

BAPT 2017 CONFERENCE PROGRAMME OVERVIEW

SUSAN NASH—PROGRAMME CHAIR

I am very excited to tell you more about the upcoming BAPT Conference on April 6-8, 2017 in Missenden Abbey, Great Missenden, Bucks. The focus for this year's event is **Type for Change: Evolving People, Organisations and Concepts**.

We are again lucky to host a global range of type experts highlighting great diversity of both content and approaches. In addition, there will be plenty of opportunity to network with other type enthusiasts.

This Conference will also offer again a **bonus FREE session on Thursday morning**, facilitated by **Angelina Bennet**, to give greater insight into **the eight Jungian function-attitudes**. As this content will be referenced in many presentations, this will provide an opportunity to understand and review this framework before the full Conference commences.

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 **Type for Change**.



BONUS SESSION: FREE!**Thursday, April 6, 2017: 10:00 am – 12:00 pm: Understanding Type Dynamics**

This session is aimed at anyone who needs a refresher about the eight cognitive processes and, for those who are already expert in these, it can also serve as another way of exploring them. Additionally your anecdotes and expertise would be most welcome.

We shall look at each of the cognitive processes (Si, Se, Ni, Ne, Ti, Te, Fi, Fe) through images, music and anecdotes. This will help to embed the understanding of the processes, as well as help participants to remember their characteristics. Additionally, participants will be able to explore how each of the functions resonates within themselves. A good understanding of the cognitive processes is essential for getting the best out of the Conference sessions, so it would be great to see you there if you can make it.

**PLENARY SESSIONS****Thursday, April 6, 2017: 1:00 pm – 2:30 pm: True Confessions of a White MBTI® Practitioner**

Our kick-off speaker is **Laurie Lippin** who will be exploring a broader aspect of “appreciating difference”. Diversity and cultural competency are pressing issues that need to be addressed in every country today. Laurie will share with you some of her professional journey through the type world that clearly opened a window to that cultural diversity, what in her *Unravelling Whiteness* book she refers to as our “social geography”. She will help each attendee to consider his/her backdrop. Laurie will conclude with suggestions, recommendations and urgings of what can be done to further the cause of bringing the MBTI® to a more diverse audience, and raising awareness and appreciation of difference in every delivery we do.

Thursday, April 6, 2017: 5:00 pm – 6:30 pm: Type and Transitions

Our closing speaker on Thursday is Susan Nash who will explore how Type can influence the Change Process using the Bill Bridges’ Transitions framework. First participants will explore transitions through the lens of Temperament – what motivates each type to change and what do they need in any change process to make it successful. Then the audience will explore Change through the Interaction Style lens to understand the underlying physical drive, mental belief and associated end results sought in the change journey. Participants will walk away with practical ideas and key insights into Why and How change might be made more sustainable for different types.

**PLENARY SESSIONS****Friday, April 7, 2017: 9:00 am – 10:30 am: Personality Type Meets NLP**

“Change is not merely necessary to life - it is life.” Alvin Toffler

Our kick-off speaker for Day Two is **David Hodgson** who will be describing how to use the knowledge of NLP to facilitate behavioural flexibility. It is scary how good Type is at helping us understand who we are, predict how we will behave, which jobs we’ll love and what sort of arguments we’ll have with our family. It is less good at showing us how to change, evolve and weave these threads of preference into a firm pattern of meaning. Parts of NLP can. When you blend the two approaches, a broadening of the personality occurs. This on-going expansion combined with the development of the individual personality can contribute to the natural process that Jung called individuation.



Friday, April 8, 2017: 5:45 pm – 6:45 pm: Type and Wine

Our closing speaker for Day Two is Deborah Fleming. **Numbers are limited on this session to 40 so registration will be required.** (This time can be used by others who choose not to attend for quiet reflection or networking.) This experience will allow you to network with people at the Conference, expand your palette for wines of the world and deepen your ability to “Flex” your personality type. This innovative event lends itself to a type-aware audience that wants to answer the question: So what now? What happens after Best fit? How do I start to “Flex” my personality type?



