



BAPT 2020 CONFERENCE - PROGRAMME OVERVIEW

SUSAN NASH - PROGRAMME CHAIR

I am very excited to tell you about the upcoming BAPT Conference on April 2-4, 2020. The theme for this year's Conference is **20:20 Vision: Clear Insights on Type**. We are delighted to welcome international speakers and experts in type who are covering a wide 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.

Our keynote speakers are:

- John Beebe
- Dario Nardi
- Carol Shumate
- Susan Nash

In addition, both John Beebe and Dario Nardi will offer workshops (for a moderate additional fee):

- Dario Nardi on Thursday morning April 2 will cover **Priming the Alchemy of Opposites**
- John Beebe on Sunday April 5 will cover **Connecting with Culture through Psychological Types**.

Finally, Jack Aaron is offering **FREE Socionics Assessments** throughout the Conference. More detail on how to register for these will be included in your Conference registration.

This year the Conference will be held again at 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.



Now let me provide the highlights about our keynote sessions and an overview of the three tracks of concurrent sessions exploring many facets around the theme of **20:20 Vision: Clear Insights on Type**.

HALF-DAY PRE-CONFERENCE WORKSHOP with Dario Nardi



Thursday April 2, 9:00 am - 12:00 pm

Priming the Alchemy of Opposites

Dario Nardi, PhD is an internationally renowned researcher, speaker, and instructor in neuroscience, personality, and education. He was certified in type in 1994 and has authored many books including *Neuroscience of Personality*, *8 Keys to Self-Leadership*, *Jung on Yoga*, and *16 Personality Types: Descriptions for Self-Discovery*.

ALL-DAY POST-CONFERENCE WORKSHOP with John Beebe

Sunday April 5, 10:00 am - 5:00 pm

Connecting with Culture through Psychological Types

Jungian analyst John Beebe is the author of *Energies and Patterns in Psychological Type*. He has written the foreword to the recent Routledge Classics edition of Jung's 1921 book, *Psychological Types*. His eight-function, eight-archetype model of type is widely applied.



KEYNOTE SESSIONS



Thursday April 2, 1:00 pm - 2:30 pm: Connecting with culture through types

In this keynote session, C. G. Jung's theory of psychological type offers us tremendous insight, yet people who are identical in type may still approach the world with very different attitudes and assumptions. How we make sense of the world involves emotional investments and intellectual frameworks that tie to, but also go beyond, type. Joseph Henderson, a co-author, with Jung, of *Man and His Symbols*, worked on this problem in his *Cultural Attitudes in Psychological Perspective*. Henderson observed that different people apply different cultural values as they engage with the world around them. He called these the social attitude, the religious attitude, the philosophical attitude, the aesthetic attitude and, a relative latecomer, the psychological attitude. With the help of an illustrative clip from a classic film, and applying type theory, **John Beebe** will lead us in exploring these orientations toward what is offered already by our culture.

Friday April 3, 9:00 am - 10:30 am: Flawless Facilitation: Techniques for Training all Types

Have you ever run a Type workshop that has not gone as planned and you wonder why?

In this keynote session, **Susan Nash** will share relevant knowledge, core skills and innovative techniques to help ensure that every session you facilitate “lands” successfully.

The key elements we will review to maximize learning and retention for all Types are:

- How to strike a balance between giving participants the information they need (the “What” of facilitation) and delivering a session in such a way that everyone will internalize the learning (the “How” of facilitation)
- How to create psychological safety which is essential for adult learning
- How to design an effective active learning workshop using the T.E.A.C.H. Methodology
- How to vary delivery styles and pace for different parts of the session to ensure the programme flows effectively.



Saturday April 4, 9:00 am - 10:30 am: Type and Body Language



Interest in psychological type is flourishing on social media sites, and “selfie” videos posted by young people about their types offer a huge database of information about type, especially on the body language of each type. In this keynote session, **Carol Shumate** will share with us some of these candid videos, to identify the facial expressions, gestures, and speech patterns of the types. Young people tend to show the extremes of type because they have not yet learned to moderate their personalities. Jung himself depicted extreme versions of the types, and film clips that exaggerate type preferences modernize his descriptions for us. Learning to spot the mental functions sets us on a pathway to identifying whole type. A proprietary handout from Carol’s forthcoming book will help guide participants in spotting functions and type preferences. Participants will be encouraged to share their own tips on how to recognize the types.

Saturday April 4, 2:45 - 3:45 pm: Same Type, Different Brains

Both nature and nurture shape us. Based on neuroscience data of hundreds of people, it is clear that people’s brains vary and type impacts how we are wired. At the same time, culture, sex, career, and age also impact how we express our type preferences. For example, three individuals might all identify with INTP preferences yet have varied careers, for example, engineer, psychologist and artist. To no surprise, their corresponding skills and brain wiring, their developed selves, are quite different. In this keynote session **Dario Nardi**, following a brief summary of brain basics, will draw on a large neuro-imaging sample of ENFP subjects to discover how they vary. In particular, the data reveals two “flavours” or “subtypes” of ENFP: one analytical, the other holistic. In addition, flavour is something that can shift with age and life choices. We conclude with some thoughts on how we can make our explanations and descriptions of the types more inclusive.



