

BAPT ANNUAL CONFERENCE

PRE-CONFERENCE WORKSHOP 'SEEING EYE TO EYE'

Led by Damian Killen (ENTJ)

Report by Gill Clack (ENFJ), Editor

On a sunny but windy day on Friday, 13th May, 22 delegates arrived in Milton Keynes for the Pre-Conference Workshop to be led by Damian Killen (ENTJ). The subject of the Workshop was to be 'Seeing Eye to Eye', focussing on how we experience and respond to conflict situations using our type preferences. Damian, with Danica Murphy, is co-author of 'Introduction to Type and Conflict', published by CPP in 2003.



Judy introduces Damian Killen

Damian started the Workshop by quoting an anonymous source as follows: "Why do we judge others by their behaviour and judge ourselves by our good intentions?" How true that is, isn't it! He pointed out that if we can understand this it can help resolve conflict. Conflict is a part of life, day in and day out. If we become better able to define it, manage it and resolve it, then this will increase our effectiveness and quality of life, both professionally and personally. He said he would be introducing a model that enabled people to better understand their approach to conflict, the blind spots their approach naturally afforded, and a mode of achieving clearer vision to navigate through the conflict. This model emphasised, in particular, the interplay of the last two preferences within the MBTI® profile, i.e. TJ, FJ, TP and FP.

He handed out to each table a selection of 'beany animals' and asked us to choose which one most readily represented each of us when in a conflict situation, e.g. lion, lamb, etc. We were allowed to negotiate and swap these toys until we found one we were comfortable with. This was great fun and lightened the atmosphere.



Betsy chooses her 'beany animal'

Conflict - a complex issue

Factors that influenced our approach to conflict, Damian suggested, included personal history; work/home realities; culture; context/environment; gender; attitude/responses of other(s) and type preferences.

He then asked us to consider the following three questions related to the conflict situation:

- How would you define conflict?
What does conflict look and feel like to you? How do you typically feel about conflict?
- Where in your body do you physically feel/experience conflict?
- Describe two instances of conflict: one where you were pleased with the outcome and another where you were disappointed.
Please provide details like who was involved, why it was a conflict, and why you were happy/unhappy with the outcome. What was the difference?

Conflict: a relationship with personality type

We worked in groups (TJ, FJ, TP and FP) discussing our responses to the above questions, and then presented the results to everyone. It was interesting to see the differences between the four pairings of type preferences. Damian put to us that there were different drivers and needs for the different combinations in the conflict situation. He suggested that whilst all our preferences impacted on our understanding of conflict, the interplay of the preferences helps us identify the complexities



Damian Killen is Managing Director and founder of THRIVE, an international human resources consultancy based in Dublin, Ireland. Damian has over twenty years experience consulting for top organisations in the public, non-profit and business sectors in Ireland and throughout Europe. His corporate experience includes work with the finance, telecommunications, manufacturing and service industries. In addition, he has worked extensively in the fields of adult education and training, as well as serving as Executive Director of a non-profit organisation.

An expert in conflict resolution, change management, intercultural learning and team building, Damian has used the MBTI® instrument for more than fifteen years, both as a consultant and as a member of the European Qualifying Programme Faculty. He has co-authored "Introduction to Type® and Conflict" and continues to lead workshops on conflict and the MBTI® throughout the world.

email: Damian@thrive.ie



Group discusses their experience of conflict

of who we are and the last two preferences (T/F and J/P) suggested how we experienced and responded to conflict. He described T/F as a dichotomy with direction, i.e. this preference looked at the focus and experience of conflict, whereas J/P was a dichotomy with tension, looking at the progression of and response to conflict.

He then went on to describe in more detail how the different combinations played out in practice in the conflict situation - what he called the different paths. These started from the likely cause of conflict, through the individual's desired outcome, how they dealt with emotions, others' impressions of them and what satisfied them.

