



REPORT BY ANGELINA BENNET (INTJ)

Past President

For the past few weeks I have been receiving comments from this year's Conference attendees claiming that this was the 'best BAPT Conference', and I think they may be correct. Not only was there a fabulous array of speakers from around the world, the Conference was attended by Type enthusiasts from Near, Far and Really, Really Far! I think I get the prize for being the nearest, living only 15 miles away from Milton Keynes, and the presenters and attendees from New Zealand and Australia get the prizes for the furthest. It was great to know that people were willing to travel so far and attend our Conference. BAPT is well and truly 'on the map'.

So why was it so good? Let me tell you ...



Susan Nash

The Conference was kicked off by the hardest working woman in the Type world, Susan Nash. With her seemingly endless supply of energy and enthusiasm she led the group through the Temperaments in a fun and engaging way. The main theme of the session was to provide 7 Steps for Self-Assessment using different methodologies. And being the queen of audience participation facilitation, Susan shared her facilitation tips with the group as she was going. For a pre-conference bonus session, it was very well attended and set the scene perfectly for the rest of the Conference.



John Hackston and Penny Moyle

The first concurrent session was expertly delivered by John Hackston of the Myers Briggs Company (previously OPP) and Penny Moyle (previously of OPP). The title, *'It's not just a matter of opinion: Evidence as to why type criticisms are misguided and how we can respond'*, was based on a recently published paper by John and Penny in the *Journal of Personality Assessment*. It was also a response to a recent BBC Radio 4 'Start the Week' broadcast which put forward the view that the MBTI® "is not scientifically valid or reliable". So the question was asked, "Why do people still use the MBTI® despite all the criticism", with John suggesting that a) either the criticisms are not valid, or b) maybe Type is actually useful. Actual statistical evidence of reliability and validity for the questionnaire itself was provided as one point of response to the critics; however, there was also a call to use evidence from organisations, practitioners and stakeholders when evaluating the use of Type. Other points raised were that many critics are evaluating the MBTI® as if it were a trait tool for recruitment, rather than a type tool for develop-

ment, and also criticise it for being too positive with ‘please everyone’ Type descriptions. I was struck by one particular critic’s quote, stating that Type “has no more reliability and validity than a good tarot card reading” (Essig, 2014). As someone who gives blindingly insightful tarot readings, I was rather affronted by this! John and Penny had much more to give on the subject, but sadly time did not allow this. Still, the main points were made, and there were a lot of follow on conversations over the weekend on how to disarm Type critics.

And so began the concurrent sessions for the afternoon. I will comment on those I personally attended over the weekend, and the lovely Board members of BAPT have kindly provided me with reviews of sessions that they attended. These will be at the end of my personal account.



Barbara Gunning

making some connections with Lencioni’s 5 Dysfunctions of a Team model and other research about learning/no-blame cultures (I’m an Ni; I can’t help myself!). Also, interestingly, I had (finally) visited the nearby Bletchley Park, home of the WW2 code breakers, the day before with some of the Conference delegates who were staying with me. At the exit door there was a plaque, sponsored by Google, which stated that the reason people working at Bletchley Park were so effective was because they had the freedom to be who they were without judgement. In other words, they had an environment of psychological safety. I really enjoyed the presentation and the insights I gained have already proven valuable for areas of my own work. Thanks Barbara.

Next I attended Jean-Luc Dupont’s session entitled *Should We Work/Live Together? Challenges of Different Type Combinations*. He presented us with a format for mapping out the types of two people side by side using the Beebe model, and then looking at the points of possible conflict or complementarity. It was interesting to see in a visual map the differences that can occur with just a change in one preference! He also tantalised us with some new information about the ‘Deep Motivational Drives’ which he explained were of utmost importance, but the details of which are for another time. I need to know, Jean-Luc!!! I will be looking out for Jean-Luc’s future sessions to see if he reveals more.



Shirley Blenkinsop

Shirley Blenkinsop’s session, *Images of Resilience*, presented a case study of a 3 year team development project with senior managers. She applied Susan Nash’s SCORE methodology to identify areas of dysfunction in the team and used Type applications, including Eve Delunas’ Survival Strategies, to increase trust and collaboration leading to cultural change.