CONCURRENT SESSIONS: THURSDAY APRIL 2, 2020

Thursday April 2, 3:00 pm - 4:30 pm: Leadership Development w/ EI & Personality Type



Have you ever worked for an inspirational leader; someone who inspired you to be at your best more often, to develop and grow and work through adversity? Is this the leadership legacy you want to be remembered by?

Two tools, Emotional Intelligence (EI) and the Pearman Personality Integrator, have created quite a buzz in their respective communities and for good reason. They help you understand more about who you are and how you relate to others in a variety of settings. In this session **Laura Virgilio** will help you explore how to incorporate personality type and emotional intelligence when developing leaders in a workable way. Learn how to build a business case to use emotional intelligence in the workplace, how these two tools can combine to paint a more vivid picture for yourself and others and how to leverage strengths and harness opportunity areas.

Thursday April 2, 3:00 pm - 4:30 pm: Developing a Developmentally-Informed Type Model

The hierarchy of preferences (HOP) is integral to Type classification and identification because the Types are identified by their profile of preferences. This presentation from **Mira Biramany** has two foci; to present results from a replication study of previous research on the HOP (Biramany, 2017) using data from Dario Nardi's Interstrength™ Assessment and to modernize the current Type taxonomy based on current findings on the HOP. The statistical analysis replicates a formative study on the HOP and adds a cross-sectional analysis on age in an attempt to produce empirical data on mental function specialization across the lifespan. This will elucidate two aspects of the theory: one, the statistically significant profiles of preferences, or "Types," and two, hypothetical developmental trajectories associated with each statistically significant Type cluster that emerges from the analysis. Results will contribute to the development of an empirically validated, developmentally informed Type model.



Thursday April 2, 3:00 pm - 4:30 pm: The Pitfalls and Promises of Typing from Afar



Type ethics hold that individuals decide for themselves which type preferences name their best fit type. Yet, all type experts "read" types, spot type in movie and book characters, and speculate about the preferences of public figures. How do we do this accurately? How do we do it ethically? In this session, **Jane Kise** and **Ann Holm** will be using *The Bully Pulpit* by Doris Kearns Goodwin as a case study. Why type two American presidents, their spouses, and two "muckraker" journalists? Because of their amazingly entertaining true stories—you can't make this stuff up! If you don't manage to get to the book (it's a fantastic audio as well), we'll have handouts with "type clue quotes" so you'll still be able to add in your views. We guarantee this will be a lively conversation as the presenters actually don't agree on who is which type!

We will start with a small, then large group discussion of a handout showing our differing arguments for President and "Rough Rider" Theodore Roosevelt's type preferences. We will then introduce how to use multiple type models and life experiences to type President William Howard Taft, his very interesting wife, and the male and female founders of McLure's magazine and the origins of investigative reporting. We will conclude with a group-generated list of what does and doesn't matter in typing from afar.



Thursday April 2, 5:00 pm - 6:30 pm: Insights on Positive Impact and Influence



No one tells you how to get on with other people. Most of us pick it up as we go along, perhaps it “comes naturally”, perhaps we learn from role models and experience, or from books and training courses. It can be a hit and miss affair, until we learn about personality type, then it becomes clearer.

In this session, **Catherine Stothart** will explore influencing styles, and how making other people feel good is a key ingredient for getting on well with them. Knowing the strengths and the potential pitfalls of your Interaction Style enables you to behave in a more charismatic way to have a positive impact and influence on others.

This session will be interactive, with video clips, questionnaires, group discussion and actionable outputs.

Thursday April 2, 5:00 pm - 6:30 pm: How to Manage a P who is Always Late

The lateness of Ps can cause major conflicts and inefficiencies, but what can we do about it? The surprising truth is that Ps always want to be on time, and hate being late. However, Time Management training is written by Js for Js, and completely fails to address the real issues. The reasons behind a P’s lack of punctuality are complex and difficult to resolve. The obvious solution “Just leave earlier”, doesn’t begin to address the problem. In spite of good intentions, they just can’t do it.

But there is hope! **Teresa Moon** has developed an original toolbox of ways in which Ps can successfully address their tardiness, so come to this session if you want to understand the psychology of lateness, and how to manage it. The answers may surprise you – e.g. you will discover why the most common remedy used by Js, achieves exactly the opposite result.



“I found Teresa’s tips insightful, practical and easy to implement”. Sheila McAlpine ISTJ BAPT 2018.

Thursday April 2, 5:00 pm - 6:30 pm: Questionnaires versus Word Association



Throughout our lives we leak our type - which can change as we mature and engage the Transcendent Function. But our conscious brain does not necessarily keep up! Hence questionnaires can be like yesterday’s news - out of date. In this session, **Roy Childs** will explore the advantages and limitations of questionnaires and introduce people to a less conscious, less ego-driven approach known as the 'Watchword Technique - Self-discovery the Jungian Way.'

