

## PRE-CONFERENCE WORKSHOP

### USING THE ENNEAGRAM WITH THE MYERS BRIGGS TYPE INDICATOR® IN UNDERSTANDING SELF AND OTHERS

PAT WYMAN (INFJ)

Report by Gill Clack (ENFJ), Editor of *TypeFace*

Over 20 of us arrived at Harben House, Newport Pagnell, on Friday, 15th May, in eager anticipation of a packed, stimulating weekend. We were not disappointed!

We were delighted to welcome Pat Wyman, author of *Three Keys to Self-Understanding*, and an acknowledged international expert on the Enneagram, who was to lead us in what was to be a thought provoking and fascinating insight into this different personality model. Pat has been researching the use of this model in her counselling practice for more than 15 years and has found it to be highly effective when used in conjunction with the Myers-Briggs Type Indicator®. Pat regarded the MBTI® instrument as being helpful in identifying an individual's True Self and the Enneagram their Defended Self. People could be operating out of either at any time.

Pat started by describing the Enneagram model and said that we are all born integrated but then experience starts to disrupt this happy state. We may become 'wounded' by individuals and events in early life, e.g. an emerging awareness that your parents wanted a child of the other gender or that you may be a very different MBTI type to them and, therefore, feel that you don't fit their expectations. All these can hurt the child profoundly.

Various events in life can program a response in us. For example, a controlling parent or an event such as death or divorce, can stimulate feelings of abandonment, sadness, etc. and we draw conclusions from these feelings such as "If I had been better, Daddy would have stayed". Then the defence system kicks in attempting to dampen this pain and we switch to living out of our Enneagram Type. This programmed response gets stored in the unconscious so that a similar stimulus in later life will result

in the same response as we jump back into being our 'inner child' again.

Pat showed us drawings that her clients had done to demonstrate their inner feelings of 'wounding' when they delved deep into their unconscious in an attempt to express themselves. These were much more eloquent than any words. It was very moving. More examples of these can be seen in her book.

Some individuals may even drift into addiction when in this state, e.g. co-dependency, sex, craving for chocolate, drugs or alcohol, in an attempt to kill the pain but, despite this, there remains a feeling of emptiness.

Pat explained that both the MBTI type and the Enneagram type have sets of traits associated with them, some of which live in harmony with each other whilst others can be in conflict, almost as if you have two people living within the same body. The aim in therapy is to remove the catalysts which stimulate the defence system to take over with its associated feelings of anxiousness, vulnerability and powerless, so that the True Self can re-emerge from a place of inner strength – calm and empowered. She explained that the MBTI type was situated in the Left Brain, where consciousness (10%) resides along with rational thinking, cognition, time and language, whereas the Enneagram is in the Right Brain along with the unconscious (90%), emotional – not rational, programmed responses where no thinking is involved and where there is no such thing as time. The aim is always to get the two sides of the brain communicating.

There are nine types in the Enneagram model which are grouped into three 'Centres' (see Pat's article in the Spring 2009 issue of *TypeFace*.)



*Pat Wyman, M.Ed., L.P.C., (INFJ-3), is a psychotherapist with more than 15 years experience of using a model integrating the Myers-Briggs Type Indicator® and the Enneagram with clients. She holds a Master's Degree in Education & Counseling; is trained in imaging, hypnotherapy, and Neuro-Linguistic Programming; and is a Certified user of the MBTI® instrument. She has presented at conferences of the International Enneagram Association and APT International, and has been published in the Enneagram Monthly, the Journal of Psychological Type and the Bulletin of Psychological Type. Her book Three Keys to Self-Understanding was published by CAPT in 2001.*

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### **‘Gut’ or Instinctive Centre**

The key emotion governing this Centre is ‘Anger’, each of the three E types dealing with it in a different way.

**Type Eight** – has ‘Power’ as its key issue. Eights turn their anger out and against in an attempt to establish their personal power. They assess how they can ‘take over’, know where an individual’s Achilles heel is and where to stick the knife in. They attack authority individuals, pushing back if they don’t respect the person. They enjoy the cut and thrust of verbal sparring which produces an adrenaline rush, a biochemical payback which they need emotionally to survive. Later, when they realize they’ve hurt someone they can be really upset. On the good side, however, they are the champions of the underdog (the powerless), e.g. the elderly, children, animals, and in this situation can be very gentle.

**Type Nine** – has ‘No Conflict’ as the key issue. Nines bury their anger in their subconscious in an attempt to avoid the smallest conflict. They cannot handle the conflict, so they merge with the other person, working out the other’s agenda and then adapting to it. They don’t care who’s right or wrong – they want peace at all costs and to resolve the conflict and restore calm. They can become flat, expressionless, talk in a monotone, with no great display of emotion. They sometimes looked ‘spaced out’ with eyes glazed over. “I don’t care” or “whatever” are stock answers to a question when individuals are in this situation – their subconscious doesn’t want them to express an opinion in case this generates conflict. They don’t seek out the cut and thrust of the corporate ladder, all they want to do is find their niche and stay there.

