

BAPT CONFERENCE 2002

REPORT
by
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The Manor House Hotel in the historic town of Leamington Spa was the venue for this year's BAPT Conference, 10-12 May 2002. Around 50 delegates met after dinner Friday, for an informal beginning to the weekend. After a welcome from BAPT President, David Stilwell, we broke into groups to discuss "*What Colour is BAPT?*" Animated discussion and much laughter set the tone for the following sessions. Later, some conversations continued in the bar, while others retired to their rooms. The Hotel was vintage, but comfortable, with a limited, but adequate menu. The staff were friendly and the food delicious. The meeting room was well equipped and bright, but a touch small for our higher numbers this year.

I brought a selection of Type books from my personal library for people to browse, and put up posters of the 16 Mothering Types, that I use from the M.O.M.S. Handbook. People were appreciative of the opportunity to look through the books to get an idea of content which can be helpful in deciding if it would be of value to them before spending money on a book they might not use.

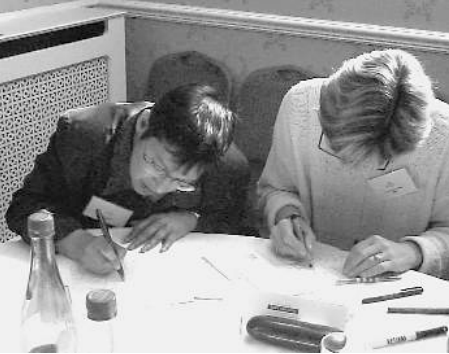
Saturday morning we had the privilege of hearing from Carol Pearson, our guest speaker from the U.S.A. Carol is the



Carol Pearson

President of the Center for Archetypal Studies and Applications (CASA), the Director for the Georgetown University Certification in Transformational Leadership, and a senior scholar at the James MacGregor Burns Academy of Leadership at the University of Maryland.

Carol began by explaining Archetypes, which she sees as invisible patterns of the human psyche that help us learn and use a gift. They are the themes that shape our lives, where each theme is named for its central character or archetype, and that



Renee completing the questionnaire



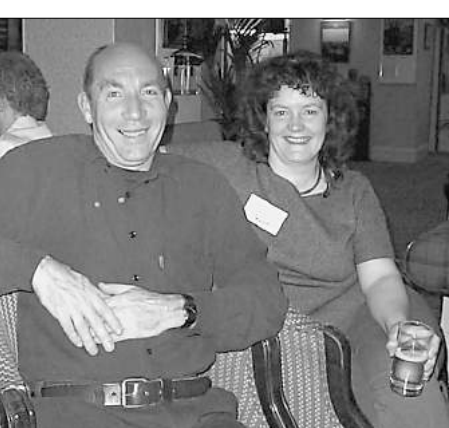
Delegates concentrate on their task



David, Nick and Keron talking type



Veda's table at dinner



Johan and Marissa in the bar

character's way of interpreting events and acting on the world. Her 12 Archetypes have their roots in Jung's work and are loosely related to Psychological Type in that Type affects the expression of Archetypes. In analogy, Type could be the hardware and Archetype, the software, of which we have our favourite programs. She likened the psyche to a whole circle, with the top portion representing our conscious persona or ego (4 letter Type), and the bottom portion the unconscious. The Archetypes reside in the unconscious, where we access and bring them into the conscious as we need and use them.

We all took the Pearson-Marr Archetype Indicator (PMAI) instrument to identify the Archetypes currently active in our lives. We looked at where they are expressed and whether their presence is empowering or limiting. The twelve Archetypes each have distinct patterns of interests, values, motivations and ways of making meaning of the world. Carol took us quickly through each archetype to fit enough material into the day to help us understand and benefit from an understanding of each role or model. The Archetypes fit into three areas:

1. Preparation: Innocent, Orphan, Warrior & Caregiver.
2. Change: Seeker, Destroyer, Lover & Creator.
3. Restabilization: Ruler, Magician, Sage & Jester.

Whatever is happening in our lives, we play out a role or part in the story. (Shakespeare said, "*All the world's a stage, and every man a player.*") Each Archetype has strengths that can be developed and used, but also a shadow side that can lead to annoying and destructive behaviour. Recognizing the Archetypes in our "story" can give us the power to change and direct our thinking and behaviour. For example, the Warrior Archetype can inspire to accomplish, defend and protect from harm, but when immature or overused (in the grip), can lead to arrogance and ruthless manipulation.

An excerpt from the movie, "*Don Juan de Marco*" illustrated how strong motivation can spring from using your Archetypes. Carol is using this interest, values and motivational understanding to help companies focus their vision, image and marketing. One of the helpful tips she offers is the "*Rule of 6*" - explore six Archetypal stories about a situation before you make a decision.