CONCURRENT SESSIONS: FRIDAY APRIL 3, 2020

Friday April 3, 11:00 am - 12:30 pm: 2020 Team vision: clear insights into groups



In this session, **Sterling Bates** will help us see teams and people in full colour, not black and white. Learn how to peer into the heart of teams using multiple models of psychological type. Leverage modern reporting tools to do analytics across models and create compelling visuals using color, size and shape. Multiple lenses showcased in the presentation including: Interaction Styles, Temperament/Essential Motivators, 8 Cognitive Process/Dynamics and Whole Type all working together. With each model we can dive deeper and use the dynamics and sub-groupings to provide tailored insight. e.g. for Essential Motivators, looking at Pragmatic vs Affiliative dynamics across the team. For Whole Type, looking at the exterior letters, the Attitude Pairs of the team members. Analytics can allow people to quickly see the lopsided parts of a team, powering insights into where the team likely has gone wrong and will go wrong in the future. The right visualizations can make it much easier for the team members to learn what they need.

Friday April 3, 11:00 am - 12:30 pm: Archetypal Jazz - Cognitive Functions & Music

Join this session for an overview of the 8 Jungian Function-Attitudes (Cognitive Processes) and how they take on a tension or harmony relative to the Dominant function. **Richard Owen** will use the analogy of music: how notes similarly express an emotional quality relative to the key centre. Joining Richard's two passions of music and psychology in a presentation for the first time, this session will feature some live guitar music, exploring the tonal landscape of 8 musical modes to represent Beebe's Archetypes. Expect a sonic journey ranging from the powerful and celebratory Hero, to the jarring atonal clash and existential dread of the Demonic Shadow. There will be examples of functional tensions within specific Types to illustrate the concept; plus time for shared reflection on your reactions to the music.



Friday April 3, 11:00 am - 12:30 pm: Exploring Gender Differences in Type Development



In the session, **Daniel Fleshner** will explore patterns in the development of mental function polarities within and across gender, including our findings from an analysis of variance on the differences in function profiles in various age and gender groups. It will also seek to start a dialogue about how the social construct of gender influences Type development and how the study's results might contribute to the evolution of understanding gender-bound Type differences. In an age where gender identification is more fluid than ever, it is increasingly important to understand the polarities (anima/animus) of function development that supersede traditional views of gender, so that Type practitioners can better understand clients' worldviews and provide culturally competent services.

The session will include a review of current literature in comparison to our study, findings from an ANOVA on mental function profiles, and a discussion on how to integrate the study's findings with modern narratives of gender.

Friday April 3, 1:30 pm - 3:00 pm: Specific or Broad? What is a Powerful Question?

What is possible? What is the dream? Coach training programmes emphasize the value of powerful questions, those that are meant to provoke the client into deeper thinking about themselves or a situation. Given that the NF temperament prevails at the International Coaching Federation, in this session **Ann Holm** will investigate is there an unintended blind spot around how to phrase a truly powerful question for the various clients we might encounter? Explore case studies and videos to see what engages our clients when we pose our powerful questions. The session is intended to be interactive with participants weighing in on the examples presented and bringing their own experiences to the conversation.



Friday April 3, 1:30 pm - 3:00 pm: Dynamic Problem Solving with 8 essential questions



Great work! The whole team participates and completely supports important decisions. But what if your team still makes lopsided decisions? When teams are comprised of similar personality types, who focus on the same essential questions, they may ignore important aspects like “what’s the problem we are trying to solve?” or “how did we get here?” or “how will this make the team stronger?” In this interactive workshop, **Markey Read** will introduce the Decision-Making Wheel, a much-needed update on the Z-pattern, a practical and accessible tool for use with a general population. Come join the fun!

Friday April 3, 1:30 pm - 3:00 pm: Same type but so different - Why?

It all started during a type training when 4 INFP participants recognized themselves in their type description but could not admit that their three colleagues would have the same type. We were able to understand the why when we discovered that they each had different “Deep Motivational Drivers” (DMDs) which lead to very different expressions of their type.

Since then, I have explored the impact of those DMDs on type. I have experienced that participants facing difficulties to assess their true type have often DMDs that are somewhat “conflicting” with their preferences.



In this session, **Jean Luc Dupont** will help you discover what DMDs are and identify your own DMDs to explore how they influence your type. We will end up by considering a kind of “typology” based on the combinations between DMDs and type preferences. (The Deep Motivational Drivers were discovered by Bertrand Theraulaz and Ralph Hippolyte, the two founders of the ActionTypes® approach.)

Friday April 3, 3:30 pm - 4:30 pm: Clarity through Collage - Using Images in Coaching



Images are the language of the mind. When we work the mind’s images directly, we can discover powerful new insights, gain clarity of purpose and the motivation to take action. **Anna Crollick** will introduce the use of an arts-based method in coaching and provide the opportunity to experience a taster of the UnglueYou® methodology – a process that creates a route for unconscious thoughts to surface and be represented in the tangible output of a visual narrative. We will explore how working with images can help motivate, raise awareness of how we feel and pave the way for clarity of mind, confidence and better decisions. We will explore, create, discuss.

