



Welcome to the BAPT 2021 CONFERENCE!

SUSAN NASH - PROGRAMME CHAIR

I am very excited to share with you information about the upcoming BAPT Virtual Conference on April 15-18, 2021 with the theme of **100 Years of Type** (as you know, it is 100 years since the printing of Jung's book *Psychological Type*).

We have been delighted with the volume of proposals as well as the quality of presenters from all around the world: the line-up looks rather like a Who's Who in the Type Community! As a result, we have made the decision to extend the Conference to four days (now **April 15-18th, 2021**), and to run two "virtual tracks" – a new technological project for us!

We know that this is a lot of content and yet, because of the ability to record and play back sessions, this offers a unique opportunity this year to record **ALL 32** sessions. These recordings will be included in the Conference price (£125 pounds for any Type Association member – approximately \$170). That works out at about 4 pounds per session – a great investment!

We are running seven "mini keynotes" when both tracks will be in one virtual workshop: see the list below.

Our plenary speakers are:

- **Richard Owen** will kick off the Conference looking at "**100 Years of Misunderstanding: Type and Academia**"
- **Eve Delunas** will present "**Pitfalls and Pathways to Spiritual Growth for the Four Temperaments**"
- The **BAPT Board** will facilitate a session on "**Taking Type Ethically into its Second Century**"
- **Roger Pearman** will present "**Ten Tactics for Type Development**"
- **Linda Berens** will present on "**The Transformational Power of Type for Today and Tomorrow**"
- **Angelina Bennet** will present on "**Do you Trust Me?**"
- **Rob Toomey** will conclude the Conference presenting on "**How BAPT can change the world**"

Angelina has written more about her presentation in an article in the Management and OD section (see p. 26), while the rest of the speakers have contributed stand-alone articles (see p. 15-20). Feel free to read these articles to understand more about what to look forward to!

The detailed programme and details of the presenters and their sessions follow (this information is also on our web site: www.bapt.org.uk). Content is really diverse and will cover theoretical subjects (such as paradigms of polarity, Schiller's work, etc.), a discussion of type instruments, other theories (such as E.Q., Saboteurs, etc.), multiple models (Temperament, Interaction Style, Cognitive Processes and Type Development) type application (such as Type and physical activity, preferences, facilitation principles, working with Techies, etc.) and many other approaches to Type in the year 2021.

Roger Pearman is also planning to run a **Pre-Conference workshop** introducing the **Pearman Personality Integrator** for £85 – more information will be up on the web site soon. Participants will take the assessment and be guided through the reports and application of this assessment tool.

Thursday April 15, 2021

Time	Track One	Track Two
1:00 – 2:00 pm	Richard Owen 100 Years of Misunderstanding: Type & Academia <i>All</i>	
2:30 – 3:30 pm	Mark Majors Type Development and Psychometrics Through the Years <i>All</i>	Cindy Paris The Four Principles of Facilitating Psychological Type <i>All</i>
4:00 – 5:00 pm	Mina Barimany Exploring Paradigms of Polarity in Type Theory <i>Advanced</i>	Jane Kise & Ann Holm Coaching Via Nature AND Nurture (Type Saboteurs) <i>All</i>
5:30 – 6:30 pm	Dario Nardi Overcoming One-sidedness <i>Intermediate and Advanced</i>	Laura Viriglio Leadership Development w/ EI & Personality Type <i>All</i>
7:00 – 8:00 pm	Eve Delunas Pitfalls and Pathways to Spiritual Growth for the Four Temperaments <i>All</i>	

All times are British Standard Time (BST)

Friday April 16, 2021

Time	Track One	Track Two
1:00 – 2:00 pm	Jerry Gilpin and BAPT Board Taking Type Ethically into its Second Century <i>All</i>	
2:30 – 3:30 pm	David Hodgson How is Happiness and Well-being Linked to Type <i>All</i>	Markey Read Tap your Superpowers to Launch and Grow your Business <i>All</i>
4:00 – 5:00 pm	Anne Bulstrode & Susan Geary The Evolution of Temperament <i>All</i>	Gerald Otis Physician Careers and the MBTI <i>Intermediate and Advanced</i>
5:30 – 6:30 pm	David Pool Schiller's Ideas on the Type Problem <i>All</i>	Cash Keahey Lifetime of Type Development: What Leader Biographies Reveal <i>Intermediate and Advanced</i>
7:00 – 8:00 pm	BAPT AGM	

