



BAPT CONFERENCE 2010

HEALTHY, WEALTHY & WISE USING TYPE TO MAXIMIZE POTENTIAL

Reported and compiled by Nancy Silcox (ENTJ) – Assistant Editor

Besides a distinguished programme of speakers and concurrent workshops, this year's Annual BAPT Conference celebrated 21 years of BAPT!

The Conference took place over the weekend of 5-7 March 2010, at the DeVere Conference Centre, Harben House in Newport Pagnell near Milton Keynes. We have used this excellent facility for a number of years and from our perspective it caters for all preferences! The rooms were all en-suite with Sky TV, telephones and free wireless internet. Harben House has a great restaurant, bar area and gym with sauna and pool.

The Pre-Conference Workshop was presented by Susan Nash entitled '*Contextual Coaching: Improving Performance through Developing Strengths*'. This was held from 9:30am-5:00pm on Friday 5th March, with 27 delegates in attendance, all but one of whom stayed on for the rest of the Conference. Here follows a report on the day's proceedings by Clare Rayner:



Susan is the British-born owner of EM-Power, Inc and EM-Power (UK) Ltd. She works internationally as an expert in the business applications of Type and Temperament and has been an executive coach and trainer. Additionally, she has written seven books with an eighth on the way, which sounds somewhat like having children!

The objectives of the session were:

- To review our coaching style
- Recognise the performance level of the person we are coaching
- Revise our coaching approach to the person and the **context**.

To give an overview, this workshop covered:

- A revision of the four temperaments and functional attitudes
- Berens' interaction styles (how we engage with people to help them achieve goals and behaviour change)
- The conscious competence model (overcoming weaknesses and learning new skills)

Susan proposed a model combining these, akin to 'lenses', like the lenses popped in and out of the holder at the opticians. You know how they are slipped in: 'Which is better, the first, the second, or both?' 'Ooh, not sure, try again' by which time you are thoroughly confused. Well, I am. More on this later.

Her style engaged us from the off: she was upbeat, energetic and enthusiastic. We started off by having a rousing chorus of greeting before introducing our neighbour to the group. This was followed by a brief review of the aims of the coaching process: enabling others to gain insight by listening and challenging, encouraging them to be themselves, achieving their goals using internal and external resources, overcoming internal roadblocks. Susan summarized this as 'an interactive dialogue that results in continuous improvement of performance'. Coaching may be thought of as the 'bridge' between training and development (of skills) and 'stretch projects' (improving performance, applying new skills). However, what we see in people is behaviour adapted to circumstance; in order to effect change we need to help people find the motivators and beliefs behind their 'front'.

Following a brief review of the four temperaments (why we do what we do) we moved around to identify a flipchart and discuss our choices. There followed a wonderfully detailed review of the four temperaments - Artisan (SP), Guardian (SJ), Rational (NT) and Idealist (NF). These were matched with their new names and symbols: improviser/palette/fox, stabilizer/shield/beaver, theorist/brain/owl and catalyst/pathway/dolphin. We derived the positive and challenging characteristics of each and then applied these to our style as coaches.

Next we did a very simple but memorable exercise. One would have thought the room was filled with SPs given the fun we had with it! We were simply required to look through strips of coloured plastic and describe how the world looked (remember the lens analogy above). Then we had to look through multiple layers. This served as an apt and timely warning that we were about to start looking through new lenses and that if we were a bit in the dark we should trust to later adaptation. This concept was helpful when our energy dipped after lunch and new information! However, Susan was ever alert to the changes in the group and ensured change in activities to keep us entertained. Thus, we were delighted to locate an attractive corner of the room related to our own interaction style and explain ourselves. Susan displayed thespian talent as she demonstrated the physical energies analogous to each style, by walking different walks. I was fully prepared for a Groucho Marx or a John Cleese but Susan made these all her own!

We conducted several exercises related to interaction styles. For me, the most thought-provoking one made us look at the strengths and weaknesses of our own interactive style in coaching situations. The aim was to make us more flexible in using all styles.

The third model Susan used was the conscious competence model. It was illuminating to concentrate on improving strengths. As Susan rightly pointed out, we are not taught to do this. We are more often required to improve weaknesses, moving from unconscious incompetence (oblivious) to conscious competence (effortless). The power of working on our strengths was noted, moving from 'effortless' (=unconscious competence) to 'energised' (=conscious competence). We worked through the stages of each model in detail and then looked at some case studies to assess the performance level of individuals. We then worked out how to apply the different interaction styles to the performance level and temperament of coachees. This was the **contextual coaching**. By this stage, even the most experienced amongst us had a lot of thinking to do. The challenge was in looking through all the lenses that Susan had given us.