Friday April 3, 3:30 pm – 4:30 pm: The Grander Picture of Typology

Traditional typology minutely focuses on the individual, examining how we function within ourselves and in relationship to others, often relying on assessments and psychometrics to draw conclusions. In this session, **Vicky Jo Varner** will invite you to look at the bigger picture and consider the typology of macrocosms, whether they be families, social groups, communities, businesses, common interest groups, or even whole countries. This concept can be further applied to ideas, such as philosophical ideologies, psychological models, religions and historical eras. We will draw upon typology as modeled by Jung in *Psychological Types* to examine the evolution of ideas, as well as delve into the views of other authors such as Hillman, Jennings, Toynbee, Spiegelman, Bridges, and Wheelwright. Attendees will be invited to participate in reflective exercises aimed at expanding our classification habitus to encompass whole systems and evaluate them typologically.



Friday April 3, 3:30 pm - 4:30 pm: Taking type mainstream: a new type hypothesis

Presenting a refined model of the Jungian cognitive processes that explains Jungian jargon in terms of plain language and psychological theories that are popular in mainstream academic psychology.

Specifically, **Nico Burns** will:



- Discuss I/E in the context of Embodied Cognition: the idea that cognition is not something that occurs in the mind/brain in isolation, but requires an interaction-loop with the external world. In this context, I/E can be seen as processes that require differing regularities of interaction.
- Compare J/P to Dual-Process Theory (as popularised by Daniel Kahneman's *Thinking Fast and Slow*).
- Compare T/F to the Is-Ought distinction, where roughly: Thinking is reasoning about what is true/false/possible/impossible, and Feeling is logical about what is good/bad/liked/disliked.
- N/S analogy still a WIP.

Finally, he will talk a little about the exciting possibilities bringing Jungian type into the mainstream could enable. There will be time for questions and discussion at the end.

Friday April 3, 5:00 pm - 6:15 pm: Setting the Record Straight

Join doctoral student **David Pool** as he reviews some of the type-related corrections he has successfully contributed to Wikipedia, National Public Radio (NPR), and the *Hidden Brain* podcast.

We will examine how to successfully correct national speakers like Dr. Adam Grant and Dr. Brian Little, while examining insightful commentary from *Science Friday's* Ira Flatow and Harvard's Steven Pinker.

Special attention will be given to the ethics of journalism, including a local member station response from Oregon Public Broadcasting's (OPB) President, Steve Bass and from NPR's final Ombudsman before they eliminated that position; Liz Jensen.

Audience members will have the opportunity to help correct recent falsehoods published by Merve Emre and broadcast nationally, on *All Things Considered*.



Friday April 3, 5:00 pm - 6:15 pm: Mastering the Dominant - Invoking the Inferior

Research shows that the most common problem identified by Type therapists is not related to the unconscious functions, it is the dominant function that can run away with itself, often causing some mayhem along the way. By invoking the inferior function we can exercise some damage limitation. However, this is not easy to do. The task is helped by the superb road map supplied by our knowledge of the cognitive processes. In this session, **Sue Blair** will explore how and when our dominant function may be exaggerated and how the Inferior function can come to the rescue - if we let it! This will be a session where we learn from each other how the dominant and inferior functions present themselves in our lives and how to create balance when it is most needed.



The session will include the following:

- Brief overview of the cognitive functions
- Who is saying what about the dominant and inferior functions?
- What do we mean by balance?
- Case studies

Friday April 3, 5:00 pm – 6:15 pm: Introduction to Music Typology of 16 types



In this session, **Olga Tangemann** will introduce participants to a theory of Musical typology and the method of analyzing the type through music preferences. They will learn new skills of differentiating types of music associated with 4 functions and 4 types of psychic energy TPEs: Id, Ego, Superego and Superid. The session will contain small group discussions and problem solving in relation to music preferences and type identification.

CONCURRENT SESSIONS: SATURDAY APRIL 4, 2020

Saturday April 4, 11:00 am - 12:15 pm: Does using the MBTI® really make a difference?

Some see type practitioners as charlatans but I, and the practitioners that I talk to, genuinely believe type can make a difference. In this session, **John Hackston** will help participants explore and apply the evidence, and access tools to build their own evidence bank.

We'll look at what 'making a difference with type' means. In groups, participants can discuss their stories and examples, reporting these back. We'll look at the evidence available, including stories, case studies, client research, ROI studies, and validity. In doing so, we'll share case studies and present findings from our latest research, with handouts and links so that participants can find out more. We'll discuss how different types of evidence may convince different audiences. And there will be an interactive game or two.



We aim to equip people to gather their own evidence and will share models and questions that we have used in evaluating our own programmes. In an interactive session, participants will be able to try these out.

Saturday April 4, 11:00 am - 12:15 pm: Blurred Vision: How our Type Filters See Conflict

We all have blurred vision. We rarely see reality. Our Types filter how we perceive and receive information, and this can often lead to conflict, irritation and misunderstanding. In this session, **Angelina Bennet** will look at the potential for conflict through several different Type lenses including the opposing function, inferior function, and level of development/defensiveness.



The session will be interactive and require participation from the group, sharing their experiences and perspectives. To finish on a positive note, we will also explore how to work towards ways of managing these differences effectively.

Saturday April 4, 11:00 am - 12:15 pm: How to type famous people



Typology enthusiasts often wonder what type a certain celebrity or historical figure might be. In MBTI® circles, this can often be limited by the fact that most icons, alive or dead, have never taken the test, so all one can do is speculate. In Socionics, there is no official test to take; it is a theory, rather than an instrument. For this reason, socionists have had to adapt and refine more unstructured disciplines for assessing personality type from any source.