**Type One** – has ‘Perfection’ as the key issue. Ones turn their anger on themselves in the persistent pursuit of perfection. But there is no such thing so they can’t achieve this state and, therefore, beat themselves up. Everything is black and white – there is a right and wrong way to do everything, a rule for everything to achieve perfection. They see the flaws in everything which must be corrected. When they apply this principle to others, their aim is not to be judgmental but just to help you to achieve perfection! They may even wag their finger at you to emphasise this. They suppress their anger until something sparks it off and then it erupts like a volcano. They have a problem with this too, since ‘perfection’ does not do this so they beat themselves up even more for getting in a rage. If you want to press their button, just say something is ‘not fair’ and they’ll erupt again!

### **‘Heart Center’**

The key emotion governing this Center is ‘Anxiety’ associated with identity and, again, each of the three E types deal with it in a different way.



**Type Two** – has ‘Need to be needed’ as the key issue. Twos answer the question of ‘Who am I?’ by whom they serve, e.g. husband, boss, children, etc. If people are dependent upon me, then I know who I am. They help people to make them dependent on them not independent. Twos will use anything to keep people dependent upon them, using manipulation, e.g. playing the role of victim, rescuer, etc. They indulge in guilt laying on others. Sometimes resentment at this dependency sets in but they’ll still do it as they need this to give them their identity.

**Type Three** – has ‘Success’ as the key issue. Threes answer the question of ‘Who am I?’ by projecting an image of success. They need others too, but they have a sonar map of them and get feedback in such a way that they can use it to adjust their persona to get the approval of the other. They will package and repackage something in order to obtain this acceptance by the other. A word sometimes associated with Type Three is ‘deceit’ but this is not out and out lying but may be self deceit, e.g. Bill Clinton ‘I did not have sex with that woman’. The driving force for Type Three is success – failure is not an option – they don’t attempt things they don’t think they can do well. Different MBTI types, however, will define success in different ways. Threes can also intimidate people with their appearance of competency as they don’t show their failures, and they are often workaholics. They may dress for success and multitasking is their thing.

**Type Four** – has ‘Uniqueness’ as the key issue. They need others too as they measure themselves against everyone else they meet and want to be ‘unique’. They are very fond of symbolism. They collect meaningful treasures. Type Four will go through the whole angst of emotions from the two extremes of deep depression to inspiration. They are never in the middle – it’s an emotional ping pong match. They almost relish that deep melancholy and feel others are shallow.



Psychiatrists sometimes diagnose Fours as bi-polar or manic depressive putting them on medication but, as Pat says, they are sometimes just being Fours! But they don't want to hear that – they don't want to be just anything as this contravenes their need to be unique. There is a lot of drama about the Type Four. If their MBTI type preference is Feeling they are described as being a 'drama queen', if it is Thinking then 'intense'. Their need to be unique means they are always searching for the unobtainable, e.g. in relationships, jobs, etc., the grass is always greener on the other side. But when they obtain it they lost interest! They also often have a morbid interest in death and dying, e.g. conduct funerals for their pets in childhood. They dislike change in their environment – aesthetics are very important to them.

#### **'Head Center'**

The key emotion governing this Center is 'Fear' and, again, each of the three E types deal with it in a different way.

**Type Five** – has 'Fear of emptiness' as the key issue. Fives counteract their fear of emptiness by relentlessly taking in information. They fear lack of knowledge and tend to observe rather than participate. If they are asked what they think about something, they are loathe to say as this would involve a loss of data to the other and enhance the feeling of emptiness, making them feel vulnerable. If they are asked what they feel about something, they often don't know. They tend to withdraw into the sanctuary of their study where their computer is another valuable source of data. They are also avid readers for the same reason. All this is not necessarily in order to use the information but purely to take in data for its own sake. Fives are sometimes seen as the stereotype 'absent minded professor', and tend not to show emotion and to have intense eyes and soft voices. They are often frugal and hoarders, with a minimalist lifestyle and will wear the same clothes till they are worn out, fashion not being important. But they can be generous with their loved ones.

**Type Six** – has 'Safety and security' as the key issue.

Sixes pursue safety and security by being ever-watchful of who/what may be a threat. They need to identify the authority figure in a situation in order that they don't do anything that might get them into trouble. They find it hard to take decisions as they may take the wrong one so may ask others what they should do. They are not concerned with success, only not getting into trouble and, to this extent, they are hyper-vigilant. They feel this is a perfectly reasonable way to be as the world is a scary place. If you are loyal to them they will be loyal to you. If they think someone is untrustworthy they will distance themselves from that person. Sixes are prudent, cautious and careful individuals.

**Type Seven** – has 'Fear of pain' as the key issue. Sevens deal with their fear of pain by not allowing anything emotionally painful into consciousness. They are the 'happy, happy' people, looking at the world through rose coloured spectacles and seeing the silver lining in everything. They are bubbly at all times even when things are grim, e.g. when recently bereaved, they may say 'It's OK – she's with Jesus'. Sevens have difficulty in limiting options and are often unrealistic as to what can actually be done. Everything is 'nice' and they use this word more than other types do. They are the eternal optimists, not ever seeing the negatives to a situation. They won't focus on anything heavy such as making a Will. But the pain is there at a subconscious level. Their denial of reality means they make light of dreadful things. Even when they are angry they still have a smile on their face.

