



BAPT 2018 CONFERENCE - PROGRAMME OVERVIEW

SUSAN NASH - PROGRAMME CHAIR

I am very excited to tell you about the upcoming BAPT Conference on April 12-14, 2018. The theme for this year's Conference is **TRENDING: #Type in the Digital Age**. We know that technology is having huge impacts on how we live our lives, the societies we create, and even on the structure of our brains, and the Conference is an opportunity to explore these important issues and reflect on what we, as type practitioners, can bring to these changes.

We are delighted to welcome international speakers and experts in type who are covering a huge range of topics stimulated by the Conference theme. These will undoubtedly lead to many fascinating discussions, and there will be plenty of opportunity to network with other type enthusiasts and learn more from each other.

We are also offering a Pre-Conference Workshop on the morning of 12th April, run by JCA Global, to qualify in their Leadership Climate Indicator 360 tool, at a discounted cost.

This year the Conference will be held at a new venue, Kent's Hill Park in Milton Keynes, which has purpose built conference facilities, a gym, pool, steam room and sauna, and of course good travel connections. (10 minutes by taxi from Milton Keynes railway station).

With such an important topic, I want this Conference to be the most successful yet, so please forward the website link to colleagues (even if not BAPT members) to let them know about this great learning and networking opportunity and remember that people can attend for single days if they wish. <http://www.bapt.org.uk/events/2018-conference>

Now let me provide the highlights about our plenary sessions and an overview of the three tracks of concurrent sessions exploring many facets around the theme of **#Type in the Digital Age**.



PRE-CONFERENCE QUALIFYING WORKSHOP**Thursday, April 12, 2018 - 9.00 am – 12:00 noon: Leadership Climate Indicator 360 (LCI 360)**

This is an opportunity to qualify to use JCA Global's LCI 360 tool, which measures the leadership climate set by individual leaders. It enables leaders to collect feedback from people they work with to understand the leadership climate they create. Unique in the market, it enables leaders to answer the question, *"how does it feel to be led by me?"*

A powerful developmental tool, providing diagnostic information to inform leadership development and coaching programmes, it:

- Helps leaders understand how their behaviour affects those they work with
- Identifies leadership behaviours blocking performance
- Provides clear developmental pathway by raising awareness of strengths, development areas, hidden strengths and blind spots
- Builds climates of openness and trust within teams

KEYNOTE DAY 1**Thursday, April 12, 2018 - 1:00 pm – 2:30 pm: Keynote - Finding Focus in the Digital Age**

We are delighted to have as our opening keynote speakers **Jane Kise** and **Ann Holm** who will help us find focus amongst the distractions of the digital age. Remember when you had to visit a physical library to look things up? When you had to memorize phone numbers? Now our problem is too much information and too many apps that can scatter our attention or send us into endless searches. Take the Brain Energy and Bandwidth Quiz in advance and then learn how type - and other research - informs



what it takes to stay focused and find the information you need in the digital age. And, learn from a case study how one workplace identified key problem areas and worked together to improve their energy, engagement, efficiency and effectiveness.

KEYNOTE DAY 2**Friday, April 13, 2018 - 9.00 – 10.00 am: Dystopia or Utopia? You Decide**

John Hackston and **David Hunt** kick off Day 2 with a look at how technology has changed the way we interact with others, spend our time, do our jobs ... and whether it is changing us? How has psychological type been impacted, especially among young people who have only ever known a digital world? And what does the future hold for type practitioners in an increasingly digital society?



John and David will explore the ways in which technology is changing our lives, draw on MBTI® data to examine whether people really are changing their personalities in the digital age and show how type knowledge can help overcome the stresses and strains that people will face in the coming years.

PLENARY SESSION**Friday, April 13, 2018 - 5.00 – 6:00 pm: Are Body & Type Inseparable like Bonnie & Clyde?**

If you heard the “In Conversation With” **Jean-Luc Dupont** in December, it will have whetted your appetite to find out more about Action Type, and discover the links between type preferences, and movement and posture preferences. Action Type is of increasing interest in the field of professional sport where coaches use it to improve the physical and mental training of their athletes. In this plenary session, Jean-Luc will share his practice of helping people find their true type by using the Action Type testing protocol and how he combines it with type, temperament, Interaction Styles and archetypes for a wonderful discovery journey.

**KEYNOTE DAY 3****Saturday, April 14, 2018 - 9.00 – 10.00 am: Trending #Consciousness**

What is consciousness? How about the unconscious? Jung’s framework, and ideas like Type Dynamics and Type Development, often use these terms. **Dario Nardi** opens the third day of the Conference and explores what these terms mean - in theory and practice - from Jung’s view and from a neuroscience perspective.

