



2007 BAPT CONFERENCE

If you weren't there, you missed an excellent and informative Conference. As usual the BAPT Conference was full of useful education, fun exercises, networking and social opportunities, and both body and soul food. This year the Conference was held from 11-13 May once again at Harben House, a modern and purpose-built training and Conference Centre near Milton Keynes.

It began on Friday with an all-day Pre-Conference Workshop entitled, *"It's Make Up Your Mind time: Using Type to Inform Decision Making"*. Our guest from the US, Katherine W Hirsh, began by having the groups think about a recent team decision, what made it a good decision, and what part Type played in this process. She introduced the approach, **KWHL**, and a decision to be made. The groups filled in a grid handout with **K** - what I Know, **W** - what I Want to know, **H** - How can I find out and **L** - what I Learned. The group then participated in a living Function Zig-Zag (S-N-T-F)

to illustrate how Type gives more time to Dominant function, then Auxiliary, Tertiary and least to Inferior. This illustrated how perhaps better decisions might be made by allocating time a bit differently. Katherine then introduced an Attitude Zig-Zag using I-E-P-J to assist in better decision making even more. She finished with **LAQ**, or **L** - what I have Learned, **A** - how I will Apply what I have learned and **Q** - new Questions I have. The group was encouraged to make a commitment to more effective decision making by choosing one or two ideas from the A, making a time line for using them, and sharing their commitment with someone.

Here are some comments by Wynn Rees, this year's Conference Chair: "The most experiential part of Katherine's Pre-Conference Workshop was the living Zig Zag. The action of actually doing this revealed to me – me in my body – just how much time I spend in each function. Not just how much time we spend in each function when taking decisions (after all, Katherine's workshop was about decision making), but how much time we each spend in each function per se. The living Zig Zag takes a group from S to N to T to F in 60 seconds. How much time at each of the four stages depends on an individual's type preferences. My preferences are for ENTP. Thus, after only 5 seconds at S, I moved on to N where I stayed for the next half minute, walked on to T for just 15 seconds and finally to F for ten.

It was delightful to have more than one try at this minute's worth of sculpting with others. I could see how those around me with F dominant seemed to rush on and spend a good deal of time at the last stage, while S dominants seemed to be able to linger at the beginning. Our group had a majority of people with dominant N preferences in it and, in discussion afterwards, it became clear that this had subtly affected the culture of the Workshop, such



that the one or two people with S dominant felt they were uncomfortably long staying at the S stage. My action point is to consciously spend more time in my non-preferred functions.

Katherine didn't, however, just dive into the Zig Zag. Our preparation for it was to enter into an Appreciative Inquiry with another person to explore a decision process remembered as easy, fun and significant. Thus, we would each have in mind a decision to analyse in the light of having experienced the use of the Zig Zag. Then, in a discussion in type-alike pairs we got some reflection time on the learning we had gained by using this tool. There was also an opportunity to bring in the attitudes, and how they influenced decisions. Only then did we begin to discuss "what is a decision?" Most telling was my comfort with the notion that for EPs, a decision is a holding place, a temporary suspension of possibilities. A rich workshop indeed."

More delegates, including Kay Hennessy who had come all the way from Australia, joined the group for dinner and the start of the main Conference. After dinner, Mike Cashman's light-hearted Friday evening session opened the activities with a Decision Experience. Our first choice was whether to work on our own or in a group and, if in a group, whether type-alike or different. We progressed through the six decision areas, choosing a name for our group, choosing a mascot or symbol that suited us, would we like to build or observe, deciding if we wanted a reward at the end or not and, finally, whether to build up or out. Much laughter accompanied the trail, even so far as Mike coaxing Wynn's foot off the tower his group had built which, unfortunately, would not take the weight unaided. 'Spike's C.G' won with their international effort including Katherine W Hirsh from the US and Georg Stuer from Germany, where he is on the Board of the German Association for Psychological Type.

On Saturday morning we were again privileged to enjoy a presentation by Katherine W Hirsh of material from her new book, co-authored with her sister, Elizabeth, *Introduction To Type and Decision Making*, which was due to be published imminently. She had two proof copies with her that we could leaf through. The booklet is now available from cpp.com for \$12.50. Katherine is a partner in HirshWorks, LLC, a writing, educational leadership and management consultancy, based in St. Paul, Minnesota, USA, and can be contacted on email at hirshworks@gmail.com. Katherine's keynote session on Saturday morning was entitled, **"Using Type to Inform Decision Making"**. The best hope for a good decision outcome is a good decision process. To look



at our decision process, we allocated time to 'approaching', 'generating options', 'committing to' and 'reflecting on' a recent decision. This was accompanied by much animated discussion before we undertook an exercise to illustrate the Attitude Zig-Zag, which is a completely new concept complementing the Function Zig-Zag, with which we are familiar, which she had introduced the previous day in the Pre-Conference Workshop. More details on this can be found in her new book. The exercise involved I - taking quiet moments to think about and write on post-it notes thoughts to finish the sentence "I make my best decisions when....", E - everyone posted their notes on flipcharts by subject, P - we discussed and moved them around and J-agreed on groupings. The feedback on this group decision was interesting, as people naturally took different roles to catalyze and step back, or synthesize and clarify. Some resented a take-over or misinterpretation of their post-it, while some found it affirming and democratic. We agreed that physical and emotional well-being were essential to good decisions, and that these might involve different elements of the zig-zag. I for solitude, reflection, relaxed with no pressure, E for verbalizing, input from others, P for pressure, resources, facts, options, and J for structure, feedback, choices, focus. This session not only gave us something to ponder and expand, but a strategy to use immediately.