Jean-Luc Dupont

The conversations over dinner that evening were interesting and fun in equal measures, as always, and followed by the first of the ‘very late nights in the bar’. During the ‘very late nights in the bar’ I made the interesting observation that the last people standing both nights were the one ESTP in our midst (surprise, surprise!) and those with preferences for I and N (INTPs, INTJs and INFJs). Perhaps it was the fascination with being entertained by a person with our inferior function as their lead (for the I--Js) – as for us Se is often intriguing, entertaining and just that little bit scary. Or maybe introverts with intuition are just hard core party animals (who knew?). I feel a research study coming up





Angelina Bennet

The next morning, somewhat regretting 'the very late night in the bar', I delivered my presentation on *The Wisdom of Type*; considering how we can develop people who are in the later stages of ego development. After the mild stress of presenting, I was very pleased to attend Katherine Hirsh's session on *A Type Toolkit for the Sandwich Generation* which was relaxing, thought provoking and almost meditative. Initially I was not sure what to expect regarding the 'sandwich generation', but Katherine explained it is being sandwiched between competing demands; for example, being in a position of having to care both for children and for ageing parents. We were asked to draw our image of a parent and of an orphan and then, taking turns, cathartically told our stories in relation to our drawings. Following the sharing, Katherine presented some archetype models, and the idea of Active, Dominant, Shadow and Allergy archetypes and how we can move to positions of empowerment from adversity. It was a session that kept being processed as the days went on. A very interesting and reflective session. Thank you Katherine.



Katherine Hirsh



Bill Davies

As the great choice of concurrent sessions continued through the day, I next found myself at Bill Davies' session on *How can we Build Resilience? The Value and Application of Type and Emotional Intelligence*. Can I first say how lovely it was to see Bill at the Conference again. Bill was on the Board during my early days with BAPT and he was always so diplomatic, insightful and supportive. So I was really pleased to be able to catch up with him again. And the same goes for Wynn Rees, former BAPT President, who was also in attendance this year. It was great to re-connect. Anyway, on with the review of Bill's session ... Bill works at JCA who are experts in Emotional Intelligence, and Bill took us through various concepts related to EQ. He talked about stress being related to unmet needs, the epidemic of burnout (defined as half way between stress and depression), and the building blocks of resilience. Some interesting insights were how Bill defined EQ as "what happens between stimulus and response" and the fact that most decisions are made from an emotional place and we often add on the rationalisation afterwards. The main message for development was to use our emotions for why we have them, but not to be driven or hijacked by them. Another great session.

Robin Hills' session, *The Pearls of Wisdom in Metaphor*, was an experiential session which Robin helped the group explore how metaphors can enable people to uniquely express themselves, leading to new insights and perspectives. Meanwhile, Sandra Stroope presented *Career Myths*. It was great to welcome Sandra to BAPT again; she has become a regular attendee here, coming all the way from Salt Lake City. Sandra presented career myths and self-limiting beliefs that many women need to overcome in order to be successful. To identify these myths, self-awareness and Type are valuable tools.



Robin Hills



Main Conference Room



Sandra Stroope

The grand finale of the day was an experiential session facilitated by the Wise Women of Type; Ann O'Sullivan and Sally Campbell. The session was titled *Reflection and a Time to Nourish our Roots* and was a follow up to their inspiring presentation at Greenwich a few years ago in which they suggested that Type was a branch which had fallen from its tree and needed to be reconnected to the source – using a metaphor from Angelo Spoto's book. To introduce the session, Ann and Sally talked about the origins of BAPT and the first few conferences which were held in Manchester and had huge attendance. Using a quote from Hildegard of Bingen (1098) they suggested that more



Sally Campbell and Ann O'Sullivan

reflection was needed by those in the Type community: *"You understand so little of what is around you because you do not use what is within you"*. A quote on similar lines by Jung was cited: *"We cannot understand a thing until we have experienced it inwardly"*. It was then that we were asked to spend some time reflecting and then draw our own image of a tree to represent ourselves. It was actually difficult to start but then once begun it seemed to flow for most people and bring up aspects that may have been forgotten or neglected. That was another session that kept popping up in the mind over the following days.