As the complexity and loudness of our modern, urban, e-wired world increases, many of us exist in a stress state, and this can narrow and limit our consciousness. Dario will share how body-mind practices, such as meditation, from ancient traditions grounded in the connectedness of the natural world, can shift the brain and nervous system to elevate consciousness and encourage Type development. The session concludes with Type-specific body-mind suggestions and consciousness-shifting activities from “Jung on Yoga”.

CLOSING PLENARY SESSION**Saturday, April 13, 2018 - 2:30 – 3:30 pm: Type Work is Diversity Work**

Our closing speaker is **Katherine Hirsh**, who will explore how we, as type practitioners, can change the way diversity and inclusion are defined and thereby enhance the impact of our interventions. Type theory brings the focus on to how each of us is diverse - this focus on the self, on embracing different aspects of one's own identity, tends to promote curiosity, respect and appreciation rather than the fear and anxiety that can be engendered by demographic approaches that take an “us and them” stance. We shall reflect on how to share the idea that diversity and inclusion are not just about who is on your work team, but also about the parts of yourself that make up your personal cognitive, emotional and spiritual "team."



CONCURRENT SESSIONS: THURSDAY**Thursday, April 12, 2018 - 3:00 pm – 4:30 pm: Temperament and Coaching**

Temperament represents far more than simply a combination of preferences – it's a complementary theory to type and provides additional understanding of core drivers and innate stress responses. It tends to be easier to recognize and quicker to apply using a range of activities geared to different learning objectives. In this interactive, hands-on session, **Susan Nash** will share a range of activities you can use in delivering Temperament workshops and explore how to customize each activity to differing applications. You will walk away with new ideas for "bringing to life" Type and Temperament to make learning more relevant and immediate.

Thursday, April 13, 2018 - 3:00 pm – 4:30 pm: Wired BUT Searching to Connect

Maryanne Sutherland has worked for many years in education and in this workshop she will explore how our 24/7 technological connectedness is increasing our social disconnectedness. The lives (and brains) of our children have been dramatically altered by our new fast paced, multi-tasking, quick reflexed, spectacularly vivid, technological world. How each individual reacts to our technological world is often guided by their personality type. Maryanne will look closely in this workshop at all types, their unique relationship to technological experiences and how type knowledge can help to open lines of communication.

**Thursday, April 13, 2018 - 3:00 – 4:30 pm: Adapting and Accommodating in the Digital Age**

Should people adapt to the digital age, or should the digital age adapt to people? Do some types benefit more from the digital age than others? What do different types need to be confident with virtual interaction and virtual learning? These are some of the questions **Mette Babitzkow Boje** and **Torsten Laursen** will explore with participants. They will share the outputs from interviews they have conducted with people of different types, and will discuss how organisations can accommodate different preferences for interaction and learning, if they want to get the best from their employees.

**Thursday, April 13, 2018 - 5:00 – 6:30 pm: AI, Big Data and the World of Type**

Facebook knows your personality type, now what? The convergence of massive computing power and people's tendency to share more and more personal information online means that companies are now creating personality profiles of their users and customers all the time. In this session, **Rob Toomey** will examine the ramifications of this trend in the context of consumer behaviour, advertising, health care, education, insurance, and more. Should we all be scared, or are there good things to come from this evolution? The session will be interactive and fun, with a goal of provoking thoughtful discussion.

Thursday, April 13, 2018 - 5:00 – 6:30 pm: Images of Resilience

Robin Hills will introduce us to a coaching tool that contains 16 cartoon images depicting a range of experiences and emotions linked with the theme of resilience. Using the images, people can describe their experiences through their own metaphors, their own understanding and their own meaning, leading to insights and long-term learning around personal resilience. We will have the chance to experience the tool hands-on to explore our understanding of our own resilience and to discuss how this relates to Type. Participants will leave with new insights and perspectives around resilience and Type and an understanding of the use of metaphor as an expression of resilience.

**Thursday, April 13, 2018 - 5:00 – 6:30 pm: Socionics – Upgrading Jungian Typology**

Jack Aaron is the founder of the World Socionics Society, a Facebook community of 2000 people. If it were not for the Internet, Socionics would never have reached the United Kingdom. Since 2005, online forums have exposed thousands of westerners to MBTI's® big, eastern cousin. In this talk, Jack will cover:

- Online origins of the western Socionics community.
- A basic outline of Model A, the classical framework for Socionics.
- Valuable additions Socionics can bring to how we understand personality type and inter-type relations.
- Improvements to how we practise typology in the workplace, education and online dating.