#### **Relationship between MBTI® and Enneagram Type**

The MBTI and Enneagram Types have traits that, in some cases, are fairly compatible and can live happily together, e.g. ENFP and Enneagram Type 7, whereas in others there is very little overlap and they are oppositional, as though there is a tug-of-war going on within the individual, e.g. ENFP and Enneagram Type 1. However, only one side can be running the show at any one time, either the MBTI type or the Enneagram type. Space constraints mean that it is not possible to go into all the combinations of MBTI and Enneagram Type since there are nine Enneagram types possible for each of the 16 MBTI types, i.e. a total of 144 permutations, so readers are referred to the resources in the Reference List.

#### **Exercises**

Later Pat led us in some exercises, the first of which was where we visualized a colour and ascribed adjectives to it and then attempted to draw a picture of our 'inner child' from this colour which was our 'inner soul'. The adjectives often describe MBTI type.

Another involved identifying an individual who really riled us and describing the characteristics of that person and how thinking about this person made us feel, both



physically and emotionally. We then proceeded to draw the 'inner child' picture associated with these thoughts and then considered how this visualisation related to an Enneagram type defence. Pat suggested that when we thought of that individual it 'pushed' the button in an old program hidden deep in our subconscious, possibly placed there by a parent, and that person was the catalyst. She suggested, however, that it was possible to change that program and that if you didn't then it would keep reactivating when that particular button was pressed. It was, therefore, helpful to think about how that change might be achieved.

Finally, we did another guided imagery exercise where we chose a relaxing place to sit, and invited our 'inner child' to join us and we interacted with it. Then we invited our Enneagram type to come too in whatever form this might take, e.g. a dragon. We then thanked

the Enneagram type for looking after our 'inner child' and told it that we could now look after it ourselves. We then left that place knowing, however, that we could return again at any time when we needed. We were now adult, feeling calm and relaxed rather than uptight and rigid as in the previous exercise. There was a sense of expansiveness rather than being coiled up like a foetus. When operating from your MBTI type you are in the calm place and from the Enneagram type it is vice versa.

### Five Stages of Healing

Pat suggested there were five stages to the healing process: awareness, information gathering (left brain), behavioural modification (may need a therapist, still left brain), emotional healing (right brain, to alter the program that's sitting in the subconscious and that keeps putting us back to being a child) and, finally, a state of spirituality can emerge from this process.

### References:

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Wyman, Pat (2007) Using the Enneagram with the MBTI®. *TypeFace*, 18(4), 10-13.

Wyman, Pat & Magidson, J (2008) The Effect of the Enneagram on Measurement of MBTI® Extraversion-Introversion Dimensions. *Journal of Psychological Type*, 68(1), 1-9.

Wyman, Pat (2008) The Effect of the Enneagram on MBTI® Scoring. *TypeFace*, 19(1), 8-10.

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## THIS ISSUE'S MOTTO!

**"Duty calls – commitment with a smile!"**  
(Michael Joseph - ISFJ)



# BAPT CONFERENCE 2009

## 15-17 MAY

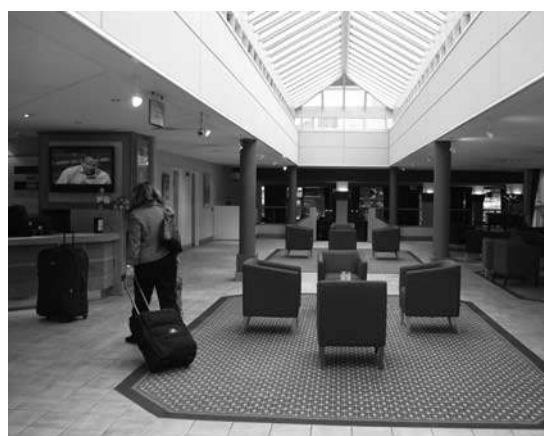
### HARBEN HOUSE, MILTON KEYNES



Registration at Reception revealed that about 40 delegates would attend this year's BAPT Conference at Harben House, in the De Vere Venue near Milton Keynes, including representatives from Europe and America. 'Type Talk' began in earnest over dinner in the restaurant. Friday evening, delegates met for a light session entitled "Round and Round the Type Table", led by Carol Parkes. After a welcome by BAPT President, Wynn Rees, Carol asked us to evaluate how many 'Types' we had tried out before we settled on our true Type. We divided into groups of those who were certain of their Type from the start, those who 'moved' Types once, twice, and a group who had tried three or more Types on for size before deciding on best fit ... or perhaps who were still searching! We put these journeys on our mini-Type-tables and stuck these up onto the wall Type Table before discussing questions in our groups such as 'What makes you sure of your Type?', 'What got in the way of Type Clarity?' and 'What tips would you have to help others find their best fit Type?' Wall charts collected answers that may help research and a debriefing ended the evening. The session was both light and helpful. Discussions were animated, and friendships made and renewed. Even more 'spirited' conversations continued connecting and chilling in the bar.