CLOSING PLENARY SESSION

Saturday, April 8, 2017: 2:45 – 3:45 pm: Dark Matter in Organizations - Understanding the Relational Lens

Our closing speaker is **Roy Childs**. As far back as Galileo, astronomers have assumed that the universe is something you can see. Yet astrophysicists estimate that visible matter accounts for only 4% of the mass of the universe. The same theory can be applied to organisations. After all, relationships are all around us; no society exists without them; they enable life – personal life, business, communities – to function. Yet, they are invisible in the sense of being so pervasive that their influence is often taken for granted - and so they only tend to get noticed when they go wrong. This session will:

- Address why organisations pay lip service to relationships but then fail to give them the attention and resources they deserve
- Outline ideas on thinking more relationally as described in a new book *'The Relational Lens'* published by Cambridge University Press (October 2016).
- Link the Relational Proximity model to Type ideas to widen and enrich the facilitator's toolkit for interventions.



The session will demonstrate, with a practical exercise, how an individualistic lens differs from a 'relational lens' in terms of generating different thoughts, behaviours and outcomes.

CONCURRENT SESSIONS: THURSDAY

Thursday, April 6, 2017: 3:00 pm – 4:30 pm: Evolving Concepts - What on Earth is Type?



Richard Owen will lead an exploration of “What is Type?” Perhaps this is the biggest question facing practitioners in the 21st Century. How can we answer this question in a brief and clear way that does justice to current Type theory? How can we make it understandable to the general public and also compatible with mainstream psychology and neuroscience? Much criticism and negativity is aimed at Type as a result of fundamental misunderstandings about what it is. In this session, Richard will present his current formulation and definition, whilst inviting the audience to question and challenge their mental models. The journey will take us beyond the familiar ideas of Myers-Briggs®, whilst revisiting Jung, integrating current ideas from John Beebe and others, and embracing a wider scientific understanding of the mind and consciousness.

Thursday, April 6, 2017: 3:00 pm – 4:30 pm: Changing How We Use Our Brain Energy to Uncover Type Potential



Ann Holm will lead the audience through an informative and immediately practical session. First, participants will experience a "bandwidth quiz" that alerts teams to what fuels and depletes the brain energy required for concentration, efficiency and effectiveness. Participants will also gain a basic understanding of the habits that fuel the brain, help in focusing, assist in filtering information, and avoid overwhelming it. Following that, we will consider the influence psychological type has on how one manages brain energy, given the demands of 21st century work, using the results of a research project from Dr. Jane Kise and Dr. Greg Huszco. Finally, Ann will share a few case studies of clients who have been immediately impacted by these findings.

Thursday, April 6, 2017: 3:00 – 4:30 pm: Managing Conflict Now That Millennials are in the Mix

What happens when you mix millennials into a workforce composed of Baby Boomers and Gen Xers? More often than not, the answer is conflict. Managers are searching for answers, trying to understand what makes millennials so different from previous generations and how they can help them bridge generational differences and, in the process, improve organizational productivity. In this informative 60-minute session, **Saundra Stroope** will introduce the TKI® (*Thomas-Kilmann Conflict Mode Instrument*) assessment to demonstrate how you can help millennials communicate more effectively with members of other generations and manage conflict more productively.



CONCURRENT SESSIONS: FRIDAY

Friday, April 7, 2017: 11:00 am – 12:30 pm: Parenting and Change

Ben Lowater's session will look at Parenting through the Temperament lens, using the *Personality Parenting* model. The talk will introduce participants to a new way of looking at parenting by considering the needs of the child associated with their type and in the context of change. In particular, we shall:

- Explore how each child's temperament responds to change in the home and how to introduce and use change whilst maintaining harmony and well-being adapted to suit each type.
- Explore how sometimes very small changes in parenting style, which more closely match the temperament needs of the child, can have dramatic, positive affects in the home.
- Share a wide range of hints, tips and tools from parenting professionals and how to select the right one according to your child's personality.



Friday, April 7, 2017: 11:00 am – 12:30 pm: Getting Real for NFPs



Are you or do you know an NFP who gets so bound up in idealistic hope that it becomes difficult to see reality and the writing on the wall? Do you get so engrossed in what 'could be' for yourself and others that you end up rather stuck? **Carol Parkes** will lead the audience through an interactive session to help understand why some NFPs find it difficult to change and move on. This includes the following:

- The potential perils of idealism - the personal cost of being too idealistic
- When introverted Feeling becomes a liability and not an asset
- How to make reality your friend
- How can you galvanise yourself into action? Who and what might help?