In this crash course, **Jack Aaron** will demonstrate how you can type someone without a test, and what's more, type someone you have never met and who may very well have been dead for a thousand years. Through the analysis of interviews, letters, works of art and biographies, we will look at figures as influential as Winston Churchill, Charles Darwin and Her Majesty, Queen Elizabeth II, uncovering the strengths, weaknesses, motivations and values that form a typological profile, revealing the personality behind the icon.

Saturday April 4, 1:15 pm - 2:30 pm: See Yourself More Clearly to Serve Clients Better

How does what you do in your practice reflect who you are as a type professional? What are your goals and aspirations for yourself and your clients? Combining active participation and reflective analysis, this session led by **Katherine Hirsh** will help you explore your personal views on facilitation and begin the process of constructing a philosophy of practice statement. We will spend time identifying what is most important to you as a practitioner; clarifying your objectives and motivations; and acknowledging and embracing your limitations as a practitioner. Throughout the session we will examine the ways in which type influences differences in facilitation style, philosophy and process and highlight how making these differences explicit can help you develop a more authentic, engaging, and effective facilitation style. Join this dynamic and interactive workshop and leave with strategies that can be applied immediately to improve your facilitation, be it with individuals, groups or organizations.



Saturday April 4, 1:15 pm - 2:30 pm: VUCA Prime through the MBTI® lens



What's VUCA? Why should we care? What impact will VUCA have on our lives in the future? What choices do we have in dealing with the VUCA world we live in? Is VUCA just another word for Change? How can we build resilience in the face of this phenomenon?

In this session, **Shirley Blenkinsop** will help us examine the threats VUCA poses to us as individuals and the validity of its antidote VUCA PRIME using the lens of the Cognitive Functions. What does the MBTI® suggest about the validity of VUCA Prime and what, if anything, is missing from the model?

Saturday April 4, 1:15 pm - 2:30 pm: Type and Entrepreneurs

Can all Types be entrepreneurs? Are there particular challenges that entrepreneurship brings? What impact are Global trends having on entrepreneurship? **Sarah Perrott** is working with the Centre for Entrepreneurs and the New Entrepreneurs Fast Track 2020 cohort. They have been using Type as part of their toolkit as they seek to establish and build their businesses. NEF Fast Track is using Type in developing leadership skills and building self and other awareness. In particular as they invite others to work with them as co-founders. Come along and hear about this case study within the area of entrepreneurship.



FREE “Socionics” ASSESSMENT throughout the Conference

Jack Aaron



Jack is a business psychologist, YouTuber and founder of the World Socionics Society, an international community dedicated to the discussion, exploration and education of Socionics, the 'Russian cousin' of the Myers Briggs®.

Throughout the Conference, Jack is offering people the opportunity to have a Socionics diagnostic assessment, a one-to-one exploration to discover what your type is, in Socionics terms.

ADVERTISEMENT

FOR YOUR DIARY

NEXT APT INTERNATIONAL (APTi) CONFERENCE

JULY 23-26, 2020.

HYATT ROSEMONT, CHICAGO, ILLINOIS

Further details to follow: www.apptinternational.org.





2 - 4 April 2020

Kents Hill Park, Milton Keynes

#2020vision

Come and join 3 days of discussion and learning
with Type leaders from around the world

SPECIAL OFFER!

The British Association for Psychological Type
is offering up to **5 free places**
at our **2020 Conference** to
students interested in personality type

First degree, Masters or Doctorate students welcome to apply

For conference details, programme and speakers, visit
<https://www.bapt.org.uk/events/bapt-2020-conference/>

*Your FREE place includes accommodation, meals and
refreshments for the 3 days and 2 nights.*



To apply for your free place, write
a 300 word summary of what
you hope to gain from attending,
and send your application to :

Sarah Perrott, BAPT President
president@bapt.org.uk

BAPT CONFERENCE 2020 – KEYNOTE SPEAKER

CULTURAL ATTITUDES

JOHN BEEBE (ENTP)



John Beebe (ENTP) is the creator of the eight-function, eight-archetype model of psychological types. A Jungian analyst and past president of the C G Jung Institute of San Francisco, he is the author of Energies and Patterns in Psychological Type: The Reservoir of Consciousness and co-editor, with Ernst Falzeder, of The Question of Psychological Types: The Correspondence of C G Jung and Hans Schmid-Guisan. John has spearheaded a Jungian typological approach to the analysis of film and has written the preface to the recent Routledge Classics edition of Jung's 1921 book, Psychological Types.

Email:
johnbeebe@msn.com.

Typology comes into its own when we make the stretch from self to other. We do not get there simply by learning another person's MBTI® code. We make a connection by assuming an attitude toward that person as part of the world around us which will always, in some way, be different from what we are prepared to meet.