We then did another exercise where Damian divided us into groups of four sitting with our backs to each other. He told us that we were members of a company and our objective was to maximize profitability for our department. We would be shown ten slides with a forced choice response, each of which might result in increased profit or loss, to which we should respond as individuals without discussion. We then reported our chosen option to the other three members of the group and the resulting profit or loss. When the result came up we also had to put down the emotion we felt when we saw how we had done, e.g. disappointment, smugness, etc. At the end of the exercise we totted up the scores to find out overall which group had done best. It was fascinating to see the mixture of collaboration and competition that resulted in this exercise - individualism v collectivism!! As it was explained to us at the end, if we had all been totally collaborative we would have all chosen the same option throughout and would have all won, which would have been the best result for the company.

A model for managing conflict

Damian then outlined his model for managing conflict. He argued that in conflict situations and in negotiation one should spend more than 50% in preparation.

He outlined three stages to his model:

- *Creating space:* Creating a place, time, and opportunity to explore the issues from all sides

This involved keeping the perceiving open-mind - gathering facts and checking assumptions, exploring the benefits of negotiating, changing the space and choosing the right location, listening carefully, taking a break and, perhaps, seeking a mediator.

- *Adding value:* Enabling each person to recognize what is important for them and for others and to pay attention to this when looking for a way forward

This involved the T and F functions. Thinking-deciding included understanding - knowing each party's opinions and beliefs, creating logical alternatives, analysing and tolerating, being clear about what you wanted, and concentrating on the core of the conflict not the positions. Feeling-deciding, on the other hand, included empathizing - knowing each party's needs and interests, creating options for growth, accepting and appreciating, changing first, and concentrating on the core of the conflict, not the people.

- *Seeking closure:* Ensuring that the conflict is dealt with and the time right for moving on

This brought in the judging process - using agreed-on principles as a basis for making decisions, taking one step at a time and acknowledging it - using critical moments effectively, knowing where to go from here, deciding when to review and, finally, closing



Competition or collaboration?

ing the book on the conflict.

Clear Vision and Blind Spots

Damian pointed out that each pairing had potential in terms of a clear vision but also had blind spots. He outlined what these might be for the four combinations of TJs, TPs, FJs and FPs. For example, TJs' 'clear vision' was seeking closure (J) and adding T value by dealing with conflict in a logical manner and getting to closure sooner rather than later. On the other hand, their 'blind spot' might be in the area of creating space (P) and adding F value. They may not take enough time to elicit everyone's opinions, often becoming annoyed when others wanted to reopen something they believed was over, and might not always embrace the emotions involved with conflict.

We then discussed at our tables what the different pairs needed to say in conflict situations and what they needed to hear. This

gave six options: TJ to FP, FJ to TP, TP to TJ, FP to FJ, FJ to TJ and TP to FP. The resulting discussion between tables produced some interesting insights.

Wrap up

Finally, we gave thought to one thing we each would take away from this Workshop and I personally discovered that we had more in common than I had thought but I now recognized there were important differences too which needed to be acknowledged.

It was, indeed, a most instructive day that was delivered in an entertaining way. Of the evaluation forms received from the del-

egates, 88% rated the Workshop as 'Excellent' and the remainder 'Good'. Comments included: "*Hugely enjoyable*"; "*Excellent day with great facilitator*"; "*Damian ran a cracking Workshop*"; "*I really enjoyed the conflict game*"; "*A useful and relevant workshop. Really interesting discussions, group work and input from Damian*" and "*Really valuable content delivered in an engaging and amusing way.*"

So a good day was had by all!

[Further information may be found on Damian's web site: <http://www.thrive.ie/resources/articles.html>]

Photographs: Gill Clack

Advertisement

2006 BAPT Conference: 12-14 May 2006

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Pre-Conference Workshop: Friday 12th May

Theme: Our Opposite Preferences

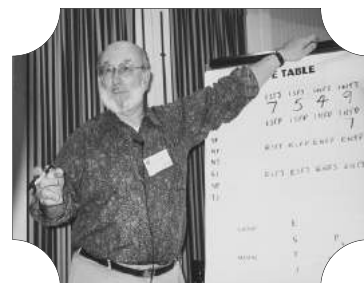
Keynote session: The Irony of Opposites - Otto Kroeger

BAPT Conference: Saturday 13th - Sunday 14th May

Theme: Types and Stereotypes in Gender and Culture

Keynote session: The war within gender, type and temperament - Otto Kroeger

Otto is a popular conference speaker, world-renowned expert on personality and type, and has authored many books including the 'Typetalk' series and 'Typewatching'.