Susan's particular skill was designing and delivering a workshop that was able to challenge those with less experience as well as leaders in the field! Delegates' comments ranged from 'absolutely fascinating' to 'I am used to the separate theories but putting them together in this way is going to take a lot of reflection and practice.'

Susan's style was always lively and upbeat. Best of all, it was informal. She used plenty of examples, anecdotes and case studies to which we could apply our newfound techniques. The workshop sign-posted and, therefore, complemented other sessions in the Conference. The pace appeared to suit most people, although clearly we were tired at the end of the day. It has been said that I have the attention span of a flea; I have to say that Susan kept my attention throughout. Having warned us that our 'vision' might take a while to adjust to the new combination of lenses, she delighted us at the end by asking us to choose a funny photo each and use the picture to explain how we felt at the end of the workshop.

The final word has to be for Derek, Susan's husband, who was a humorous and helpful presence in the background of the workshop, so kindly dealing with random hands waving books, credit cards and forms! I am sure we all hope that they will both come back to another meeting!

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Friday evening saw the kick-off of the main Conference with a 'spirited' session of *The Personality of Wine*, presented by Deborah Fleming. This session had something for everyone:

E/I exercises were conducted

S – Tasty wine exercised the senses

N – Good MBTI® exploring Type approaches

T – Competent, knowledgeable presenter

F – Friendly presenter facilitated team exercises

J – Well-run and organized

P – Fun!





Deborah Fleming became interested in Type and approaches to wine when she joined the Oxford University Wine Circle in order to meet new people. She recognized a fun application of Type and founded Personality of Wine™, combining personality and wine tasting. Chameleon Works is her company that uses this event to provide an opportunity to learn how to engage different MBTI® Personality Types in ideas and communications using the fun platform of wine tasting. They buy straight from the vineyard and the wines we sampled were from Romania!

We began with a glass of white wine and, after tasting, were divided into Temperament Types and asked to design a label for this wine that would appeal to our opposite Temperament, e.g. NTs designed a label to appeal to SFs. The debriefing session was fun and informative; clearly illustrating the Type traps we fall into, such as confusing emotion with values when designing for the NF.

We moved on to the red wine and an introvert exercise to taste and write our descriptive tasting notes on a card. The debriefing showed some Types found this easy while others struggled for various reasons. Who would have thought psychology and wine went together so well, but then, 'wine' not?!



Saturday morning we were welcomed to the Conference by Angelina Bennet, Conference Co-Chair, who introduced Susan Nash for her plenary session entitled '***Dating, Mating and Relating***'. By understanding differences, we can anticipate potential issues and respond to conflicts with effective strategies through improved communication. Although this session was aimed at interpersonal relations in an intimate or family situation, the same concepts and strategies work in the team and office environments.

Susan led an animated and fast-paced exploration packed with helpful information. We zoomed through the PowerPoint handout, punctuated with fun exercises. This lively session began with an icebreaker, where each table matched celebrities past and present, after which Susan led the room to guess the Temperament of the individuals in the couples identified. For example, SP Artisan, Bill Clinton, married to NT Rational, Hillary. We were then invited to write on flipcharts our experiences of behaviours and words associated with each of the Temperaments. Susan said research shows there are three stages in relationships:

- 1 - **Dating** from 0-6 months, roughly defined as 'lust'!
- 2 - **Mating** from 6 months - 4 years, defined as 'Limerance', or 'on the edge' and laying the foundation for true love. The end of stage 2 is the greatest danger zone where so many founder on the 'Pygmalion project', or 'to make my mate just like me'!
- 3 - **Relating** through true love with communication key.



We discussed the possible connections and conflicts of different Temperament combinations. An example would be that affiliation, supportive and devoted are words that connect the SJ Guardian and the NF Idealist, while they may conflict over practicality, change and romantic expression. If we focus on the 'connects' we can minimize the 'conflicts'. We reviewed the Function-Attitudes and their characteristics to explore the difference this makes to relationships. Susan suggested a piece of music that could be the theme song for each of the function-attitudes. For example, Se might sing, "*Let's Get Physical*", while Si might hum "*Memories*".

Understanding the core needs, values and communication preferences of a loved one is half the battle, but we need to honour and appreciate these in order to use this knowledge to enhance relationships. Susan summed this up with:

- Value the Difference
- Keep Learning
- Communicate, Communicate, Communicate.

The morning finished with Susan's "Dream-Catcher" - a folded tool to help explore our way from Temperament to function-attitudes within Whole Type.