The stretch to engage with what is unlike us is even more pronounced when the Other is not a person but the diverse group that we meet in a familial, organizational, sub-, or national culture. A way of establishing common ground needs to be found. This problem that every human faces is the subject of Jungian analyst Joseph Henderson's 1984 book, *Cultural Attitudes in Psychological Perspective*. Henderson asserts that individuals within societies have historically found a way to share meaningful group activities with others through the exercise of one of four cultural attitudes, which he names the *religious attitude*, the *social attitude*, the *aesthetic attitude*, and the *philosophical attitude*. He also postulates an emergent fifth attitude that has become particularly significant in recent times, the *psychological attitude*. This attitude Henderson dates back to the writings of William James, whose distinctions between tough- and tender-minded temperaments in his book *Pragmatism* (1907/2008) influenced Jung's willingness to take on the problem of psychological types.

We live now in a time when culture itself is changing so fast that individual psychology can barely keep up with it. To meet the world around us in a culturally sensitive way, and to be able to tolerate its complex foreignness to us, we have to turn ourselves inside out to find what resources are in us that we haven't drawn on and add those to what we use all the time when we steer via our type preferences.

The differentiation of a cultural attitude that is effective is a process that I have found to be necessary for all who want to manage the difficult task of coping with the world in which they have to live their individuality. Every working psychotherapist bears witness to the enormous

anxiety that is generated by the need to take into account not just one's own undiscovered self, whose particularities inevitably limit how one is going to try to cope with life, but also the equal reality of a culture, which can seem unfriendly and unfathomable, placing unfair demands for adaptation to an alien reality. One of my jobs as a Jungian analyst is to help each person working with me develop an attitude that can make it possible for her or him to negotiate culture comfortably.

An understanding of the eight different types of consciousness that Jung identified in *Psychological Types* orients us to the building blocks from which a cultural attitude is constructed. Stretching one's typology to achieve a cultural attitude that suits one is a creative process no less arduous than designing and building any bridge. It is the creativity needed to sustain this process that I am always hoping to release in my patients. From what emerges when that effort is successful, I have come to see that the absence of such a cultural attitude when therapy began was often the problem that drove the person to seek my help.

Contemplating an expansion of consciousness of the kind required to construct a cultural attitude will require exploring the challenges from others that complicate our way of holding and defending self-experience. I find that exploring this subject, with concrete illustrations of how types of consciousness that might normally have little to do with each other manage to combine, can lead participants to see something fresh and practical about the personal development necessary to form a conscious relationship to otherwise perplexing cultural contexts. This way of resolving challenges to the self from cultural pressures is the subject of many films, and I will show in both my lecture and my post-conference workshop film scenes that I find compelling in their depictions of the creation of viable cultural adaptations because they recreate for contemporary people what the traditions Henderson identified still have to offer us.

BAPT CONFERENCE 2020 – KEYNOTE SPEAKER

FLAWLESS FACILITATION TIPS AND TRICKS FOR ENGAGING ALL TYPES IN THE LEARNING JOURNEY

SUSAN M NASH (ENFJ)

Director of Events

Have you ever run a Type workshop that has not gone as planned and you wonder why? In this plenary session, you will learn relevant knowledge, core skills and innovative techniques to help ensure every session you facilitate “lands” successfully.

Often it is too easy to confuse “presenting” or “teaching” with “facilitating” a very different range of skills that help engage all participants in the learning journey. In this session, we will cover the key principles in helping all Types to participate, enjoy and learn about Type in a constructive and positive way.

The key elements we will review are:

- How to strike a balance between giving participants the information they need (the “What” of facilitation) and delivering a session in such a way that everyone will internalize the learning (the “How” of facilitation).
- How to create psychological safety; a place where people feel they can contribute without negative judgment while also being in a state of “relaxed alertness”.
- How to design an effective active learning workshop using the T.E.A.C.H. Methodology, which can build the bridge from structured course design to an engaging learning climate.
- How to vary delivery styles and pace for different parts of the session to ensure the program flows effectively

Task and Group Process

Facilitation varies from presenting and teaching because it applies the principles of Andragogy – adult learning theory. For this approach, participants tend to be self-directed learners in a multi-directional context. Applying the knowledge of Task and Group Process can enable a more effective learning process. In the session, we will clarify and explore in detail the components of Task and Group Process using a great facilitator-learning tool.

Psychological Safety

Neuroscience research has shown that if learners are not aroused at all they will not engage. Equally, if they are too aroused, particularly with negative emotions, they will not be able to absorb the content. We will share a simple process to establish a state of “moderate arousal” that can help to build trust and engagement.

The T.E.A.C.H. Methodology

Many small and large companies have implemented the T.E.A.C.H. Methodology to standardize the course development process and to enable a multi-directional energy flow throughout learning. This approach is broken down as follows:

- **T**opic (introduce what will be covered)
- **E**ngage (get the audience into an activity that will introduce or stimulate the learning)
- **A**bstract (provide the conceptual information needed)
- **C**oncrete (bring in real examples, exercises, etc. to bring the topic to life)
- **H**ow (get the audience talking about the ways they will sustain and integrate the learning going forward).

Against this framework, facilitators can structure programs that will have the right flow to ensure a strong learning experience. In the session, we will practise applying this approach to a Type Module.

Flex Style and Approach

There can be the assumption that in order to be an effective Facilitator, you have to be constantly upbeat, energetic and fast-paced. In reality, different components of the workshop require different energies, pace and emphasis in order to ensure clarity. We will look at the Interaction Style framework in relation to this need using another tool from the *Flawless Facilitation* toolkit.

