

BAPT CONFERENCE 2016

RE-ENERGIZING TYPE – POWERFUL PERSPECTIVES FOR LIFE

PROGRAMME OVERVIEW

SUSAN NASH - PROGRAMME CHAIR



I am very excited to tell you more about the upcoming BAPT Conference on April 7-9, 2016 in Missenden Abbey, Great Missenden, Bucks. We are again lucky to host a global range of speakers from New Zealand, Australia, the USA and Europe as well as our local experts.



This Conference will provide a great diversity of content, as well as opportunities to mix and mingle with other type enthusiasts. In addition this Conference will also offer;

- A bonus **FREE session on Thursday morning**, facilitated by **Susan Nash**, to give greater insight into **whole type pattern** and the integration of temperament, cognitive processes and Interaction Style.
- All participants will be able to take the **MBTI® Step II Assessment at no charge** and receive feedback.
- **Dario Nardi** will be offering **one-on-one brain imaging sessions** (at an additional cost).

Now let me provide the highlights about our plenary sessions (with more details in articles in later pages) and an overview of the three tracks of concurrent sessions exploring many facets around the subject

Re-Energising Type – Powerful Perspectives for Life.



PLENARY SESSIONS

Thursday, April 7, 2016: 1:00 pm– 2:30 pm - How to Make Type Sticky for SUCCESS

Our kick-off speaker is **Jane Kise** who will be describing how to make type “sticky” using interactive exercises and facilitation tips. Based around the acronym SUCCESS (focusing on Simple, Unexpected, Concrete, Credible, Emotional, and using Stories) we will explore how the right facilitation can make type stick for groups of one or a thousand, for type-alike and type-diverse gatherings, for participants of any age. These techniques can help audiences to internalize type while also avoiding type bias and stereotyping. Jane is Past President of APTi and globally published author of more than 15 books about personality type.

**Thursday, April 7, 2016: 5:00 pm – 6:30 pm – MBTI® Step II: The Journey Continues**

Our second plenary session will be presented by **Penny Moyle** and **Betsy Kendall** of OPP. This session will introduce the MBTI® Step II assessment, including the opportunity for all Conference delegates to receive their own MBTI® Step II Interpretive Report, which includes valuable information about key areas of application: communication, change, conflict and decision making. For those who are already familiar with Step II, there will be an opportunity to learn about new tools and techniques for bringing the MBTI® Step II to life such as a Team Type Profile.

**Friday, April 8, 2016: 9:00 am – 10:30 am - Re-Energizing the Brain at Midlife**

Our kick-off speaker for Day Two is **Dario Nardi** who will be describing how to use the knowledge of how the neocortex works to explore how we can re-energise ourselves.

Do you or those you know need a change? After a decade or two in a career, community or relationship, why do most of us feel an itch? Is it midlife? And what can we do about it? Brain research suggests people develop skills and habits throughout life, with our brain wiring linked to personality, upbringing, and career. This presentation touches on the value of:



- “Slowing down” to give time for our brain to respond in less-preferred ways.
- “Shifting gears” to allow the brain to respond at a different “frequency”.
- “Acknowledging the Unconscious” by attending to the needs and dreams of our “hardwired” self in the limbic system and its conflicts with our conscious brain.
- “Making space” in our daily lives for elements of the unconscious to emerge, via our opposite type.
- “Practising habits” with specific activities linked to flow and competence with the 8 Jungian functions.

Friday, April 8, 2016: 5:00 pm – 6:30 pm - Survival Games Personalities Play

Our closing speakers for Day Two are **Susan Nash** and **Sue Blair** author of **The Type Trilogy Puzzle** and several other publications.

Based on **Survival Games Personalities Play** by Eve Delunas, this session will explore the psychological games that may arise when a person's needs are not being met or they don't feel safe in a situation. The dysfunctional behaviour that results is related to their personality type and specific intervention strategies are needed to stop the games. In this session we will look at what causes psychological games for different types and the various ways these games may manifest. We will also look at practical ways to intervene to end the game play while maintaining the relationship. There will be some presentation of theory and experience as well as two interactive group exercises. There will be an opportunity to share experiences, for those who wish to. This session is useful for anyone, but is particularly useful if you work in counselling, coaching, management, teaching or team building.



CLOSING SESSION

Saturday, April 9, 2016: 2:30 pm – 3:30 pm

Re-energising Type Development for Ourselves and Our Clients

Once we know our Type, what do we do with it? Many of us find out our Type and then find comfort in seeing how that Type explains our reactions, perceptions and certain behaviours. We may consider how we can adapt in certain situations and ‘flex’ our Type to help relate better to others. We may consider how our own Type impacts others. But where is the actual Type Development?

In this session Angelina Bennet will guide us as we re-visit Jung’s ideas about the development we can experience within our own Type as we progress through his stages of Differentiation and towards Individuation. We will explore ways in which we can facilitate Type Development both for ourselves and for our clients. Parallels will be drawn between Jung’s ideas on Type Development and the Ego Development theories of Jane Loevinger and Susanne Cook-Greuter, and some practical ways to apply this for personal growth will be considered.

Following on from the closing presentations given by Ann O’Sullivan and Sally Campbell at our last two conferences, I will be echoing the message that in order to work well with others using Type, we need to keep re-visiting our own relationship with Type and re-energising our own Type Development journey.