VENUE: Conference centre in Milton Keynes area (50 miles north of London).

Further information will be available as the Conference is finalised: email conference@bapt.org.uk or tel +44 (0) 1242 282990.

**WANTED! Sessions, sideshows, activities supporting either of the themes above.
If you have a contribution, email mike.cashman@actalpha.com**

The conference organisers reserve the right to select what will be included, but would love to hear your suggestions.

* "*As a new member, I find BAPT a fabulously insightful and welcoming organisation!*" - first time delegate at BAPT 2005 conference (thank you Sophia).

BAPT ANNUAL CONFERENCE 13-15 MAY, 2005.

KENTS HILL PARK, MILTON KEYNES

COMPOSITE REPORT BY GILL CLACK (ENFJ) - EDITOR, WITH HELP FROM THE ROOM MONITORS CAROLE WYNN (INTJ), MIKE CASHMAN (INTP), STUART ATTEWELL (INFJ), WYNN REES (ENTP), HILARY PERROTT (ENFJ), EVA NEEDHAM (ISFJ) AND ADRIAN BERRY (INTP)



Entrance to Kents Hill Park, Milton Keynes

We had 48 delegates who attended the main part of the BAPT Annual Conference, most of whom had been present for the Pre-Conference

Workshop earlier as well. The Conference was held for the first time at Kents Hill Park, Milton Keynes. From the evaluation forms subsequently received from delegates, this new venue was very well received, being voted as 'Excellent' by two-thirds and 'Good' by the rest, with comments such as "*Lots of space (very good) and very hospitable and clean*", "*By far the best venue in recent years. I hope we go back there again*", "*Clean, comfortable, well run conference centre*". Additional facilities this time available to us were provided in the Leisure Centre on site which included a swimming pool, jacuzzi, gym, etc., all of which were made use of enthusiastically by many of the delegates.

The format of the Conference, designed by Judy Allen (Conference Chair), was slightly different from recent years in that there were parallel workshops from which we could choose.



Liz and Judy enjoy the jacuzzi

After registration and dinner on the Friday, Rowan Bayne was introduced to delegates and he then proceeded to show us the BBC TV Film, broadcast the previous September, entitled "*What am I like? The personality test*". Rowan, together with Betsy Kendall and myself, also gave some extra insights and anecdotes into the experience of developing and taking part in the making of the film. There was a great deal of laughter during the showing and most people seemed to enjoy seeing it, even though many had viewed it before.

Saturday morning opened with the first choice of Workshops: Rowan Bayne on '*Which are the best exercises for verifying type?*' and Carol Parkes on '*Time and Space Navigation - an alternative to time management*'. It's always difficult to choose between interesting

subjects but the idea this time was to try and provide something for everyone.

Which are the best exercises for verifying type - Rowan Bayne (Carole Wynn reporting)

Rowan's workshop was of particular interest to those newly qualified practitioners, who were just starting to run workshops, but also to 'old hands' wanting to



Rowan shares his approach to exercises

review their practice and unlearn bad habits. He provided lots of advice on how to run workshops, and practical experience of some typical exercises.

Here is some of his advice

- Avoid overkill - don't be tempted to include everything you know in a workshop
- Plan an introduction that allows for skeptics and encourages them to say what they are skeptical about and ask them to '*give it a try*'
- Use active exercises to illustrate or test aspects of type. Use them from early on in a workshop, so that everyone begins to speak.
- Use a variety of exercises.
- 'Tone' is important. Try to be positive, enquiring and open to new evidence.
- Introduce exercises carefully, e.g. by saying that they '*usually work*', or '*may give an indication of type*'. But '*it doesn't matter if they don't work*'. and '*all people are individuals*'.
- If (when) exercises 'don't work', 'trust the process' (as Otto Kroeger says). Perhaps probe more deeply. Ask the group how they went about the task which can be very revealing. Or try another exercise and return to the first one at a later stage.
- Have the feedback from another group available, to show what could have happened.