**CONCURRENT SESSIONS: FRIDAY****Friday, April 13, 2018 - 10:30 am – 12:00 noon: Training Type in the Digital Age**

What has technology done for us? Does technology just get in the way of really connecting with people, or should we be making smarter use of technology to allow more connecting? What of the millennials (and technically savvy older generations)? Should we cater to their needs or should we work with what we know delivers an excellent experience? And if we don't adapt to changing markets and audiences, where will they turn instead? **Angelina Bennett** and **Gareth English** will look at the use of technology in training Type professionals and introducing Type to newcomers. With examples from the TypePro training programme and the opportunity to try a Virtual Reality teambuilding exercise.



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Friday, April 13, 2018 - 10:30 am – 12:00 noon: An Updated Perspective on Archetypes

As Monty Python so famously said: “And now for something completely different!” Not that archetypes are actually completely different, but in this workshop **Sue Blair** takes a look at them from a different angle and presents a way of describing the roles of the archetypes, (as proposed by John Beebe), that gives clarity while retaining accurate meaning. In these times of stress and turmoil what can we learn from this model that we can use in our lives today? This is an exploratory session for those who enjoy taking on board something new and intriguing. Plenty of discussion, interaction and reflection awaits.

Friday, April 13, 2018 - 10:30 am – 12:00 noon: Discovering type is a journey

Ignas Jansen will discuss how Type gives students of nursing and related subjects a powerful perspective on life, often resulting in strengthening their professional leadership. Ignas will share his experience of giving these lectures in groups, the lessons learned, positive and negative, and particularly the learning that discovering type and using it is a (lifetime) journey. It is not possible to ‘fill in a digital form’ and get the result - it is growing into your best preferences (and learning that other people might have other preferences) and letting students work with and develop their type.

**Friday, April 13, 2018 - 1:00 – 2:30 pm: Interaction Styles for the Digital Age**

Being a leader in the digital age means being connected 24/7, but paradoxically this can result in being disconnected from human relationships. The Interaction Styles framework can help people switch *off* from their devices and switch *on* to connecting with others. **Catherine Stothart** will cover the fundamentals of Berens’ Interaction Styles and this session is ideal for anyone new to this lens of type. You will assess your own style, learn how to introduce Interaction Styles to your clients, and understand the link to emotional intelligence so that you can help your clients connect with others.

Friday, April 13, 2018 - 1:00 – 2:30 pm: Access your Superpower

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. Our cast of characters can be accessed through the archetypes that express the eight functions of each personality type. **Markey Read** will use Beebe’s Archetype development model to bring these 8 Archetypes to life and connect them to the unique pattern of type development for each of the 16 types.



Friday, April 13, 2018 - 1:00 – 2:30 pm: Psychological Type in 2017 – Advancements in Theory



In this session, **Mina Barimany** will present an update of her doctoral research into whether empirical data supports Jung's beliefs about the nature of personality and specifically the hierarchy of the preferences. The results showed strong support for Jung's fundamental theory but also marked deviations from commonly held beliefs about the nature and structure of the preferred functions for each type. The results suggest that a wider and more nuanced perspective on the development and interplay of the function attitudes will help type practitioners apply type theory more effectively. Mina will present some novel insights arising from this research and their implications for practice.

Friday, April 13, 2018 - 3:00 – 4:30 pm: Dr. Dee and his Magic Mirror - The Alchemical Origins of the Digital Age

Jung acknowledged significant precursors to his theory of psychological types, including the alchemists who identified the four primal elements (earth, air, fire, and water) that corresponded to four principal functions of consciousness. In this session **Vicky Jo Varner** and **Robin Wiley** begin with the modern miracle of the LCD (liquid crystal display) that constitutes our primary means of interacting in the digital age and traces this phenomenon backwards to the days of John Dee and his obsidian scrying mirror, which was his way of communicating with unseen figures. Along the way, we will explore the various manifestations of the four functions, along with experiential exercises to help understand them.



Friday, April 13, 2018 - 3:00 – 4:30 pm: Introverted Intuition as Memory – Redefining the most Mysterious Function



Introverted Intuition (Ni) is perhaps the most difficult of Jung's Function-Attitudes to understand and define. It is a mysterious aspect of our minds, often described in mystical or highly abstract ways. After an extensive review of literature on the subject, and 40 years of experiencing Ni first hand, **Richard Owen** presents a new perspective to challenge existing views. We will explore research and concepts from academic Cognitive Psychology, giving an exciting new modern perspective on Ni as a form of memory. Expect a radical re-thinking of the Function-Attitudes in general, and their relation to the world around us.