All times are British Standard Time (BST)

Saturday April 17, 2021

Time	Track One	Track Two
1:00 – 2:00 pm	Roger Pearman Ten Tactics for Type Development <i>All</i>	
2:30 – 3:30 pm	Carol Linden Type with Techies: Being Effective with Technical Clients <i>Intermediate and Advanced</i>	Teresa Moon Be Careful What You Wish For: The MBTI on Social Media <i>All</i>
4:00 – 5:00 pm	John Hackston 100 Years of Type - and of Pandemics <i>Beginner</i>	Sterling Bates Easiest Tips to Avoiding 100 Years of Type Objections <i>Beginner and Intermediate</i>
5:30 – 6:30 pm	Catherine Stothart Defusing Conflict with Interaction Styles <i>All</i>	Maryanne Sutherland The World We Live In: Reality of the 2000s <i>All</i>
7:00 – 8:00 pm	Linda Berens The Transformational Power of Type for Today and Tomorrow <i>All</i>	
9:00 – 10:00 pm	Sue Blair Invoking the Inferior Function <i>Intermediate</i>	Terri Connellan What 100 Years of Type Can Teach Us as Writers <i>All</i>

All times are British Standard Time (BST)

Sunday April 18, 2021

Time	Track One	Track Two
1:00 – 2:00 pm	<p><i>Angelina Bennet</i></p> <p>Do You Trust Me?</p> <p><i>All</i></p>	
2:30 – 3:30 pm	<p><i>Vicky Jo Varner & Robin Wiley</i></p> <p>Process Work and Typology</p> <p><i>All</i></p>	<p>Julie Benesh</p> <p>Type Development and the Micro-memoir</p> <p><i>All</i></p>
4:00 – 5:00 pm	<p><i>Katherine Hirsh</i></p> <p>At Play Among the Opposites: Archetypal Energies</p> <p><i>Intermediate and Advanced</i></p>	<p>Jean Luc Dupont</p> <p>Small Type Difference, Big Relationship Impact</p> <p><i>Intermediate and Advanced</i></p>
5:30 – 6:30 pm	<p>Suzanne Brue</p> <p>Type and Physical Activity Preferences</p> <p><i>All</i></p>	<p>Laurie Lippin</p> <p>EQ and MBTI: Type is NOT destiny!</p> <p><i>Beginner and Intermediate</i></p>
7:00 – 8:00 pm	<p>Rob Toomey</p> <p>How BAPT can change the world</p> <p><i>All</i></p>	

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100 Years of Type
Annual BAPT Conference
15-18 April 2021
Online



Exploring Paradigms of Polarity in Type Theory - Mina Barimany

This session will begin with a presentation of empirical research on the various polarities embedded in Jung's theory followed by a critical inquiry of the research and discussion of results. Implications of the results on Type development will be highlighted.



Easiest Tips to Avoiding 100 Years of Type Objections - Sterling Bates

Common objections when people are introduced to type include comments like “Why can’t I be both?” or “Don’t put me in a box!” We will discuss how to deliver the key benefits of type to your clients before (or even without!) presenting the full four-letter type code.



Type Development and the Micro-memoir - Julie Benesh

Join us in reading and writing micro-memoirs that can facilitate personal transformation and type development. The facilitator has presented at four APTI conferences, worked with type since the 80s, and is a professor, OD practitioner, writer and creative writing teacher.



Do You Trust Me? - Angelina Bennet

The events of this past year have caused me to focus on the concept of Trust. How important is trust for individuals and for teams? How can we use Type to build trust? In this session the link between trust and performance will be explored in the context of recent changes in working practices.



The Transformational Power of Type for Today and Tomorrow - Linda Berens

Explore type's history and emerging future. Identify key practices and principles that will help type enthusiasts and practitioners use, teach, and apply type in ways that meet the needs of the emerging future. Find the transformational power of type in a chaotic world.



Invoking the Inferior Function - Sue Blair

Discover how to maximise the potential of your inferior function. What role does it play? What advice does it give? What questions should we ask? This session will reveal a new approach to this often much dismissed function.



Type and Physical Activity Preferences - Suzanne Brue

Does your type influence your exercise preferences? Research shows that individuals tend to enjoy and stay with exercise that aligns with their perceiving process. This session will describe the motivation, approach, environments, and interpersonal connections of each type.



