

BAPT CONFERENCE 2017: TYPE FOR CHANGE

6TH-8TH APRIL, 2017 - MISSENDEN ABBEY

DIARY OF AN INFJ

ANNA CROLLICK



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Thursday, 6th April, 2017

It was a beautiful bright spring morning at Missenden Abbey, full of bluebells, blue skies and promise. Entering through the gothic-arch doorway of the Abbey with the whitewashed high vaulted ceilings it seemed like the perfect venue for three days to re-vitalise, connect with Type and its practitioners and be inspired. And what a Conference it has proved to be ... the Zen vibe of our Association was definitely 'NF' in characteristic, with the modal type probably ENFP ... the theme was change ... and there certainly was the zing of enthusiasm in the air. There was a warm sunny welcome from our President-Elect Sarah Perrott who, in perfect 'Get-things-Going' style orientated us to the Conference and handed us our obligatory Conference bags (complete with networking-mints and mini eggs) and sent us smiling in the direction of the first session.



Kicking off with an introductory plenary session was Dr Angelina Bennet with her Presidential swan-song performance, "Understanding the Cognitive Functions". It served as both an insightful reminder of the eight dominant functions and a creative, non-verbal way of accessing the energy of each Type within ourselves. Using carefully chosen songs that reflect the energy and pace, rhythm and meaning for each dominant, she presented us with the opportunity to recognise our personal response to each dominant.

This was very powerful: to feel how some music resonated positively and some more negatively and what that meant for our own relationship with that dominant, or people who embodied that dominant. It inspired thoughts of whether this connects with the Beebe model of archetypes. There were some interesting insights from participants of their responses and a general tendency in the room to accept that one's own dominant works well, but only some of the time and that it can also get in the way. Angelina flattered us by saying that, as BAPT members, we were likely to be ego-developed enough to recognise this, but that this recognition was uncommon. On that note, we floated out into the coffee break.



If not enough stimulation had been had from the coffee and home-made cookies, Laurie Lippin's seminal "Journey of a Type Practitioner" was set to sweep away the veils from our privileged eyes. Laurie explained, with a compelling mixture of passion and gravity, the importance of having an awareness of the advantages that our own privilege brings. These advantages are more than likely not conscious to us because we have not experienced their absence. She gave clarity to this area and showed us the categories of social identity and power in terms of privilege/marginalised and confidence to embrace diversity in our practices as coaches and type practitioners.



Laurie highlighted that Type applications have at their core the purpose of appreciating and working positively with difference. She hoped that we “could personalise this topic for ourselves as MBTI® opens a window into this journey” and challenged us to consider how we could use Type with the “bold intention ... of constructive use of difference”. Asking us to give five answers to the question “what are you” was quite profound. My partner in



this exercise and I found that we had never introduced ourselves in a way that included gender, religion, race, social class, age and so on but that it opened up discussions that were fascinating, connecting and thought provoking. Laurie emphasised the importance of having these conversations more if our intention is around improving our cultural intelligence on diversity: we really need to reach out and learn about people.

With a head full of thoughts, I wandered into my next session which was with Richard Owen. He posed the question of whether Type was headed for the psychological dustbin. This was due in large part to the comparative complexity of Type and the necessity of our phenomenological experience as compared to



straightforward trait- based psychometric measurements of personality.

He emphasised the need to understand the neuroscience so that Type could gain some credibility in the academic world. Richard challenged us to take the threat to Type seriously and encouraged us to put into modern mainstream language why Type needs to be kept in use. A participant underlined the seriousness of this situation as she described the difficulties she has had in getting her research accepted because of academic bias against Type.

Meanwhile in parallel sessions, Ann Holm was running a great session on how to manage brain energy given the demands from how we work today. She discussed what the brain needs for efficiency, concentration and effectiveness. I really could have benefitted from that session.



