

awareness and skills in leadership, communication, team working, stress, etc.

Elizabeth has practised in the Zen Buddhist tradition for over 20 years and this together with Jung has been the basis for her own spiritual life and journey of discovery. She is



now in a period of exploration, looking at the common ground underlying all the great faiths. This involves reading and attending workshops on aspects of Christianity, Islam and Hinduism as well as Jung. She is also participating in a monthly workshop on Jungian analysis of fairytales - Cinderella as we never knew her!

Her spiritual community is Othona, a lay Christian community of a very open sort in Dorset. They run a visitor/holiday retreat centre and form a kind of laboratory of the spirit and community. As Chair of the executive she supports the core community, runs occasional workshops for visitors and is consultant to their internship scheme. They have been exploring MBTI, Jungian Archetypes and aspects of spirituality. She says this has transformed her view of the nature of religions and what different types mean by spirituality. Last year they looked at Spiritual Choices, including what kinds of practices and resources help bring meaning - quite different things for different types. This year her theme is 'Deepening your spiritual life'.

Elizabeth is interested in finding ways of sharing experiences, ideas and resources and invites members interested in the application of type

to Religion and Spirituality to contact her.

email: esayers@globalnet.co.uk
Tel: 01753 854869

Marion Syms has also agreed just recently to co-ordinate 'Education' and her 'pen portrait' will appear in the June issue. We still need members to take on the role of Co-ordinator for the following interest areas:

*Careers & Occupations
Counselling & Psychotherapy
Management & Organisational Development
Multicultural & International Issues
Research & Theory*

This need not be too arduous since we are only looking for one or two articles a year from each group. It is impossible, however, for me as Editor to be responsible for all areas so if you want to see pieces covering your particular interests we need to find some way of bringing this about. Please feel free to contact me informally to discuss what would be involved (without any commitment) – I would be happy to hear from you – Ed.

email: gill.clack@kcl.ac.uk
Tel: 020 7274 3809



THE ANNUAL BAPT CONFERENCE 2001

By Nancy Silcox (ENTJ)
Delegate

Friday evening after settling into our rooms (en-suite with hairdryer, trouser press, telephone, TV and internet point), we collected our name tags and stopped in the bar for a drink before dinner.



The evening offered the opportunity to view a video of Mary McCaulley and others talking with Isabel Myers. The video was filmed in the 1970s and included some well-known and established Type concepts, as well as some in their fledgling stages that have been developed and refined in the intervening years. It was interesting to see Isabel in live action and hear how her mind worked, rather than

Mary McCaulley, President of CAPT, with Isabel Myers
(Photo from CAPT Archives)

just reading her writings. In some of her photos she looks stern and serious, but on video, she comes across as motherly, quick, and with a lively sense of humour. The video, being three hours long, was in two parts. Friday night dwelt mainly on the origin and development of the Indicator. Several things were brought out and confirmed for me that night. It is very tempting for people to develop and come up with their own questionnaires without realizing how much research is necessary for proper validation. I will take away and use several quotes from the video, including "Type characterizes what you have not what you lack!", "Use 'J' on yourself and 'P' on others" and the importance of developing your non-preferences by using them purposefully in order to benefit from the whole 4-step process of 'S' for information, 'N' for possible action, 'T' for project/consequences and 'F' for value of each. Another point that will be useful as a practitioner helping people verify type - ask which function is *hardest* for them!

The second part of the video was shown Saturday night and concentrated on education and communication. Selected points that struck me include:

- On using Type with children it is important to recognize it is what you offer not what you do to or with any child that is helpful, and that they need stretching and modelling.
- On using Type in relation to marriage, you are least likely to marry a person with four opposite preferences, and least likely to marry someone with four the same.
- On using Type in careers, using your non-preference may be good for your character but hard on the nerves. Isabel speculated whether people drawn to any occupation really were better at it than other types who may add something to the field. This also comes into the research being done by Gill Clack, which she presented to

us earlier in the day. Even though the video was long and a bit dated, I feel it was helpful to me as a practitioner, adding a supporting layer of depth and background to continue building upon.