Friday, April 7, 2017: 11:00 am – 12:30 pm: Putting Type Theory into Practice



Mette Babitzkow Boje and **Tina Brøndum Kristjánsson** will focus on bridging the gap between theory and practical application in organisations. It is all about “how to” and making sure that typology works on a day-to-day basis between leaders and employees also after the consultants have left. First, they will explore using theoretical and practical language when working with lay people in corporate organization. In addition, they will share real life examples from their work with type in smaller and bigger organizations and take you through different exercises, showing you how a concrete and action oriented approach, can move type from theory into practice in your everyday work



settings. Lastly, they will provide an introduction and knowledge of a toolset, which can be used to maintain knowledge about types after the experts leave the client or organisation.

CONCURRENT SESSIONS: FRIDAY

Friday, April 7, 2017: 1:30 pm – 3:00 pm: Eco Typology - How Types Underlie our Changing Ecology



According to Jungian psychiatrist Dr. John Beebe, “ecology has become our new living myth.” Virtually none of us has escaped being affected by a consciousness of crisis about our home planet. Because Jung included Earth in his understanding of the psyche, it can be useful to explore our relationship with the planet through the lens of the “functions of consciousness” -- the eight function-attitudes Jung identified in his book, *Psychological Types*. Each function has made its unique downside contribution to the planetary problem, and likewise offers its own singular possibility of upside contribution to whatever solutions might be generated as we organize to meet the oncoming catastrophe. **Robin Wiley** and **Vicky Jo Varner** will share the results of a 2015 survey that invited participants to provide ideas and opinions about the ecological future of our planet, correlated by type codes.

Friday, April 7, 2017: 1:30 pm – 3:00 pm: Three Keys to Effective Type Exercises

Making type visible through exercises is a key tool for helping individuals and team improve their ability to communicate, collaborate, and change. However, there is a world of difference between conducting an exercise and facilitating it successfully to reach the goal of changing people’s mindsets. In this workshop, **Jane Kise** will explore how to choose the “right” exercise, form groups (especially when not all types are present), and debrief the experience. The group will then engage in a deep exercise designed to explore the core differences between Sensing and Intuition and foster better communication. They will then debrief the facilitator moves and how to use the exercise in different organizational settings.



Friday, April 7, 2017: 1:30 pm – 3:00 pm: Type and Change



Deborah Fleming will review the journey of a senior leadership team at the top of a privately owned UK organization with a big vision. This team embarked on a change programme in October 2016. The post-Brexit challenge and currency ambiguity was the backbone to this change programme. The story will be shared, along with the lessons learned from using MBTI® Type in a large-scale change programme. With 16,000 employees to engage behind the vision the use of MBTI® type in the senior team both helped and hindered their process. How would the team deal with fear/loss/conflict whilst also trying to inspire the whole organization on a new direction and strategy? This is a story about what worked, what did not and also what they learned along the way.

CONCURRENT SESSIONS: FRIDAY

Friday, April 7, 2017: 3:30 pm– 5:00 pm: It's About Time - How Different Types Interact with Time

Markey Read will talk about the past and future and how different types start at distinct places in the timeline and attach unique significance to the past, present, and future. Whether you are a member of a professional team, group of friends or family there are plenty of opportunities for misunderstanding when referencing time-related information. In this lively and interactive workshop, the group will explore how and why different types experience time and use it in their business and personal lives. Participants will experience 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; and why natural “brainstormers” often frustrate those who “jump into action.”



Friday, April 7, 2017: 3:30 pm – 5:00 pm: Evolving Alongside AI - Can Type Shape our Futures?



Do you search for information on Google? Have you ever booked travel or accommodation via the internet? If you answered yes to any of these, then you are using artificial intelligence (AI) (and maybe AI is using you too). In this session **John Hackston** will focus on how AI can help, and maybe hinder, type practitioners, and how it may influence our future. The session will start with a short discussion of AI, followed by an exercise where participants work in small groups to think of what they, as type practitioners, can do that AI can't. The groups will then move round and suggest ways in which AI could perhaps do these tasks after all. The group will build on this to develop a clear view of how participants, as type practitioners, can add value over and above what a computer can offer.