Before lunch we held the Annual General Meeting (AGM) of BAPT. President, Jackie Ashton, was ill, so she and her partner, Jonathan Taylor (also a Board Member) were not present. Only three Board Members were there: Bill Davies (Membership Secretary), John McGlinchey (Hon Treasurer) and



Angelina Bennet (Education & Research Co-ordinator). Vice-Chairman, John, chaired the meeting with twenty-three present. During the meeting Sophia Dunn was elected to the Board of Trustees as BAPT President, Isabel Chaney as Board Secretary, Nancy Silcox as Honorary Treasurer, and Faiza Khokhar as Marketing Co-ordinator. There was also a call for interested persons to Chair the 2008 BAPT Conference. David Stilwell then said a farewell on behalf of BAPT to John McGlinchey who was retiring from the Board after serving six years as Treasurer, and Bill Davies presented him with a gift. Presents for absent Jackie Ashton and Jonathan Taylor, both stepping down from the Board, were to be presented later.

Saturday afternoon offered two parallel workshops. The one called “*SPUD*” was facilitated by John McGlinchey. John belongs to the Pickering Musical Society and is helping to produce a musical about the Irish potato famine. He hoped that his session would contribute to the Musical as well as being type aware, revealing archetypes in our creative process, the characters and dialogue. After getting in the mood by lying relaxed on the floor listening to Irish music (some of which was a CD of Bill Davies singing and playing the guitar), we discussed possible plots such as the Quest, or from Rags to Riches.



John read a few excerpts and we looked at the difficult decisions being made during the potato famine of the 1840s with starvation, disease, evictions from homes and the risks incurred on the ‘coffin ships’. Was Type involved or was there a choice? We sang of ‘praties’ and Inniskillen accompanied by the guitars of Bill Davies and Michael Joseph. We made a storyboard, added emotions, named characters, tossed around

possible backgrounds and scenarios, and even came up with some dialogue suggestions. The session finished with a review of what we would take from the process.

“*How to Bring More Balance to Your Life Through Type*” was the topic of the other concurrent session, led by Lynn Murphy. Conference Chair, Wynn Rees reports: “Lynn Murphy’s bringing balance to life workshop opened with each participant having a piece of ribbon about long enough to stretch from hand to hand with arms outstretched. The ribbon represented a life. So, using the metaphor in our hands we could surmise how much time had already passed; how much time we each had left to use; what it was we wanted to do in that time, and so forth. These were important questions that we came back to often. And our success in providing answers to them was dependent on how much balance we had in our lives.

“Thus ‘what does balance mean for you?’ became the key question asked by Lynn. For in a state of being out of balance is often a state of not being able



to do the things you want to the quality you want while, when we are in balance, things are easy including achieving what you set out to do. Yet there are contradictions - the delight in the doing of things; the thrill of completion; the sense of fulfilment; as against the burn out; the never endingness, and the dissatisfaction of tedium. Often these were recognised as negative aspects of an individual’s fourth function. How do we recognise how out of balance we are? What markers do we have for it? In general discussion, we found that it was pastimes or hobbies, which created spaces for recreation – in the sense of creation being remade. The watering and caring for plants; the time to walk the dog; reading the novels were each examples of what people do to bring balance into life. Individuals reported that many of these activities were aspects of the fourth function that give pleasure.” Lynn has her own consultancy, Keeping In Touch Ltd., helping people bring balance to their lives. Visit her website: www.lifebalanceKIT.co.uk or email her at Lynn@keeping-in-touch.co.uk

After the concurrent sessions we came together for another plenary. Bill Davies works with JCA (John Cooper Associates Occupational Psychologists) as a Senior Consultant and Guidance and Career Development Manager. He had a very short session of only half an hour to give us a taste of their work with Emotional Intelligence and possible links to Type. Emotional Intelligence being a trait that can be learned involves a series of habits, skills and attitudes that help you manage your personality. To make it easier to understand and manage, JCA uses the four factors of SA (Self-Awareness, or how in touch I am with my physical body and emotions), SM (Self-Management) - both being INTRApersonal; and OA (Other-Awareness, or how in tune I am with other’s actions and feelings) and RM (Relationship-Management) - the latter two being INTERpersonal. EI (Emotional Intelligence) being “the practice of integrating feeling and thinking, of using thinking about feeling and feeling about thinking, to guide behaviour. Each Type will find one of these more natural, so that perhaps Self-Awareness (SA) allies with Introversion and Sensing, Self-Management (SM) with Thinking and Judging, Other-Awareness (OA) with Extraversion and iNtuition, Relationship Management (RM) with Feeling and Perceiving? There were contributions, comments and scepticism from the floor, and this subject really merits much more time to

fully expand and debate the concepts. There have recently been a number of articles and not a little research on this subject, and was also to be addressed at the APT International (APTi) Conference in Baltimore in July. Look out in the future to see and hear much more of the links of Type to Emotional Intelligence.

