s purpose is to protect the Hero/Heroine when s/he feels threatened and needs to destroy an adversary by exploiting vulnerabilities; when we harshly criticize ourselves or others, we are most likely acting from this role.

The Eternal Child’s shadow is the Trickster. The Trickster’s role is to create double binds for the Hero/Heroine and his or her adversaries. The Trickster can also get the Hero/Heroine out of “no-win” situations with surprising agility and ingenuity. When not respected and appreciated, however, the Trickster’s Mercurial energy is likely to set a trap for the Hero/Heroine that could result in a fast and hard fall from grace. It is the Trickster that often derails powerful leaders when they live too far outside the expectations of their role; and most especially when they take themselves too seriously. The Animus/Anima shadow is the Demon/Daemon. The Demon/Daemon’s role is to both undermine *and* provide the secret weapon needed to defeat an adversary along the Hero/Heroine’s journey. This is the most elusive and unpredictable character in the story narrative. In addition to bringing great destruction, it can be the source of the most ingenious insights and contributions to the Hero/Heroine’s story.

Cast of Characters

The purpose of looking at each personality type as a **Cast of Characters** is to assist each individual in observing the self and taking responsibility for all the ways **Your Cast of Characters** empowers, side-tracks, enriches and challenges the Hero/Heroine and all the people around him/her. When one is aware that all these characters are acting through and in each person, it’s possible to intentionally engage with these characters when personal resources are nourished and plentiful rather than try to deal with them when physical, emotional and intellectual resources are compromised.

Remember, everyone has a **Cast of Characters** that support and sabotage their Hero/Heroine’s journey. It is common when first learning about the power of this **Cast of Characters** to assign the least desirable aspects of each character onto other people – family members, co-workers, friends, enemies and all the peripheral folks encountered along the path. It is often easier to see these facets in other people, especially when a member of their **Cast of Characters** expresses some quality that is native to one of your characters with whom you have not yet made peace or when your personal resources are stressed or depleted.

At minimum, knowing these characters exist within you and can potentially be assets or liabilities allows for the opportunity to access the hidden treasures – intellectually and emotionally – that can lead to higher functioning and type integration.

If you would like to learn more about how the Archetypes bring the Cognitive Processes into 3D for each Personality Type, join me at the BAPT Conference. Come join us in your journey!

BAPT CONFERENCE 2015

A NEW DEVELOPMENT: EXPERIENCE TYPE THROUGH YOUR BODY

DICK OTTER (ENTP) & RIANNE VAN STRIEN (ESFP)



Dick is owner of the company Lefconsult in Holland. He has worked with Jungian typology (JTI and MBTI®) since 1998, using Typology in business, sports and education. In sports he uses physical exercises to give a second indication of players' type preferences and helps coaches to understand their athletes better in communication and movement.

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Rianne initially trained to be a teacher of physical education and then went on to study Educational Sciences in Utrecht, with a specialization in Youth and Sport. She then finished a postdoctoral study in practical sports psychology and is registered as a sports psychologist. Since 2007 she has run her own company Coach2score. She is accredited to use both the JTI and YTDI. Her main focus is the Action Type® approach, using motor skills to find out more about people's true type.

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It is a pleasure for us to join the BAPT Conference again in 2015. The 2014 Conference was great with so many innovating workshops, enthusiastic people and a lot of materials to use in our own practice. We are very glad to bring to you our workshop about experiencing type through your body.

A bit of the background

In *Dichotomies of the Mind* (1982) Walter Lowen was the first to describe connections between type and the brain. In 2008 *Personality Types* was published, a bit easier to understand, written with Lawrence Miike and published after Lowen's death in 2006.



What Walter Lowen discovered was that, very generally, the front part of the brain (cerebral cortex) relates to Extraversion and the back part to Introversion. The right side relates to Perceiving and the left side to Judging. Of course, it is much more complicated than that. For example: the research of Dario Nardi tells us how every Type preferences has his/her own way of using the brain, looking at brain activity on the cortex level.