Friday, April 7, 2017: 3:30 pm – 5:00 pm: Transformational Leadership

Leadership is a transformational development process. Jung's approach also focuses on personal transformation. In this session, **Aldert Oomkens** will link Jung's approach to The Leadership Circle (TLC). The TLC 360-feedback model of leadership development focuses on transformation from reactive to creative behaviours. It is a validated assessment, scored against a database of 450,000 leaders. Both TLC and Type are about energy flow, about mindset, and making conscious choices. This session will provide you with an understanding of the dynamics of reactive behaviours by linking them to the inferior function and De Lunas' model of the "survival games" people play. You will get more background on the Jungian view of personal development and you will become more conscious about how your reactive and creative behaviours relate to your psychological Type. The session will broaden your mind regarding the use of psychological Type in leadership development.



CONCURRENT SESSIONS: SATURDAY

Saturday, April 8, 2017: 9:00 am – 10:30 am: T/F and Masculinity/Femininity



As we know the biases around what cultures value in each gender—and how we stereotype both the ideal and how we lambast “deviant” behaviour in men and women—often has its roots in the Thinking and Feeling functions. In this workshop, **Jane Kise** will introduce values sets that tap into core definitions of masculine and feminine. Through the lens of leadership qualities, they will then unearth how organisations benefit from each set of values and what happens if one set is ignored. The group will then be introduced to a facilitated process to develop a motivating purpose for balancing the two sets of values in leadership and action steps for moving forward as a leader. This will be real-time strategic planning using “polarity thinking” tools, so that participants will walk away with both a new facilitation technique and a new understanding of what is at stake in the gender “wars”.

Saturday, April 8, 2017: 9:00 am – 10:30 am: The Tyranny of Extraversion and other "Popular" Preferences

In this highly interactive session, **Laurie Lippin** will reveal the dark side of some of our most cherished preferences, and their Step II facets. Participants will examine the "costs" instead of the benefits, the compulsions to behave in less than functional ways, and the double and sometimes triple whammy of the interaction of our preferences. Come to this session to own up to your own misguided overuse or exaggeration of some of your own beloved, but tyrannous preferences and then make commitments to manage such tendencies.



Saturday, April 8, 2017: 9:00 am – 10:30 am: How to Use Type Preferences Selling Change



In this highly interactive workshop, **Torsten Laursen** and **Mette Babitzkow Boje** will focus on how to communicate change to people with the opposite mental functions. Participants will be challenged to put themselves into the shoes of the opposite type through roleplay, feedback and plenary discussions. The aim is to train the consciousness of how different types need to be addressed to take in information regarding change. In the workshop, participants will be working with a change case, and challenged to communicate changes to types that are different from their own. It is all about the experience -



even for an experienced type user, it can be interesting to try out roleplays and to take on the opposite perspective.

CONCURRENT SESSIONS: SATURDAY

Saturday, April 8, 2017: 11:00 am– 12:30 pm: Changing Behaviour with Interaction Styles



“Everyone thinks of changing the world, but no one thinks of changing himself” (*Leo Tolstoy*)

Interaction Styles is a practical tool for behaviour change and its unique value lies in linking outer behaviour with inner drives and stressors. In this workshop, **Catherine Stothart** will share the process she uses when coaching individuals and teams in Airbus and Audi, and the practical insights for behavioural change and team effectiveness that her clients have gained. You will have the opportunity to assess your own style, pick up cues about other people’s styles and learn some practical tips on how to adapt your behaviour to connect better with others at work and beyond.

Saturday, April 8, 2017: 11:00 am – 12:30 pm: Using Type to Evolve your Entrepreneurial Style

If an entrepreneur is “a person who sets up a business or businesses, taking on financial risks in the hope of profit” then most independent type practitioners are entrepreneurs. Nevertheless, how can our knowledge of type help us to become more entrepreneurial, or to evolve and grow our entrepreneurial style? In addition, how can we use this knowledge to help our clients? In this session, **John Hackston** will draw on recent research by OPP and others to help the audience to understand what entrepreneurship is, how people with different Type preferences will tend to be entrepreneurial in different ways, and the practical implications for type practitioners and their business.



Saturday, April 8, 2017: 11:00 am – 12:30 pm: Access Your Superpower

(by developing your sidekicks, identifying your secret weapons, and unarming your foes)



Markey Read will use Beebe’s Archetype development model in this session to connect them to the unique pattern of type development for each of the 16 types and bring these eight Archetypes to life.