Friday, April 13, 2018 - 3:00 – 4:30 pm: Survival Strategies in the Digital Age

It has never been easier to escape from reality. For Improvisers (SP) needing new sources of excitement or more innovative ways to be impressive, or Catalysts (NF) searching for a fantasy world in which they can disconnect from their ethical dilemmas, or Theorists (NT) seeking to understand everything around them, or Stabilisers (SJ) overloaded with more and more requests for help - technology both creates the problem and provides solutions by offering us escapism in all its guises. **Shirley Blenkinsop** takes us on her personal journey of Survival Strategies in the Digital Age, giving amusing anecdotes and personal insights into just how easy it can be to lose yourself in the Internet of Things.



CONCURRENT SESSIONS: SATURDAY

Saturday, April 14, 2018 - 10:30 am – 12:00 noon: Inclusive Leadership in the Digital Age



Torsten Laursen and **Aldert Oomkens** will lead this highly involving workshop to explore and learn by a deep democracy process what inclusive leadership in the digital age means and how the different personality types can contribute to navigate through the digital age. In this VUCA world, there is a great need for inclusive leadership by finding common ground, while respecting and using differences in a constructive way. We will explore possible ways of making the match between needed future leadership skills and type – in the light of the digital age.



Saturday, April 14, 2018 - 10:30 am – 12:00 noon: Best Fit in the Digital Age

Achieving best fit type for clients is often long and difficult work that requires a lot from us, the type expert. A digital best fit process, using activities and game-like options, can walk our clients through a majority of the effort in a fun and easy way. And we can be more confident that our clients have identified their best fit. **Sterling Bates** will share with us tools for doing digital best fit and show the significant advantages that digital best fit, which integrates holistic work with multiple models, has over previous methods. Learn how organizations are already using this process to dramatically improve their type accuracy and adoption of type.



Saturday, April 14, 2018 - 10:30 am – 12:00 noon: Sixteen Types of Style



If you've ever had a closet filled with clothes but nothing to wear, chafed at the "uniform" your workplace required, or sensed that how you dress wasn't furthering your goals, this session is for you. Come and learn how two type experts (**Jane Kise** and Jill Chivers) and one stylist (Imogen Lamport) spent two years researching and interviewing women to create an online program to help women become their most stylish selves. See the digital tools that make scaling such a program possible, the content that attracts people, and the importance of having a platform. And, pick up a few tips on making the most of your natural approach to wardrobing (yes, men, too!).

Saturday, April 14, 2018 - 1:00 – 2:00 pm: How to be resilient in our digital age

If you are interested in understanding how to use your Type, your energy and your heart intelligence to enable you to develop resilience, this is the workshop for you. **Sarah Perrott** will explore the physiology of resilience, link that with your intuitive heart intelligence and incorporate how to manage your energy with your understanding of your Type. We will use both temperament and your dominant function and explore what works best for you. The good news is that resilience can be learnt, and when you have the awareness, skills and tools that make you resilient, you will benefit in every area of your life.

Saturday, April 14, 2018 - 1:00 – 2:00 pm: 8 ways we love and loathe our digital devices

It doesn't matter how many times we are told how healthy it is to unplug, we are all well and truly plugged-in for most of the day. So, what's going on? **Sue Blair** believes that anything that has such universal appeal is somehow meeting our needs. This interactive presentation explores the highs and lows of this high-tech era and how this correlates with the eight Jungian functions. We will see visual presentations of each of the functions and then join our heads together to work out specifically what each Type is gaining from our incessant need to keep connected. We will also reflect on why, for each of us, this daily digital digest is driving us to distraction.

**Saturday, April 14, 2018 - 1:00 – 2:00 pm: The Trickster Archetype – Friend or Fiend?**

Markey Read will use Beebe's Archetype development model to bring the Trickster Archetype to life and connect it to the unique pattern of type development for each of the 16 types. Superpowers are the conscious and well-developed aspects of our Personality Types; Bozopowers are the unconscious and unreliable aspects of our Personality Types. It is these unconscious aspects, especially the Trickster, that derail and confound leaders everywhere. In this interactive workshop, we will explore the Trickster Archetype in all its expressions and learn how to can defuse, unravel, and work with the mercurial energy of this dynamic Archetype.