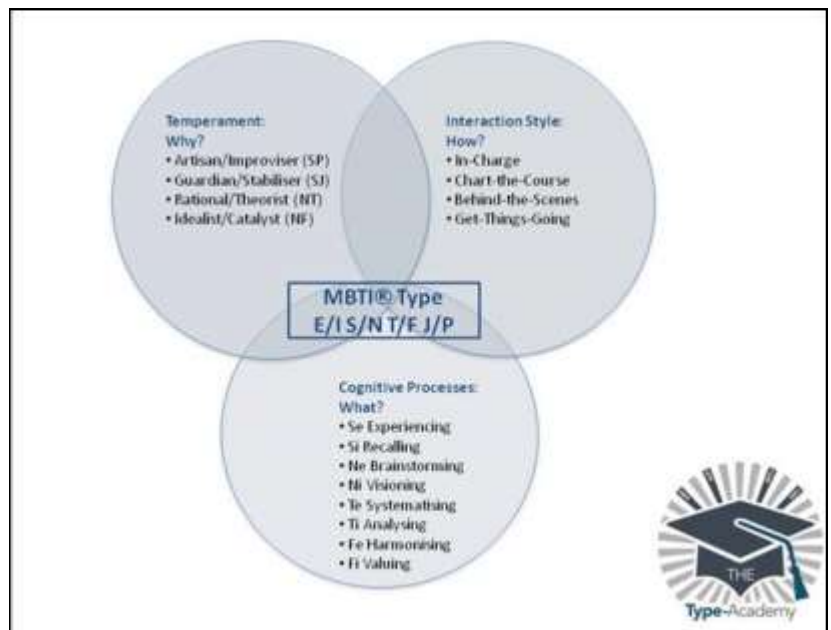


BONUS SESSION

Thursday, April 7, 2016 10:00 am – 12:00 noon: Exploring Whole Type Patterns with Susan Nash

Psychological type represents more than just the “four letter code” - the combination of the four preferences (E/I, S/N, T/F, J/P).

In this BONUS session we will preview the “three lenses of type”. Several of the plenary and concurrent sessions will reference these models so this will provide valuable background information for those not familiar with this content. First we will review Temperament which is defined as a pattern of needs, values, talents and behaviours that underlies our way of acting and being in the world. Next we will review the Interaction Style framework, articulated by Linda Berens, which describes a pattern of energy, pace, movement linked to inner drives and beliefs which can help to explain how we engage with others to get our core needs met. Finally we will review the Jungian function-attitudes which underlie the MBTI® assessment, and which help to explain the type of information we innately gravitate towards and the criteria we naturally tend to use to make decisions. This content has several relevant applications including stress management, coaching and leadership.



CONCURRENT SESSIONS

Thursday, April 7, 2016: 3:00 pm – 4:30 pm - Unpacking the Boxes: Moving Type Practitioners into a More Conscious Space

Katherine Hirsh will introduce the Contextual Coaching framework to show how we can develop more expertise in type practitioners. For many of us, using type feels effortless, making it hard to reflect on why new practitioners are struggling to apply type concepts well. Even more difficult is helping them to see that they “don’t know what they don’t know” and persuading them to fill these knowledge gaps. We will work with Susan Nash’s enhancement of the Conscious Competence Ladder to explore how an Interaction Styles™ approach may help us to meet new learners where they are and coach them to new levels of performance, making our whole community more successful and perhaps even better respected.



Thursday, April 7, 2016: 3:00 pm – 4:30 pm - The Culture We Live in: What’s Type Got to Do With it?

Don Dangremond will lead us through an exploration of the culture we live in and what has type got to do with it? Too many people know type only for its potential to individuals. But doesn’t type also play a major part in defining society, including recurring social problems? If you have wondered about that, then come and listen in. If you have some ideas, then come on in and share them. You will leave with an increased understanding of the impact of type on our lives and the larger community.

Thursday, April 7, 2016: 3:00 pm – 4:30 pm - Using Temperament to Re-Energise



Anne Bulstrode and **Susan Geary** will explore how the application of temperament theory can be used to re-energise and revitalize your life. In the fast paced world that we live in today, it is easy to get ground down by the many competing priorities and responsibilities in our lives. This highly interactive session will give you the opportunity to determine how temperament theory, through the use of Personality Dimensions® can help you re-vitalize your life. We will use the temperament theory lens to help you understand your predominant temperament and clarify what de-energizes you. We will then examine how to bring vitality and renewal back into your life.



Friday, April 8, 2016: 11:00 am – 12:30 pm - Walk this Way!

Andy Cole will lead us through a fun and experiential journey about the lessons we can learn about type from the typical movements we make. We are all personologists - we read meaning into the actions of other people all the time. Why wouldn’t we? It’s a basic social need to get along with each other and get ahead for ourselves. We also know how quickly bias can interfere with the way we interpret behaviour. We get stuck in the ways we think about and describe each other. We’ll tell ourselves we are being objective based on sound observable evidence. But we are just as likely to have made a big inference based on hardly anything. Maybe just the way someone walked or a gesture they made. It also seems that the way we describe behaviour follows a pattern. And this pattern might just have a relationship to type. Want to find out how this works and ways to include movement analysis in your thinking and training? Come along and listen to the research story and join in with our field experiment!