Elsewhere, Saundra Stroope was discussing the impact of Millennials in the workforce and how to improve communication inter-generationally. At coffee break positive murmurs of these sessions were circulating.

After a break we were all back together again in the main room with Susan Nash to round off the day with a look at our inner transitions during external changes. Susan, a picture of calm despite her own imminent transition to relocate to the States, was a fantastic antidote to the 5 o'clock slump slot. She worked the room effortlessly in an energetic and involving session. We looked through the lenses of temperaments and interaction styles and heard back from the ‘real experts’ how they experienced their core beliefs. Suddenly, I understood why having a ‘Chart-the-Course’ interaction style meant that, yes I naturally anticipate difficulties and make a plan, but also become over-focussed on the project and struggle to work with others who don’t follow the plan. It made perfect sense that the ‘Get-things-Going’ interaction style’s core belief is “It is worth the energy to involve everyone ...” as they talked of “stirring the pot’ to readily share insights and bring energy.



The 'Behind-the-Scenes' core belief "It is worth the time to reconcile and integrate many inputs" resulted in their strength of taking the time to get things right, but all described being challenged by the tyranny of perfectionism. The 'In Charge' core belief being "it is worth the risk to go ahead and decide" talked

of having confidence and self-belief but finding it difficult to wait and get buy in from others before "charging in".

Our first dinner was a civilised event, with sociable table groups and lots to discuss. Of note was Aldert Oomkens' random ability to transform his roast pork into a burger and chips, many looked on with admiration and longing (see photo). After that many retired to the bar for a chat and a drink before bed.



Friday 7th April, 2017

The day began with David Hodgson who I am nominating for the BAPT Superhero award for bravery and resilience. He began his session with an anecdote about his shirt being uncomfortably 'a bit too Noel Edmonds' (a UK light entertainment TV presenter) and it proved to be a strange premonition of the bizarre happenings that followed. Obviously having offended the gods of presenting by 'the shirt', he was met with IT issues and forced to improvise by getting us to pair up and try and say "she sits and shines she shines and sits" without error. Much hilarity. Then came the window cleaners, then the fire alarm complete with full evacuation and return. David, an ENFP, thankfully, accepted this all in his stride and adapted it to fit with his powerful message about helping children in schools through the use of Type and NLP. He quoted the philosophy that "it is easier to build strong children than fix a broken man". His presentation was fascinating and salutary.



He talked about the superhero training for children that he runs in primary schools which involves introducing them to type differences and then teaches the skills associated with each side. For example, he teaches how to do 'the best of extraversion' so that everyone E or I can speak in their most persuasive, confident 'chocolate' voice; and everyone can do 'the best of I' really listening, relaxing and learning to meditate. One of his key messages was always be in the right mood for whatever you are about to do, he proved that he was authentic in this practice as he quipped "the carpet fitters are coming in a minute ..."



Following on the theme of children, Ben Lowater demonstrated how temperaments offer us deep insight into giving children what they need to thrive. By understanding the core needs of a Freedom Child (SP) 'have impact now', the Dutiful Child (SJ) 'responsibility/belonging' the Knowledge Child (NT) 'mastery/self-control' and the Connected Child (NF) 'meaning/unique identity' enables a parent to meet that core need. In doing so, a parent is able to communicate their unconditional love and connection in a way that is easily absorbed. Ben powerfully described how meeting a child's core need is "like giving them air to breathe". Keeping this in mind when helping your child with change helps you predict a path that meets their needs.