Rowan used the following technique with us for creating type-alike groups. He lined everyone up according to the clarity of their preference and then created groups of those with very clear, and those with mid-to-low preference scores. In the final plenary ses-

sion, Liz Hallows from Texas said that they used a similar technique in the US, but asked people to form a horseshoe. Those with the clearest preferences face their opposites - fascinating for dialogue.)



Group discusses their experience of exercises

There was an interesting discussion about whether people should know their reported type before or after they did exercises. Most

of us were trained

to start a workshop with a description of the preferences, asking people to make a self-assessment before their reported type is revealed. Rowan feels that this devalues the Indicator, making it *'just another piece of evidence'*. He uses reported type to create type-alike groups from early on in a workshop. However, he says it is important for each practitioner to develop their own style.

Rowan also gave a few words of advice about working with children.

- Use lots of exercises at pace - excitement - dramas - rewards
- Let them ask questions
- A good question to get them involved from the start: *"Do you ever think your parents don't understand you?"*

However, when working with young people Rowan gave two cautions:

- Peer influence is very important for teenagers, so there can be a very strong urge to 'fit in'. ESTP seems to be 'most desirable'
- Preferences may not be developed

Exercises suggested by Rowan included the following:

- (1) *'What are your hopes and fears about the workshop?'* - if this is done at the beginning it can provide opportunities to deal with skepticism and misunderstandings
- (2) The handedness exercise - produces ideas which can be referred to later in a workshop
- (3) In J/P groups - discuss (a) *'What is really important about plans and planning?'* (Reinforce a constructive attitude to each preference with the following: (i) *'Think of questions you would like to ask the other group about their oppositeness?'*; (ii) *'Identify the qualities you most like about your own group, and also about the other group'*. Then, as follow-up, *'How did you go about the task?'*)

- (4) An extension of this might be *'What are the most stressful aspects of following or making plans, rank these in order of stress; describe what a plan is.'* This J/P exercise, Rowan told us, he had got from Steve Myers.

- (5) In S/N groups - the picture exercise - either ask *'What do you see?'* or *'Tell me about it?'* The form of words can be crucial in terms of the responses you get, either S or N. If groups produce both S and N responses, ask *'Which thoughts came first?'*

- (6) In T/F groups - ask them to *'Discuss your worst fears when you have an argument with someone'* and *'How did you go about your discussion'*.

So, Rowan gave us a lot to think about in terms of our future practice.



Carol navigates time and space!

Time and space navigation - an alternative to time management - Carol Parkes (Mike Cashman reporting)

Carol Parkes was challenging a number of assumptions about this subject. She was looking at use of time very much from an NP standpoint - she established that the group had an NP bias although SJs and others were welcomed as guests to this 'NP world'!

Many time management and type works recognise that those with NP preferences may struggle with traditional (STJ?) time management tools, and try to solve this

problem. Carol's questioning of such an approach started with the title 'time management'; she saw the process not of managing time but of skilfully navigating an appropriate course through time and space.

An approach to time and space navigation for NPs would need to be flexible, simple, 'big-picture' and easy to use. Carol introduced an approach based on:

- Who is the driver?
- Where are you going to?
- How are you going to get there?



Paddy seems rather puzzled

To understand who is the driver, we worked on our own with some challenging questions on strengths, enjoyment, our own areas of excellence, qualities and people we admired, daydreams, talents, significant events and hence values.

To tackle the next two questions, Carol introduced us to 'Post It Note Perpetual Planning for NPs'. After running the movie of our life 5 years on, we identified 4-5 big chunks or categories, e.g. work, home / domestic, heart and soul, creativity / fun / leisure / friends, and allocated 'post-it' shapes / colours to each so that we could construct a 'post-it' collage on an A1 piece of card. We explained to a long-lost friend how we had got there (our neighbour in the workshop stood in for the long-lost friend). Carol explained that she supplements her 5-year picture with a one-year 'post-it' picture ('by next birthday'), a next-month 'post-it' picture on A3, weekly pictures on A3 and a 'Today' picture on A3. All of these use the same 'post-it' categories.