*I love the description of Harben House in the brochure: "The modern exterior of Harben has a warm, soft centre...". And this is borne out in the friendly, helpful staff; refreshment areas outside the conference rooms, which lend themselves to relaxing and chatting with friends; as well as the comfortable, en suite rooms. Free, wireless internet and sports centre complete the picture.*



## SATURDAY MORNING

Delegates met in the main room for a brief welcome and housekeeping announcements from Wynn Rees, before proceeding to their respective Workshops running concurrently. The choice was between "My Relationship with my Reported Type" presented by Roy Childs, and "Type and Constellations", presented jointly by Simon Loveday and John Whittington.

## Concurrent Session: My Relationship with my Reported Type Presented by Roy Childs

Reported by Nancy Silcox

Given the theme of this Conference - "Finding Your Fit", Roy's session looked at Type exploration and identification through the Type Mapping System he implements in his work, using Jungian philosophy as a foundation. Recognizing the weaknesses of psychometrics and questionnaires, Roy developed the TDI, or Type Dynamics Indicator, to help people explore who they really ARE, apart from culture and its values of youth, beauty, power, etc. Age has value, and change in paradigm is essential if we are to discover our true self. Part of the Type Mapping System Roy uses in consulting includes a VbIM, or Value-based Indicator of Motivation, exploring individual and group values, which give satisfaction and meaning, recognizing that these are an evolving process, not a static system, and therefore need revisiting regularly. After writing down our top 2-4 values, our group of nine people sorted sets of 'value' cards into three groups of important, valuable and unimportant to us. We then looked at where they fall on a framework of 'what I want for myself', 'what I want from others', 'what I want from society', and 'what I want to become'.

Our behaviour is very separate from our personality, as we adapt our behaviour to facilitate our 'roles'. The windows through which you view yourself can be, 1 - My Story, 2 - Questionnaires, 3 - Self-Awareness, 4 - Actions and Reactions, 5 - Feedback, and 6 - Imagery. A very helpful concept to help people to come to a fuller self-awareness can be to think of yourself as a book, and write down the chapter number and heading of where you are in your life now, as well as specify how many chapters in your book. Participants in this workshop had the opportunity to take the TDI Instrument. Telling your story through the TDI helps you sort multiple contextual selves, identity self, ideal self, and unknown self. In giving the TDI to others we help 'engage people in a process', rather than 'administer a questionnaire'. The Type Dynamics Indicator helps people sort IS/WANT to find best fit. I have a friend who took the MBTI® and after, not very competent feedback, thought that 'preference' meant how he would prefer to be! The TDI would be a very helpful tool to help him accept that his Type is good, but that we all need to flex and develop through Type Dynamics Development, fulfilling the potential of our ideal self.



**Roy Childs** is a Business Psychologist who combines a clear practical focus with a background in psychometrics. With his business Team Focus, he uses a range of tools including 16PF and FIRO, as well as his own TDI and VbIM in his Type Mapping System. Roy has worked with Type since the 1980s and runs qualifying courses as well as working as a trainer, coach and facilitator. His publications include "The Psychometric Minefield" and "Emotional Intelligence and Leadership".



Tea and Coffee Breaks were incorporated in sessions, thus giving opportunity to talk over material presented, and rest the brain in preparation for more!





## Concurrent Session: Type and Constellations

Presented by Simon Loveday and John Whittington

Reported by Catherine Stothart

**Simon Loveday** was a founder member of BAPT and former editor of TypeFace. He uses both the MBTI® and Constellations approach in his work and in his life.

**John Whittington** facilitates a constellations learning circle and supervision group for coaches, as well as public constellations workshops for personal and family issues in central London.



This session, run by Simon Loveday and John Whittington, started with the participants rating their knowledge of the constellations approach on a scale of 1 (low) to 5 (high): while there were a few people at 3 or 4, the majority scored their knowledge at 1 or even minus 1! There was a huge sense in the group of curiosity and intrigue, and particularly about how this approach can help explore and clarify type, which was the theme of the session.

Simon and John explained that a constellation is a living map, using people, placed in physical relation to each other, to represent elements of a system (e.g. a family, team, organisation, the four mental functions). This placing of representatives allows people to model their internal world in the physical environment, giving them insights into their issue and enabling them to find ways to resolve it. The approach is based on the work of Bert Hellinger.

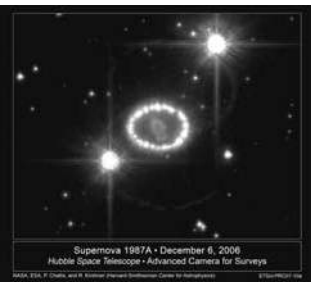
This session was both experiential and experimental, as it was the first time that constellations had been used to facilitate type clarity.

Our first experience of using a constellation was working in pairs to illuminate and clarify a relationship. In our pairs, one person (*A*) used the other (*B*) to represent someone in their life. *A*, physically guided *B* to a position and then placed themselves in relation to *B*. Both *A* and *B* then took a few moments to feel and experience the physical relationship, then exchanged information on what had happened. Feedback from the pairs showed that many people had gained insights into their situation and could appreciate it from the other person's perspective, enabling them to find ways of dealing with it.

We repeated this exercise, this time using a sentence of up to 5 words to describe the experience from *A* and *B*'s perspectives. In many cases, this released an insight about the relationship.