It was the end of the day and time to wheel in the BAPT 30th Anniversary cake. I was really honoured to be included in the photos as a past president, alongside Wynn, Ann and Sally too. The cake was quickly followed by the AGM, where the good news was that funds were healthy and that this was enabling BAPT to carry out more of its outreach and charitable work. Suggestions for projects are welcomed, as are offers from volunteers to run them.

Then dinner and the second 'very late night in the bar' – enough said, I think.



BAPT Board, Past Presidents and 30th Anniversary Cake

On to the final day of the Conference and the opening session was delivered by the wonderful Catherine Stothart (who announced at the end that her book, *How to Get on with Everyone*, has already sold over 17,000 copies!!!! Congratulations! That is amazing). Catherine's presentation focused on Interaction Styles and we were requested to sit in table groups of interaction styles and consider various questions about how we use our styles. She introduced the *BEAR* model, which is an acronym for Beliefs, Emotions, Actions and Results and gave us the tag line "beware of the BEAR", to remind us to be more aware of how we are responding. A great start to the day!

Then over to Terri Connellan, all the way from Sydney, Australia to take us through *Learned Wisdom: Journeys in Type and Transition*. Terri defined learned wisdom as "involving meta-frameworks, a compass for making sense of, guiding and learning from learned wisdom to influence and shape future directions". She introduced us to her 3 part model for considering where you are in life and how to make use of your learned wisdom. Step One was to review your body of work (finding the threads that tie your story together, skills, experiences, etc.). Step Two was to consider Self Leadership (how to take your strengths forward), and Step Three was to consider your Type and how that can support your way forward. There was also some use of Tarot imagery in the session, which I found personally interesting, and some beautiful photographs from Terri's home environment. This session was not only thought provoking but really personally useful for me, and I know that some others were still reflecting on their insights afterwards too.

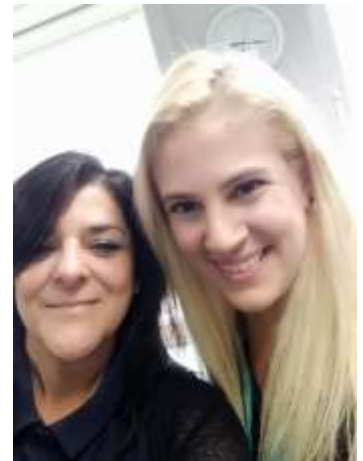
Roy Childs' intriguingly titled session *Blood Sport or Legitimate Criticism? (How to Justify Type Instruments by Disentangling Justifiable and Unjustifiable Criticism)* picked up on a similar theme to Penny and John's opening presentation, yet took it from a very different angle. Although he addressed issues of validity and measurement, Roy was also suggesting a way to integrate individual experience, attitudes, values and adaptability to give a more comprehensive and realistic model with identity at the core.



Catherine Stothart



Terri Connellan



Me and Heidi Priebe

Heidi Priebe is one of my favourite Type bloggers. Her articles are always accurate, insightful and often humorous too. So I was extremely excited to find out that she was coming all the way over from Canada to attend our Conference, (OK, she was also over to attend an Enneagram Conference too). Her session, *How the Expression of Type will Evolve Through the Digital Age*, talked about how she was able to get Type information out via social media, make it applicable to the audience and how she found ways of dealing with common mistypings (for example, the very common mistyping of Se dominants believing they are Ne dominants). She also got us to consider the use of language at the time of most writings about Type (i.e. 30-40 years ago) compared to the use of language now. For example, what does 'here and now' mean in this day and age, compared to what it may have meant when Type writers were trying to describe the time orientation of Sensing types? Heidi then went on to use the Spiral Dynamics evolutionary scale model to describe how social systems evolve and she presented her hypothesis as to which stage our overall culture is operating at now and how that may be influencing how we receive Type information. A really fascinating session for me personally as I am a fan of stage development models, as you know. And it was great to finally meet Heidi.



Sarah Perrott with Mirjam Maclean

Mirjam Maclean's session was concerned with creating a type-friendly world. First considering the critics of type, yet from a metaphysical perspective, and then facilitating a philosophical discussion about the ethical consequences of the theory. At the same time, Dr Ignas Jansen was inviting us to *Try Something New*. With his colleague, Erwin Joosten, Ignas described an intervention called 'Implementation', in which they teach the theory and practice of 'change by doing'. Type and learning styles are combined with change theory. This session was a sharing of their experiences in using this theory with different groups.