Powerful stories are all variations on the Heroic Journey. Each personality type develops throughout the life of the individual in the same pattern as the Heroic Journey. There are helpful sidekicks, friends, and fiends along the path and the Hero or Heroine must overcome obstacles, defeat foes, and use mysterious gifts in order to achieve the goal and return home safely. Instead of sidekicks, friends, and foes found in adventures in the physical world, however, our cast of characters can be accessed through the archetypal characters that “carry” or express the eight functions of each personality type.

Saturday, April 8, 2017: 1:30 pm – 2:45 pm: Evolving our Notions of Change

Type has great potential as a self-awareness tool and yet this potential frequently remains untapped because its users are struggling to answer the “So What?” and “Now what?” questions and thereby missing the opportunity to relate type theory to the real issues people have at work. In this session, **Katherine Hirsh** will describe three mindsets that can derail our efforts to introduce, manage and sustain change. Using type as our change context, we will explore how changing our mindset and reframing type development in terms of “Why not?” “What makes it meaningful for me?” and “What opportunities for growth do I see?” can make type interventions more interesting, more effective and longer lasting.



Saturday, April 8, 2017: 1:30 – 2:45: Alternative Type Theories

In this session, **Olga Tangemann** will introduce participants to a new psychoanalytical concept of understanding personality type through analysis of non-verbal preferences in art, music, and cinema. The session will contain small group discussions and problem solving in relation to personality type identification. Participants will try out new skills of type vision by applying the theoretical concept and practical approach of associative Sociotics.



Saturday, April 8, 2017: 1:30 pm – 2:45 pm: 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 that 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. The motto is, “Changes start with you!” In addition, change is becoming a constant movement within organisations and society. They would like you to share how they ‘translate’ and use type (especially temperament) with a colourful theory in letting students share and develop ‘their’ ideas.



BAPT CONFERENCE 2017 – KEYNOTE SPEAKERS

JOURNEYING AS AN MBTI® PRACTITIONER

LAURIE LIPPIN (ENFP)



Laurie B Lippin, Ph.D., teaches at UC Davis and has her own company, Lippin & Associates, specializing in consulting, coaching, training and teambuilding in the areas of cultural competency and diversity issues. She is co-author of the popular classroom text UnRaveling Whiteness: Tools for the Journey (Kendall-Hunt, 2009). Laurie is also a graduate of coaching schools: the Newfield Network, and Organizational and Relationship Systems Coaching. For APT International, Laurie shares the Coordination of the Interest Area of Diversity, Multicultural and International with Danielle Poirier. She is happiest and most fulfilled when her MBTI® work is informed by her diversity expertise and vice versa.

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When you accept the responsibility of “Journeying as an MBTI practitioner”, you are accepting a delicious AND rewarding invitation to have a profound effect on people’s lives. The information afforded by the instrument is a powerful window that opens up possibilities that can include a more satisfying life/career/relationship and a potential to achieve one’s purpose in life. It can also become a tool for resolving conflict and working dynamically with groups of people seeking increased understanding and improved communication. Most of us are aware of this, but are we also aware of the other mission that Isabel Myers passed on to us that is embedded within her exhortation for “appreciation of difference”? I will translate that as not only serving ALL the populations that could benefit from being exposed to MBTI®, but also making every effort of inclusivity in our professional ranks.

When I delivered, “True Confessions of an MBTI® Type practitioner”, the original title of my plenary in Miami, FL at the APTi 2015 Conference, I sought to share my own journey from ignorant white woman to conscious and intentional ally for diversity inclusion *everywhere*. My life work had revolved around diversity ever since the, 1960s, when I experienced a life-changing Mississippi Civil Rights summer. Over at least 20 years, I took a long, painful, and essential journey, which included personal work on myself, and much education on racism and other forms of dominance and marginalization. And, as often is the case, for ENFP especially, my own professional career reflecting the values I wanted to stand for in the world resulted in teaching diversity, at University of California Davis and a training and consulting company for diversity interventions. Along the way, as a way of understanding my own conditioning and ignorance, I wrote the book, *Unraveling Whiteness: Tools for the Journey*, which became a college text.

Although my story is a solidly United Statesian one, I do believe it has relevance for those in other countries. We are living in a period of

incredible news coverage, of information from all over the world available to us instantly. We get the best and the worst of what is available in this unprecedented age of communication: of information, misinformation, disinformation, etc. So we know of the issues of immigration, of the ethnic hostilities, refugees fleeing, the return to the “mother” country of those who had been colonized hundreds of years earlier, of the real threat of terrorism, and the ensuing societal issues that result from all this. We also read everyday how difference is demonized.