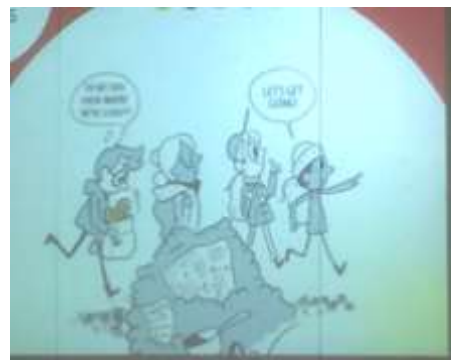


Meanwhile, in the other sessions, reality was the theme. Carol Parkes was "Getting Real for ENFPs" helping them make friends with reality and guiding into action. At coffee break there was a positive buzz in the air that this had been a really useful session. Mette Babitzkow Boje and Tina Broedum Kritjansson were bridging the gap between Type theory and practical application: A really beneficial session for the majority of N preferences participants. It focussed on cementing Type in the actions of day to day reality, so that their learning and knowledge of Type lives on after the consultants have left. Tina, one of the rare Sensing preference participants at Conference was spotted a bit later that day, with a rather large bottle of wine ... was it the NFs that did your head in? (see photo)!



Next came Deborah Fleming's session on "Type and Change". Mirroring her personal experience of the major change of the loss of her father with the experience of an Executive Board going through change was an interesting session with parallel themes. Engaging participants in the process we were asked to reflect on the most major change in our lives and allow time for experiencing its felt-impact.

Deborah reflected that her biggest learning for both herself and the organisation she was helping through change was around the necessity of "space, timeout and patience". During this session two corporate artists captured our outputs and added them to a diagram of a change journey. Deborah had used the artists previously with the Board to help them 'see' and understand their transition.



In consecutive sessions Vicky Jo Varner and Robin Wiley discussed "Eco Typology". Based on their research that surveyed the ideas and opinions of different Types on the ecological future of our planet, they offered a path of hope to counter the usual stories of destruction. Having looked at how each function has negatively affected the eco-system of the planet, they considered what positive impacts that each function could bring to our changing ecology. Jane Kise ran a session on "Three Keys to Effective Type Exercises" that focussed in on effective facilitation of team exercises to take participant experience to the level of mind set change. The word on the street at the coffee station was that these sessions had been inspirational.



By the 3.30 pm slot when, generally speaking presenters and participants alike are low on energy and the search begins for those once forgotten mini-eggs at the bottom of Conference bags, Aldert Oomkens resuscitated the energy flow again around his Leadership Circle (TLC). His session on "Transformational Leadership" was in tune with the

theory: creative and positive. He began by transforming us from bum-on-seat delegates to chi-pumping, Mexican-waving participants by getting us to stand around the circle and starting at one end getting us to follow the person next to you but then make your own movement and everyone copies. It was a great way to get the energy flowing and connect us all to each other.



The theory is that if leadership sits on a continuum that runs from safety through to purpose and you move towards the Safety end, your behaviours will be reactive and fear driven. If you move towards Purpose you will create a vision which leads to energy forwards and passion, which in turn creates positive action. Essentially, we are able to transition along this continuum. The Leadership Circle represents where we (as leaders) might be in terms of our inner states. This related to what Susan Nash, Deborah Fleming and others had mentioned: our responses to external change are best described as 'inner transitions'. We padded around the enormous plastic circle that was placed on the floor. First moving to the descriptions on the circle that best described us when in a Reactive state, operating from fear and in favour of safety and later moving to the other hemisphere of the circle and placing ourselves on the descriptor that fitted us when we are using our Purposeful, creative, self-anchoring mind.



of us could best do that. It was very clever and an interesting way to concretely discuss leadership development and incorporating Type in the process.

We found ourselves naturally clustered in Type-alike groups, which was fascinating in itself, but the personal meaning for ourselves was interesting.

Aldert was excellent at gently encouraging the benefits of moving away from safety and reactivity and the circle made it possible to see how each

At the same time Markey Read was also working energetically in a lively and interactive session experimenting with how and why we all have a particular relationship with time.

In a darker corner of the Conference Centre, OPP's very own Time Lord, John Hackston, was discussing the future of Humans as Type Practitioners and considering the distinct possibility of this all being outsourced to Artificial Intelligence systems, who could potentially do this better and more consistently than some (non-BAPT members).