The Evolution of Temperament - Anne Bulstrode & Susan Geary

Just as Type has evolved over the last 100 years so has Temperament. You will be taken on a journey through the evolution of Temperament looking at milestones along the way. Your journey will conclude by exploring the latest developments in Temperament and Wellness.





What 100 Years of Type Can Teach Us as Writers - Terri Connellan

As psychological type practitioners, we are also often writers. How can insights from 100 years of type help us grow as writers? Using frameworks from type, creativity and writing, we look at writing identity, strengths and growth opportunities to increase productivity.



Small Type Difference, Big Relationship Impact - Jean Luc Dupont

What happens when two persons have one letter difference in their type? Should the relationship be easy? Which mate is easier for an INFP? ENFP? ISFP? INTP? INFJ? Let's explore the different cases and find what richness / challenges each combination can bring!



Pitfalls and Pathways to Spiritual Growth for the Four Temperaments - Eve Delunas

Your temperament is one predictor of the kinds of tricks your ego may employ to derail you from a path of spiritual growth. Come learn about the various ego thought traps associated with each temperament and what you can do to avoid becoming ensnared by them.



100 Years of Type - and of Pandemics - John Hackston

2021 marks 100 years of type and just over 100 years since 'Spanish Flu'. We will use recent research into how type relates to reactions to COVID-19 to explore how the earlier pandemic influenced society and ideas around type, and how we can cope with the current pandemic.



At Play Among the Opposites: Archetypal Energies in Animus and Anima - Katherine Hirsh

Join me to engage in a reflective dialogue on how we can update Jung's archetypes of the persona, animus and the anima for our time and thereby harness their energy for our individual journey to wholeness.



How Are Happiness and Well-being Linked to Type? - David Hodgson

David will introduce seven key discoveries from the field of positive psychology. Break-out groups (divided by temperaments) will discuss the impact of type on these keys to happiness. Participants will be provided with a personal template for building happiness.



Lifetime of Type Development: What Leader Biographies Reveal - Cash Keahey

What is revealed about type development in the biographies of leaders--specifically certain U.S. Presidents? Is there a predictable order in which we come into greater awareness and use of the eight cognitive processes? If so, how does that inform my own type development?



Coaching Via Nature AND Nurture - Jane Kise & Ann Holm

Jung posed that our preferences for perception and judgment are innate. They're part of our nature. But we all know that people of each type show great diversity. Explore with us how Positive Intelligence, a "nurture" framework, enhances type-based coaching.



Type with Techies: Being Effective with Technical Clients - Carol Linden

In this session, you will learn: * the typical type spreads in different kinds of high-tech groups and how that affects working with them * how to engage them more fully and how not to turn them off * which teaching points from Type and Temperaments more apply to their typical issues.



EQ and MBTI: Type is NOT destiny! - Laurie Lippin

All types can be leaders but not all types have emotional Intelligence competency. Explore the connection between EQ and MBTI. STEPII facets are useful behavioural guideposts for coaching leaders to greater excellence. Useful personally as well as professionally.



Type Development and Psychometrics Through the Years - Mark Majors

Introduction; Early years of type assessment and conversations with: Harold Grant, Otto Kroger, & Mary McCully; The Indicator and its progression: Forms J, F & G and my personal work with Forms M, Q and Step III; Majors PTI and PTE development as a continuation of Jung.



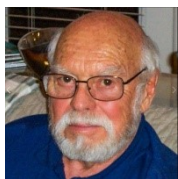
Be Careful What You Wish For: The MBTI on Social Media - Teresa Moon

This year I braved the shark-infested waters of social media – and survived! I found users are widely aware of their MBTI type, but are not using the knowledge in a way that Isabel could ever have imagined. Come and learn what I discovered, and discuss what it means for us.



Overcoming One-Sidedness - Dario Nardi

Jung's 'Psychological Types' focused on the problem of one-sidedness. We will explore his words of wisdom here, look at two brain-based type facets that reflect our developmental biases, learn a daily way to assess one-sidedness, and get pointers for regaining balance.



Physician Careers and the MBTI - Gerald Otis

This presentation offers an assortment of statistically significant findings relating Psychological Type (as measured by the MBTI) to various aspects of medical education, medical career choice and degree of satisfaction in different medical career niches.