Friday, April 8, 2016: 11:00 am – 12:30 pm - Recognizing Jung’s 8 Functions in the Real World

Have you ever:

- gotten exhausted from reading convoluted function descriptions?
- felt like you were drowning in type words?
- come across conflicting function definitions and felt confused?
- had clients misunderstand what the 8 functions are?



To address this need, **Vicky Jo Varner** and **Robin Wiley** have developed a program entitled "Can You Spot It?" which incorporates many images and videos — it’s an audiovisual immersion into the 8 functions. In this session we’ll explain how it was developed and have you experience a portion of it.



Friday, April 8, 2016: 11:00 am – 12:30 pm - Heartmath

Sarah Perrott will introduce tools and techniques for building personal resilience. You know what it feels like when you are in ‘the zone’ and know that you are performing to the highest level that you can? This workshop will help you to understand what happens when you are **not** in that place, but, under pressure and reacting to circumstances. You will learn how to recognise this quickly and make different choices to bounce back to better functioning - fast.

**Friday, April 8, 2016: 1:30 pm – 2:30 pm- Building Working Alliances through Psychological Type**

Przemyslaw Duchniewicz will explore how to use the knowledge of psychological type to build more effective working alliances including the extent of responsibility for both parties, the extent to which the client or the coach/counsellor sets direction and the duration working partnership. The following models will be incorporated into the discussion:



- Ego Adaptative Capacity
- Anxiety as signal emotion
- Patterns of defences we put into operation to prevent being closer to others
- Psychological types concept based on MBTI® process approach in MD and Intensive Short Term Dynamic Psychotherapy practice
- Role of time in between sessions

Friday, April 8, 2016: 1:30 pm – 2:30 pm - “Feel the passion and fall in love again”. Professional leadership, using the Jungian Type”

Drs. Ignas Jansen and Ir. Erwin Joosten will describe the “Implementation” program they run at the University of Applied Sciences of Arnhem/Nijmegen which teaches the students the theory and practice of ‘change management’ by doing. They would like to share experiences and lessons learned, both positive and negative, from introducing Jungian typology into the curriculum.

**Friday, April 8, 2016: 1:30 pm – 2:30 pm - Superhero Training School**

David Hodgson will share the results of his work with primary school children across the UK showing them how to apply personality type preferences to control and direct their energy, creativity, empathy, focus and learning. The results have been surprising and moving. By describing NLP’s meta-programs and the big five personality traits, via Jung’s model, as ten Super-Hero skills; that can be learned and collected by children, like Scout or Brownie badges, children (and adults) learn how to be their best.

**Friday, April 8, 2016: 3:00 pm – 4:30 pm - Emotional Intelligence for Life: The Interaction Styles Perspective**

Being able to make choices about our behaviour – what we do, say, think and feel – is key for happiness in life. We know that EQ (emotional intelligence) is just as important as IQ.

The interaction style lens is a practical model for understanding some of our unconscious behaviour and developing more emotionally intelligent choices about how to react. In this workshop **Catherine Stothart** will run an activity to explore how the interaction styles lens can help you to manage interactions with others in more socially intelligent ways.

Friday, April 8, 2016: 3:00 pm – 4:30 pm - Who are Artisans and Why Aren’t they Here?

Often at conferences, workshops or other type related events the four Artisan (SP) types are a little difficult to find. In this session **Maryann Sutherland** will help us experience the world of the Artisan through movie, fictional TV, reality TV, video, Ads or U Tube clips. Using type we are able to get a deeper understanding of where the Artisans are, how they are relating to those around them and how all that fun, spontaneity and love of freedom is adding to our communities. Only when we truly understand where our missing Artisans love to be, can we reach out to find and invite them to join this very important journey!!!!



Friday, April 8, 2016: 3:00 pm – 4:30 pm - Using Image metaphors to Introduce Type Dynamics

Cindy Stengel Paris will guide us through a “How To” session for Type practitioners. It will address the dilemma that so often confounds practitioners – that is, how to introduce people who are new to Type to the deeper underpinnings of Jungian theory, but in a way that is both easy to deliver for the practitioner and simple for clients to understand. She has created a solution to this age old practitioner dilemma –Eight Jungian Function Image Metaphor Cards™. The visual impact of the Images, together with the text of the cards, helps participants to quickly see the importance of Type Dynamics without lengthy explanations

Saturday, April 9, 2016: 9:00 am – 10:30 am - Re-Energizing Type by Recognizing the Transcendent Function

In *Psychological Types*, Jung describes five functions (not four) and it is the often-overlooked fifth function that leads them somewhere new. If one goes beyond the restrictions of one’s type, and engages with the *transcendent function*, then this leads to greater maturity and a new energy or purpose in life. In this session **Roy Childs** will look at how to use type in a more Jungian style. It will use the map and compass of type to navigate between who you are, what you do, who you want to become, etc. It will also introduce Jung’s transcendent function and show how to develop away from being ‘a type’ and towards becoming someone who is unique.