Nevertheless, Lowen found that each type was associated with a specific capacity and one by one these are developed in the child. In the first year the child develops the gross motor skills such as moving the body, kicking and flailing about. **These correspond to the SF types.** Then between one and two years of age the child develops the fine motor skills such as hand-eye co-ordination. **These correspond to ST types.** Next, from the age of two to eight, the child develops verbal skills. **These correspond to NF types.** Finally, after the age of eight, the child develops intellectual skills. **These correspond to NT types.**

When we look at our eight functions we can conclude the following:

- Si dominance: left brain, back part ISTJ; ISFJ
- Se dominance: right brain, front part ESTP, ESFP
- Ni dominance: left brain, back part INTJ, INFJ
- Ne dominance: right brain, front part ENTP, ENFP
- Ti dominance: right brain, back part ISTP, INTP
- Te dominance: left brain, front part ESTJ, ENTJ
- Fi dominance: right brain, back part ISFP, INFP
- Fe dominance: left brain, front part ESFJ, ENFJ

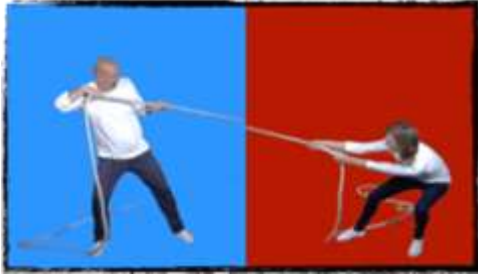
In Sports John Niednagel related personality types to the way players in various sports, used their minds and their bodies (*Your Key to Sports Success*, 1992). He based his work on Lowen as well as Scanlon's interpretation of Lowen. He claims that by watching a person walk, and listening to his or her speech pattern, he can identify a person's personality type.

Based on this research Ralph Hyppolite and Bertrand Theraulaz developed Action Types. They did a lot of research and discovered many connections between body movements and type preferences. They recognized four different movement patterns, and concluded: movement patterns tell us something about our mental functions and our learning styles.

In our workshop we want to introduce you to this fascinating link between your body and type preferences.

We will focus on two questions:

1. Does your body move top-down or bottom-up



2. Is your body associating or dissociating?



When you join us please get ready for some action, because in this workshop you cannot be sitting still. We will let you experience the differences in motor skills between various types. Being able to recognize certain types by the way they move, you get extra information to discover their true type. Learn to observe movement and motor skills and find out more about the type-indicators that people will show through body language.

If you know what to look for, you'll be able to make an adequate type-analysis based on movement. To support your observations, we use video clips.

We use it in Sports, in Education and in Business, so be inspired to do so too!

Katherine Hirsh said the following about Dick & Rianne: *"Dick and Rianne have an excellent way of sharing the facilitation. They switch in and out of the primary role very naturally and during the master class we were very lucky to have both of them moving amongst the small groups."*

BOOK FOR SALE!

BAPT has a number of copies of Dick Otter's book ***You are the Difference: Application of Jungian Theory in Education*** that was reviewed in the Autumn, 2014, issue of *TypeFace* by Esther Fuller. This book, Esther writes, is aimed at educators and is filled with tips and examples that will enthuse and motivate teachers to plan learning experiences which engage all pupils.



Dick Otter is the owner of the company Lefconsult in the Netherlands and has been working with Jungian typology since 1998, in business, sports and education. In education he has qualified many teachers to use typology in the classroom and many Dutch high schools are now offering 'type courses' to teach the students to understand themselves better. Dick will be giving a Plenary Session at the upcoming BAPT Conference on *Experiencing Type through your Body*.

Any member who would like to purchase a copy of Dick's book at £11.50 plus p & p should contact Chris Rigden, Web Master, on email:

Christine@insightsforchange.co.uk

BAPT CONFERENCE 2015

STORYTELLING: WHAT IS YOUR STORY?

SALLY CAMPBELL (ENTP)



Sally trained initially as a scientist and worked in research as a marine ecologist at the edge of the sea, working with complex systems. Later in her life along with her own family experience she developed an enquiring interest and professional involvement in the dynamics of family and organisations. This led to type, BAPT and qualifying training. Her main focus is once again in complexity, which includes corporate and social responsibility, power expressions, new economics, sustainability and a much clearer overview of world development from this broad basis. Exploring how economic, social and environmental science and psychology systems interact informs her work today.