So there we were with an approach that contained no lists, nothing that couldn't be flexed, but that could look however we wanted (and photos, poems, drawings could be added if they would give the collages extra significance).

I loved the reframing of traditional time management wisdom with which Carol concluded the seminar; for example, replacing *'file everything in the right place'* with *'use see-through containers to keep things tidy but still let you see what's where'*. Instead of completing tasks well in advance of the deadline, consider marshalling your energies and resources to make use of your time in your most productive zone. My favourite, though, was to replace *'Get the work done before you can play'* with *'Recreation is preparation and sustenance'*.

This was the best and fullest approach I have ever seen to time and space navigation, and Carol gave us all a good view of the approach. It probably would be a one-day exercise for everyone to walk away with all their pictures prepared and committed to using them.

Annual General Meeting (Gill Clack reporting)

Then, before lunch, we had the BAPT Annual General Meeting when David Stilwell, President, took us through the business for the day, namely approving the minutes of the last AGM, receiving his President's Report, the Trustees' Report, the Treasurer's Report, the Appointment of Auditors for 2005/06, approving a new



David takes questions at AGM

Reserves Policy, and the Election of Officers.

David drew attention to the fact that Beryl Matthews, Membership Secretary, would

be retiring from the Board, having served 7 years in office, during which time she also acted as Conference Administrator on a number of occasions and helped



David presents Beryl with leaving present

in numerous other ways. She was not eligible for re-election. He reported that Jackie Ashton had expressed a willingness to take on the job and she was duly elected.

Nick Evans had also retired as Education and Research Co-ordinator after a period of 4 years in the role. David thanked Nick for his great contribution over this time organising Workshops, dealing with research enquiries, reviewing JPT and establishing the BAPT Library, and sought a replacement from those present but no-one came forward at the time.

The meeting ended with David making a presentation of a porcelain figurine and flowers to Beryl on behalf of BAPT to thank her for her considerable contribution to the Association during her term of office. He said this support would be sorely missed although she would, of course, continue to be a member of BAPT.

We then broke up for lunch and had an opportunity to network with other members of our type community, an invaluable part of the weekend.

In the afternoon, we again had a choice between two Workshops. The first featured Liz Hallows of HANDscapes, who had come over from the United States to tell us about her research *'Hand features linked with the Jungian Function-Attitudes'*, and to collect more handprints for her research. The second was *'Negotiating with Type'* led by Paddy O'Keeffe.



Keron and Nick relaxing in the lounge

Hand features linked with Jungian Function-Attitudes - Liz Hallows (Stuart Attewell reporting)

Madam Rosa she does not claim to be, but Liz demonstrated very clearly that she is using scientific method and statistical correlation to examine what evidence she has linking psychological type preferences and hand features. She believes that we have an inner core programme to grow and develop in certain ways to fulfil our physical and psychological potential. Our core direction is imprinted in our DNA and emerges through foetal, infantile, ado-



Liz Hallows presents her research on hand features

hands are made. To test this link between our psyche and our handscapes, Liz makes a prediction of how you will prefer to answer questions on the MBTI® instrument by just observing your hand features.

During her hand feature analysis Liz is not limiting herself to our crease lines of life, heart and head, but includes them in a case by case study of over 160 points of reference on both hands. Your hand's structure, shape and flexibility of fingers and thumbs, your fingerprints and other dermal ridges pattern on your palms are parts of her observation system.

During the Conference opportunities Liz added over 30 new 'hand-inked' cases to her already well stocked database. The



Group have fun examining their hand features

enthusiasm was general for getting our hands dirty in what was really a 'hands-on' experience. Liz explains that Jung himself had his hands ink printed and analysed at different periods of his life. She would really like research volunteers to send their MBTI® raw scores to her via email contact: hallows-handscapes@sbcglobal.net so she can include it with their hand data.