**Saturday, April 9, 2016: 9:00am – 10:30 am - Building Capacity in the Muslim Community through Values-Based Personal Development Programs**

Dr Akber Mohamedali and Maria Pattinson will introduce you to World Federation Leadership Development Programme which is a values-based program that aims to achieve transformational development in individuals. through increasing their awareness of self, of others and of the political/social/spiritual organization that supports the community across the globe. Since 2013, Temperament and Interaction style has been employed as a way to increase understanding of self and value differences in others. This paper discusses the early findings that this new strategy is having on community development in the areas of volunteering



and teaching in schools and Sunday school settings. The paper will also share the methodology that is being used to evaluate impact.

**Saturday, April 9, 2016: 9:00am – 10:30 am - It’s About Time: How Different Types Interact with Time**

We all talk about the past and future, but different types start at distinct places in the timeline and attach unique significance to the past, present, and future. In this lively and interactive workshop, **Markey Read** will explore why some people are “always early” and others are “always late;” why some people seem to only talk about how “we did it in the past” and others want to “create a compelling vision for the future” before taking action. By identifying the type development patterns in how various types orient to time, we can demystify the triumphs and trials of professional development and access new ways to support individuals in identifying positions within organizations where they can truly be Heroic.

Saturday, April 9, 2016: 11:00 am to 12:30 pm - Learning Puzzle

Maryann Sutherland and Sue Blair are both committed to using knowledge of type in enhancing learning effectiveness. This workshop explores the learning needs and teaching tips for each type preference as well as specific needs for different types when learning is challenged. Participants will experience learning strategies and gain an understanding for how different challenges affect learning and behaviour. This workshop is for all people who learn; for ourselves, for those we teach, and for our children and grandchildren.





Saturday, April 9, 2016: 11:00 am to 12:30 pm—Type and Physics of Universe

Richard Owen will explore why psychological functioning seems to be split into 8 functional components. Why do these parts focus on the specific areas of experience that they do? Is human psychology just an arbitrary product of evolution, or is there something more universal behind it? This talk draws together his own thoughts on this fascinating area, synthesised from studying classic and post Jungian models of Type (including the work of John Beebe) and the ground breaking theories of unified physics from Nassim Harramein and others.

Saturday April 9, 2016 11:00 am to 12:30 pm—The dark and light side of coaching

Coaches using the MBTI will know its power in providing clients with invaluable insights on their authentic leadership or management style. But as well as helping to leverage unique strengths, coaches will also be confronted with the darker and perhaps dysfunctional aspects of their client's personality. Recognising this 'dark side' and having the courage to work with it, can help people gain more balanced and holistic insights. This session with **Bernard Cooke** will explore techniques to achieve this, some deeply serious and some playfully provocative!



Saturday, April 9, 2016: 1:30 pm – 2:30 pm - Judging and Perceiving: So Important and So Misleading

Jean Luc Dupont will explore the widely misunderstood Judging and Perceiving Preferences. How often have you been confronted with participants in your workshops stating: "I hate to be late", "I am always on time", "I have to be organized" and yet sometimes some of these people have a Perceiving Preference. In this workshop we will go back to the basics: review what J and P really are and see which influences this preference can have on the way we tend to communicate, to manage conflicts. We will also review how the preferences for an internal or external orientation of the perceiving and judging functions influence the way we organize our lives.

Saturday, April 9, 2016: 1:30 pm – 2:30 pm - Principles of Parenting and Partnering

In this session **Ben Lowater** will introduce participants to a range of principles of personal relationships based on the work of relationship experts such as Stephen Biddulph ('The secrets of happy children') and John Gottman ('Why marriages succeed or fail', 'Principia Amoris'). It will then introduce participants to the Temperament lens of type and show how each principle of personal relationships can be greatly enhanced by viewing it through a type lens. By using both theoretical models (including his own *Personality Parenting* © model) and practical case studies, participants will leave the session with a range of new perspectives on how to increase harmony in the home for both themselves and their clients and how to adapt their parenting style to suit children of all types.



Saturday, April 9, 2016: 1:30 pm – 2:30 pm - Measuring the Success of your Career Development Program

How do you prove you are making an impact with your career development, coaching or training programs? What can you measure to prove you are making a difference? In this session **Sandra Stroope** will share her experience launching a career development program for a Fortune 500 company using the MBTI® and other assessments and tips and techniques to measuring the overall success of a type-related program.

Re-energising Type
Powerful Perspectives for Life
 7th - 9th April 2016
 Missenden Abbey, Gt Missenden, Bucks

[Note: This overview of the programme is accurate at the time of going to press, but do keep an eye on the web site for any changes that may occur between now and the Conference – Editor - January, 2016.]

BAPT CONFERENCE 2016 – KEYNOTE SPEAKER

MAKING TYPE “STICKY”

JANE KISE (INFJ)



Dr Jane Kise, Ed.D, a past president of Association for Psychological Type International, is a consultant and author of over 20 books. She works with schools to integrate type concepts into professional development, leadership and instruction; as an executive coach, focused on leadership development; and as an organisational consultant with expertise in team building and conflict resolution. Her latest book, published in 2013, is Unleashing the Positive Power of Differences: Polarity Thinking for Our Schools (Corwin/Sage Publications).

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Imagine people from an introductory type session competing on “Who Wants to Be a Millionaire.” Most could correctly interpret the phrase, “Never cry wolf” without polling the audience, recalling Aesop’s fable “The Boy Who Cried Wolf.”

Now imagine them trying to choose the correct definition of Extraverted Thinking. Would even phoning a friend help?