Conference Bookings Now Open

Book before 7th March for Early Bird discount rates

Full details and booking at www.bapt.org.uk

BAPT CONFERENCE 2018 – KEYNOTE SPEAKERS

FROGS, KETTLES, AND BANDWIDTH BUCKETS

JANE KISE (INFJ) AND ANN HOLM (ENFP)



Dr Jane Kise, 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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Ann C Holm is a Professional Certified Coach specializing in executive, career and personal development. She is an MBTI® Master Practitioner and is known for her extensive experience of the MBTI® Step III. She also has 25 years of experience in applied brain science, using her hands on experiences to help her coaching clients understand how to stay focused, be engaged and energized, given the demands of the 21st Century workplace.

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It's a great analogy for what happened to us with advances in communication technology. Not all that long ago, sending a message took time. You had to sit down with pen and paper, or ink up the ditto machine. Then, before anyone really considered the consequences, we could send messages around the globe in milliseconds—and we send far more messages with the expectation of rapid response. These new communication “rules” evolved organically—and they aren't working very well.

Our corporate and executive coaching clients are constantly complaining that they are too busy to think. Not just email but many other technological “new normals” were adopted with a frog-in-the-kettle effect, such as

- Virtual meetings The hope of decreasing travel time evaporated as people were simply expected to attend more meetings.
- Virtual calendars. Now you can be over-scheduled by multiple people
- Virtual libraries. Ever find yourself sucked into a whirlpool of links while researching on the internet?

Technology has changed, but the human brain hasn't. We're being asked to multi-task, to do more with less, and to work smarter when, in fact, these new norms work against our needs and desire to be energized, effective, efficient and engaged.

You've heard this before—we're human beings, not human doings. We have real limits. One of the biggest limits is the amount of brain energy we have. While you may know that the brain, by weight, uses the most energy of any part of the human body, it is less known that we have just one “bucket” of energy for willpower. We access that single source to concentrate on projects, regulate emotions, resist eating too much pizza, gear up for a workout, or maintain focus while in conversation, to name just a few ways. Empty that bucket and you simply don't have energy for other needs.

The result of empty buckets—what we call bandwidth? Road rage. Obesity. More sick days. A disengaged workforce. Decreased emotional

intelligence. Poor decisions. Bandwidth is, to summarize, crucial.

You'll have a chance to take our Brain Energy and Bandwidth Survey before the April Conference. Ann and I developed it to create a game-changing moment for a corporate client that didn't realize that their “Do more with less” approach to shrinking resources had fostered company-wide burnout.

The survey asks questions to help individuals understand how well they're fueling their brains, focusing their attention, and filtering information (the three Fs) so they can stay energized, effective, efficient and engaged (the four Es)

At the Conference, we'll share our research results (hint: it isn't as simple as Judging types benefit from scheduling and Perceiving types multitask ...). But here are a few fun facts to whet your appetite.

- The first version was a 15-question quiz given at a plenary session for leadership development candidates and their sponsors. People scored as low as 10 out of 60 points—and immediately asked for coaching!
- The second version asked questions about engagement and self-efficacy so that we could look at outcomes if companies changed policies or individuals worked on new habits.
- Dr. Greg Huszycz, a fabulous INTP colleague who said, “You have data? Can I play with your data?” ran statistical validity and significance analyses for us, and we created the third and final version.
- With grounding in Greg's analysis, we can tell companies, “These scores indicate that employee bandwidth is suffering because of company policies more than because of their individual choices. Would you like to look at what policies may be decreasing energy, efficiency, effectiveness, and engagement?” That gets their attention.
- There are Type differences in how well people fuel, filter and focus. There are gender differences. There are generational differences.

Ann and I hope to see you in Milton Keynes. You'll experience some of the exercises we've been using to help people recognize and change harmful habits, and hopefully identify a few ways you can increase your own bandwidth.

BAPT CONFERENCE 2018 – KEYNOTE SPEAKERS

DYSTOPIA OR UTOPIA? YOU DECIDE:

THE IMPACT OF THE DIGITAL AGE ON PSYCHOLOGICAL TYPE

JOHN HACKSTON (INTP) AND DAVID HUNT (ENTP)



John Hackston is Head of Research and Development at OPP; he is a Chartered Psychologist with over 25 years of experience in helping clients to understand and use psychometric tests and questionnaires. John has used Type extensively in both individual and team development, and has managed a number of large scale projects including the development of the MBTI® Step II instrument.

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David Hunt is a technology optimist and a qualified Type enthusiast. Having spent most of his career in EdTech he's now working to drive digital strategy in the CPP group. He thrives on creating change and better experiences through technology so it's probably no surprise that he has preferences for ENTP.