100 Years of Misunderstanding: Type & Academia - Richard Owen

Richard explores some differences between type & trait views of personality, and how they contributed to widespread negativity from mainstream academic psychologists. We also consider whether misunderstandings by Jung & Myers-Briggs theory may have added to the confusion.



The Four Principles of Facilitating Psychological Type - Cindy Paris

This workshop identifies four principles from Jung's theory that can be easily incorporated into your introductory workshops - with a few nuanced tweaks and techniques - to help your clients grasp the true dynamic nature and power of Type system.



Ten Tactics for Type Development - Roger Pearman

Presentation of the ten tactics interspersed with small group chats on specific questions and tactics for illustrative personal stories. Data, examples, and small group chats will provide insights on the ten tactics.



Schiller's Ideas on the Type Problem - David Pool

Chapter II of Psychological Types lays a foundation for Jung's "critical psychology". This talk will facilitate an understanding of types by examining Schiller's ideas, which Jung credited as the first "to attempt a conscious differentiation of typical attitudes" in 1795.



Tap Your Superpowers to Launch & Grow in Business - Markey Read

Come learn how to connect the inherent talents of your type to the success of your business by looking at marketing messaging, the kinds and styles of services to include, and what to watch for as you launch, grow, and prosper as a solopreneur.



Defusing Conflict with Interaction Styles - Catherine Stothart

Interaction Styles is a wonderful tool for communicating in an emotionally intelligent way. We will explore the core drives and beliefs of each Style - how these can lead to conflict and how to manage your emotions and adapt your behaviour to build connections with others.



The World We Live In: Reality of the 2000's - Maryanne Sutherland

One hundred years of type is significant in itself but the generation we live in also dramatically affects and influences how each personality adapts or not to the world we are currently living in. Are certain types more adapted to the 200's than others???



How BAPT Can Change the World - Rob Toomey

An interactive discussion to discover ways we can make the link between the knowledge within the type community and the hundreds of millions of curious amateurs who learn about their type online.



Leadership Development with EI & Personality Type - Laura Virgilio

Explore how to incorporate personality type & emotional intelligence when developing leaders. Build a business case to use emotional intelligence in the workplace, see how these two tools can combine to paint a more vivid picture for yourself and others.



Process Work and Typology - Vicky Jo Varner & Robin Wiley

This experiential session will introduce you to ways in which Mindell's Process Work can be applied to typology.



"The privilege
of a lifetime
is to become
who you truly are."

-- Carl Jung

The British Association
for Psychological Type

Photo by Kay Rhodes



Current BAPT Director of Finance, Richard Owen, M.Sc. (INTJ) is an independent practitioner, delivering workshops and coaching in London, Brighton and online. He uses a depth typology approach to personal development; helping clients address challenges in relationships and life transitions through his Personality Parts™ model. Richard holds an M.Sc in Organisational Psychology, an Accredited Diploma in Transformational Coaching and is certified with MBTI® and a range of other Type and Trait assessments.

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BAPT VIRTUAL CONFERENCE 2021

KEYNOTE PRESENTATION

100 YEARS OF MISUNDERSTANDING: TYPE & ACADEMIA

RICHARD OWEN (INTJ)

It is a true honour to open this special BAPT 2021 Conference, celebrating the centenary of Carl Gustav Jung's book *Psychological Types* (first published in German as *Psychologische Typen* by Verlag Rascher & Co in 1921). It is very possible that without that momentous event BAPT would never have existed.

My own story with Type began somewhere around 2007, inspiring a career change and lasting passion for psychology, self-understanding and especially Jung's work. I enjoyed studying, through MBTI® Certification and wider Type literature, to an MSc in Organisational Psychology including a thesis on Big 5 trait facets. Next came certification in coaching and various other Type and trait assessments. However, along the way it became clear that not everyone shared my enthusiasm for Type.

Despite the fact that there were many decades of widespread popularity of MBTI® in the corporate world, and a wealth of research using it (second only to Big 5 research), there was reluctance amongst academics to take psychological type seriously or to research it further. Some were individually supportive of Type use in practice through their personal and work experience, however a growing 'generally accepted' anti-Type narrative within Journals and on social media had become well entrenched. Therefore positive voices generally stayed quiet to fit in and avoid conflict, unbalancing the discourse.