My point? Over 2,500 years ago, Aesop figured out that concrete tales, grounded in everyday life, helped people remember major gems of wisdom such as “Slow and steady wins the race.” His tales bring universal understanding to “sour grapes,” “wolf in sheep’s clothing,” and other phrases.

Can you see why we fail to get equally valuable type wisdom to stick? We often forget that

- We’re trying to convey abstract concepts
- Visible only via behaviors (which may or may not reflect preferences)
- To a world that thinks in concrete terms.

Concrete information is simply easier to remember, whether your perceiving preference is for Sensing or Intuition. New ideas we connect to images—think book, mountain, tea—are easier to master than the abstractions that make up type vocabulary.

These abstractions make us vulnerable to “The Curse of Knowledge”—the tendency for topic experts to fall into the traps of using abstractions or trying to communicate too much, which keep novices from understanding them.

What can we do? In their book, *Made to Stick: Why Some Ideas Survive and Others Die* (2007), Chip and Dan Heath emphasize being concrete:

Abstraction is the luxury of the expert. If you’ve got to teach an idea to a room full of people, and you aren’t certain what they know, concreteness is the only safe language (p. 151).

Fortunately for us, the Heaths present their own ideas in a “sticky” way via their “SUCCESS” framework:

- **Simple**—Aesop conveyed big ideas via simple scenarios
- **Unexpected**—think of the tortoise winning the race
- **Concrete**—wolves and grapes evoke vivid pictures
- **Credible**—Aesop drew on typical animal and human behavior
- **Emotional**—who can’t relate to “Who will put the bell on the cat?”
- **Stories**—we remember points conveyed via narrative better than via facts.

While you do *not* need to turn type workshops into entertainment, here are some quick ways to make type concepts more concrete.

1. **Use Context.** Consider how confusing Perception and Judgment are - they describe the four functions of Sensing, Intuition, Thinking and Feeling *and* they provide the labels for the last dichotomy of the 4-letter type code. Otto Kroeger made these ideas beautifully concrete in the context of ordering a hamburger. If you never saw him explain this, stop reading, go to www.youtube.com and search “Otto Kroeger” to see his BAPT presentation.
2. **Think of your audience’s needs.** I know that teachers care about schedules and deadlines and whether students are prepared for tests. I ask them how they approached deadlines as students and have them line up along a continuum, from “Done before Midterm Break” to “Pulled An All-Nighter.” While “early-starting” and “pressure-prompted” describe just one facet of this dichotomy on MBTI Step II®, this exercise, including discussing the downside of overusing the Judging preference, allows for better collaboration, better student support, and better homework rules. And they don’t forget who stood where. Contact me if you’d like the script.
3. **Demonstrate.** Think of exercises beyond summarizing discussions on chart paper that will make the preferences visible, such as:

- Ann Holm of Minneapolis uses an antique kitchen tool to illustrate Extraverted Intuition. Each participant takes a turn holding the tool and describing one possible use. Ideas bounce back and forth, with one suggestion sparking others.
- Sue Blair of Auckland illustrates the at-the-ready brain of Extraverted Sensing with a laser clicker. She asks the audience to clap whenever they see the dot of light ... and makes them wait a good long time before flashing it the first time. This helps her explain the Se gift of problem-solving as things happen.
- For an Extraversion/Introversion exercise (as simple as "What do you admire about your opposite? What respectful question would you like to ask them?"), place chart paper on walls, not tables, so everyone is standing. Invariably, the Extraverted group is more active/interactive than the Introverted group.

Try it. Identify every abstract concept you're presenting and make some more concrete. Then see if the concepts "stick." And come to the BAPT Conference in April to explore with me how the other five elements of the Heaths' "SUCCESS" model can make type stick.

ADVERTISEMENT

Two Post-Conference Events

Intentional Leadership: Learning to Focus for Maximum Impact

JANE KISE

11 April 2016 | Missenden Abbey | Great Missenden



"One-size-fits-all" leadership development fits no one. Intentional Leadership Workshops factor in who you are, who you're leading, where you are now, where you want to go, and what might get in your way while developing your ability to use the Intentional Leadership Process to focus on what you need to do to reach specific goals.

This course is for leaders at all levels, and coaches, whether they are executive, career, or life coaches. Bring your team and learn how to build trust, coach each other, and get results.

£200 for members of BAPT, other APTs or Type Academy if booked before 15th March.

More details and booking at [HTTPS://ILENGLAND2016.EVENTBRITE.COM](https://ilengland2016.eventbrite.com)

Brain Savvy Coaching for All Types

DARIO NARDI

15th April 2016 | Location TBA

Dario will share key results and insights from his neuroscience lab.

The workshop will enable you to:

- more effectively motivate and influence individuals
- help people find and sustain a state of "flow"
- practice specific brain-savvy coaching tips and techniques



Cost £160 for BAPT members or £175 for non-members

For more details and booking go to www.type-academy.co.uk or contact Susan Nash at susan.nash@em-power.com

BAPT CONFERENCE 2016 – KEYNOTE SPEAKER

RE-ENERGIZING YOUR BRAIN AT MIDLIFE

DARIO NARDI (INTJ)



Dario Nardi, Ph.D., heads Radiance House, a media publisher that delivers human resource materials, workshops, and certification in the neuroscience of personality. He is also a fellow at the University of California at Los Angeles, where he taught for 14 years and was honoured with two teaching awards while co-founding the Human Complex Systems degree program. Dario was Myers-Briggs certified in 1994. He is author and co-author of 10 books and 2 apps for the Apple iPhone/iPad including "Personality Types". After 9 years of hands-on brain research, Dario continues to break new ground with a brain-savvy understanding of personality.