It was then, on that stark note, that the clock struck "Wine o'clock"! A sensory extravaganza ensued that was fresh, zingy and fruity, but definitely not dry. Deborah Fleming introduced us to some wine tasting skills such as 'swoosh the glass, sniff, check the colour and finally slurp and taste!' As well as her captivating presentation style, Deborah took us through the functions exercise through the medium of wine. We sat in Function group tables and created tasting notes. From the NF table there was the distinct sense that the Sensing preferences had the upper hand with this one, I found I drew a blank when searching for a word that in any way described the reality of the taste. So my ENFP friend next to me and I went to town instead on less tangible descriptors. One NF described "it reminds me of my little cat, clean, bright and light on its feet", but there was no such positivity from the NTs' damning criticism of one wine "... it has a distinct whiff of the gents"! My former naïve enjoyment of cheap rough wine was crushed forever, but it was a lot of fun.





After the swift AGM, full of heartfelt thanks to the small but dedicated and hard-working team of committed members, it was onto dinner and then the absolute Conference 2017 highlight: the evening's incredible impromptu entertainment. This was provided in the bar by the multi-talented Laurie Lippin on her accordion together with soulful Jonathan Perrott on his banjo. The two played and sang together and created a fantastic evening of singing, dancing, laughter and revelry. As well as this was the unforgettable all male choir, led by choir master Aldert who insisted the men roll up their trousers and follow his lead ... it was transformational! Maybe it was the wine, but the evening and choir resonated with harmony and gusto (check out those legs ... see the photos!). Hope they return for 2018! Everyone that night helped bring forwards the 'Association' aspect of BAPT.



Saturday, 8th April, 2017

There was a slightly hazy start to my Saturday ... For those able to rise early, I think there was a good cooked breakfast ... Anyhow, Laurie Lippin, Jane Kise and Torsten Laurson started at 9:00am and the quality from the presenters was undiminished.



Jane Kise's session on "T/F & Masculinity & Femininity" was very thought provoking. It focused in on gender bias in education and organisations and how it hurts everyone, male and female alike. Jane asked searching questions around the positive and negative aspects of the archetypal masculinity and femininity and T and F, such as do we need one more than the other and what happens if we ignore one side in favour of the other?



We considered whether it would be possible to move towards honouring and benefitting from both poles; are we able to hold the two opposites in mind and still function? A huge takeaway from the session was the clarity around the fact that movement towards one side on any polarity results in downsides for both sides. As it said in the Conference blurb, I left the session with a powerful sense of what is at stake in the gender wars.

Laurie Lippin revealed the darker side of the most exalted and popular preferences, such as Extraversion, by being seduced into exaggeration and overuse. The session required honesty and offered the opportunity for self-awareness and choice. In parallel, Torsten Laursen and Mette Babitzkow Boje got participants to practise communication of change through role plays to Type-different groups with the aim to train the consciousness in different styles of communication.