Having gained an appreciation of how to use people to represent others, we then experimented with using people to represent mental functions in order to illuminate and clarify type.

Simon and John emphasised throughout the morning the need to slow down, to tune into our bodies, not our heads, and to speak in short, simple sentences. At the start of the next experience, the volunteer was asked to express as a question, what she wanted to find out: "*where is my true preference between T and F?*" She chose two people to represent the two functions, without telling them who was which, and then placed them in relation to each other and herself. They were then asked to describe how they felt and were invited to move to positions where they felt more comfortable and to say what they could to help the volunteer find their right place in her life: she subsequently said this had been fascinating and immensely helpful to her.



After coffee break, we split into two smaller groups; the group I was in chose an issue which used a constellation to illuminate a family situation (“*how to be the best possible father to my son*”) and explore how type could support the volunteer to be more resourced in that situation. The volunteer chose people to represent himself and his son and then placed them in relation to each other. The representatives said what they felt was going on and then they chose people to represent Thinking and Feeling (the dominant functions of son and father). The representatives, led by John, described how they felt and were invited to move to other positions to achieve a physical resolution, which illuminated for the volunteer how to move towards internal resolution of the problem.

Both Simon and John showed great skill in the questions and statements they made during the experiences and these undoubtedly helped the participants to move forward.

Our final experience showed how to use a constellation as a type compass. Four people were chosen to represent the four functions and they placed themselves in relation to each other and described what it was like for them; they were asked to say what was true in as few words as possible. Again, this illuminated the relationship of the functions in the volunteer’s life and how they could be used more effectively. We saw how the constellations method offers people the opportunity to *experience* rather than *understand* their type.

Throughout the session we used people as representatives, but John pointed out that the process also works very well using objects or cards to represent elements within the system, so it is well suited to one-to-one coaching or working with teams.

In the final summing up, Simon reminded us that Jung believed that we have to pay attention to all four functions; constellating our functions helps us to bring the less preferred ones to consciousness so we can move along the path of lifelong growth.

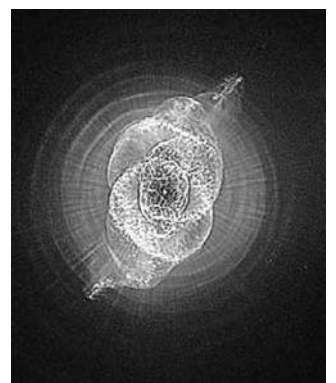
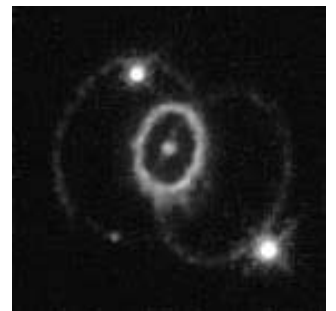
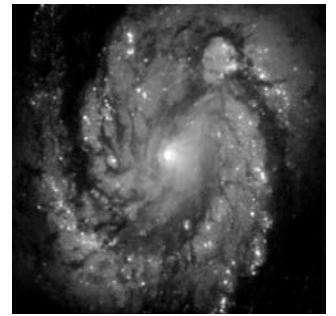
Writing up this article has reminded me that words can never replace a real experience – it has been impossible to convey the insights that people gained from this session. I can only urge you to find opportunities to experience constellations for yourself and come to the next BAPT Conference, as you never know what might happen!

Some useful websites for further information:

[www.coachingconstellations.com](http://www.coachingconstellations.com) and [www.tyfrancis.org](http://www.tyfrancis.org)



## HARBEN HOUSE





## Main Plenary Session: Defined and Defended: The MBTI® and The Enneagram Presented by Pat Wyman

Reported by Nancy Silcox



The afternoon session, “Defined and Defended: the MBTI® and the Enneagram”, was given by our guest speaker from the U.S., Pat Wyman. The Enneagram is not owned by anyone, and so is free to use, and a number of people have developed their own instrument. Many of these are designed without reference to the MBTI®, and their accuracy may be questionable because the results are often affected by the Enneagram part of personality. Although the research into the Enneagram is limited and its validity untested, Pat does not believe that this interferes with its accuracy, effectiveness and extreme helpfulness. She firmly believes in the use of the MBTI® and the Enneagram together for self-understanding, to explore the roles of different aspects of personality, and facilitate personal growth. The MBTI® *defines* you, the Enneagram *defends* you.

Her presentation was extremely informative, beginning with an overview of the development of self-identity from even *before* birth when genetic preferences begin to be influenced by environment - physically, mentally and spiritually. The Enneagram itself is defined as *defence* systems located in the unconscious and Pat posits that we develop defences that mask our core or inner self. Her belief is that our goal on this planet is to know “Who I Am”.

- Our MBTI® profile reveals our True Self.
- Our Enneagram profile reveals our Defended Self.

The Enneagram is best determined by referencing a stressful situation and examining motivations, not behaviours. It is interesting to consider whether the ‘out of preference’ behaviours revealed by Step II could actually be explained by our Enneagram defences. Pat also believes this system more accurately explains our response to stress than the “grip” or “shadow” theory.