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Storytelling is a feature of every community, every family and every individual. We are storytelling beings. We make sense of our world through the stories we tell, through history, through politics, and through our cultures. People live storied lives, just as organisations are storied systems.

Ben Okri wrote: *"Stories are the secret reservoir of values: change the stories individuals or nations live by and you change the individuals and nations themselves."* But I believe it is even wider than that. It was Geoff Mead who added: *"Personal and organisational stories reveal behaviours, values, beliefs, assumptions and contradictions between the espoused and the actual."*

In a fast changing world, what has happened to storytelling? Bottom line profit drives organisational cultures. Welfare Clubs, flower shows and annual outings have largely disappeared from organisations and communities. The sense of cohesion and community at work is fast disappearing. In many parts of society, the older workers, keepers of the old culture, have been marginalised or "dispensed with". Yet we devour films, novels, music and plays that give us insights into our condition. Facebook, LinkedIn and other internet social media are brought into play as a substitute for our lost traditional sense of community. In our own personal development how much time do we give ourselves to reflect on our own story, and how much of our darker, less conscious side of self, do we project on to others? In some ways social media allows us to duck this question.

So how can we explore the hinterland of stories? What are/were your favourite or least favourite stories as a child and now? This session will encourage some reflection, and the start of storytelling, which I hope will continue beyond the Conference: for this is part of the journey of life. As we interact with individuals in families, organisations, with politics, with world news, how much do our

stories frame how and what we hear and how we react to these conversations?

The effects of long ago family and cultural history come into our storytelling. As a woman, what messages did I hear as a child, or my mother and indeed my grandmothers before me? So clearly do I recall my grandmother saying she had stood in line to demand a vote in the 1920s, and that I must always vote. My interest in equal opportunities in part clearly stems from those stories of her struggles to gain the franchise. My life's journey is in some ways tied into that storyline, as well as into the piece, which is about fairness and justice, in a World, which appears to me, to be less and less fair.



Young Sally

I believe that the reductionist science / biology/ psychology needs to give way to integrative methodologies designed to understand the complexities of the systems. Not only at a biological level but positioned in the global world, collective as well as individualistic cultures, upbringing, educational opportunities, age, weather and ancestry.

So how do we translate storytelling into something that links the journey to wholeness, to include our preferences and our emotional intelligence? To reach beyond the ego conscious being we present to the world, to explore those parts of ourselves concealed, maybe purposely. They are clearly closely linked, so we need to ponder them as one complex system. Everything, but everything affects everything. In this session, we will explore some of the paradigms we need to consider not just for ourselves, but also for those with whom we work and play. It will be fun too! And we will not have a computer screen between us!

"The real magic of discovery lies not in seeking new landscapes but in having new eyes"

Marcel Proust

BAPT CONFERENCE 2015

ONCE UPON A TIME IN THE UNCONSCIOUS: CINDERELLA, ENVY AND THE DEVELOPMENT OF THE INFERIOR FUNCTION

KATHERINE HIRSH (INTP)



Katherine W. Hirsh, D.Phil. is a principal of HirshWorks, a writing and management consultancy. She is co-author of several books on type including The MBTI® Teambuilding Program: Leader's Resource Guide (3rd Edition). She has been using psychological type personally and professionally for over twenty-five years. Katherine's preferences are for INTP.

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Since people first gathered around a fire for safety and socializing, we have felt compelled to create stories and images to explain the good and the bad we encounter in our lives. Not only do these stories help us frame our world, they can also assist us in understanding and integrating the multiple facets of who we are as individuals. From myth and fairytale to pop icons and religious figures, we use stories of heroes and monsters to make meaning out of our personal and collective experiences.

I've been exploring one such story, that of Cinderella and her stepsisters, for the insights I believe it provides about how we treat the unloved parts of ourselves. In families we tend to react to, rather than truly get to know, those nearest and dearest to us, and I would argue that this is even more true when we look within. Most of us react to our other, or non-preferred, Functions. We do not genuinely know them as parts of ourselves or see them worthy of our esteem.