Dealing with dominance remains the challenge of the 21st Century. We all live at some intersection of type and our other social identities (race/ethnicity, class, gender, religion, sexual orientation, etc.). Practitioners who are not mindful of the dynamics of dominance and privilege risk perpetuating the systems that keep dominance in place. For those of us who are therapists, counselors, coaches the consciousness of the real, consequential impact of diversity differences for those groups marginalized in society is absolute essential. ESPECIALLY if we represent the majority, the privileged group in society. There are profound issues of difference that affect everyday relationships, impact our client interactions and

feedback, and are often invisible to those who are the majority. For people not part of the dominant culture coping mechanisms may be required to either “assimilate” or “cover”, resulting in stress and frustration, and even confusion of “best fit” type.

In this plenary, by telling you my personal story, and inviting you to answer some questions for yourself, I seek to not only ask that we in the type community educate ourselves further, and that we become more conscious of our own roles in the privileged vs marginalized dichotomy in our societies, but that we also actively work to serve a more diverse clientele, to integrate our BAPT's and our APT's, on regional and national levels. Though not limited to racial and ethnic identities, the uninterrogated domi-

nance of any social identity of an individual be she/he manager, leader, coach, trainer, social worker, educator severely limits effectiveness and communication with those who are impacted negatively by systemic persistence of all the “isms”. Typeism, is one of them, as is confusion of “best-fit” type for those who are marginalized and needing to assimilate to the dominant culture.

As we present type to others through use of the MBTI®, as we each take our own journey, we have a unique opportunity to advance Isabel Myers' own values for the “appreciation of difference” on the most profound level. Let's talk about this together.



BAPT CONFERENCE 2017 FREE BONUS SESSION

**Thursday 6th April—10am—12pm
UNDERSTANDING COGNITIVE PROCESSES**

**ANGELINA BENNET (INTJ)
(President)**

To get into the Conference mood and to begin your 3 day immersion in Type, come along to this free pre-Conference bonus session on Type Dynamics.

‘Cognitive Processes’, ‘Function- Attitudes’, Psychological Types’ – whatever you choose to call it, this aspect of Type theory is where the richness lies, and an understanding of Type Dynamics will enable participants to get the most out of the subsequent Conference sessions.

Whether you are completely new to type dynamics or whether you are an expert, this session will offer some new insights, perspectives and methods regarding the 8 functions. The session will be both theoretical and experiential and you will:

- Become familiar with the 8 functions
- Discover ways to remember the characteristics of each of the functions
- Explore how you personally relate to each of the functions
- Consider the role of the 4th/inferior function
- Get some tips on easy ways to introduce dynamics to a client

We'll be using images, anecdotes, free drawing and (of course, because it's my session) music to explore each function.

I don't want to say too much more here as it may ruin the experience of the session

BAPT CONFERENCE 2017 – KEYNOTE SPEAKERS

TYPE AND TRANSITIONS

SUSAN NASH (ENFJ)

Conference Organiser



Susan M Nash, who was the President of APT International (APTi) for 2014, is co-author of the Teamwork from the Inside Out Field Book, Turning Team Performance Inside Out (1999), Dating, Mating and Relating (2000), Let's Split the Difference (2009) and Contextual Coaching (2011). She is also author of The Type Trilogy Card Set and Complete Guide. She is founder of EM-Power (UK) Ltd., and EM-Power, Inc. international consulting firms specialising in applying knowledge of type and temperament to increase business results. Born in the UK she graduated from the University of Birmingham with a First Class Honours Degree and moved to the USA in 1987. She has worked with over 20,000 individuals globally introducing them to psychological type as a tool to improve communication, raise leadership effectiveness and improve team results.

www.em-poweruk.com.
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As we know, knowledge of Psychological Type can be invaluable in helping people to manage change in today's fast-paced business world by providing a framework for adapting approach and communication to appeal to different types. In the plenary session, we shall provide a brief overview of the Bill Bridges' Transitions framework and then begin to explore how knowledge of Temperament and Interaction Style can help make this process more successful.

Change versus Transition

Much of the work written on change focuses on the physical steps in the external change model. The internal psychological process we experience in order to come to terms with a new situation and change our behaviour Bill Bridges called a transition. Unlike the "change wall", the work on transitions provides a path to guide the individual's journey through the internal psychological change. He describes a three-phase process (ending, neutral and new beginning zones) where people gradually mentally accept the details of the new situation and the changes that accompany it.