Look forward to learning and experiencing key facilitator knowledge and engagement tools!



Susan Nash is owner of EM-Power, Inc., author of over 11 books, nine on Whole Type, and a global speaker on psychological type and its applications in improving self-understanding, communication, leadership and team effectiveness. She has been a President of APT International (APTi) and was the winner of the 2017 APTi President’s award.

Email: susan.nash@type-academy.co.uk.

BAPT CONFERENCE 2020 – KEYNOTE SPEAKER

TYPE AND BODY LANGUAGE

CAROL SHUMATE (ENFP)



Carol Shumate (ENFP), PhD, teaches the course on psychological type at Pacifica Graduate Institute in Carpinteria, CA. She also co-edits the journal Personality Type in Depth, launched in 2010. Her goal with both enterprises is to bring together the two strands of Jungian psychology that have grown estranged since Jung first published Psychological Types: depth psychology and psychological type. She has a book forthcoming in August to be published by Routledge with a working title of Projection & Personality Type: Jung, Beebe, and the Eight-Function Model.

Email: writestyles@gmail.com.

Most people cannot distinguish liars from truth-tellers—at least that is the message of Malcolm Gladwell's latest book, *Talking to Strangers*. Behavioral science shows that most people judge someone who exhibits a lot of nervous movement—such as playing with hair or tapping a foot—as a liar, and someone who remains still and calm as truthful. Most will judge a person who gives a long explanation as lying and the one who makes a brief denial as truthful. Even judges make mistakes, expecting a grieving person to show pain in the face.

We in the type community have an advantage over the people in Gladwell's book. It's not that we have infallible lie detectors, but we have a tool that helps us distinguish personality type from character. We know that some personality types are in constant motion whereas others are still, that some are verbose and others untalkative, that some have a flat affect and others are animated. We don't attribute such personality characteristics to grief or remorse, or to guilt or innocence. Now, thanks to the accessibility of video, we can get even better at spotting the physical manifestations of type. Like babies learning to use their voices, when we start to develop our preferences, we use them without moderation. Therefore, at this session we will view candid videos of young people who are exploring the excesses of their personalities.

Isabel Myers helped us see the body language of the types when she created the J/P dimension, which highlighted a pattern that even Jung had not seen in his type system: J's have linear, purposive movements and P's have more random, spontaneous movements. However, knowledge of the functions provides even more clues to body language. INTPs and INTJs are both cerebral introverts, so how can we tell them apart? The INTP's dominant introverted thinking (Ti) wants to understand things and builds a framework or model of reality to acquire this understanding. By contrast, the INTJ's auxiliary extraverted thinking (Te) wants to be effective in reality. These oppositional functions affect the pace of speech and movement: The

INTP speaks slowly in convoluted sentences, while the INTJ speaks in short, rapid bursts using declarative sentences. Ti dominant types like INTPs appear tentative because they try to create the fullest possible representation of reality in speech. The Te types like INTJ speak with certainty because they focus on what can be completed, whether or not it is the whole picture of reality.

Jung's descriptions in *Psychological Types* are marvelously amusing about these differences. Describing the Ti type's manner of expression, Jung (1921/1971) said, "His style is cluttered with all sorts of adjuncts, accessories, qualifications, retractions, saving clauses, doubts, etc." and "because he thinks out his problems to the limit, he complicates them and constantly gets entangled in his own scruples and misgivings" (Para. 634). By contrast, the INTJ comes across as certain, because, as Jung observes of extraverted thinking, "This type of man elevates objective reality, or an objectively oriented intellectual formula, into the ruling principle not only for himself but for his whole environment," i.e., "a universal law" (Para. 585).

What about ENFP and ESFP? Both are P types, so we don't have the J/P distinction to distinguish their body language. Here too Jung is instructive. His first sentence about extraverted sensation (Se) tells us almost everything: "No other human type can equal the extraverted sensation type in realism" (Para. 606). The extraverted intuitive (Ne) type by contrast lives entirely in his head: "So long as a new possibility is in the offing ... it is as though his whole life vanished in the new situation" (Para. 613). ENFPs tend to exhibit "the blind stares" when getting carried away by an idea, while tripping over their own feet. ESFPs continually observe objects in their environment and explore with their hands, even when thinking of something else.

Handouts that spell out some of the physical manifestations of the functions will be distributed at this session, drawn from my forthcoming book to be published by Routledge. This is an easy way to learn about the mental functions as well as whole type. Also, we get to see ourselves as others see us.

BAPT CONFERENCE 2020 – KEYNOTE SPEAKER

SAME TYPE: DIFFERENT BRAINS

DARIO NARDI (INTJ)



Dario Nardi, Ph.D, heads Radiance House, which delivers body-mind books, foldouts, assessments, training and consultation. He is also a Principal Consultant with Propel, an international HR company based in Oslo, Norway and retains a Senior Lecturer title at the University of California (Los Angeles), where he taught for 14 years and was honoured with two teaching awards. Dario was Myers-Briggs® certified in 1994. He is author or co-author of 15 books and the “Personality Types” app for the Apple iPhone/iPad. After 14 years of hands-on brain research, Dario continues to break new ground with a brain-savvy understanding of personality.

www.RadianceHouse.com and www.propel.no.