On Saturday morning, the Revd Professor Anthony Kemp, one of the pioneers in the use of the MBTI in the UK in the early 1970s, shared with us some of his research into the



nature of musicianship. Besides the MBTI, Professor Kemp used Cattell's 16PF and HSPQ. Musical ability tests measure knowledge and doing not response, which means ability and motivation are not as important as temperament in virtuosity. He feels the principal features of the musician's personality include Introversion, Independence, Sensitivity, Anxiety and Gender Role Adaptability among both performers and composers. He touched on teaching methods and the difference in string and brass players as well as singers. It is interesting to note that musicians are predominantly INFP, moving to J among professional composers. If this is your field of

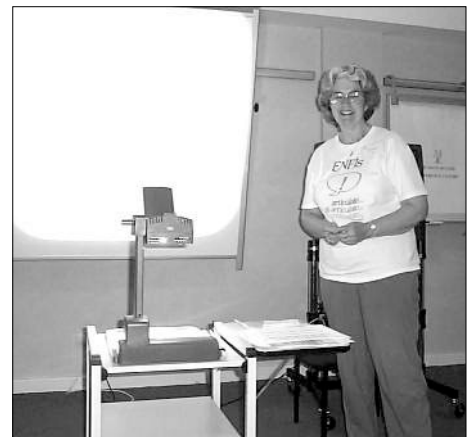


interest you may enjoy reading his book "*The Musical Temperament: Psychology & Personality of Musicians*" (Oxford University Press, 2000).

At the end of his presentation we had a bit of fun when he played five pieces of music and invited us to choose which one we liked best. He then related this to Cattell's classifications and I was relieved to find myself a Stable Extrovert!

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After the Type-talking tea break, Gill Clack, a Research Fellow in the School of Education, Kings College, University of London, presented some of her research on Type in the medical profession. Isabel Myers writes that the function combinations are critical when looking at Type and careers. Hammer reports that those dissatisfied in their careers tend to



be opposite from the modal type in the occupation. So Gill has been doing a Ph.D. researching the Type differences of those drawn to medicine, Type differences between different specialists, e.g. GPs, surgeons, etc. and the relationship of Type to job satisfaction in the medical profession. We participated in an exercise speculating which aspects of medicine attracts and keeps which Types. So far in her

research there are some surprises in a changing world - the statistics are changing too! We look forward to seeing her research completed and in print in the future.

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After lunch (more 'Type-talking') the medical theme carried on with Judy Allen talking about communication between patients and healthcare professionals.



Having recently published, with the late Susan Brock, their book *"Healthcare communication using personality type: patients are different!"* (Routledge Press, 2000), Judy intro-duced us to a training programme called "Flex Care" that she and Susan had developed as a two day course for health care professionals to help them speed read their patients



possible Type by recognising type-related behaviour cues and then adjusting or 'flex-ing' their own style to



care for patients better. We all participated in an exercise to increase our awareness of behavioural cues that led to the identification of Type. Although we all naturally 'flex', as Isabel Myers said in the video, "we develop our non-preference by using it purposefully", and this is an excellent example of a useful application of Type.

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The afternoon concluded with the BAPT Annual General Meeting, the minutes of which will be circulated with the papers for the next AGM. Members have already received the Annual Report with the President's Xmas letter.

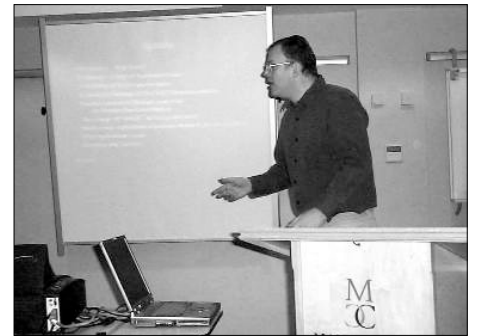
Dinner and the second half of the video preceded a lively session in the bar, talking more Type, from policy and posture, to pets and politics!

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The last session—all of Sunday morning, was devoted to Steve Myers' Interactive Workshop,



showing how the MTR-i Team Roles Instrument works alongside the MBTI. We all enjoyed being "smarties" with the smarties exercises that Steve uses to identify the contribution each Type makes to a team, and reflects an individual's work 'persona'. We each took the MTR-i instrument and looked at the feedback process. Steve Myers developed the MTR-i from research involving over 20,000 people, on the Internet and in



person. Sources of stress and conflict emerge when you see the eight team roles interacting. Are you a Sculptor, Curator, Coach, Crusader, Scientist, Conductor, Innovator or Explorer?

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Our last opportunity to talk Type over lunch sadly came to an end and we parted, having made new friends, encountered new ideas and concepts, and added new information and skills to our professional use of Type.

CONFERENCE REFLECTIONS

By Alan Hodgson (INFP)
Conference Organiser

The 2001 Conference marked a low and a high point for BAPT: low in attendance, high in quality of contributions. In a relaxed and relatively intimate atmosphere, participants had the opportunity to learn about a diverse range of Type applications whilst appreciating some ever-present tensions within the Type world.