David Pool

My final concurrent session was delivered by the lovely David Pool from Portland, Oregon. David's publicised session title was *Personality Type: Gems and Fool's Gold – the First 100 Years* but was changed on the day to *Gold and Dross* as he felt this was actually more applicable. He bravely took us through the first 100 (well 98 as he confessed, but 100 sounded more cool) years of Type. Starting with the work of Jung, the development of the work by Katherine Briggs and the introduction of the questionnaire, and up to where we are now with it. David showed extracts from his many on-line battles with the critics of Type (a hobby I gave up on a while ago), and it was fun to see how he often backed them into a corner. Well done David for having the energy to take up the battle! I was personally fascinated by the information regarding Katherine's husband, which I had known nothing about.



Vicky Jo Varner

Joining us all the way from Australia, Ivana Crestani facilitated *Feeling Valued – Are there Differences by Type?* Based on her doctoral research, this session explored the concept of 'feeling valued', and what it actually means and looks like. Her theory proposes seven feelings associated with feeling valued and explores type relevant differences with regard to these.

The closing session for the Conference was Vicky Jo Varner's *Pearls of Wisdom: Type as a Map, Type as a Springboard*. For those of you who do not know Vicky Jo, you need to be prepared for something original and different when she presents; and that's exactly what we got. She opened the session by playing the Tibetan bowls (I think that's the proper name – sorry Vicky Jo if I have that wrong). She then went on to talk about Jung's early sessions delivering information about Type and the huge audiences he would get at his lectures. Of note was his concern that his work on Type was being misused and becoming a labelling exercise (yes – even that long ago!), and so he attempted to develop other ways to describe the complexities of Type and the psyche. At this point we were all very confused by his alternative model, but that was the purpose of the explanation. Jung's other attempts to explain Typology were extremely complex. We spent some time trying to fathom out his complex model and then moved on to considering those who had helped us to discover Type, helped us on our own journeys, and then finally to reflect on what we had learned. A wonderful and creative way to draw a close to the Conference.

Despite another 'very late night at the bar', this time at my local village pub where I was joined by several of the Conference attendees, I was invited to attend Jane Kise's post conference day on the Sunday. *Type Motivators and Saboteurs – The Angels and Demons on your Shoulders* took us through the 9 Saboteurs model. These may be over played strengths or traps we fall into that impact our ability to be effective. We had all taken the Saboteur assessment tool, so gained awareness of our most active saboteurs, and there were some clear



Thanks to our cameraman -
Terry Rigden

Type correlations. Jane also presented her research so far on the connections between Type and the Sabotage styles. It was a great day, and it included a bit of theatre as volunteers acted out scenarios where the saboteurs were present, and we undertook some co-coaching with the other participants. Once again, highly insightful information and presented in Jane's usual well thought out and relevant style.

And then my brain was full.



(The Unstoppable) Jane Kise

The following session reviews have been provided by some of the BAPT team who attended the sessions. Thanks to them for helping me out here. Anna Crollick, who has been the Conference reporter for the past few years, was unable to attend due to illness, so I offered to step in. I sincerely hope that Anna is back for next year's Conference – this was hard work!

Thanks also to the other photographers who provided me with better quality photos than I could muster up with my cheap Chinese phone of unknown brand name: thanks to Vicky Jo Varner and Wynn Rees.

Other concurrent session reviews

Catherine Stothart reported on the following sessions:

Sue Blair – Simplicity: With an intriguing title like this, who could resist going along to find out more? Sue has the knack of simplifying complex ideas so we can get the value of type across to people in language and concepts they can relate to. Sue uses symbols to illustrate the preferences and brings them to life with examples – I loved the way she told the story of Goldilocks and the Three Bears in the styles of EJ, EP, IJ and IP. We discussed the benefits and downsides of each style of communication and when we might need to flex to a different style. Sue also talked about the functions, how our minds work, again using lots of pictures and images to explain. This really gets the ideas across in a meaningful way and I left the session resolving to use more visuals when I talk type to clients.

