

around tools to help the self, and to help others, come to a sounder, more robust and explicable understanding of our/their own type. I hope you will want to come to work and play with Type in May at the BAPT Conference. (*See advert below and article on Page 7.*)

There is an offer in the Conference invitation to you (which you will have received separately), to save money by bringing a friend who is interested in Type. This is designed as a way of getting Type engaged individuals to consider membership (see above) by experiencing for themselves what a lift it is to be with a group of people who understand and use the concepts of Type in their daily lives and work. A third reason for showing *TypeFace* to those

people you know who know about Type! You'll not be surprised to learn that this ENTP has already been considering who to include in that future possibility. Writing this reminds me that I must ask that person in order to complete. Test me: ask me in May who I brought to Conference. Naturally, I'll reciprocate.

Usually, some of our colleagues in Europe come to the BAPT Conference, and I hope they will be making their bookings with you. I look forward to meeting them again and hearing about their work. In 2010, a European Type Conference is planned. It is being organised by Georg Stüer and will take place in Berlin, the last weekend in May.

#### ADVERTISEMENT

## BAPT CONFERENCE 2009

**15-17 MAY – HARBEN HOUSE, MILTON KEYNES, UK**  
**Does It Really Fit? - what gets in the way of Type clarity**



Have you tried to squeeze yourself or someone else into a Type that just doesn't quite fit? Many people have found it difficult to be clear about their preferences and their best fit Type overall, *despite* having had expert administration and feedback facilitation.

So what stops us being clear about our Type? What might get in the way of people being able to express and own their true type? What are the effects of: upbringing, education, gender or your Enneagram type – to name a few. And what can be done about it?

#### Sessions and speakers include:

**The interaction of MBTI® and the Enneagram: Pat Wyman (USA).** Pat is an international expert on the interaction of the MBTI® and the Enneagram personality typing systems. What happens if your MBTI® type is pulling in one direction and your Enneagram type is pulling in another? How is this experienced by the individual? What is the effect on MBTI® scoring?

**Who am I? How a constellations approach can help to clarify Type: Simon Loveday and John Whittington (UK).** Simon and John will run an experiential session on the constellations approach and how this can help clarify the role of the four functions in your life and thereby, if appropriate, identify your true Type.

**My relationship with my reported Type: Roy Childs (UK).** Roy will use Jung's work to understand why lack of clarity about Type might occur and how the subsequent questioning and exploration can be a useful part of one's personal development.

**Type, Teenagers and Parenting: David Hodgson (UK).** David will look at the effect of parenting and other factors on how teenagers express and own their Type.

#### Other sessions include:

- **The role of Step II in Type clarity**
- **How emotional intelligence can help with Type clarity**

Plus networking, fun sessions and more .....

#### Booking open now!

*(Special rates for those booking early and also if bringing a new colleague or friend.)*

#### Friday 15th May: Pre-Conference Workshop:

**Using the Enneagram with the MBTI® to understand self and others – Pat Wyman (USA).** A new and unique model to facilitate personal growth.



*Carol Parkes has been fascinated by Type for many years now. She is a doctor by background and now works independently doing consultancy, training and coaching, mainly in the NHS.*

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# BAPT CONFERENCE 2009

15-17 MAY – HARBEN HOUSE, MILTON KEYNES

## DOES IT REALLY FIT?

## WHAT GETS IN THE WAY OF TYPE CLARITY?

### CAROL PARKES (ENFP) Conference Chair

The theme for this year's Conference is a practical and fundamental one - Type clarity. We will be homing in on how can you be really clear about your own Type preferences and how can you assist others to get clear about theirs.

Isn't it interesting that many Type practitioners have, *themselves*, found it difficult to know which Type they are straight away? Many people have had some trouble being clear about their preferences and their best fit Type overall, *despite* having had expert administration and feedback facilitation. For some of us it has been quite a journey "visiting" different Types before finding one that really does fit – and the same can happen in our clients. For some people, they remain unsure. So why is this – and does it really matter?

I think it *does* matter – it surely can't be helpful to squeeze yourself or someone else into a Type that just doesn't quite fit. It means that the Type model (and all the useful learning about oneself and others that arises from it) will never quite ring true and so it is unlikely to be used in practice.