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Do you or those you know need a change? After a decade or two in a career, community or relationship, why do most of us feel an itch? Is it midlife? And what can we do about it?

In this workshop, I will draw upon the latest results from my brain lab, the work of Carl Jung around the transcendent function, and the first hand experience of myself and others in navigating change.

Barry at Midlife

Let's look at "Barry", who identifies with INFJ preferences. Barry is in his late 30s. He is a professional musician who sings and plays piano nightly for pay. His approach is both beautiful and creative.

Recently, his interests have turned to business and fitness. Besides building his music career, he is suddenly keen on his family's real estate business as a practical money-maker after years of ignoring it as boring and risky.

In type terms, we might understand this as a turn from Intuiting and Feeling to outlets that afford the development of Sensing and Thinking; that is, the exploration of one's non-preferences.

Why and how does this happen? And what can we do to aid and ease growth?

Barry's Brain

Brain research provides some initial answers.

Figure 1 is the first thing I see when someone comes to my lab. The figure shows the amount of activity in various regions of Barry's brain. It's like lights in a house of many rooms: black signals lack of activity, white signals high activity, and the gray signals some activity.

Based on this "lighting" in his metaphorical brain mansion, what kind of person is Barry? Illuminated central regions aid reasoning and spatial/body action. In contrast, dark peripheral regions aid hearing, social skills, and imagination. Based on this figure alone, I might think Barry prefers Sensing and Thinking. We would never know that he is an accomplished musician.

Figure 2 shows Barry's underlying neural wiring. Like telephone lines, the links show which regions work in synch. Darker lines indicate stronger connections. If we follow the principle that "neurons that fire together are wired together", the links tell us Barry's life-story. They show the parts of his brain that he has exercised and mastered over many years. This picture highlights regions that aid hearing, music, imagination, and rapport building. Sounds like Intuiting and Feeling, the opposite story of Figure 1!

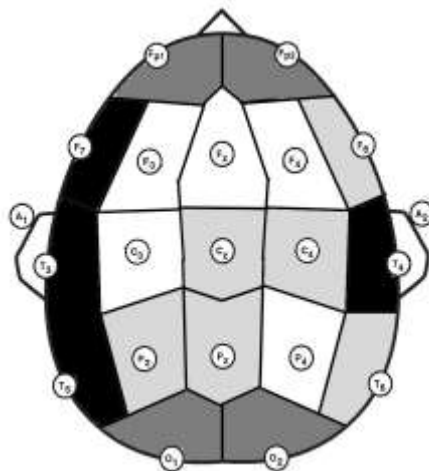


Figure 1: Barry's current brain activity

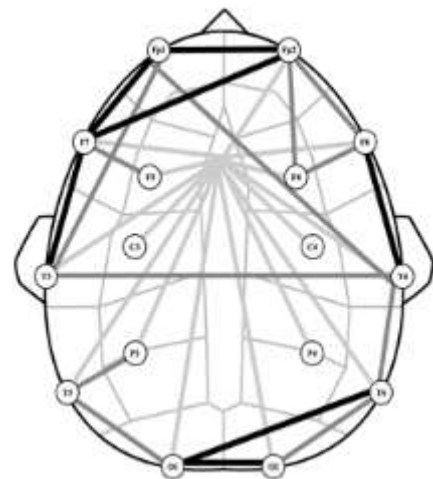


Figure 2: Barry's long-term brain wiring

Why are the two views of his brain so different? Now in his 40s, Barry has mastered his musical and people skills. He's mastered his preferences. They are as easy as signing his name. And what once took energy no longer engages him after gaining familiarity. The excess brain energy goes to regions that reflect our opposite type and undeveloped skills. Unsurprisingly, this contrast between energy and competence can grow wide and uncomfortable.

The Transcendent Function

As type practitioners with 4-letter codes in hand, we may sometimes forget that Jung spoke a bit about an elusive transcendent function.

In Chapter 7 of "Collected Works", Jung defines the transcendent function as "the process of coming to terms with the unconscious" and "a natural process, a manifestation of the energy that springs from the tension of opposites." One can find many more quotes!

Jungian researcher Steve Myers describes the transcendent function as something we construct as uniquely ours. It may be obviously public and/or profoundly private, built from our life's joys and pains, actualizations and potentials, preferences and non-preferences. Steve says:

"[Construction of the transcendent function] is difficult for people to grasp and they give up on it. That may be what happened with Isabel Briggs Myers – she thought she could never experience the transcendent function. Yet she had one right under her nose – type theory. The theory that valued all types was itself an example of a transcendent function."

With INFP preferences and an interest in people and values, she managed to construct an objective measuring tool that anybody could use. Her transcendent function supports the union of opposites for a unique result.