At worst the vocal minority of extreme Type detractors, often professional psychologists and other scientists, can be quite offensive towards anything Type related. Social media articles and posts sometimes descend into a kind of intellectual bullying, with Type (or more often specifically the MBTI®) becoming like the unpopular kid in the playground, with the mean kids bonding through collaborative persecution, and gaining kudos from kicking the victim while they're down. Crucially, many of the attacks are based on misrepresentations and misunderstandings of good Type theory and practice.

Whilst I enjoy genuinely constructive critical thinking, and am well aware that traditional Type theory and practice is imperfect in many ways, it often seems that there is a deeper level to the conflict I see out there. There is an elephant in the room, or unarticulated fundamental assumptions and viewpoints that underpin the attacks on the surface. So I have spent a lot of time trying to fully understand the academically favoured trait models of personality, and the roots of Type, to see how they might be reconciled.

The situation is complex; especially because Jung's original work was so difficult to understand. Furthermore there are 100 years of differing interpretations and expansions:

- C.G. Jung's original writings
- Post Jungians (Von-Franz, Hillman, Spoto, Beebe, etc)
- Official MBTI® theory and materials
- Academic research articles (mainstream journals and CAPT)
- Practitioner based publications (APT conferences and practitioner books)
- Socionics (Jungian typology's Russian offspring)
- #MBTI (Enthusiasts blogging on social media)

To really understand the claims of Type theory, one must navigate this diverse maze of material to see the assumptions, divergence and evolution along the way. There are differences in theory between these areas, between authors within each area, and even contradictions over time for individual authors (as we sometimes see with Jung himself). It is no wonder that critics get confused if there isn't even a unified narrative to draw from. At the Conference we shall look at some possible misunderstandings that have crept into our conception of Type over time.

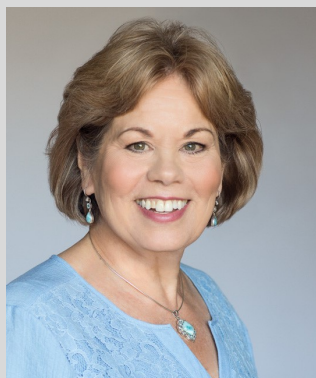
We haven't even touched on the history of the Big 5 and trait personality here, but it is equally as complex. In my Conference session we shall explore some of the fundamental ways which mainstream academia prefers to investigate and define personality, and why those perspectives come into tension with the underlying foundations of Type.

BAPT VIRTUAL CONFERENCE 2021

KEYNOTE PRESENTATION

PITFALLS AND PATHWAYS TO SPIRITUAL GROWTH FOR THE FOUR TEMPERAMENTS

EVE DELUNAS (ENFJ)



Eve Delunas, PhD, has been applying psychological type theory to catalyze positive changes in clinical and organizational settings for 40 years. She is recognized internationally for her work on the relationship between personality and dysfunctional behavior, as presented in her book, Survival Games Personalities Play. Eve first became interested in type and temperament as a student of David Keirse and Marilyn Bates, while pursuing her Masters degree in Counseling. She went on to work with David Keirse for 10 years. Eve's newest book, New Science, New Brain, New You, is a do-it-yourself guidebook for clearing subconscious limiting beliefs, igniting your goals, and moving out of the "survival mode." In addition to offering workshops internationally, Eve conducts virtual classes and individual sessions to identify and dissolve subconscious limiting beliefs, increase self-love, awaken intuition, and attract greater abundance of every kind. She can be found online at: evedelunas.com.

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As we enter the Age of Aquarius, our human family is going through a time of accelerated spiritual evolution. More and more of us are consciously choosing to disconnect from our ego selves—the “little me” within each of us that is all about judgment, comparison, separation, and fear—and align instead with the light, love, and infinite potential of our true selves, our divine Essence.

This is easier said than done. We are naturally programmed to have our egos “run the show,” and there is good reason for that. After all, our egos specialize in keeping us physically and emotionally safe. And they excel at doing so through the use of carefully curated “fear tactics” and other forms of distraction and self-deception.

The problem is that the ego’s strategies for keeping us from experiencing failure, embarrassment, injury, humiliation, loss, uncertainty, abandonment, or heartbreak, end up creating greater suffering in the long run.

What’s more, they wall us off from the very part of us that can bring us the joy, love, peace, wisdom, and wellbeing we are seeking—our spiritual Essence.