In a blind test of the Hallows HANDscapes™ method of deducing MBTI® preferences conducted by the late Professor Martha Alcock in the US and Dr Anne Russell in Australia in 2004, 91 people volunteered their hand data and self-verified MBTI® profiles. After going over the key points of her method and the blind tests in the US and Australia, Liz expounded on the appreciable results that she has so far achieved.

What can Liz tell you with reasonable certainty from a prolonged study and manipulation of your hands? *"The most difficult part is distinguishing Sensing from iNtuiting preferences"* she told her audience. *"The judging functions are easier to predict accurately than the perceiving functions. To guess a whole type code by tossing a coin gives you a probability of a 6.25% success rate."* Liz distinguished F and T and N in all function attitudes well above chance. When predicting all

lescent and adult development in reaction to our environment. Liz's main hypothesis is that our core pattern shows in who we are and may also show in how our

four letters of the MBTI® profile, she reported achieving many success rates above chance: 44% success for ENFJ and INTP types; 37% success for ENTP types; 34% for ENFP types; 27% success for ESFJ and ISFP types; 24% success for INFP types; 15% success for ENTJ and INTJ types, and 12% success for INFJ types.

Predicting our extraverted function requires two correct letters in our MBTI® code - J or P with a function. The probability of chance success is 25%. From her sample of 91, Liz's success rate above chance was 75% for Fe function; 60% for Fi and Ne functions; 37% for Ni function; 25% for Ti function, and 13% for Te function. But her predictions for Sensing functions was the same as chance for Se and worse than tossing a coin for Si. Getting more Sensing types to study is definitely her next project.

Now Liz is working on reporting these HANDscape™ findings in an illustrated book with help from other APT members. Her long range project is to invent a unique computer scanning procedure that can objectively test the HANDscapes™ method of type assessment on large numbers of volunteers.

Quite an achievement for what has been, for Liz, a life-long passion and research goal.

Negotiating with type - Paddy O'Keeffe (Wynn Rees reporting)

Paddy O'Keeffe's 'Negotiating with Type' workshop was a lively, experiential and non handout event. We formed groups of up to eight, by randomly choosing seats around tables. The workshop had two parts: an exercise - group work focussed at the tables, and a discussion/lecture which followed.



Paddy introduces negotiating with type

The exercise had two elements: writing notes to Paddy's brief (and these were timed instructions!) and then using some or all of the notes in the groups. There were two instruction parts and two discussion parts. Negotiation happened in the discussion parts. Groups had to reach agreement on a holiday destination they would all go to! The key to the brief was the demand for people within a group to agree.



Group think about their ideal holiday

How groups went about agreeing led to varying satisfaction of needs or wants of individuals. This was the learning space - for both negotiating and how type affects it.

Before opening the discussion on the exercise, and revealing both the tricks of the trade and influences upon him, Paddy asked us the following questions. These were for individuals and we were given time to write down the answers.

- To what extent did you pursue your idea? If not, why not?
- Who was most influential in the group? What was it they did?
- What type observations do you have?
- Anything else?

From the answers to these came the experiential evidence from the exercise, which backs up negotiating in practice: Know as much as you can about the other; Listen; Listen; Choose a sequence; State your ideal; Know (but keep to yourself) what you will settle for; Listen; Adjourn - take a break as often as you need for movement to happen; Adjust; Know the other; Confirm agreement.

Paddy then took us at a canter through some of the theory. One aspect which struck me was the idea of the effect of our attitudes to relationships compared to our attitudes to issues on behaviour. (Echoes here of Thomas Killman) Some types are more likely than others to show behaviours which Concede, Compete, Compromise, Co-operate or Collaborate when they negotiate. This is useful information. Yet we reveal ours so transparently - for those eager to notice.

Meet the Board (Gill Clack reporting)



Swimming pool

in the lounge area - whatever suited each of us best.



Garden area

Once the workshops had finished at 4.30 pm there was a short break to allow us to renew our energy levels - swim in the pool, relax in the courtyard garden, talk

We then reconvened at 6.00 pm in the bar area for an informal session which allowed members to meet members of the Board of Trustees and talk with them about

anything that they wanted over a drink. This was a great success and was also an important opportunity for more networking.



