



Angelina is a Chartered Occupational Psychologist and specialises in developing individuals through personality work. She has an occupational psychology consultancy business focusing on coaching, development and assessment. Prior to this, Angelina spent several years working as an assistant clinical psychologist with the NHS before studying for her MSc in Applied Psychology. Following this, Angelina worked for OPP for several years and continues to work with them as an Associate qualifying people to become MBTI® practitioners. Angelina's other areas of interest around people development include hypnosis, psychosynthesis and the Enneagram.

Angelina is 37 years old and lives in Buckinghamshire. Her interests include music, astronomy, parapsychology and yoga.

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BAPT RESEARCH & EDUCATION UPDATE

ANGELINA BENNET (INTJ) Education & Research Co-ordinator

To begin, thank you all for supporting my nomination for the Research and Education position on the Board of BAPT. Research and education are particular areas of interest to me – as an INTJ, of course they are!

Myself and the other Board members have already begun to discuss our future plans for developing the research and education areas, and I wanted to let you know what some of the ideas are so far, as well as making a request for your input.

Research

As always, we will be keeping you up to date with the latest research on type by providing summaries of the *Journal of Psychological Type* articles (see Page 30). However, BAPT is hoping to become more involved in developing and furthering research into type. We would like to support our members in any research that they are hoping to conduct that will add to our understanding and knowledge of psychological type. We can do this by having a 'Research Corner' in *TypeFace* and on the website to let others know about your research and to make

any requests for research participants and volunteers. So, if you are currently seeking participants or considering a research project, contact me to discuss how we can help. There is also a possibility of setting up a research fund for BAPT members and this is currently under discussion – watch this space!

Education

BAPT are keen to offer further development workshops to both members and non-members with the aim of increasing knowledge and promoting best practice in type. We also aim to cater for the various interest areas of our members. So, please would you contact me if you have a particular area of interest that you would like to see a workshop on, or if you have a workshop that you would like to run for BAPT. I would very much appreciate your input at this stage so that I can begin to arrange next year's programmes.

It was really good to meet some of you at the Conference, and I hope I will get to meet many more of you at future workshops, conferences and events.



GUESS THE TYPE OF THE POLITICIAN/CELEBRITY

NEXT ISSUE TO FEATURE ACTRESS: MERYL STREEP

FUTURE ISSUE:
DEPUTY PRIME MINISTER
JOHN PRESCOTT



We thought this might be a fun column. Each issue we invite you to submit your speculation of a famous person's Type. Keep it brief, state the Type you think the person is and why you think they might be that Type. A summary of compiled "evidence" will be published with a disclaimer that all types are good, that of course only the person themselves can verify their Type and we all use our preferences AND non-preferences, depending on environment and circumstances. The next issue will feature Actress, Meryl Streep. Be thinking forward to the Spring issue as well and guess the Type of John Prescott, Deputy Prime Minister. Send your contributions to: nancysilcox@mail.com

BAPT CONFERENCE 2006

Report by Nancy Silcox – Assistant Editor (ENTJ)



The BAPT Conference, which was held from Friday, 12th to Sunday, 14th May, 2006, was enjoyed by over 50 people, with just over 30 attending the Pre-Conference workshops on the Friday.

The venue at Harben House, Newport Pagnell, suited particularly well, with all the meetings/breakouts/tea breaks on the same floor. Accommodation was in comfortable en-suite rooms. There was a leisure suite in the complex for those who wished to use the gym or pool, and internet access in the main lobby or BTOpenZone. It is inevitable that some would need to 'work', but most were able to focus to gain maximum benefit, not only from the sessions, but leisure time for relaxing and networking.

Mike Cashman and Carol Parkes did a wonderful job of running a smooth and varied weekend. Their pre-conference communications were especially helpful, and the inclusion of local attractions and history, a nice touch. They incorporated suggestions from last year's feedback to allow more down time for socializing, and such things as a noticeboard with networking profiles, conference buddies and Type Fun in the evening. I was looking forward to the 'Speed Networking' session, but unfortunately, the time evaporated and this had to be saved for a future occasion.

Although the food was excellent, and the choices nice, service was a bit slow. We are very grateful to OPP for kindly sponsoring the Saturday evening meal. Many people train with OPP and benefit from their many services, including their newsletter OPPinions. For more information on OPP, see their advertisement on page 15, or go to www.opp.eu.com

The Pre-Conference programme began on the Friday morning at 10 am, with Otto Kroeger presenting "*The Irony of Opposites*". Otto was our guest from the US, and has now retired from OKA (Otto Kroeger Associates) and told us this was to be one of his last speaking engagements. BAPT was indeed privileged to have enjoyed one of his last public appearances as a Conference Presenter. Carol Parkes and Lyn Williams report on this session:



Otto in action

Otto began by reminding us that heightened self-awareness gives us better self-management - a useful backdrop to the rest of the session, which was fascinating and delivered in Otto's inimitable style. Early in the session we did an exercise looking at opposites. The group split into dominant function-alike groups to answer two questions on flip charts:

- What would others say of you at your best?
- What really bugs you about your opposite type?

This demonstrated that people tend to judge and condemn in others that which is least developed in themselves. So, for example, the

Extraverted iNtuitive group found no problem brainstorming (and presenting) a long list of everything that really bugged them about dominant Introverted Sensors, and the Introverted Sensors did likewise, although their list of gripes about Extraverted iNtuitives was shorter and more focused!

Rather than provoking bad feelings between the groups, the exercise demonstrated, in a light-hearted way, how we project onto others our discomfort with our own under-developed and 'hidden' selves.