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A debate around the use of information technology, and how this affects society and individuals, is nothing new, but has risen to new levels in the last couple of years. People are worried about data privacy and the unethical use of information; companies are using fear, boredom and dopamine to get us hooked into using their services; social media acts like a bush fire to spread fake news; many of our jobs will be replaced by artificial intelligence. All of these topics, and more, are swirling around the public consciousness. Things are getting worse, and technology is behind a lot of this; but at least we won't need to worry once our robot overlords exterminate us.

We're exaggerating, obviously, but there is probably nothing in that list that you haven't heard before. In our conference session, we want to peel away the hype and get to the bottom of what the implications of the digital age actually are, for society, for individuals and for type practitioners. Are we heading for a dystopian future, or can an ethical and emotionally intelligent use of technology, informed by a knowledge of human personality, steer us towards the edges of utopia?

The digital age is generally considered to have started around the end of the 1980s with first use of the Internet outside of the military and academia and the invention of the World Wide Web by Sir Tim Berners Lee. There have been a few innovations from pre-digital age organisations such as Apple, but most of the innovations have come from new players such as Amazon and Google. It is often easy to forget how recent many of these innovations are. The Apple iPhone had its 10th birthday in 2017, Facebook only started in 2004 and OPP first offered online assessments in 2003, barely 15 years ago.

The products, services and platforms of the digital age have in some cases underpinned business transformation and in others disrupted traditional business models. And there's little doubt that the ability to find information and

the increased connectedness enabled by these technologies has changed the way we live and work. Nineteenth and twentieth century models of education and workforce are slowly but surely changing, with technology supporting us to work and live in more flexible ways.

But if technology is changing the way we live and work, is it changing us, our personalities, our innermost selves? Most of us have lived through the transition from the 'atomic age' to the digital age, but people now reaching adulthood have grown up with mobile devices, in an interconnected world saturated with information. There are indications in our (anonymised) data from people who have taken the MBTI® over the last 10 years that people's personality, or at least their reported type, is changing – and in ways that might reflect our use of technology. We'll explore these results, and what they imply (especially for younger people), in our conference session.

What are the particular implications for type practitioners? We will no doubt see many incremental changes, for example, an increased use of mobile technology, giving us greater reach. However, perhaps the technology with the biggest potential for disruption comes from artificial intelligence (AI). There have been some notable missteps in how AI has been applied (did you hear the story of the swearsy, racist chat bot?) and it can and has been used for less than ethical purposes. And of course, we might have legitimate concerns that AI could take away our jobs. But AI also has potential; it can help us to connect with a wider audience, make our more tedious tasks much easier, and give us the space and time to use our human skills where they are most useful. In our conference session, we'll help you to explore both sides of this argument, and talk through some examples of what is happening already – and where things might be going.

So, are we heading for a dystopia or a utopia? By the end of the session, we hope you'll be able to make your choice.

BAPT CONFERENCE 2018 – KEYNOTE LECTURE

HASH-TAG: CONSCIOUSNESS

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 Senior Lecturer 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 or co-author of 15 books and 2 apps for the Apple iPhone/iPad including "Personality Types". After 11 years of hands-on brain research, Dario continues to break new ground with a brain-savvy understanding of personality.

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What is consciousness? We know how it feels to gain or lose it, such as when we wake in the morning. We can be half-conscious, too, or have impaired consciousness from alcohol or drugs, or act mindlessly, such as while driving to a familiar place or acting out a childhood behavior. In short, consciousness isn't one thing. Nor is it settled by science. C. G. Jung in *Psychological Types* makes some assumptions, and he said much more elsewhere. Yet this everyday experience remains a mystery with many gradations and facets.

Why bother with consciousness? Why not stick with observable traits or mental processes? Consider that 99.99% of you—your computer, your house, your family and pets, and everything else—is empty space. Yes 99.99%! Atoms are mostly empty space. And when we dissect atoms down to the quantum and *chromatic* levels, even that minuscule fraction is vibrating energy. The material world is barely an outline, if it's anything. Yet here we are, self-aware motes of energy in a great symphony, blobs of consciousness interacting, with inscrutable origins and purpose. If this is so, then maybe we ought to get to know this consciousness stuff and work with it.

In neuroscience, consciousness—and the unconscious—is back in vogue. A century ago, Jung conducted the first word-association experiments to empirically establish that unconscious biases influence us. After him, academic psychology largely skirted the topic. Fortunately, with today's tools like brain imaging and body-mind studies, consciousness is on the up-and-up. The whole nervous system is under study. We are even discovering new nerve routes throughout the body! Generally, scientists believe that most of the interesting stuff occurs off-stage in the unconscious. Moreover, the unconscious looks like it's really multiple phenomena.