Jo, Carole and Eva share experiences over a drink

We then adjourn-

ed for dinner before coming together again for what turned out to be a historic occasion.

Developing our European connections (Gill Clack reporting)

Stuart Attewell, who had been elected to the BAPT Board in 2004 as Continental Europe Co-ordinator had been very active in the intervening year and had invited representatives from Benelux, France, Germany, Ireland and Sweden to come to the BAPT Conference and meet with UK type users to discuss the possible formation of a European Association of MBTI® users and address related issues.



Saturday night dinner

You will already have seen Stuart's report of this historic event in the Summer issue of *TypeFace* in his 'Letter from Europe' when BAPT members unanimously supported the proposal to establish a



European evening

EuropeanAPT and to hold a European Type Conference in the Spring in Brussels. You will see the advert for this on page 18. This is a wonderful initiative and should prove very exciting as we stretch our hands across Continental Europe to make friends and network with our type colleagues across the English Channel.

Sunday started bright and early with a choice again between two Workshops. The first, led by Phil Dickinson, was on 'Type and Diversity' and the second, led by Peter and Pamela Keevil on 'Archetypes, as partners in our life's journey'.

Type and diversity or "Peeling Onions without Tears" - Phil Dickinson (Hilary Perrott and Eva Needham reporting)

Phil's basic message in this workshop was that in Diversity work the



Phil Dickinson explains aspects of diversity

emphasis is often on ethnicity, religion, gender, sexual orientation, physical limitations, and in Cross Cultural work it's often on the cultural "rights and wrongs", ways of

doing things in a particular country.

Both of these are, of course, appropriate BUT they also miss another huge diversity that is Personality Type. To cover personality type at the same time as these other differences is not only a safe way into the subjects but also sets the agenda for appreciating and accepting differences.

Using the Onion layers analogy (the many layers which have contributed to make us the people we are) Phil showed us a number of ways of working with the different layers.

What is my story?

What are the different layers of background, formative events, schooling, parenting, social and cultural influences that are part of me?

How do we describe ourselves?

Assume that a complete stranger is about to meet you. Describe yourself in single words or phrases, then categorise each description. Then look at the categories used by your exercise partner

and describe yourself using these categories. What's it like to be described by someone else's frame/world view?



Chris shows his map

Stereotypes

We all have pre-judgments. What are some of yours? Having tried to identify ours, then question to see who would support/disagree, role of parents, what evidence do you have, etc.

Culture

Here Phil introduced us to the usefulness of Hofstede's 5 Value Dimensions:

- *Identity* (Who am I?)
Collectivism (One extreme) v. Individualism (Other extreme)

- *Hierarchy* (Distance between people in terms of equality and power)
Large Power Distance v. Small Power Distance
- *Gender* (Amount of equality in gender roles)
Femininity v. Masculinity
- *Truth* (Amount of rules and consistency, how much uncertainty)
(Truth more of a theme in Europe/America)
Strong Uncertainty Avoidance v. Weak Uncertainty Avoidance
- *Virtue* (Timescale) What is a virtuous way of being?
(Virtue more of a theme in Asia)
Long-Term Orientation v. Short-Term Orientation

These dimensions influence each other and cultures can be mid-way and in different places in different aspects of their society. Not wanting to map MBTI® onto them, nevertheless, there can be plenty of discussion about how my type will influence how I react.

We then went on to consider some exercises.

Awareness exercises

Phil suggested the following. Given a list of situations, choose from a response and then discuss what cultural values guided your choice and how your type influenced it.

He introduces the MBTI® as a widely used instrument for understanding personality - another layer of the onion. Following the normal introduction he invites us to consider the following:

- What are the strengths of my type that can help me in working with different individuals and cultures?
- How can I use them more?
- What aspects of my personality might make it difficult for me to work in very different environments?
- What will I do about it?