There are nine Enneagram Types identified by a number. These are grouped into three “centers”, which loosely tie to the four temperaments, but are not specific to MBTI® Types:

- The “**GUT**” or Instinctive Center has a key emotion of **anger**, and each type deals with it differently. For example, I (Nancy Silcox) am a One (Issue=Perfection) and Ones ‘turn anger on self in persistent pursuit of perfection.’ Eight (Issue=Personal Power) and Nine (Issue=Avoiding Conflict) also share the anger.
- The “**HEART**” Center includes Two (Issue=Need to be Needed), Three (Issue=Image of Success) and Four (Issue=Uniqueness), and shares **Anxiety**, due to a search for identity, each type dealing with it differently.
- Fear is the key emotion in the “**HEAD**” Center, with Five (Issue=Fear of Emptiness, which manifests in relentless search for information), Six (Issue=Safety and Security) and Seven (Issue=Fear of Pain) sharing this emotion but dealing with it differently.

As Pat went through each defence system, we all recognized many of our own responses to stress and identified our own Enneagram type. See the preceding Pre-Conference Workshop report for further details.

Many of the behaviours of the Enneagram are positive if harnessed, guided and controlled by our True Self (MBTI® Type), and moving the control from the unconscious control of Enneagram type to the positive conscious control of our MBTI® Type is a lifelong process of development to maturity. Using the Enneagram helps us to pay attention to and see the pattern of the triggers and reactions to our defensive “programming”. (Or in *my* words, breaking bad habits requires recognizing/acknowledging them, a desire to change, and developing strategies to replace bad with good habits!)

Pat Wyman’s excellent book, “*Three Keys To Self-Understanding*” covers the MBTI® and the Enneagram, along with many other tools that can be used for ‘inner-child healing’, as well as achieving Type clarity - one of the goals of this Conference.



**Pat Wyman** is a psychotherapist who has been using the Enneagram model with people for more than 15 years and has found it to be highly effective. She lives in Missouri, USA, and holds workshops and lectures across the world.

She holds a Master’s degree in Education and Counselling, and is also trained in imaging, hypnotherapy and Neuro-Linguistic Programming.

Her book “Three Keys To Self-Understanding” was Published by CAPT in 2001 and is in the BAPT Library.

The **BAPT AGM** proved a lively session attended by 20 and led by BAPT President, Wynn Rees. Business was taken care of as per the Agenda, namely Apologies for absence, Minutes of last year’s AGM were approved, the President’s, Trustees’ and Treasurer’s Reports were accepted, and the previous auditors were re-appointed. In the officer elections Isabel Chaney was re-elected Secretary to the Board, Nancy Silcox as Honorary Treasurer, Bill Davies as Marketing Co-ordinator and Gwyneth Adams was elected as Membership Secretary. If there is anyone out there with financial experience and expertise, who would be willing to come onto the Board, we would like to hear from you anytime! The proposal to alter the BAPT Constitution was unanimously carried and it is with relief that we now have the option to re-elect someone to the Board following a one-year break after they have served the present 6-year maximum.

Other discussions included next year’s Conference (if, when, what and who to organize it - calling all members who have ideas, suggestions or would volunteer to give a hand!), Continuing Education Credits, and website development, possibly to include a members-only area where you could perhaps access the APTi *Bulletin* and *TypeFace*, thus saving on printing and postage - what do YOU think?

A new idea this year was a raffle, which included prizes of bottles of brandy and wine and a digital pocket Thesaurus. The raffle was drawn at the end of the meeting before we proceeded to the bar until dinner time.



## Sunday Morning Concurrent Session: How MBTI® Step II can help with Type clarity

Presented by Gil Parsons

Reported by Nancy Silcox



Gil Parsons' session on "How MBTI Step II can help with Type clarity", was a small intimate group of four people, which allowed her to tailor the material specifically to address the needs and questions of each individual. Half the group were experienced users seeking clarification and tips of Step II feedback, while half were new to Step II. Step II looks at five aspects of each preference to help people recognize 'out of step' behaviours. For example, 'P' can be broken down into casual, open-ended, pressure-prompted spontaneous and emergent. So you might find you are a 'pressure-prompted' 'J'. By going through the 20 aspects of behaviours that Step II looks at, how it was developed and what it seeks to accomplish, Gil skilfully fielded issues and questions as they arose out of the material presented. She emphasized that Step II is firmly rooted in Step I, illustrating the relationship by comparing Step I to clothes "off the peg", while Step II is "tailored to fit"! This was very appropriate to a Conference addressing "Does It Really Fit?" Another way of looking at it is Step I asks, "Are you right or left-handed?" while Step II asks, "Which hand do you use for ... ?" This was very helpful to me because one of the reservations I had about Step II was that if you break each preference down to 5 aspects, then how is it still your preference? However, looking at it as aspects of your whole type, and not in isolation, relates it back to the dichotomies. I still see Step II 'out of preference' behaviours as learned, rather than inherited. Step II then is an exploration or feedback tool rather than an Indicator of Preference.

Gil advises that Step II results need individual context to explore the result and become aware of where 'out of step' behaviours originate and what is driving this behaviour. Some 'out of preference' actions work positively, and others can trip people up. We should help people view them as an interesting result and explore how does this affect, serve and hinder you in your life and relationships, as well as consider how to use or modify these preferences to benefit ourselves and society.