The more our egos are “running the show,” the greater the likelihood we will end up feeling stuck, miserable, hopeless, and unfulfilled in our lives.

So, what does this have to do with the four temperaments?

Your temperament is one predictor of the kinds of tricks your ego may use to attempt to maintain control and dissuade you from opening to the wonderment, beauty, and expansion that is your true nature.

For example, Janelle, a “Get Things Going Stabilizer (ESFJ),” is miserable in her excellent-paying job as a data clerk for a shipping company. All day she sits alone in a cubicle at her computer and tabulates critical information for her organization. Recently, she was offered a job at Google working in human resources. Although the pay is slightly less than that of her current job, she would be utilizing her Bachelor’s Degree in HR, and coordinating the screening of new applicants with various departments throughout the company.

Although every cell in Janelle’s body is exploding with excitement over the possibility that she could be doing something that would be fulfilling, challenging, growth enhancing, and the opportunity of a lifetime, her ego sees this potential change as a threat to the status quo. And so, while Janelle’s inner guidance is urging her to move in the direction of her heart’s longing, her ego begins to work overtime to convince her to remain at her present job.

Hence, Janelle finds herself repeatedly entertaining thoughts that changing jobs is far too big a risk to take with no guarantees that it will work out. She is flooded with memories of all of the times in the past when things did not go the way she would have hoped. She begins to envision “worse case scenarios,” in which she loses the new job, and ends up homeless. She recalls her mother often telling her “You are always trying to be too big for your breeches.” And Janelle concludes that she is better off staying where she is and declines the job offer.

Like Janelle, each of us is likely to encounter internal roadblocks capable of derailing us from our path of personal and spiritual growth. And each temperament is more vulnerable to certain of the ego’s mind tricks than others.

Once you are aware of the mental thought traps most often associated with your temperament, you can avoid getting ensnared by them by strengthening your connection to the courage, clarity, inspiration, wisdom, and higher guidance of your spiritual Essence.

In this program, we will address the following:

- What it means to align with your spiritual Essence and how it can be helpful;
- How to discern the voice of your inner guidance from that of your ego;
- Which ego mind tricks are most likely to derail someone with your temperament preferences from a path of spiritual growth; and,
- How someone with your temperament preference can enhance your capacity to align with and express the highest and best within you.



Jerry Gilpin (INTJ) is a coach, coaching supervisor and facilitator who has been using Type as a core part of his work since he set up his coaching business in 2007. He has a background in education and the Church of England, and works with individuals and groups in education and the Third Sector as well as with a range of small, medium and large businesses. His interests include literature and music, and the work of neuroscientist and philosopher Iain McGilchrist, which he finds grounds and contextualises type as a model. He took on the role of BAPT Board Secretary following the AGM in 2020.

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BAPT VIRTUAL CONFERENCE 2021

KEYNOTE PRESENTATION

100 YEARS OF TYPE: TAKING TYPE ETHICALLY INTO ITS SECOND CENTURY

JERRY GILPIN (INTJ)

Secretary on behalf of the BAPT Board

This year we've all been forced to take a step or two back from what we used to think of as 'normal'; lots of my friends and clients have told me that there has been a bit more time to reflect and to read, and that mirrors my own experience. As part of this reflection, it's been a privilege to be able to spend time with my fellow BAPT Board members taking a step back to look at a strategy for the organisation; both for where we might want to get and to how we want to get there. We've had specific strategy-focussed conversations every couple of months since the AGM in April.

The first thing we tried to clarify was: what sort of organisation are we, and what do we want to be known for? Quite quickly we came up with four words: we wanted BAPT to be **accessible**, **inclusive**, **sustainable** and **ethical**. **Accessible** is all about being the sort of organisation that people can feel comfortable interacting with; making type and the great resources that we have available. It's closely related to us being **inclusive** – not only inclusive of the great diversity in our society (race, gender, orientation and so on) but also inclusive of people at different stages on their 'type journey'. And BAPT needs to be **sustainable** as well – not only trying to do things in a way that doesn't harm the planet, but also making sure that BAPT can be around for long enough to take care of the type community into the future; so we need to pay attention to things like income and succession planning.

Most of all, the key thing we felt should mark BAPT out was a commitment to an **ethical** approach to type; to using type well; to modelling best practice and encouraging us all to use type in this way. After all, we all know the liberating power that the model has; but we have probably all heard stories of it being used poorly to limit and stereotype, and this damages individuals and as a result, it damages the model as well and its credibility.