Email: dnardi@ucla.edu.

Would you believe not all ENFPs are the same? Likely so. In fact, Type theory and practice both tell us that one’s type is a general pattern of preferences; and how we grow into fulfilling those preferences varies by career, culture, and more.

I’ve done brain imaging with type in mind since 2006, and I’ve found variation as well. In particular, I’ve looked at over three-dozen people who report ENFP as their best-fit type. The brain wiring of these individuals is unique for each person, to no surprise. Yet statistical analysis also reveals that among these ENFPs, there are two distinct flavors. Let’s take a look at these ENFPs and the two flavors.

Study Demographics

Who are these ENFPs? If we want to draw reliable conclusions, then we should have wide demographic variety. The brain data captures the developed self, so diversity will help us sort what’s nurture and what’s type.

The table below summarizes the demographics by sex and career area. I also have age and culture data, which are important too, but let’s start here. A total of 37 ENFP subjects is not many compared to pencil-paper studies, but it is a hefty number in neuroscience, where the information we get is so detailed and particularly objective.

<u>Career Area</u>	<u>Female</u>	<u>Males</u>
Business/law	3	5
Creative arts	2	6
Social/humanistic	10	3
Science/tech	5	2
Other	0	1

As you can see in the table, representation is not balanced among careers or between sexes.

For the purpose of analysis, I factored out these biases.

BTW, of the 37 subjects, 78 per cent were college-educated white Europeans or Americans who self-selected into the study. I recently added 8 more French ENFPs from the Paris Type Association but they are not yet factored into the results.

Two Flavors

Overall, we can group ENFPs into two flavors or subtypes that I call Holistic (H) or Analytical (A). Which flavor depends on many factors, and no one factor is deterministic. The two bulleted lists below highlight significant differences between the two flavors.

Holistic ENFPs:

Strong whole-brain pattern, maybe the strongest among all types, suggesting strong creative and intuitive skills. Many brain regions get active easily regardless of the situation. This can show up as jumping from “A, B, C” input to “Q&Z” output without a clear single path between.

- Highly auditory, attentive to word use and voice tone, which impacts a wide variety of other skills such as ease with analogies and storytelling.
- A bit more reflective than other, analytical ENFP flavor. Before acting on new input, these ENFPs are more likely to ruminate.
- Are aware of both body language and voice tone when evaluating people, but rely more on voice tone than analytical ENFPs.
- More likely to be female and/or engaged in an artistic or humanistic (people helping) profession. More common among American ENFPs.

Analytical ENFPs:

- Whole-brain pattern is present but not as strong as Holistic ENFPs. It is more in the background. What they do have is a strong goal-focused brainstorming mode aided by induction, hypothesizing, and visualization.
- Possess goal-focused visual analytical skills, are adept at noting body language (even more than Holistic ENFPs), and appreciate aesthetics. This is helpful in careers like cinematography and data analysis.
- Relatively more adept at fact-based reasoning, hand-eye-spatial coordination, strategizing while juggling multiple variables at once, and working with machinery.
- Show one of several complex behavioral circuits. Typically, these circuits help them speak and move based on values in a conceptual way.
- More likely to be male and/or engaged in a scientific, technical, business or legal profession. More common among Asian Indian ENFPs.

What do these differences mean? At least for now, we can think of these two flavors like how we already think of differences within type, akin to MBTI® Step II.

What Else?

Age and culture are important too. For example, differences by sex and career tend to disappear in older (age 55+) individuals, while cultural biases, such as between French and British ENFPs, are distinct and impact most individuals of that culture.

You can find out more, and catch up on some brain basics, at the upcoming April BAPT Conference. Just look for the session, "Same Type: Different Brains".

References

<https://www.facebook.com/notes/dario-nardi/neuroscience-of-personality-resources/10155730683011216/>

ANNOUNCING

BAPT 'In Conversation...' Webinars

In our answer to the BBC Radio 4 programme, 'A Life Scientific', BAPT board member Richard Owen interviews experts, innovators and leading figures from the world of personality psychology. Hear stories, experiences, thoughts and opinions on current topics in Psychological Type - where is it now and where is it going?



Join us for this relaxed evening chat!

40 mins at 8pm UK time

3 Mar— Chartered Occupational Psychologist, coach, consultant, trainer and author **Angelina Bennet** discusses her life and work in this field and her thoughts on conflicts between people of different Psychological Types.

British Association for Psychological Type

Don't miss our 2020 Annual Conference!



Come and join us for 3 days of learning, discussion, and fun!

Highlights include:

- Keynote speeches by John Beebe and other Type experts
- Pre and Post Conference workshops
- A FREE Bonus session on Thursday morning
- Ample opportunity for networking
- New resources around Type

EARLY BIRD £435.00

Full rate £495

These rates include accommodation and meals!

2-4 April 2020

12.00 Thursday to 15.30 on Saturday

<http://www.bapt.org.uk/events/2020-conference>



Rail access from London, Birmingham, Manchester & more. All room en-suite, accessible rooms available. Gym, swimming pool, free Wi-Fi, free parking on site.