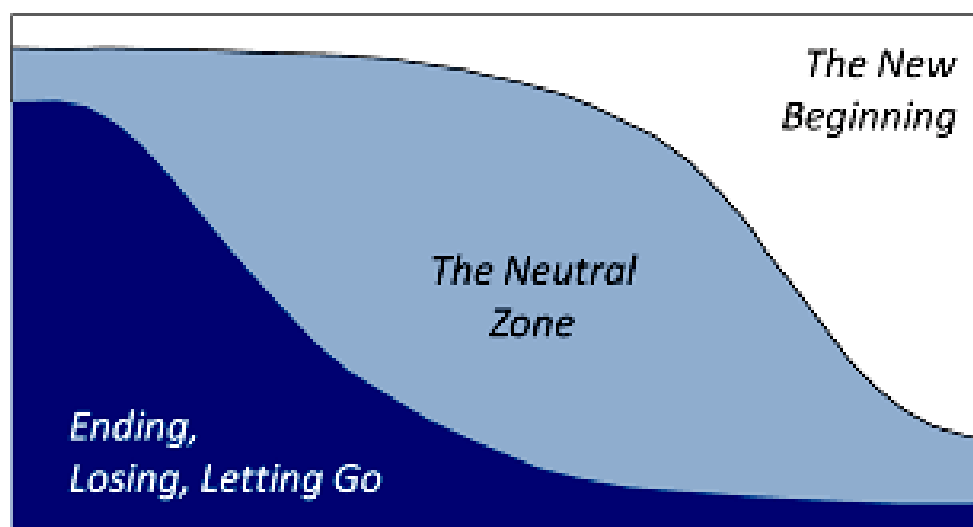
Temperament and Transition

Temperament can be defined as **Why** we do what we do: the pattern of needs values, talents and abilities that helps to drive our behaviour. Understanding each temperament's approach to change and positioning transitions to protect the self-esteem of all four temperaments is fundamental to making a successful transition. In the session we shall explore each temperament's approach to change and how the steps in the transitions journey might change for each Temperament.

Interaction Style and Transitions

Interaction Style (as described by Linda Berens) is a psycho-physiological energy that underlies **How** we tend to naturally engage with others. In the session we shall consider how each Style's unconscious aims and beliefs, plus their innate physical drive, might influence the transition process and how the knowledge of Interaction Style can help make transitions smoother.

I look forward to your joining me as we delve into this subject in more detail when we explore in more depth how to use the knowledge of Temperament and Interaction Style to make transitions more effective.



BAPT CONFERENCE 2017 – KEYNOTE SPEAKER

WHEN PERSONALITY TYPE MEETS NLP

DAVID HODGSON



David Hodgson is an author and trainer working with teachers and students across the UK and abroad. He brings personality type into education via his popular books (The Buzz, Personality in the Classroom) and motivational workshops in schools, Universities and other organisations. He is passionate about type and sharing its power to change and inspire, especially young people and those who work with them.

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The two models of the world I've found most useful in my personal and working life are personality type and NLP (Neuro Linguistic Programming). Both help people be better at being people. In my session at the BAPT Conference I'd like to share some of the ways I've applied the best of both models to help a huge range of people, from school children aged ten to senior leaders facing redundancy, be better at understanding and thriving as their world changes. Alvin Toffler said 'Change is not merely necessary to life - it is life.' So we must all learn to change. We must also know from where we are starting and to where we are going. Type and NLP are an ideal pair of shoes to help us mark and walk our path.

It's scary how good Type is at helping us understand who we are, predict how we will behave, which job tasks we'll love and what sort of arguments we'll have with our family. It's less good at showing us how to change. Parts of NLP can. When we blend the two approaches synergy can occur.

At successive parents' evenings teachers told me that my 'I' preference daughter should learn to speak up and contribute more in class. I was told with equal enthusiasm that my 'E' preference son needed to learn to calm down, listen and give other children a chance to contribute before 'showing off'. This was well-intentioned advice. The teacher identified a useful **what to do** but not a **how to do it**. Being aware of our behaviour (through preferences) and having the skill to adapt to suit prevailing circumstances is undoubtedly crucial to success in the classroom. In my experience the Type

model is unsurpassed as a way to explore **what** across the key elements (eight preferences) of being human. Equally, I've found NLP to be a fantastic model for learning behavioural flexibility allowing all children to apply the best of E and I in class and beyond. We can also ensure children and adults can change and choose the best of all eight preferences. I will show how we can model the best of E and I preferences to control our energy for greater inner and outer confidence.