So what stops us being clear about our Type? What might get in the way of people being able to express and own their true type? What are the effects of: upbringing, education, gender or your Enneagram type – to name a few. And, importantly, what can be done about it?

These are the questions we are going to be covering in this Conference. We have a really interesting mix of expert speakers who will help participants go away inspired and with useful, practical strategies to use in their work (and in themselves). Our guest keynote

speaker this year is Pat Wyman from the USA – she will be exploring the interaction of two different personality typing systems - the Enneagram system and the Myers Briggs system. What effect does the one have on the other, does it matter and what can you do about it? See the Appendix that follows this article for definitions of the Enneagram types prepared by Pat.

Some of you will no doubt be very familiar with the Enneagram system. Like the Myers Briggs Type Indicator®, the Enneagram is another personality typing system, but it has quite different roots. Instead of it arising from the work of Jung, Isabel Myers and Katherine Briggs, the Enneagram's roots go back many more centuries to Middle Eastern Sufis. The Russian thinker, Gurdieff introduced it to Europe in the 1920s and then it started to be used in the USA from the 1960s onwards. There have been many books written about it since then and workshops and other teachings take place on the subject across the world.

The Myers Briggs system has sixteen personality types (based on preferences, mainly to do with perception and judgement) whereas the Enneagram has nine distinct types (called Type One to Type Nine) and these nine types are based on something quite different. The Enneagram is based on the premise that we each develop a strategy to keep us safe and to cope with whatever our family and personal circumstances were throwing at us very early in life. Underlying this strategy and coping mechanism is a set of (largely unconscious) beliefs about what we need to do to survive and to be satisfied in life. Like most unconscious beliefs, these beliefs drive our behaviour and

motivations in life. On the outside these look like personality characteristics – and in a sense they are. But the difference is that the personality types of the Enneagram are based, ultimately, on *defence* mechanisms – whereas the personality types of MBTI® are based on normal, healthy differences in the way we like to perceive things and make judgements about things.

To make matters even more interesting, it just so happens that some of the behaviour patterns that make up a personality type in the Enneagram system can look rather like the behaviour patterns that make up a Myers Briggs' personality type. So some Enneagram types are “look-



alikes” of Myers Briggs' types – for example, people who are a Type 2 Enneagram type can look rather like they have ESFJ preferences and people who are Type 5 Enneagram type can look rather like they have INTP

preferences and so on. And interestingly, there do seem to be correlations between the two – so certain Enneagram types tend to occur more frequently in people with certain Myers Briggs' types.

So what happens to you when your Enneagram type seems to be pulling in the opposite direction to your Myers Briggs' type? What does this do to the clarity you have about your Myers Briggs' preferences? These are the sorts of questions that Pat will be talking about in her workshops at the Conference. The Pre-Conference workshop will enable participants to really understand what it is like to have two separate personality systems going on within one person and what you can do about this to aid your learning and development – and the Conference session will look specifically at the effects of Enneagram type on Myers Briggs' preference clarity and the effects on scoring of the MBTI® instrument.

We are really pleased to have such a broad range of speakers at this Conference and to be looking at Type clarity from so many different angles. But ultimately what makes for a really good Conference is the participants' enthusiasm and desire to learn and discuss – be that in the workshops or more informally over meals, tea breaks and in the bar. Personally, I'm sure I have done most of my continued learning and development about Type at BAPT conferences and workshops – as well as meeting some really great people in the process. I would like to encourage as many of you as possible to come this year – and to extend the invitation to people you know, either friends or colleagues so we can widen the network of Type users, especially with younger, newer Type users across the UK.

*See you in May in Milton Keynes!*

## WORKSHOPS WANTED FOR 2009!

BAPT aims to put on a number of Workshops each year in addition to the Annual Conference. If you have a specialist area in type and would like to lead a Workshop, please do contact me. Or, if you are keen to see Workshops focusing on certain topics, get in touch and we shall see what can be arranged.

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**ANGELINA BENNET**

**Education & Research Co-ordinator**