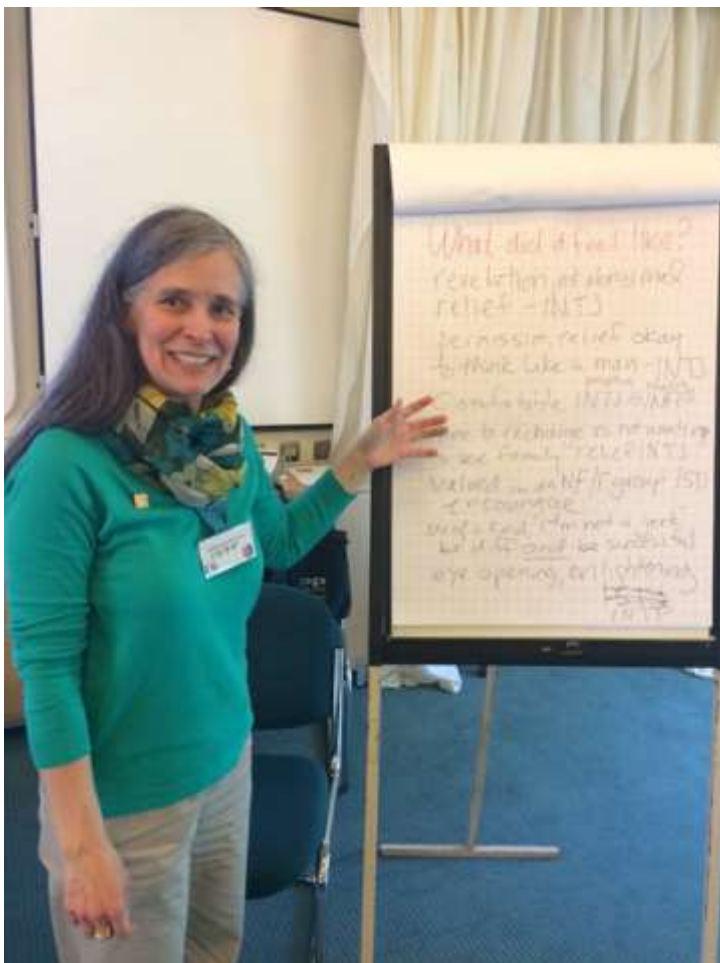
After coffee, strong, black (was it just me?) it was back into "Changing Behaviour with Interaction Styles" by Catherine Stothart. As a bit of a newbie to Interaction Styles it was really useful to spend time working on Catherine's real coaching case studies and focus in on what the Interaction Styles look like and

how they can help us behave with more emotional intelligence. The key was that, through picking up on external behaviours and connecting these to inner drives, we are more likely to make correct judgements and therefore respond appropriately.

In parallel, a session for the independent Type practitioners by John Hackston looked at research by OPP and others on "Entrepreneurial Style". John made the connection that working independently required the skills of an entrepreneur and with this in mind was able to look at the tips to leverage strengths and pitfalls to watch out for. Markey Read brought the Beebe Archetype development model to life and helped participants to consider and discover more of their own cast of characters. In doing so, and raising awareness of these aspects within us we are more able to harness our own superpower. Markey has written a new book too (see photo).



Then it was lunchtime, the last day was flying by. With the realisation that departure was soon upon us there was a different energy around Conference. People were saying farewells and planning reconnections: transition was in the air.



I joined Katherine Hirsh's session which had the perfect calmness required for meaningful contemplation of mind-sets: how they can enhance or derail our efforts to introduce, manage and



sustain change. Katherine asked us to search for an image that reflects our type development journey thus far. It felt powerful and meaningful and the image that came to me for this has floated back into consciousness at times since.

In a consecutive session Olga Tangemann introduced her alternative perspective, which is always good to have. She has founded Associative Socionics which is a psychoanalytic understanding of personality types derived through analysis of non-verbal preferences in art, cinema and music. Dr Ignas Jansen brought to life the experiences and lessons learned from the Implementation Program at the University of Applied Sciences Arnhem/Nijmegen. The students actively learn about the theory and practice of change management by having a go themselves, encouraged by the motto "Change starts with you".

For the final Conference session we were joined by Roy Childs of Team Focus Ltd. His interesting lecture "The Dark Matter in Organisations: The Relational Lens" in which he compares the dark matter of the universe with relationships. They are comparable

in that only 4% of dark matter can actually be seen, but the rest is still there. Relationships are so pervasive and all-encompassing that we take them for granted, they only come to the fore when they are problematic or not working well. Roy Childs appealed to Type practitioners to use the relational perspective to see what is happening in our organisations, and lives in general. For example he suggested if someone asks whether you have thought about your pension, most people would only look at this from a financial perspective, but seen through the relational lens makes one consider their 'social pension': who is going to be near them in terms of family, or friends or community when they are older. Or when buying a household item, such as a microwave, the relational lens opens one's eyes to the impact on the family.