So a key piece of work for us this year has been to create an ethical statement of best practice, which we offer in outline here in advance of the Conference.

BAPT Ethical Statement

BAPT offers the following principles for professional type practice:

Focus on the **Person**

- The individual determines their best fit type
- All type preference combinations are equally valuable
- The individual exists in a broad context

Use the Language of **Preference**

- Preferences and whole type are dynamic, not static and definitional
- Preferences are not skills or competencies
- Preferences are not predictive of behavioural traits

Put Type into **Practice**

- In your own behaviour, choice of language and use of examples
- In standing for ethical use of type
- In modelling the use of type as a tool in the larger endeavour of human development

The Conference Session

In a shared and collaborative session together at the Conference, we shall offer a bit more detail on the points above and, as a Board, we are sure you will want to share your views on this and to make this statement come alive with examples, applications and implications. After all, all of us, as members of BAPT, can contribute to enabling type to be better used and understood. A hundred years on from Jung's seminal work, it's BAPT and our fellow organisations around the globe who can take this precious resource into the future. So join us as a type community in April, and take your part in the conversation.



Roger Pearman is a Talent Development Consultant and Coach, who started his career as Director of a University Learning Center, worked as CHRO in a Financial Services company, then started various companies, including qualifying.org, the first blended learning company for MBTI® and other assessment certifications. He is a Past President of APT International (APTi), is a Myers Research Award and Life Time Contribution Award recipient and also a Professional Contribution Award from the Wake Forest University Graduate School. Currently he is the Managing Partner for TeamTelligent, LLC. He is the Senior author for: *I'm Not Crazy, I'm Just Not You*; *YOU: Being More Effective in Your MBTI Type*; *The People Skills Handbook: Action Tips for Improving Your Emotional Intelligence* and author of *HardWired Leadership, Enhancing Leadership Effectiveness through Psychological Type, Introduction to Type and Emotional Intelligence* and *Personality for Dummies*. *iPad Applications: TEAMOSITY, Careerfitosity, RELATE! all integrate type into learning tips.*

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BAPT VIRTUAL CONFERENCE 2021

KEYNOTE PRESENTATION

TEN TACTICS FOR TYPE DEVELOPMENT

ROGER PEARMAN (INFP)

Even though we know a great deal about individual growth and change, the desired outcome is as Myers' suggested 50 years ago: "to make our perceptions clearer and judgments more sound." Myers had in mind that we needed to be clear about our own type pattern and understand the full scope of mental functions available to us. If you relied on Introverted Intuition (for example), you would benefit from knowing about the other three perceptual lenses (such as Introverted Sensing, Extraverted Intuiting and Extraverted Sensing). If you consistently utilized Extraverted Thinking (as another example), then your decision making would be enriched by taking into account the other three strategies (such as Extraverted Feeling, Introverted Thinking and Introverted Feeling). Of course, this is much easier said than actualized in everyday life.

When we think about all of the evidence on how the brain works and what is required for shifting perspectives and behaviors, we know that the result is enhanced clarity and focus. From Jung to Kegan, these tremendous thinkers have pointed out that there are multiple strategies and tactics that we can employ to enhance our development. In my work over the years, I've found the following actions make the biggest difference:

- Intentional learning with goals in mind
- Experiential engagement
- Churning, which requires skill, effort, and focus
- Active Imagination
- Playing—getting in the zone of fun and creativity

- Brain rules—using them to personal advantage in development
- Utilizing competing commitments
- Idea adventures
- Using lessons of experience
- Feedback for feedforward information

There are specific techniques for each of these and there are obstacles for each of these that vary by type. And of course, if we know the challenge ahead of time, we are better able to reduce the effect this might have on what we are trying to do.

If it was as simple as saying, "I want to develop my Thinking functions more deeply," then we would do it. But it is more complicated than having a targeted goal. Firstly, we need to understand and explore the function in detail—in other words, we have to make sense of what it means beyond the label and a few descriptive words. Secondly, identifying exemplars and experts who exhibit the use of the function we most deeply want to understand deepens our understanding. Thirdly, creating and implementing little experiments for the use of the function provides a basis of experiencing the full power of the function. Finally, we have to give ourselves a challenge requiring a pronounced use of the function so we can begin to integrate the nature of the function in our approach to daily life.