Constructive Coping

How might you or your clients more easily move toward growing a unique transcendent function, particularly when "midlife" strikes and we feel stuck in old patterns? Based on work with the brain and case studies of persons at midlife of various types, here are some suggestions:

- "Slowing down" to give time for our brain to respond in less-preferred ways.
- "Shifting gears" to allow the brain to respond at a different "frequency".
- "Acknowledging our unconscious" by attending to the needs and dreams of our "hardwired" self in the limbic system and its conflicts with our conscious brain.
- "Making space" in our daily lives for elements of the unconscious to feel safe to emerge, often via our opposite type.
- "Practising habits" with specific activities linked to flow and competence with the eight Jungian functions.

In the workshop, we will explore a worksheet with typical experiences and suggestions relevant to all types. And, if my brain is feeling cooperative, I may even showcase a recent midlife change in my own, using a portable EEG device to demonstrate how I've moved from a dislike of meditation to a new understanding and joy in meditative practice.



After the accident, Pearl and Perry decided that hurtling along at 75 MPH is not the best time to make a decision.

[2 P's in a Pod is a cartoon series produced by Rob Toomey (ENTP) and his sister Heather Toomey (ESFP). They have worked closely on creating animations for TypeCoach (www.type-coach.com) and this is a playful side project. These items are produced here in TypeFace with their permission.]

'Brain Imaging' consultations with Dario Nardi @ BAPT Conference

Imagine peering into your own brain to learn how it truly works! Classic EEG technology uses passive, harmless sensors in a nylon cap to rapidly and accurately measure your brainwaves as you try various tasks. Afterward, computer analysis reveals the tasks that engage you most and which brain regions have wired together from years of habits and preferences.

Your report reveals your unique flavor of personality. Your upbringing, career, relationships, and psychological functions all impact who you are. The report is your first step to unlocking your neuro-potential. Based on nine years of hands-on research that links personality, brain waves, cognitive skills, executive styles, and emotions.

A consultation includes 1-hour live brain-imaging session plus 30 minute debrief and 10-page report. £155 inc VAT per session by personal arrangement.

If interested, please fill in the form at <http://www.bapt.org.uk/7-9-april-dario-nardi.html>



BAPT CONFERENCE 2016 – KEYNOTE SPEAKERS

MBTI® STEP II: THE JOURNEY CONTINUES

PENNY MOYLE (ENTJ) AND BETSY KENDALL (INTJ)



Penny Moyle is the CEO of OPP Ltd., the exclusive distributor of the Myers-Briggs Type Indicator® in Europe. She has provided strategic business psychology services to all levels of management, and has been using MBTI Step I and II for over 20 years. Penny led the R & D team that translated MBTI Step II for Europe and the development of Personal and Team Typies.

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Betsy Kendall is OPP's COO and Head of Professional Services, responsible for MBTI® qualification and applications training across Europe, OPP's consultancy services, and its research and development function. Betsy was pivotal in establishing European versions of MBTI® Step I and II instruments and, more recently, created OPP's Step I Typies and a series of light-hearted Type tables including "Type Tipples". She regularly presents on the MBTI at international conferences.

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One of the challenges for Type practitioners is that, all too often at the end of an introductory session, our clients mistakenly believe that they are 'done'. They have settled on a best-fit Type, and think that's all there is to it – they stake their claim on (or perhaps feel they have been branded with) a four letter badge.

We have also probably all encountered clients, or have come across sceptics, who feel that Type frameworks oversimplify by classifying all of humanity into just 16 Types: that it's too broad a brush to capture someone's uniqueness and individuality.

So how should we tackle these misperceptions?

Our own personal experience has shown us that there is so much more value to be gained by using Type as a foundation for personal development that can be returned to time and again, whenever a new challenge crops up in our lives. And we have probably all enjoyed witnessing light bulb moments with our clients when the realisation of fundamental personality differences explains challenging relationships or frustrating behaviour in others. But where the light bulb moments don't occur with those we work with, or where we encounter people who feel they've already been 'done', there is a secret weapon at our disposal: [MBTI Step II](#).

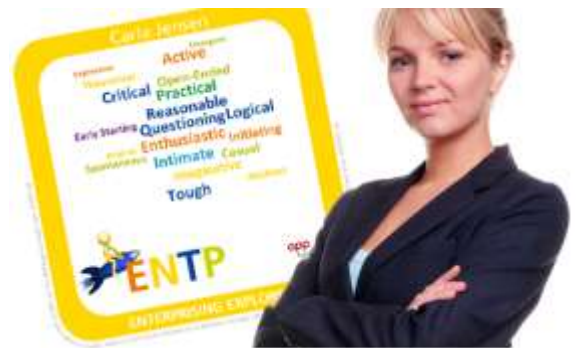
Step II is an impactful way to help end users clarify their best-fit Type. Tapping into five facets within each Step I preference it uncovers the unique 'fingerprint' of an individual's personality, revealing what makes them different to others who share their Step I Type and how they might be similar to people who do not share the same Step I preferences. It can open up conversations to explore the difference between those aspects of someone's behaviour that are driven by their innate underlying preferences; those that are habitual adaptations to environmental expectations; and those that we need to flex into from time to time. Suddenly, our Type framework is no longer limited to just 16 categories but offers much greater scope to explore and examine personality.

While slightly longer than its Step I counterpart, the Step II questionnaire can be used to generate both Step I and Step II reports. This makes it

a great place to start work with a client, and also provides a really powerful way to re-engage people who already know their Type. It's a great way to get people thinking about a deeper Development Journey within this same powerful framework.