One of the key features that connected the Cinderella story with type for me is that because of her status in the family she is living in sooty rags, unappreciated for her contributions and mistreated for not being a "real" daughter of the household. The head of our personality family, our Dominant Function, has a similar impact on the activity of our Inferior. Due to the Dominant's strength, the unloved 4th Function can typically only "erupt" as a compensation for our being out of balance or when we are exhausted, stressed or under the influence. Until we can move from the place of assuming that the less used and less conscious Functions are all darkness, we will not be ready to accept the invitation to bring them into the light and use them willingly, intentionally and with pleasure. As the stepsisters deny that there is anyone else whom the slipper might fit in their house, we deny that there is anything of value, anything fitting, in the non-preferred aspects of ourselves.

And yet in spite of her seeming "otherness," we

know that Cinderella is going to be the heroine of this story. There is something authentic that shines through no matter what her outer trappings or one-down position in the family constellation might indicate. My speculation is that we can recognize the heroic in Cinderella because we are the recipients of regular alerts from those aspects of the Self that do not align with our carefully built personas. It may be for precisely this reason that these alerts are the teachers to whom we most carefully need to listen. As Brené Brown has said "The universe is not short on wake-up calls. We're just quick to hit the snooze button."

I also see the success of Cinderella at the ball as a hint as to what might result if we lowered our expectations. To be specific, if we are seeking to be perfect, we may concentrate on our more conscious Functions (light) and leave the Inferior trapped in sooty rags (dark or shadow). Thus, when we encounter others with qualities we would like to own, we may envy them these or deny their merits instead of welcoming the chance to experience closeness to something we admire. I see us coming into our own and attaining our dreams – metaphorically attending the ball – only when we focus on the development of our full selves, integrating heretofore shunned parts, and expressing regard for the skilled use of these in others.

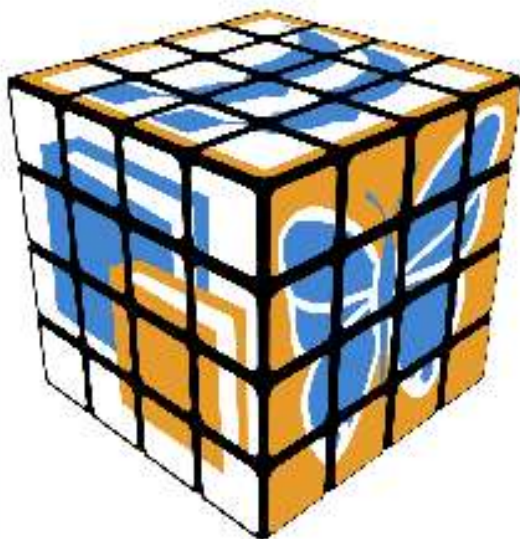
Finally, Cinderella's transformation can be a beacon for what can happen when we are feeling "good enough" in ourselves even as we embrace the possibility of striving to become someone of greater depth and brilliance. In type development terms, I think that this means taking our usual maxims about the respect for and celebration of differences and turning them inward to help us to recognize the abundance within – we both live our "four letters" and have within us their opposites. Given this appreciation we can then gratefully rejoice in the abundance that is "gifts differing" in ourselves and as well as in others.

Join me at the 2015 BAPT Annual Conference and let's work together to help everyone feel that they belong at the ball!



The British Association for Psychological Type

are pleased to invite you to their 2015 conference



3-D Type:

Depth, Development
and Diversity

19th – 21st March 2015
Studley Castle, Warwickshire

Earlybird members £375, Speakers £300, full rate £410, non-members £435

All rates inclusive of accommodation and meals, and use of facilities

12:00 Thursday to 15:30 Saturday

Booking opens 3 November! Details soon on

the BAPT web site www.bapt.org.uk

Studley Castle Warwickshire

Recently taken over by De Vere Venues, Studley Castle is set in its own grounds, with free WiFi, free parking, fitness centre and sauna. Good transport links to Birmingham airport and the motorways.