In *The Psychology of Kundalini Yoga*, Jung draws upon ancient terms from the culture of India to illustrate how we might think of the ebbs and flows of consciousness. He says, "We begin in the head; we identify with our eyes and our consciousness: quite detached and objective, we survey the world. That is *ājñā*." We may also use our imagination to interpret what we see. And as a

practical matter, as he says, since we "cannot linger forever in the pure spheres of detached observation, we must bring our thoughts into reality." So, "we voice them and so trust them to the air. When we clothe our knowledge in words, we are in the region of *vishuddha*, or the throat center. But as soon as we say something that is especially difficult, or that causes us positive or negative feelings, we have a throbbing of the heart, and then the *anāhata* center begins to be activated. And still another step further, when for example a dispute with someone starts up, when we have become irritable and angry and get beside ourselves, then we are in *manipūra*." If this dispute is highly impactful, it may even stick with us deep down in our gut, in what Jung described for *svādhishthāna*.

Jung's example reminds us that consciousness is *systemic*—we experience it relative to others, our activities, and our environment as well as within ourselves. The people with "hang with" matter. Our daily job shifts us too. Our dreams are relevant. Notably, as research studies now suggest, the complexity and loudness of our modern, urban, e-wired world keeps us worked up in a stress state. For example, many teens quickly grow anxious and show symptoms of drug-withdrawal when parted from their *precious*, their smart phones. While some stress is useful, prolonged and intense stress—in a highly diverse, information-rich society that highlights conflicts—actually narrows and limits our consciousness. Fortunately, Jung's example reminds us that we can ground, heighten or shift our consciousness, perhaps as part of Type development.

At this April's Conference, I will share more about consciousness, ancient mind-body traditions, and modern neuroscience discoveries. You will hear Type-specific activities from my new book, *Jung on Yoga*. Jung's framework remains a powerful lens, language, and lever to sort ourselves. Perhaps most exciting is our capacity for freer consciousness through our opposite, unconscious, and undifferentiated Type preferences. I hope to see you there.

BAPT CONFERENCE 2018 – PLENARY SPEAKER

ARE BODY & TYPE INSEPARABLE LIKE BONNIE & CLYDE?

JEAN-LUC DUPONT (INFP)



Jean-Luc started his career as an electronics engineer. Discovering the MBTI® helped him understand why his initial career move was not fulfilling and led him to become a type coach and trainer. It became his mission in life to help people understand themselves better and he has a passion for helping people find their best fit, for which he uses Susan Nash's 'Finding the Fit' approach and the Action Type approach of Bertrand Theraulaz and Ralph Hippolyte. Jean-Luc has a particular interest in the dynamic aspects of type. He currently manages two companies: Metamorphoses in Belgium and D&P in Canada.

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We live in a digital age and Type does not seem to flourish as a concept as it used to.

If we connect to the original meaning of digital, digital means 0 or 1, true or false. The real world outside or inside of us is an analogic one where every piece of information whether it is a piece of music, a picture, an analysis of a political situation, an emotion or a psychological preference is in fact a continuous shade.

If you want to convert an analogic information into a digital one you need to take enough samples of it and use enough individual pieces of 0 and 1 to characterize this sample*. Unfortunately, if you look at the outside world, in this transition to the digital age we don't necessarily seem to remember this basic need for enough sampling and enough precision.

Reality shows love to picture people as good or bad and the viewer is invited to make judgmental calls defining what is true or wrong. One of its most worrying excrescences is to bipolarize the news between good or fake news. In our HR world, a half day assessment pretends to define whether a person will be fit for the job or not. And as type practitioners we all probably meet people that summarize themselves by saying "I am a green".

Type has an urgent role to play in our digital world by reminding us that we are more than a "0" or a "1", a "red" or a "green".

For this we need to think in terms of the dynamic at play inside each of us and not have a static view of ourselves. Having an insightful look at the dynamics at play in each of us involves using the multiple lenses that the type world offers us (temperament, interaction style, archetypes of John Beebe, etc.).

In my keynote I would like to contribute to a larger and more dynamic

approach of Type. I will share some of the discoveries of Bertrand Theraulaz and Ralph Hippolyte, creators of the Action Type® Approach concerning the links between the type preferences, and the motricity and posture preferences.

I'll try to answer those fundamental questions:

- Do your type preferences show up in your body posture and motricity?
- Can physical testing of this body posture and motricity provide a reliable way of helping people discover their true type?