Type and Culture

We finished up by discussing how psychological type differences are common across the world. Cultures tend to encourage or adopt behaviours as the norm that might be seen as belonging to a preference when viewed from another society. Learning to be able to flex towards other preferences enables us to adapt in different cultures and also to communicate with all the different MBTI® preferences that will be there under the cultural surface.

Our type stress reactions are also important to understand as most people find 'Culture Shock' a stress. Our reactions can help or hinder in cross-cultural situations.

We also covered other examples of experiencing different cultural norms and how to build skills to cope more effectively with differences.

Archetypes as partners in our life's journey - Peter and Pamela Keevil (Adrian Berry reporting)

Pam Keevil opened and closed the Workshop with a story that introduced and closed the theme of archetypes in our life's journey. They



Pam and Peter Keevil

drew on a variety of sources (MBTI®, Jungian theory, Carol Pearson's work on archetypes, NLP, Gail Sheehy).

They offered us material (based on Gail Sheehy's

work) to help us look at our life's journey (turbulent thirties, flourishing forties, flaming fifties etc) and how in our journey the different archetypes come into play.

The 'Innocent', 'Orphan', 'Caregiver' and 'Warrior' get us started on the journey. The 'Seeker', 'Lover', 'Creator' and 'Destroyer' accompany us on the journey. The 'Ruler', 'Sage', 'Magician' and 'Jester' are with us on the return.

As they guided us through each archetype, we could use the handouts to apply it to various areas of life. There were coaching suggestions to help us develop the use of that archetype. We could also see that each archetype could be both constructive and destructive so that even the 'Destroyer' archetype has a valuable role.



Stuart and Gill share their journeys

After this, we were asked to spend time working on how we would arrange a seating plan

accommodating each archetype if they were to come to dinner. Who would we have to sit near us or further away? I think that we all came up with some fascinating insights and surprises about our preferred seating arrangements.

The Workshop offered different ways of working (time on our own, talking with a partner, presentations from the front with lots of flipchart illustrations, time for questions). So we were learning at many levels and could gather insights into our life's journey from a variety of insights. All of them can enrich us. A very good example of a workshop.

Conference Wrap-up - Plenary (Gill Clack reporting)

During the coffee break six flipcharts, each summarising one of the parallel sessions were posted in the hall. Judy facilitated a discussion

that enabled us all to get a flavour of the session we had not been able to attend. It appeared that everyone had enjoyed those they had gone to enormously.

She then thanked the workshop leaders and those who had so ably assisted them before handing over to Mike Cashman and Carol Parkes who had volunteered

to take the lead in organising the BAPT Conferences for 2006 and 2007 and were seeking ideas and helpers to make them happen. So, if you weren't at the Conference this year but would like to be involved in these please get in touch with Mike (email: mike.cashman@actalpha.com) or Carol (email: caparkes@breathe.com) to discuss possibilities, without commitment. If the jobs can be shared out then that makes it much easier for everyone!

I personally had a great time and came away thinking this was "One of the best Conferences for many years", a view echoed by a number of others in the evaluation forms. A theme that emerged was how welcoming the atmosphere was: "I enjoyed myself. Great atmosphere" and "The membership of BAPT was fabulously welcoming" and "Everyone very welcoming and friendly". Well you can't have better than that can you!



Mike asks for help

Our thanks must, of course, go to

Judy Allen (Conference Chair) and Beryl Mathews (Conference Administrator) and all the speakers and Workshop leaders and chairs for making it such a successful event. We also thank JCA (Occupational Psychologists) Limited for their sponsorship towards meeting the cost of the Conference packs.

If you didn't make it to the Conference this year then do try to do so next year - see the advert on page 10 - put the dates in your diary now. A major attraction will be that it is provisionally agreed that Otto Kroeger will be coming over from the States again to be with us. Those of you who have been taught and entertained by him in the past will know that it will be an event second to none!

P.S. I'm still hoping that I shall be able to put the photos I took at the Conference on BAPT's web site for you all to see as there were many more than I can feature in this article. I'm awaiting advice as to how this might be effected.

(Gill Clack - Editor) Photographs: Gill Clack and Phil Dickinson