Otto likened our mental functions to a house. The main public rooms, where we spend most of our conscious time, represent our dominant and auxiliary functions. The attic and cellar represent our less well-developed functions. Generally, people don't like showing the contents of these areas to other people, and they certainly don't want them displayed in front of the house for all to see.

Some of our negative reactions to our opposite types arise because, not only are they publicly and confidently displaying behaviours that we keep out of sight, but also they may be rewarded for these behaviours. Otto proposed that real wisdom comes from understanding that, whilst you will always have a cellar and an attic, it is possible eventually to see their contents as gifts (Grandma's antique rocking chair), rather than liabilities (the broken toaster).

During this very entertaining session, Otto did his famous 'Hamburger' sketch, which he repeated later for the benefit of delegates who were not able to attend the pre-conference sessions; and yet again at the end of the Conference, allowing Mike Cashman to video it - thank you, Otto!

One of Otto's jokes: *Why did Abraham have to sacrifice Isaac at 12 years old?
Because if he had been a teenager, it wouldn't have been a sacrifice!*

The lunch break was extended to allow not only time for physical nourishment but mental digestion, before we returned for our parallel workshops. What a struggle to choose between sessions by Roy Childs or Susan Nash.



Otto chats with Roy Childs

Roy Childs is a Business Psychologist who has worked with Type since the 1980s. His business, Team Focus (www.teamfocus.co.uk), uses a range of instruments to train, coach and facilitate, including his own TDI (Type Dynamics Indicator), which explores the Is/Want dynamic at work in our personalities. Participants were invited to complete the TDI online before the Conference. This session was entitled "Ask a Different Question - Get a Different Answer". It explored the different ways we experience and use the different parts of our personality. Delegates looked at the TDI Is/Want version to open up new questions, using Type as a stimulus for exploration rather than confrontation, and for understanding better how and why reported Type can change.

The other Friday afternoon parallel workshop was Susan Nash's workshop, "*An Investigation of Functions/Attitudes and Opposites*" and is here reported by Bill Davies:

"Susan has run her own business (Empower) for 12 years and used Type with around 10,000 people. She has worked in the USA for 20 years and is re-locating to the UK. She has also written 6 books covering customer service, consulting, team-working, and relationships. Susan specializes in linking the Temperaments (Keirsey), and the eight Functions/Attitudes.

She began the session with an exercise to illustrate the functions/attitudes. Using Smarties/M&Ms as the subject, she placed flip charts for the 8 Functions/Attitudes around the room with a key question on each, designed to bring out the characteristics of each. The exercise produced a lively and active start aided with a reward of some Smarties for completing each task - very 'Pavlovian'! Whilst the exercise worked well, it was noted how difficult it was to capture the Introverted iNtuition.

Susan talked about how her husband had helped bring 'real world' labels to aid the understanding of the 8 functions:

- Extraverted Sensing - Experiencing
- Introverted Sensing - Recalling

- | | | |
|-------------------------|---|---------------|
| • Extraverted iNtuiting | - | Brainstorming |
| • Introverted iNtuiting | - | Visioning |
| • Extraverted Thinking | - | Systematising |
| • Introverted Thinking | - | Analysing |
| • Extraverted Feeling | - | Harmonising |
| • Introverted Feeling | - | Valuing |

She made the following points about the advantages of this approach:

- Aids understanding
- The labels are verbs - active intent avoiding passive labelling
- It stops the “I don’t ... ” response
- Avoids the E/I labelling which can be confusing

What followed then was an in-depth exploration and discussion of each of the 8 functions which were covered well in the handout provided by Susan. She illustrated how the first four functions of each type sit in the conscious and the other four sit in the unconscious (shadow).



Susan chats with Stuart Attewell

Finally she introduced the group to the ‘Cootie Catcher’! This was a practical origami-based ‘gadget’, which helped illustrate the hierarchy of the functions for each type. It reminded many of the group of a fortune telling game they used in their youth! As the session was so engaging, we ran out of time.

Susan kindly agreed to run the Archetypes element straight afterwards for those who were interested (over 90% stayed for this!). She related the hierarchy of the 8 functions to the archetype labels used by Beebe and Berens.

For example:

- The Dominant function is termed the Hero/Heroine by Beebe, which relates to the ‘Adult’ in the work of Eric Berne. In Berens’ work, however, this aspect has both a positive and a negative side. The positive side relates to our ability in leading, the negative side will be when the Dominant is used in dominating.
- The Auxiliary function is the ‘Parent’ (Beebe) and can be used to be Supportive or Overprotective (Berens).
- The Tertiary is the ‘Puer/Puella’ or ‘Eternal Child’ (Beebe), which can be used for Relief or can be Unsettling.
- The Inferior relates to the ‘Anima/Animus’ or spirit/soul, which can be Aspirational or Projective.

It was noted that the projective nature of the Inferior function related well to Otto Kroeger’s session.”

The BAPT Conference proper began with dinner, where old friendships were renewed and new friendships begun (with some help from the ‘buddy’ system ably organized by Gwynneth Adams). We found our way to the Conference Room at 8 pm and, after a warm

welcome and some necessary announcements, we enjoyed a lively, fun session with Steve Myers. He shared some of his excellent practical exercises to explore oppositeness in teams that he uses with his business ‘Team Technology’ (www.teamtechnology.co.uk). He began with a line-up icebreaker, which was very useful. Besides the learning points of experience, fresh perspectives and the value of diversity and opposites, I learned new things about friends I had seen at a number of Conferences.



Steve's Magic Picture exercise-delegate at the flipchart

We next tried the ‘Magic Eye’ test that very effectively illustrated the human tendency to devalue the minority. The ‘Magic Eye’ exercise led into the ‘Truth/Lie Game’ and, even understanding and valuing Type differences and knowing what was going on, this