**Gil Parsons** from OPP Ltd, is a chartered occupational psychologist, and has worked in both the public and private sector. She has extensive experience in all areas of leadership development including assessment and resulting interventions to ensure maximum performance both a team and individual level. Gil is an experienced user of psychometric instruments integrating the results to facilitate self-development, career guidance, team building, to enhance recruitment and assessment decisions and research.





## Concurrent Session: Type, Teenager and Parenting Presented by David Hodgson

Reported by Clare Neal

When it came to choosing which session to attend on Sunday morning I found I wanted to attend all of them. However I chose to go to the session with David Hodgson - and it proved to be a terrific choice! At the coffee break a lady from the next door session said (with a touch of envy?!) "We keep hearing lots of laughter coming from you all next door!" David does indeed have a fantastic sense of humour, the time flew by and we had a great session.

Working mainly in the field of education he draws upon a wide variety of lively techniques to help both pupils and their teachers to understand themselves and their world better. He also addresses Head Teachers' Conferences giving them a chance to see how an understanding of Type can really enhance the teacher/pupil relationship back in the classroom. For young people the key aim is to get them engaged, give them permission to be themselves, build their self-esteem and give them positive regard for others.

David started his session with us by sharing some of the very interactive exercises he uses when working with young people to give them a basic understanding of Type. David then gets them to try to work out the 'types' of a range of famous personalities from the world of pop, film, sport etc. This is not done as a 'right or wrong' exercise but is simply a fun way to check their understanding. The pupils usually respond very positively to this and also love the temperament exercise, which attributes a different animal to each of the 16 types.

David then moved on to talk about how valuable Type can be as a way to enrich and enhance family relationships and brought this to life by sharing with us a range of amusing incidents that happened inside his own family! He really got us thinking about how Type can increase our understanding of the way we may act as parents and the impact this can have on our relationships with our children.

I certainly wish that David had talked at my school and that I had had an opportunity to understand Type before I got married and became a parent myself! I left the session full of admiration for David's energy and enthusiasm for his work. I also picked up some terrific tips for coaching activities I will take away with me to try on my clients in the corporate world.

Finally, being a Clownfish (ENFP), I loved David's advice that "You should never buy a present for an ENFP smaller than their head" So true ... !



**David Hodgson** works in schools  
Across the UK introducing young people  
to Type.

*He trains teachers and other professionals  
who work with teenagers, to motivate  
and inspire people to be their best by  
applying Type Theory and NLP principles  
packaged as 'The Buzz'*



## Concurrent Session: How Emotional Intelligence Affects Type Identification

Presented by Bill Davies

Reported by Gill Clack



Bill started by explaining that he intended to focus on a practical session, rather than academic and theoretical. The aim of the session would be to explain what Emotional Intelligence (EI) was, the links between type and Emotional Intelligence, and Emotional Intelligence considerations that need to be taken into account in type identification.

### Definition of Emotional Intelligence (EI)

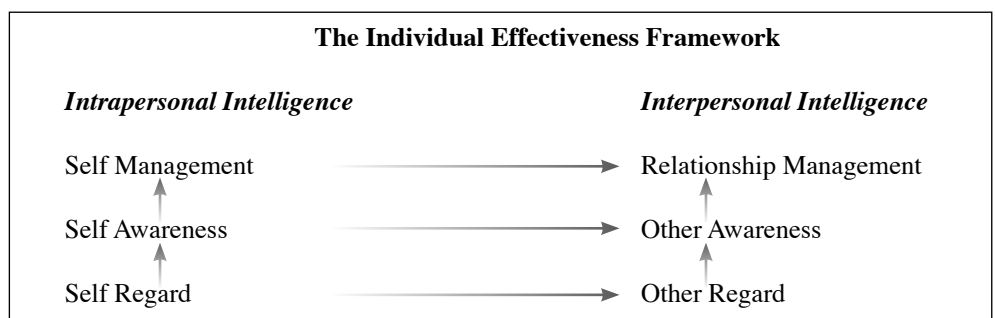
EI is a competence-based approach, unlike type preferences, i.e. it is not how intelligent one is but how one is intelligent - it is the practice of thinking about feeling and feeling about thinking when choosing a course of action. The extent to which we have this habit is determined largely by our own internal interferences, which are beliefs and attitudes about our childhood. Events in adulthood can also affect it.

It is, therefore, about managing our personality and directing our behaviour to be personally and interpersonally effective - how we manage ourselves. One's EI competency can be improved by developmental work in the same way that an Introvert can attain skills in presenting, i.e. extraverting. It's not how smart you are but how you are smart! One's EI competency may, however, disappear when one is angry or frustrated and the development of one's own Individual Effectiveness (IE) can help retain calmness rather than getting emotional and losing one's intellectual capacity as well.

Emotional Intelligence is not IQ, competencies, navel gazing, liking everyone, personality, soft skills, a fad, just being nice, psychobabble or letting it all hang out.

### Individual Effectiveness Explained

What underpins individual effectiveness is outlined in the following framework



Intrapersonal Intelligence is being intelligent in picking up what is going on inside of us (Self Awareness) and doing what we need to do about it (Self Management). Self Regard is the degree to which we accept and value ourselves.