Jung pointed out many times that we need to learn to consciously use all of our mental functions or our one-sidedness would create a great many problems for us individually and collectively. And if not addressed, then our one-sidedness would get in the way to clearer perceptions and sounder judgments.



Linda V. Berens, Ph.D. is recognized internationally for her Multiple Model and developmental approach to type—integrating the works of Jung, Beebe, Keirsey, and her own model of Interaction Styles to help individuals own their strengths and transcend their limitations. She has been a thought leader in the type community since the 1970s and remains on the leading edge of addressing the complexity of understanding individual differences in the InterStrength™ Certification programs and written materials. Type enthusiasts and practitioners alike look to her skill and expertise to clarify their own best fit types and learn to facilitate the transformative approach that enables us to better navigate this complex world.

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BAPT VIRTUAL CONFERENCE 2021

KEYNOTE PRESENTATION

THE TRANSFORMATIONAL POWER OF TYPE FOR TODAY AND TOMORROW

LINDA V. BERENS, Ph.D. (INTP)

I am really looking forward to connecting with type practitioners and type enthusiasts at the BAPT 2021 Conference where we can celebrate *100 Years of Type*. I do want to point out that type is over 25 centuries old, as its roots go back much farther than Jung's work. If you are interested in the foundations of type as we know it today, you can read my whitepaper, [The Leading Edge of Psychological Type](https://uploads.strikinglycdn.com/files/71b0a471-6af5-4b31-afe4-fddc7bcb38e6/Copy%20of%20Leading%20Edge%20of%20Psych.%20Type%20CORE.9.13.pdf). [https://uploads.strikinglycdn.com/files/71b0a471-6af5-4b31-afe4-fddc7bcb38e6/Copy%20of%20Leading%20Edge%20of%20Psych.%20Type%20CORE.9.13.pdf]

I have been in the type world since 1975 when David Keirsey introduced his students to his Temperament theory and how that relates to dysfunctional behavior as well as functional behavior. Doing my dissertation under his guidance (and critiquing!), I had to read many books from the 1920s. Jung was one of many great thinkers in the 1920s who described different typologies. I'm really not a history fan, but the history of the development of type was fascinating to me as I saw how so many of the type theories fit together and how some just didn't.

David told me he didn't create temperament theory, he just 'fit' it all together. It is easy to see how introverted Thinking was at work in his contributions. And with my INTP preferences I've continued to see what fits and what doesn't fit as I've developed other ways of looking at the 16 personality type patterns using a multiple lens approach to understanding each of the types.

Isabel Myers sparked the 'type movement' and made Jung's work more accessible. That she was a lay person who worked diligently to create a self-report psychological instrument was groundbreaking. This break from traditional psychology and psychiatry continued when David Keirsey self-published *Please Understand Me* and linked his Temperament Theory to the 4-letter type code. Both of these groundbreaking events have some similarities. They:

- Ignited separate, yet integrated movements
- Put previously professionally controlled information in the hands of lay people

- Made complex information simple enough to be applicable and useful
- Had the power to transform lives and heal individuals and relationships

This start of the type movement seems similar to where it is today when many self-taught, non-credentialed individuals are creating more and more content online. 100 years later type awareness is still of high value.

About 18 years ago, I was going through a challenging time with my business and a friend asked me, "What does evolution want from you?" I didn't really understand what he meant, but it has been a good question and has led me to a clearer sense of my purpose on the planet. I'm not as interested in the historic events as much as I'm interested in exploring the evolutionary purpose of a movement like the personality type movement and what changes it may have been serving.

- What evolutionary purpose has type served over these years?
- What did type information help people do in the beginning?
- How have the theories and uses of type changed as the times have changed?
- Are they what we need now?
- What do we need going forward in this increasingly polarized world?

We've come a long way since the Myers-Briggs Type Indicator® enabled people to have a language to talk about their individual differences. Today's world is increasingly complex and some of the habitual ways of talking about type may need to change.

I hope you join me at the Conference to explore these questions and identify some key practices and principles that will help us—as type enthusiasts and as type practitioners—use, teach, and apply type in ways that meet the needs of the emerging future. How can we move from polarization to honoring diversity to unity and inclusion? I believe type can help us if we recognize the rich complexity of being human and balance the challenge of being me and still being a part of the larger 'we'.