Jane Kise – Saboteur Theatre: Jane drew on Shirzad Chamine's book *Positive Intelligence* for this fun and interactive session. She explained that Saboteurs are deeply engrained strategies we use to meet our needs but in fact they can make life difficult for us. I had taken the Saboteur questionnaire online before the Conference and discovered that my saboteurs were Hyper-rational and Hyper-achiever – perhaps not surprising for an NT. Jane has found some associations between type and saboteurs. For example, Avoider is more common in Is than Es, Controller is more common in Js than Ps and Stickler is more common in Ss than Ns. We had fun acting out different situations in the style of the saboteurs and this helped us appreciate how they can play out in our lives. The Saboteur framework could be used alone as a coaching tool, and it is a great addition to the practical application of type.



Carol Shumate

Carol Shumate – How to Assess Type without an Instrument: We are so fortunate that type practitioners are prepared to share their expertise with each other and Carol's session was another one packed with interest and knowledge. Carol has exploited the tendency of millennials to post videos of themselves online and she has put together a fascinating range of videos to illustrate the eight cognitive processes in action. She also shared with us clips of characters in movies. We learned from Carol how to recognise different types from their physical presentation, their gestures, eye movements and the overall impact they create with their body and speech. I am looking forward to learning more from Carol's forthcoming book *Projection and Personality type: Jung, Beebe and the eightfold way*.

John Hackston – Type and Well-Being in a VUCA World: What Does the Research Say?: John Hackston brought us up to date with three pieces of research: 1) Well-being at work, 2) Thriving in the gig economy, 3) Working in the always-on culture. We explored links to type and I especially liked the self-reflection exercise about well-being, based on positive psychology, and the discussion about what we can do to enhance our well-being, in and out of work. Full reports of the findings are available on the Myers Briggs Company website .

Sarah Perrott reported on the following session:

Richard Owen - Personality Parts Pearls from the Unconscious : Richard's session came with a health warning which acted as a superb marketing tool. Richard warned us that there would be video clips with some strong language, those of a very sensitive disposition were encouraged to come to his talk but leave before the end. For the first hour Richard talked us through his Personality Parts development of the eight functions. Richard is an engaging presenter and has developed and worked on John Beebe's work. Richard is strongly theoretical and presents as a rational theorist would do! It was interesting and certainly gave me the impetus to look at booking onto his Personality Parts course that he runs in both Brighton and London. The last half an hour of his talk was a series of video clips on Russell Brand which superbly visually demonstrated the eight functions. It was hilarious and great to see a visual representation of the concepts that Richard had been explaining. Frankly masterful! I really enjoyed it and came away with the strongest understanding yet of the eight functions.



Richard Owen

Susan Nash reported on the following sessions:

Clare Ayres - Pearls of Wisdom on Understanding Grief and Loss

This session was intended for anyone who has encountered loss; whether for themselves or in supporting another in the workplace, social group or family. The goal was to provide understanding, knowledge and skills using Type as a lens. Grief was defined as “Any response to Loss” and we explored some of the characteristics of grief in the following way:

- Losses could include loss of quality of life, pet, work, youth, person.
- How each person responds to grief is unique and different.
- Grief is a normal part of life.
- Grief cannot be avoided and it does have to be managed.
- To make the choice of grieving is head work.

When we take on this task it involves facing and accepting the loss, adjusting to the new environment, experiencing the pain and reinvesting in life and living again. The goal is to build a new life while valuing that the grief is still inside you.

Clare introduced a model PIES to help with this process:

- Physical actions
- Intellectual actions
- Emotional actions
- Spiritual actions

One of the most valuable elements of the session was a list of Dos and Don'ts capturing how to demonstrate empathy and not sympathy with someone who is grieving.

A few sample ideas are listed below:

Do	Don't
Talk about the loss	Talk about your own grief
Accept the grieving person	Make judgments or criticisms
Encourage any expressions of guilt	Do not use shallow platitudes
Try to understand	Falsely reassure (e.g. time heals)
Allow them to grieve as they want to – not how you want to	Describe the stages of grief
Allow them to do what they can	Take over for them
Be specific about how you can help	Do not over-promise and under-deliver

Two useful references were provided: *Resilient Grieving* by Dr Lucy Hone and *Coming to Grief* by Pam Heaney

Ammar Farishta - Type and Capacity Building in the Muslim Community: In this highly interactive session, we first explored the possible connections between type and religion, and also between type and spirituality. Then we learned more about the general needs of the Muslim community. There are over 3.5 million Muslims in the UK with 50% being under 30. Some of the challenges within this community have been identified as Identity crisis, lack of self-awareness, and lack of personal and community vision. The emphasis for capacity building within the Muslim community is now on human capacity building, and personality type has played an integral role in this process linked to a phrase in the Koran, “He who knows himself, knows his Lord”. The main body guiding the Capacity Building Initiatives is a Council of European Jamals. A four-day Leadership Development program was introduced in 2002. Part of this program has been the Whole Type approach (Temperament, Interaction Style and Cognitive Processes). Further applications now include training faith school teachers (in a two-day program called the Neuro Psychology of Learning) and Youth Development workshops.