I believe Carl Jung would have liked much of the NLP approach to understanding the unconscious patterns that drive our behaviour, collectively and individually, and I look forward to exploring these themes at Conference.

At a recent training event I listened to a speaker as she shared the following Zen saying: *A finger is useful to point at the moon, the wise look at the moon, the ignorant at the finger.*

She explained that the symbol points the way to a greater reality but is not to be confused with the reality. This could be a metaphor for both type and NLP. Much of the criticism of both models is people thinking we claim the models are the moon when they are fingers.

One way type does allow us to explore behavioural shifts is through the zig-zag problem solving model, where we encourage individuals or groups to move between S N and F T functions. I will show people how to move between E and I preferences to help boost confidence, charisma and resilience. When the individual finally integrates the conflict a broadening of the personality occurs. This on-going expansion combined with the development of the individual personality is a natural process that Jung called individuation.

Personality Type	NLP
<ul style="list-style-type: none"> Find out who you are Understand what makes you and others tick Explore your strengths Discover your potential Identify personal causes of stress Identify your preferred ways to learn efficiently Learn which communication styles work best with different people 	<ul style="list-style-type: none"> Find out who you can become Improve the way you think and make yourself 'tick' better Improve your strengths Plan to realise your potential Identify personal solutions to stress Learn the underlying structure of all efficient learning Learn underlying communication techniques that work for everyone



Roy Childs (INFP) is Managing Director of Team Focus, and an Occupational Psychologist. He has worked in organisations at senior levels for more than 20 years and focuses on developing capability and building relationships. He is an assessments expert who has significant criticisms of traditional psychometrics and has developed new tools for exploring personality, motivation and how people think.

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BAPT CONFERENCE 2017 - KEYNOTE SPEAKERS

THE DARK MATTER IN ORGANISATIONS

ROY CHILDS (INFP)

As far back as Galileo, astronomers have assumed that the universe is something you can see. Yet astrophysicists estimate that visible matter accounts for only 4% of the mass of the universe, and doesn't come close to explaining how galaxies behave. This is a strange parallel that can be applied to organisations. After all, relationships are all around us; no society exists without them; they enable life – personal life, business and communities – to function. And yet they are invisible in the sense of being so pervasive that their influence is often taken for granted – and so they only tend to get noticed when they go wrong. You would have thought that because we use the common refrain that 'people are our most important asset' this would translate into a higher quantity and quality of effort and attention. But do organisations put enough focus onto people issues? Are 'people' budgets or HR spend of the order we would expect? Are Business Psychologists and/or HR professionals on company boards? If there wasn't so much 'dark matter' would we expect fewer Mergers and Acquisitions to fail? Would we be better able to predict which of today's successful companies are about to disappear?

If we are to convert this 'people adage' into reality we need a way of understanding this dark matter. This session will outline the ideas in a new book *'The Relational Lens'* published by Cambridge University Press. This is a far ranging analysis of how relationships are critical in private life, in business and in a wide range of communities. It presents a rationale for the centrality of relationships and describes the Relational Proximity model as a way of making relationships visible and (to some degree) quantifiable – you can't manage what you can't measure. The Relational Proximity model helps by deconstructing relationships to make a complex area more accessible and by providing a way to measure and monitor different aspects of relationships so that more appropriate interventions can be designed.

The application of Relational Thinking goes be-

yond the idea of sustainable companies. It has been applied in education (the relational schools project), prisons (relational justice), hospitals, housing projects – in fact to all kinds of communities and community projects. It influences the concept of justice, architecture, consumerism and more. The Relational Proximity model has been used to help individuals, couples, teams and communities – such as in facilitating peace-keeping initiatives in the Sudan

The session will demonstrate with a practical exercise, how an individualistic lens differs from a 'relational lens' in terms of generating different thoughts, behaviours and outcomes.

Perhaps longer term we will hear 'people are our most important asset' being replaced by 'it is how people work together that is our most important asset' and this lens change may enable the application of Psychological Type ideas to be more useful and impactful.



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