Before dinner, in the bar, there was an opportunity to *'Meet the Board'*. This was an informal occasion after Sophia Dunn, our new President, said a few words to thank everyone for giving her this opportunity. She has some new ideas and hopes to fulfil her vision to spread the word to get the MBTI® and other Type instruments, together with their applications, out there and available to an ever wider audience fulfilling Isabel Briggs Myers' dream.

On Saturday evening Wynn Rees led an intriguing exercise that involved everyone donning a blindfold and being given a number of wooden shapes. We were instructed to discover the shape and colour of the two still in Wynn's pocket! We were not allowed to touch any shapes other than our own, and the only question Wynn would answer was "What colour is this?"! This exercise vividly demonstrated all the functions and attitudes as Extraverts interrupted and talked over one another, the Introverts listened and pondered until they had a considered opinion or suggestion to make, we all exercised our Sensing perception in exploring and describing the shapes, iNtuitives conjectured and offered options for discovering the missing shapes and colours, Ts logically eliminated options and analyzed methods to bring closure for the Js, and the Ps enjoyed the whole process including thinking outside the box to suggest we could take off our masks when we decided we had our answer! An excellent Team Decision-Making Exercise.

On Sunday morning Angelina Bennet proved to be an energetic, enthusiastic and humorous presenter, using personal examples to illustrate her well-prepared and thought-out session on the *"Influence of Archetypes and Defences on the Expression of Type"*. She began with Jung's map of the psyche. Type is a platform where our energies reside and there is a light, gifted and good side as well as a dark, ineffective, shadow side. Together we explored the role of the ego, the personas we put on, and the defences we use to protect ourselves. Best fit is our true self, and Angelina rehearsed some pressures that prevent best fit because of the roles we play through the persona and communal archetypes. True self can, however, feel vulnerable. As in Type development, personas become more comfortable over time. Some people even change their clothes when putting on a persona and play their roles so well that they mask self-awareness. Like blending colours, some people (e.g. Ss) say, "I can do ... (e.g. N)...", but like a red trying to become yellow, you really become orange in the eyes of other yellows!



The Collective Unconscious contains the Archetypes. Some correlate with Type and others do not. Angelina used a set of Archetype Cards to illustrate some that do. For example, the Extraverted Feeler (Fe) Rescuer has a light side, which helps all for no reward, but the shadow desires reciprocation and keeps the rescued one needy. She also used a set of 4-letter Type profiles from her company, Ipotential Ltd. These described each Type's core values and behaviours and traits on five levels from the 'Dark, Defensive and Ineffective' up through 'Typical', to the 'Light, Adaptable and Effective'. The handout with Ego Defence Mechanisms was very helpful in identifying defensive behaviour in both self and others. With self-awareness, some of these can move from unhealthy defence to effective strategy. For example, even the use of Denial as a reaction to bad news can help the news filter in at a manageable rate as a strategy but, as a defence, the use of Denial to reject truth can prevent individual development and adjustment. Ego Defence Mechanisms can be conscious or unconscious. Be self-aware. This can lead to Type Development.

If a person irritates YOU, but not others, ask yourself why and explore the good in them. Perhaps you are projecting your own weaknesses or inner fears onto others.

Angelina's session contained far too many pearls of wisdom to capture in this short report, such as the helpful analogy of a car and its passengers. If your Dominant is the driver, Auxiliary the passenger, Tertiary the teenager and Inferior the baby - you have a lot of baggage in the boot when you have a baby! Or Wynn's comments about life not being static, but an ebb and flow, so our light and dark side ebb and flow. Angelina commented that if you can be self-aware then a lot of learning can come from the ebb! Space limits what I can report - you needed to BE THERE to get the full benefit, so why not resolve to set aside the time and money to come to the BAPT Conference 2008?!

Wynn Rees closed the Conference by thanking all the speakers and then led a debrief session. Around our tables we discussed: What have we learned? What are we/am I taking away? What will I use? What I'd like in Conference 2008. These were written on sticky labels and posted on the board for all to peruse. They included Katherine's "Clap if you can hear me"; an effective yet gentle way to bring order; time spent on steps of decisions being affected by Type, and the decision attitude zig-zag, as well as the car and passengers illustration and ebb and flow.

We continued to talk type over lunch, exchange business cards and email addresses, and say our farewells. Hopefully the feedback and comments from members of BAPT who attended this year's Conference will inspire and encourage more to take advantage of next year's Conference. See you all there!