Ammar shared some data about percentages of each of the Temperaments, the percentages of each Interaction Style, and described some of the cultural differences that seemed to appear between the USA, East Africa, France and the UK. The biggest take-away from the session was the understanding of how Type has been woven so effectively into a faith based values model to help support the continual growth of the Muslim Community in Europe.



Clare Ayres



Conference Delegates

Christine Rigden reported on the following sessions:

Ray Moody and Mina Barimany - What's New in Type

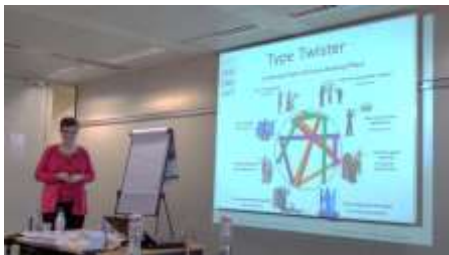
It was interesting to hear from Ray and Mina of recent data from type assessment, this time based on the Majors PTI. The main takeaway from the presentation was how we all use our eight function attitudes (Ne, Si, etc), and throughout life. Generally the Dominant, Auxiliary, Tertiary and Inferior have the expected relative strengths to each other, on average, but a) the unconscious functions are interleaved among the conscious ones, and b) the patterns of the interleaving have some differences between types and of course between individuals.



Ray Moody and Mina Barimany

Jack Aaron - The Philosophy of Type

Jack gave an informative introduction to Socionics, which is a Russian cousin to Myers-Briggs® theory, based also on Jung. There are differences in terminology, but he explored how the difference in perceptions and in values are visible between the different functions, and how we can use this understanding in relationships and in teams.



Markey Read

Markey Read - The Archetype Puzzle

Markey's sessions are always engaging, and in this presentation she used characters to help us get a handle on how the eight functions are primarily expressed, and how blind spots in teams can be discovered and understood. She then went into how we can recognise the expression of each of the Beebe archetype characters through the lens of each function.



Mary Anne Sutherland

The following summary was provided by Mary Anne Sutherland herself:

Mary Anne Sutherland - Personality Guides Diversity: The Double-Edged Sword

Currently type related articles, internet posts, Chapter groups and type practitioners are asking the following question "Is there a correlation between certain types and a cognitive processing issue or a learning disability?" Often individuals juggle their learning, memory or processing concerns while their natural type preferences can sometimes mask, sometimes exacerbate or even help overcome a diverse cognitive learning concern. At times our individual typology may bring characteristics that mirror cognitive risk characteristics thus compounding the diagnostic process and often leading to misdiagnosis. Conversely, type preferences can offer a foil to the factors that make the exceptional need a challenge. For example the diligence and organizational skills of an ISTJ could dramatically assist when attention concerns are in evidence. When we observe type in combination with many other cognitive risk factors we immediately notice type may at times temper, modify or even alleviate some of the at risk factors. It is essential to understand how each type and any one of a multitude of cognitive diverse learning characteristics influence each other.

It is important to study the **interplay** of any number of a **multitude** of learning issues with individual **TYPE** preferences. **I don't believe that any one TYPE correlates** to the ethical and legitimate diagnosis of any learning disability. I am also dreadfully concerned about the misdiagnosis of exceptional needs ADD/ADHD being only one of many, **however**, I do truly believe that there does exist dramatically increasing numbers of **properly** diagnosed exceptional needs cases.

Finally, BAPT would like to thank the Conference sponsors - The Myers Briggs Company, Type Coach, Type Pro, and Differentiated Coaching . Also, a huge thanks to Susan Nash for providing the wine for the AGM – it helps the ideas to flow!