The tension around who we 'are' and what we do underlay two pieces: Judy Allen on applying Type to communication between medics and their patients; Steve Myers on his Type-based taxonomy of team roles. Judy leaned toward a pragmatic 'try another [Type] stroke' to helping professionals adapt their behaviour towards patients with differing preferences. Steve, on the other hand, was more inclined to focus on the differences people experience between their role demands and their preferences as an opportunity for learning.

These different emphases arise from their focus. Judy's is to help medical professionals appreciate through Type, how they might fail to understand, or be understood by, their patients. She has developed, with the late Susan Brock, ways to recognise Type-related behavioural cues. She encourages medical practitioners to apply this insight, especially where they run into a blockage. Cautioning against 'teaching practitioners to type patients', she invites them to try specific adjustments to their behaviour, 'flexing' to unblock the communication.

Steve's mission is twofold: to provide a Type-compatible alternative to +++++-Belbin's team role taxonomy, and to use his profound understanding of Type to help people deal with role/preference discrepancies. His MTR-i questionnaire allocates people to team roles based on the eight function-combinations. He views his identification of the 'crusader' role [IFP] as a distinct addition to existing models: 'crusaders' are the people who

take the lead in establishing what is important. Using the MTR-i to identify the specific roles people perform, and the MBTI to identify their preferences, provides a way of separating 'what I do at work' from 'who I really am', and working on the fit or lack of it.

A synthesis of their approaches may be appreciated with the help of a couple of quotations together with a basic observation. Judy: "The question is 'how can I adjust with one 'flex' [behaviour change]?', not 'how can I have a personality transplant?'" Steve: "It is very different consciously to choose to use a non-preferred function as opposed to submitting to the demand of the situation calling it forth". The basic observation, or truism, is that Type is as Type takes. With Type we are not dealing with a fixed world of scientific 'isness', but a constantly evolving pattern of understanding informed, of course, by our diverse preferences. Judy (ENTP) and Steve (INFP) both delivered useful and distinctive contributions to the application of Type.

The pitfalls of conventional science were set out with candour by Gill Clack. Karl Popper averred that science progresses by disconfirmation of theories. Institutionalised science does not, however, award brownie points for 'failed' hypotheses. Besides which, it's demoralising to find that your data doesn't support your ideas. Testing a hypothesis of Type based person/job fit amongst medics, she failed to find any predicted correlates with satisfaction in a 300+ sample. Fortitude and wise supervision - this was a Ph.D - led her to mine her data to reveal some fascinating differences: men are more satisfied with their jobs in the medical profession than women and Ts are more satisfied than Fs. She went on to set out a range of specialism differences. For example, surgeons had met their expectations most fully and the diagnostic and support staff the least. Gill's thorough work was a revealing insight into how an investigation focused on individual differences provokes as many questions about the biases and politics of a profession as it does about personal suitability.

On a completely different note [pun intended], the Conference was privileged to hear from Tony Kemp about his lifelong interest in personality and musicianship. He evinced a passionate commitment to discerning the real nature of musicianship as well as an engaging rage at attempts to confine this talent to a narrow construct of 'ability'. Finding that a lot of high scores in 'musical ability tests' can't do music he formulated a threefold framework for understanding musicianship: ability, motivation and personality. In the 1970s Tony had turned to Mary McCaulley for help in his quest. However, he faced academic derision from his supervisor for proposing to use the MBTI in his research. He reported some of his findings with the more respectable 16PF, as well as his data with the MBTI (he stuck with it) which showed over 75% had INF preference in his sample of musicians. He had refined this 'introversion of the musician' to the construct of the 'bold introvert'; a special kind of self-sufficient, almost aloof introversion. Concluding a condensed tour of his studies, Tony played us five musical pieces and asked us to characterise them in terms of introversion or extraversion and stable or unstable. There was an exception: 'psychotic' - that was *Motorhead*.

As well as these contributions, Conference attendees had the opportunity to view the only British video copy of '*Conversations with Isabel Myers*' in the evenings. This was well received but some felt the Saturday evening slot was poorly timetabled: it clashed with more sociable pursuits. The BAPT Committee is looking into the possibility of making more copies of this video available for distribution in Britain.

The venue, the UMIST Conference Centre, met with general approval with some reservations about late night noise and the remoteness of Manchester from the South of England. Overall, it is probably worth trying again, particularly if we were to consider alternating northerly and southerly venues.