Interpersonal Intelligence is being intelligent in picking up what is going on in other people and between people (Other Awareness) and doing what we need to do about that (Relationship Management). Other Regard is the degree to which we accept and value others as people, as distinct from liking or approving of what they may do.

Bill then led us in an exercise examining our strengths and weaknesses in terms of Self Awareness/Other Awareness and Self Management/Relationship Management.

After the exercise we discussed this further, Bill explaining that Self Awareness was not just self knowledge (what makes us tick) but also awareness of what's going on in one's own body, e.g. temper – and what triggers it so you can manage it. Other Awareness includes whether or not one picks up the vibes as to what's going on for others and whether that is accurate.

Self Management and Relationship Management refer to how we get things done – goal directedness, personal power, resilience (do I stick to things), flexibility (do I manoeuvre), trust (am I consistent), do I stick to principles or do I just do what pleases people, giving them what they want to hear. Relationship Management is whether I trust people to the right degree and get the balance right; am I assertive or passive or aggressive; independent or co-dependent or over-dependent; expressing emotions – too much or 'closed'.

We then did another exercise assessing our competency in these areas.

In discussion, it emerged that in terms of self awareness we may not necessarily be right – there may be an element of self delusion and this is where 360° feedback can be valuable in revealing this. It can help people identify areas where they need to do some more work.

So, you can improve your competency in terms of your individual effectiveness or Emotional Intelligence. It is not fixed but is developable. Awareness is central to this and EI programmes are journeys to deeper awareness.

The importance of the 'Regard' scales link to Transactional Analysis and the work on Emotional Literacy of Claude Steiner. Ultimately it's the 'Self Regard' and 'Other Regard' which is the most important, i.e. the four Life Positions of I'm OK, you're OK, etc. (see below)

| The Four Life Positions |                    |                |
|-------------------------|--------------------|----------------|
|                         | <i>I am not OK</i> | <i>I am OK</i> |
| <i>You are OK</i>       | Submissive         | Healthy        |
| <i>You are not OK</i>   | Stuck              | Critical       |

We need to be in the 'I'm OK' combined with 'You are OK' quadrant to be healthy.

Effectiveness is Potential minus Interference. The aim in IE work is to remove the interference in order to allow the Potential to blossom.

## Potential Links with MBTI® type preferences

Bill then went on to highlight possible links between the different facets of Emotional Intelligence and the MBTI types as follows:

|                      | Introversion (I)        | Extraversion (E)                 |
|----------------------|-------------------------|----------------------------------|
| Judging Realm (J)    | Self Management         | Relationship Management (Te, Fe) |
| Perceiving Realm (P) | Self Awareness (Si, Ni) | Other Awareness (Ne, Se)         |
|                      | Self Regard             | Other Regard                     |

We then discussed the strengths and potential pitfalls of the various types in relation to this model.

## Mind Sets and Intentions

Bill explained that in negotiations we can situate ourselves in what he termed the 'Red Zone' where we take on a defensive, fearful presence aiming to







protect, defend, defeat, win and be right. Conversely, we can be in the 'Green Zone' where we take on an authentic, non-defensive presence aiming to grow, learn, connect, arrive at mutual gain and understanding. The latter has a longer term benefit than the former so it is better to take on a 'Green' mindset rather than a 'Red' one.

### Openness

Another aspect to bear in mind is the degree of **openness** you take. When you are not open you distort reality or pretend; are guarded and hidden; talk at a task/superficial level (ignore or avoid emotions), and are unaware and unreceptive. However, when you are open you speak 'your truth', acknowledge and express feelings and emotions, share how you are in the moment and ask yourself the question 'if only 1% were true'.

### Choice

Also of importance is the element of **choice**. When you are not exercising choice you blame others or circumstances; are ambivalent, disempowered; are rigid or close minded (defensive), and dismiss or 'give up' (e.g. 'only way', 'no way out', 'victim').

In summary, therefore, all these facets contribute to the development of Emotional Intelligence or, as JCA term it, Individual Effectiveness.

**Bill Davies** has worked in careers guidance and personal development for over 20 years. He has a number of strings to his bow including being a trained trainer, having management experience, lecturing at the University of the West of England, leading a business development unit, and writing career development material. He is currently the Marketing Co-ordinator for The British Association for Psychological Type.



The Conference finished with a **Panel Of Experts** fielding questions from the floor about Type Clarity. This year's Conference organizing team of Carol Parkes, Wynn Rees and Angelina Bennet did a great job of putting on an enjoyable and beneficial conference that gave everyone something to use and ponder, from those new to Type or struggling with Best Fit/Identity, to practitioners looking for fresh approaches and tools to use with clients.

[This Conference Report was compiled by Nancy Silcox, Assistant Editor of 'TypeFace'. Nancy also serves on the Board of Trustees as Honorary Treasurer. Photographs: Gill Clack, Wynn Rees, Nancy Silcox, Georg Stuer and John Whittington. Stellar Constellation photographs used as allowed by [www.hubblesite.org](http://www.hubblesite.org) ]

## BAPT CONFERENCE 2009