In this article I have reported as it was presented, but on a personal note, I was *extremely* disappointed not to hear Gordon Lawrence. I highly value his books and wisdom, and was looking forward eagerly to meeting and hearing him in person. Unfortunately, his health did not permit his coming and he was replaced, at the last minute, by Carol Pearson. Although I enjoyed Carol's presentation, I do not care for the Archetype system and will not use it. I find it is not consistent with my spiritual framework, and I feel it can be a dangerous escape from reality. I know I am in a minority here, and people may call me narrow-minded, but I prefer to stick to Psychological Type as Isabel Myers used it. For those of you who were not at the Conference, you will have to make up your own minds. Carol is the author of "*The Hero Within*" and a number of other books and materials. You can learn more at her web site: www.herowithin.com

Saturday afternoon after the tea break the majority of the delegates reconvened for the A.G.M. This ran very smoothly this year and reflected the excellent skills of the present Committee. *Typeface* has introduced us to each of these with a photo and bio in the March issue. The minutes of the A.G.M. will be circulated to BAPT members separately. Animated discussion and good-hearted humour accentuated a lively meeting before we moved on to debrief our previous discussion Friday night on the "*Colour of BAPT*." The favourites seemed to be green, the colour of growth, and warm yellow for energy. I look forward to seeing BAPT spring to a new colourful life - which colour will it be?

Saturday evening was free and most made their way to the bar. Type people are such fun! Dinner as per all meals, coffee breaks and free time for most of us held unlimited, uncurtailed "Type Talk" galore without the fear of intimidating or boring others! That is half the fun of the BAPT

Conference - to immerse yourself totally in Type for two days! You inevitably come away with revised theories, new ways of looking at things, deeper understanding, fresh applications and challenging new ideas to explore. If you missed this year's Conference be sure to put next year's date, i.e. 9-11 May, 2003, in your diary NOW!

Sunday morning, our own Betsy Kendall, Deputy Chairman and Executive Director for Europe of OPP (Oxford Psychologist Press) entertained and enlightened us with her interesting and thought-provoking presentation on *"Type Across Cultures"*. We explored the central proposition that *"Type is UNIVERSAL and cultural forces affect the behavioural expression of Type."* We turned our minds to such questions as *"Do different Type distributions cause culture, or vice versa?"*, *"Is Type of value in different cultures?"* and *"Is a self-report questionnaire the best way to access Type in all cultures?"*

Betsy's excellent powerpoint presentation included humourous cartoons to illustrate cultural Type dilemmas. Type does appear to be a universal part of our humanness but looks very different in different countries. She cited a Fin, for example, who had stated that an 'E' looks at *your* shoes rather than their own! The feel of the energy is different in predominantly 'I' cultures. Culture affects how we are "allowed" to express our Type. One dramatic area that affects Type is a culture's view of TIME, whether sequential as in the US, UK & Germany, or synchronic as in Italy, Eire & Japan. A 'J' in a synchronic culture looks very different! Religion also has a profound affect on Type expression. Christianity is slanted towards 'F' for example, but even more profound is predestination, which implies there is not much point in thinking about the future because what will be will be!

In using Type in other cultures, then, we need to be aware of the way Type works in other countries, we need to be sensitive to their customs and taboos, we need to, above all, realize the responsibility we bear in ethical use of Type and to be aware of the consequences of our methods and teaching. There are 8 different language versions of Step I MBTI®. An 'E' working in a second language can feel and behave 'I', and someone taking the MBTI® in English as a second language and then in their native language can come out different types. If we think of the years of careful research Isabel Myers took to refine the items and wording of the US version of the MBTI®, we will realize how careful we need to be with both other language translations and other culture English versions. Words such as 'hearty' and 'certainty' carry good/bad connotations in different cultures, and ALL Types describe themselves as considerate and reasonable.

It is a fascinating topic and stretches our competence to apply ourselves to considering the many aspects of being *"Differently Similar"*. Many thanks to Betsy Kendall for a stimulating morning.

After the coffee break, Judy Allen, who presented on "Flex-Care" last year, joined Carol & Betsy on the panel of experts for a question and answer session to finish off the Conference. Alan Hodgson marshalled the groups to run the session smoothly in an organized and fair manner. Each table, after a short discussion period was able to pose two issues or questions for the panel. Some of the questions included ways of dealing with scepticism (seeing type in action—the exercises—prove it/convince people); Archetype in different cultures (Archetypes seem to be symbols, images and themes common to all cultures and all times); and the value of Step II (in context of whole type, linked to Type development). The panel provided an excellent opportunity to take advantage of accessible expertise.

And so the Conference came to a close on a high note. David expressed thanks to our speakers and appreciation to all those who generously give of their time and efforts to make both BAPT and the Conference run smoothly, and contributed to a successful and beneficial organization.

After lunch, my friend, Marissa, and I paid a quick visit to the museum and "took the waters" (nasty and salty) before talking Type all the way home.



Expert panel: Betsy, Carol and Judy



Nancy and Katherine relax in the evening



David discusses the colour of BAPT



Delegates work together



David receives his vegetables!



Delegates relaxing in the bar.