If you've never experienced Step II before, there's a great opportunity for you to find out more at this year's BAPT Conference. We will be running a plenary session **MBTI Step II: the journey continues** from 5:00 – 6:30 pm on Thursday 7 April where we'll introduce you to the assessment and a range of new tools and techniques that will enable you to re-energize Type perspectives with your clients.

If you're registered to attend the 2016 BAPT Conference, you'll also need to register with us at www.opp.com/bapt2016 to complete the Step II questionnaire no later than 25 March 2016. During our session you will receive your own MBTI Step II Interpretive Report, which will provide you with your unique Step II profile, and includes valuable insight into your communication, conflict and decision-making style, as well as your approach to change.



And please don't despair if you are already familiar with MBTI Step II. We'll also be introducing new tools and techniques for bringing Step II to life when working with groups and teams, helping you to extend its use beyond typical executive coaching interventions. We'll be demonstrating the value of [Personal Typies](#) and [Team Typies](#) through some fun group exercises and a powerful case study.

We are both very excited to be presenting at BAPT 2016 and look forward to meeting you in April!

BAPT CONFERENCE 2016 – KEYNOTE SPEAKERS

SURVIVAL GAMES PERSONALITIES PLAY

SUSAN NASH (ENFJ) AND SUE BLAIR (ESTJ)



Susan Nash is Past President of APTi, a regular contributor to type magazines globally and author of 9 books and the Personality Puzzle. Born in the UK, and based between the USA and Europe, Susan presents globally on the many personal and professional applications of Whole Type.

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Sue Blair is the author of The Personality Puzzles, card sort resources used by Type practitioners worldwide. She is an engaging presenter, with experience at national and international conferences including keynote at the APTi Conference 2013. Sue is well known for use of original graphics to make Type come alive!

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The temperament framework has a unique relevance in helping to understand how individuals might tend to react in a time of stress, and outlining interventions that can help to restore personal balance. Temperament represents a DIFFERENT theory to type even though the two models align around preferences. Originally articulated by David Keirse in *Please Understand Me*, the framework has been expanded by Linda Berens and Eve Delunas.

Temperament can be defined as a pattern of needs, values, talents and behaviors that underlie our way of acting and being in the world. When individuals are not able to get their core needs met, each temperament tends to act in a way unconsciously to protect their self-esteem. These ways of reacting Eve Delunas named “Survival Games” (the term games here relating to Eric Bernes concept in “Games People Play” – not to fun games!). Survival Games can be defined as self protecting coping strategies unconsciously used to deal with stressful life situations. They provide a fascinating framework for understanding dysfunctional behavior and introducing techniques and processes to correct the imbalance.

These games can range from very low to quite extreme and a variety of factors can tend to influence this:

- The individual’s **current context** – to what extent is the work/role meeting the core needs? Are there any triggers which might stimulate a stress response? (For instance lack of freedom for an Artisan)
- **Unresolved trauma** from the past – for instance war, natural disasters, gang activity. The more trauma experienced growing up, the more likely an individual is to engage in Survival Games.
- **Level of Personal Development** - how much are we able to recognize and accept our own flaws, our dark side, our foibles. The more we hold an idealized image for

ourselves the more likely we are to play Survival Games.

- Finally – **our temperament** – what drives us and innately motivates us.

Core Needs and Games for each Temperament

- **Artisans/Improvisers** (aligned with SP preferences) need the freedom to act, to take risks and to make an impression by doing “the impossible.” When these needs are not met consistently they tend to play **The Blackmail Game** where they move from being Impressive to Unimpressive.
- **Guardians/Stabilizers** (aligned with SJ preferences) need to belong, to be of service, to be responsible, and to have security and stability. When these needs are not met consistently they tend to play **The Complain Game** where they move from Responsible to Irresponsible.
- **Rationals/Theorists** (aligned with NT preferences) need to be competent, to achieve, to solve complex problems, and to understand everything. When these needs are not met consistently they tend to play **The Robot Game** where they move from Competent to Incompetent.
- **Catalysts/Idealists** (aligned with NF preferences) need to be authentic, to exercise integrity, to find meaning and to develop potential in self and others. When these needs are not met consistently they tend to play **The Masquerade Game** where they move from Authentic to Inauthentic.

As you can observe, what makes this model so relevant is that what is motivational for one temperament can be stressful for another.

In this session we will review briefly in an interactive way the core needs and talents for each temperament, assess the stressors for each temperament, describe the different “versions” of the game and review strategies that can be used to restore balance. You will receive a handout with key information from the session.

We'd Love to See You at the 2016 Conference of the British Association for Psychological Type



Still time to book! £495.00

Including accommodation and all meals and refreshments

12:00 Thursday to 15:30 on Saturday

Check out our great programme online!

www.bapt.org.uk/events/2016-bapt-conference

Reserve your space promptly to avoid disappointment!

Missenden Abbey



Missenden Abbey is situated 30 miles north-west of London on the A413, with easy rail and motorway links and the M40 and the M25 only twenty minutes away. Missenden Abbey is only a seven minute walk from Great Missenden railway station, with regular high speed connections to London Marylebone on the Chiltern Line, or via Amersham on the Metropolitan line.