There was so much in this session that a short report does not do it justice, so I suggest if you ever have the opportunity to attend her workshop in the future - jump at it and drag along your mate if possible! Alternatively, read her book with the same title, "*Dating, Mating and Relating*", available on

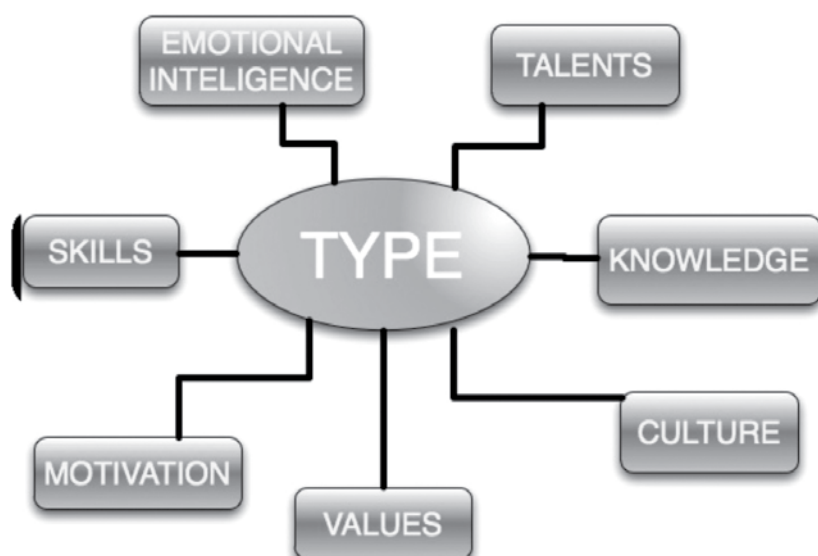
www.amazon.co.uk or from her website:

www.em-poweruk.com.



After lunch there were two concurrent sessions to choose from. In the main room about half the delegates assembled with Christine Rigden for her session, '**Who You Are, What You Do Best, What Matters Most**'. A report follows on this session by Robert Stead:

Type has always offered a useful tool to help people review their career and provides an invaluable sense of direction in relation to occupations. Christine presented a strengths-based model to complement a type approach to career planning. Starting from the perspective of Type, Christine's model for 'who we are' began to grow:



An acorn knows it is going to be an oak tree. However, there are many different kinds of oak with each one in their different environments adapt to their individual setting. An oak tree cannot become a pine tree, but one oak tree in one environment can appear very different from another in a different environment. The same goes for Type, the same Types can appear quite different depending on the influence of their respective environments. These influences can be divided into two categories - values and strengths.

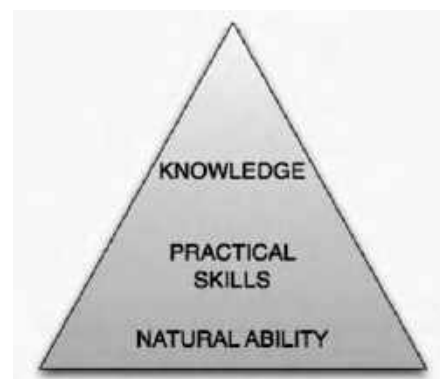
Values can be described as our North Star – the thing that guides our choices and gives us a sense of direction.

Given any particular type the place to start is a values audit. Values are the often unconscious drivers that underpin all our actions and decisions. When we are honouring our values we are congruent and at peace, when we are not we can feel uneasy and unfulfilled. Bringing our values into conscious awareness can help us to better understand ourselves. By identifying our values and aligning them with our career choice we can greatly increase our chances of success and fulfilment.

The first step Christine suggested was to list our top five values, for example: achievement, adventure, autonomy, balance, belonging, challenge, competency, etc. Then by giving each of our values a score out of 10 by asking ourselves: “how much is each value present in my life and how much am I living each value at the moment”. Then choose the value with the lowest score and asking: “How would my life be different if I were living it 10 out of 10?”

The final step is to ask: “what is the one real action I can take to increase the score by a fraction?” - Set a goal, a challenge or a measurable outcome. This is where type becomes relevant, some types may not feel comfortable in setting goals and instead may prefer a more exploratory or experiential way of living up to their values in more authentic ways. For example ENFPs may prefer to reframe this activity as an opportunity to grow rather than as a set goal.

Christine then went on to describe how to help people explore and discover their **strengths** based on the work of Marcus Buckingham, Donald Clifton, Tom Rath and Barry Conchie. According to these authors strengths can be seen as being made up of knowledge, practical skills, natural ability.