I will also explain how I combine the Action Type model with a deep exploration of a person's type dynamics and archetypes.

Finally, I'd like to share a few examples of how the Deep Motivations that Action Type® enables us to discover seems to influence the expression of our type preferences and the access to all our Jungian functions, a subject that has offered an incredibly rich field of investigations for me.

* a CD uses 2 times 44.000 samples of 16 "0" or "1" for every second of music you are listening to.





Katherine W. Hirsh, D.Phil. is a principal of HirshWorks, a writing and management consultancy. She is co-author of the Self-Discovery Digest blog and the type report Building Your Career Transition Strategy. She has been using psychological type personally and professionally for over twenty-five years. Katherine's preferences are for INTP.

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BAPT CONFERENCE 2018 – PLENARY SPEAKER

THE VALUE OF TYPE IN DIVERSITY WORK

*Adapted from *The MBTI® Tool as a Gateway to Diversity Work*, Katherine & Elizabeth Hirsh. 2003.*

KATHERINE HIRSH (INTP)

"What people have in common is that they are unique; everyone is a minority of one."

Harris Sussman, speech to United Auto Workers, Detroit, April 20th, 1999

What does the opening quotation signify in terms of your practice? It means that you as a practitioner need to be aware of how you, as an instance of a particular four-letter type, express that type in unique ways. You need to see yourself as comprising more than your type. This realization is crucial as it opens you up to the possibility that the way another individual expresses his/her type is also going to be unique. Thus, you are moving away from a caricatured view of type and toward a richer understanding of the expression of type preferences.

Type, The Unabridged Version

Just as we don't want to assume that someone who prefers ESTP would only be concerned with observable concrete data, we also don't want to assume that all people with ESTP preferences would act or think alike all the time. Preferences should be used to *begin* the process of learning about the self and others. Preferences should not be used as a simplistic summation of one's own or another's identity. Knowing what "box" you are in can serve as a springboard for breaking free of both the box and the limiting notions inherent in the whole idea of boxes. If you know who you are and have identified your strengths and challenges, you can make a choice to stretch beyond them. For example, if an individual with ISFP preferences knows that there is a need to be tougher, to be more extraverted, she can work to be those things. Instead of seeing the label ENTJ as constraining her to always taking charge, an individual with these preferences can strive to foster collaboration, allowing others to take the lead on occasion.

Resisting the temptation to see all members of a type as the same can be a gateway into resisting this temptation in other realms. Labels are a convenient and useful shorthand, but individuals can and do transcend such labeling. Just as all

INFJs are like all other INFJs, like some other INFJs and like no other INFJs, all white middle class people are similar in multiple ways and also dissimilar in multiple ways. Using psychological type appropriately offers a model to avoid stereotyping in general. Showing people the folly of essentializing ENFP preferences – all ENFPs are "X" – offers a safe starting point for illustrating the illogicality and futility of essentializing other labels – all vegetarians are "Y" and so on.

Moreover, identifying type differences may be particularly useful in surfacing beliefs about other "invisible" diversities; for example, veteran status, sexual orientation, chronic illness (including mental health issues), illiteracy, abuse survivorship, refugee status, criminal background, etc. Unlike visible diversities, diversities within dominant groups are often not acknowledged, just as in the type community diversity among people with preferences for INTP may not be recognized. Making people aware of invisible diversities helps in two ways: one, individuals from the dominant culture learn they are actually diverse; and, two, individuals may come to recognize that diversity is more than skin deep. The implication is that diversity is as much about who *you* are as it is about others. Pushing members of a dominant group to consider times where they were the outsider, where their diversity set them apart, can help them recognize the sting of discrimination and engage empathy for those who deal with that sting on a regular basis.

Practise What You Are

If coming to know ourselves is the first step in diversity work, then the real "meat" lies in putting that awareness into practice. If you are not self-aware, your behavior will remain something of a mystery to you and others. Without self-knowledge you are at the mercy of circumstances - you cannot lead yourself if you do not know yourself. Give yourself the freedom to be as you are. Opening ourselves to our diversities gives clients the choice to utilize or decline what we truly have to offer.

Don't miss out on the 2018 Conference!

British Association for Psychological Type



How does our digital age influence...

- ⇒ The ways we communicate?
- ⇒ Managing our relationships?
- ⇒ Handling so much information?
- ⇒ How we can be more resilient?
- ⇒ How other models relate to Type?
- ⇒ Using Type more effectively?

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See web site for more details as plans evolve.