Within the context of organisations, Roy challenged the well-worn phrase "People are our greatest asset" suggesting that if that was the case we would be paying much more attention to the people, thinking about their values and the interconnectiveness of these with the system of relationships within the organisation. Values by their very nature exist in relation to other people. He suggested that the relational lens should be applied to every aspect of our lives and we should report on this as part of the Triple Bottom Line in business: People, Profit, and Planet. Realising our limited use of this lens meant it felt a poignant but insightful end to a fun, enlightening and eventful Conference.



Looking back now, my highlights have to be the energy from the delegates, many of whom also presented, the camaraderie, the music and dancing, my discovery of the thought leadership going on out there in our own BAPT community and then of course there was the wine ...

Rock n roll on BAPT 2018!

[Note: BAPT would like to express its sincere thanks to its sponsors: OPP Limited, TypeCoach, Differentiated Coaching Associates and the Type Academy, for their generous support towards this Conference.]

BAPT CONFERENCE 2017- SUMMARY OF DELEGATE FEEDBACK

CHRISTINE RIGDEN (INFP) – BAPT WEBMASTER

Of the 58 who came to Conference, 2/3rds were from the UK, 19% from Europe and 16% from USA. 46 participants were residential. Two more came for all three days, and ten for one or another single day. Half of the participants completed a feedback form. A summary of the responses follows.

How do you rate this 2017 Conference overall?

Everyone who responded rated the Conference 'Good' or 'Excellent' overall and presumably, if any of the rest felt negatively, they would have said.

What attracted you to come to the BAPT Conference this year?

Variety of speakers – interesting theme – location – venue – previous experience of BAPT Conferences – opportunity for networking – good value.

Which speakers did you value most?

The whole programme was mentioned by several and enjoyed by all. The 5 speakers mentioned most often were David Hodgson, Jane Kise, Susan Nash, Markey Read and Carol Parkes, but many others were also mentioned by name.

Which aspects of the Conference did NOT meet your expectations, and why?

65% of respondents had their expectations fully met. Other points made: Too little time to reflect; Need longer breaks to process all the information.

How would you rate the value-for-money of the 2.5 days?

86% rated the Conference as 'good' or 'excellent' value for money, the rest said 'OK'. I wondered how we compared to other conferences, and did a brief internet search on what conference prices I could find for other APTs, British Psychological Society, and International Coach Federation. In each case I've used the Members' EarlyBird rate for comparison. Some had further concessions for students.

	length	EB mem	speakers	accom	
APTi 2017	3.0	£ 440	same	no	US
ICF 2017 (USA)	2.5	£ 690		no	US
ICF (UK)	1.0	£ 205		no	UK
BAPT 2017	3.0	£ 435	£ 365	yes	UK
BPS Social Psychology	2.0	£ 350		yes	UK
Counselling psych	2.0	£ 350	£ 320	yes	UK

Follow-up resources

The four plenary sessions were videoed, and these are available on the BAPT YouTube channel. A couple of respondents requested more sessions be videoed in the future. The videos as well as handouts and related notes can be found on the Conference page <http://www.bapt.org.uk/events/2017-conference>.

Points for the BAPT Board to consider

- Look at how to improve technical setup, including possibly arrange speakers to set up their AV 20 minutes early; liaise with venue to ensure all is well from the equipment perspective.
- Evaluate cost/benefit of more videos. Track how much of the current handful are watched. Develop strategy for effectively using more videos.
- Some want more 'down time' or unstructured time during day, and yet others want more planned social activities. Longer lunchtime might help? Optional evening socialising after earlier dinner? Roughly 50/50 split with Introverts/Extraverts.
- The icebreaker went down well, and perhaps needs to be earlier in the first day. The impromptu evening music and dance session on Friday was also enjoyed by several, and some would welcome it for two nights.