Weaknesses are whatever gets in the way of our strengths. Using a strengths based approach means focusing on developing our strengths and only working on our weaknesses enough for them to be ‘good enough’.

The next step is to list our strengths and then to ask ourselves: “If I could do anything what would it be?” – what makes it the best thing to do? By assessing the gap between where we want our strengths to be and where we are now we can then take steps to develop these strengths in line with our values. By aligning this process with career choice and Type, Christine believes we can live more fulfilled and authentic lives.

References:

Buckingham M & Clifton D (2005) *Now Discover your Strengths: How to develop your talents and those of the people you manage*, Pocket Books

Rath T & Conchie B (2008) *Strengths Based Leadership*, Gallup Press, New York.

Rath T (2007) *Strengths Finder 2.0*, Gallop Press, New York

The other concurrent session was originally to have been presented by the Rev. Dawn Watling, who unfortunately was not able to be with us. Our best wishes go to Dawn and prayers for a speedy recovery. Our guests from America, Katherine and Elizabeth Hirsh kindly stepped in at the last minute with a workshop, *'Enriching Your Spiritual Practice: Ideas inspired by Jung's Life'*, reported here by Charles Worth:



Katherine and Elizabeth began by taking us along a timeline to illustrate Jung's effort to 'make the Internal External and External Internal.' He is quoted, *"Gradually, through my scientific work, I was able to put my fantasies and the contents of the unconscious on a solid footing. Words and paper, however, did not seem real enough to me; something more was needed. I had to achieve a kind of representation in stone of my innermost thoughts and of the knowledge I had acquired. Or, to put it another way, I had to make a confession of faith in stone. That was the beginning of the 'Tower,' the house which I built for myself at Bollingen."* (p.223 *Memories, Dreams, Reflections*)

Jung bought land on Lake Zurich in Bollingen in 1922, and began constructing his retreat, initially with a two-storey house and a rudimentary tower right next to the lakeshore. He made a series of additions over the years until his death nearly forty years later, including a second tower, a Retirement Room for "spiritual concentration" – kept locked, the key of which Jung kept with him at all times – a courtyard and a stone monument which he carved himself. Here Jung felt he was connected to all that had come before him (ancestors, archetypes of the collective unconscious, etc.) as well as with his future and the future of humankind.

With this vivid, if eccentric, story before us we were then offered an opportunity to identify an object to represent our own internal, spiritual essence. We could choose from a selection of objects on a table or we could create or imagine something else.



Having spent time in quiet contemplation we then shared with the group what we had chosen and how that reflected who we are and the spiritual gifts of our personality type. In the room we discovered an ENTP mobile phone – competence, questioning, opportunity, with selective memory as an added extra; an INFJ Swiss army knife – variety, options, new projects; an ENTJ fire extinguisher – bright, bold, good at problem-solving and fire-fighting; an INFP flip-chart pen – communication, creativity and a Permanent Marker; and an ESFJ house – firmly connected to the physical world, offering hospitality to people.

Even though we didn't necessarily have Jung's advantage of marriage to an extremely wealthy person, Katherine and Elizabeth next invited us to create our own Dream Retreat, as Jung had done at Bollingen. We worked in Dominant Function groups, considering elements like location, surroundings, amenities, type and size of building(s). We were asked to create an invitation. The Thinkers chose a remote location with views, a perfectly reasonable and balanced invitation – 'Please come to my Dream Retreat: it's special to me and you're special to me and I'd like you to share it' – but couldn't agree on whether to construct a log cabin or a Byzantine church. The iNtuitives produced an attractively illustrated flip-chart sheet with a range of colourful features, from a portcullis to a garden table for two with special cakes, via a wood-burning stove and the smell of orange blossom. The Feelers started with a cottage in Dorset, which steadily expanded to include a garden with hens and cats, a dining hall with log fire, a wine cellar, and a soundproof music studio, and invitations were sent to Nelson Mandela, Peter Ustinov and Shakespeare.



Throughout this creative and enjoyable session Katherine and Elizabeth illuminated our offerings with Type-related comments full of insight. In two brief hours we experienced how metaphor, the concrete and the physical can illuminate what we mean by spirituality, in ways that reach beyond words. Thank you Katherine and Elizabeth for so skilfully and sensitively opening up ways of enriching our spiritual practice.

After the tea break we again had a choice between two concurrent sessions. In the main room delegates engaged in a very theoretical journey through some light and dark shadows with Angelina Bennet. This session, **‘The Shadows of Type’**, is reported by Catherine Stothart:

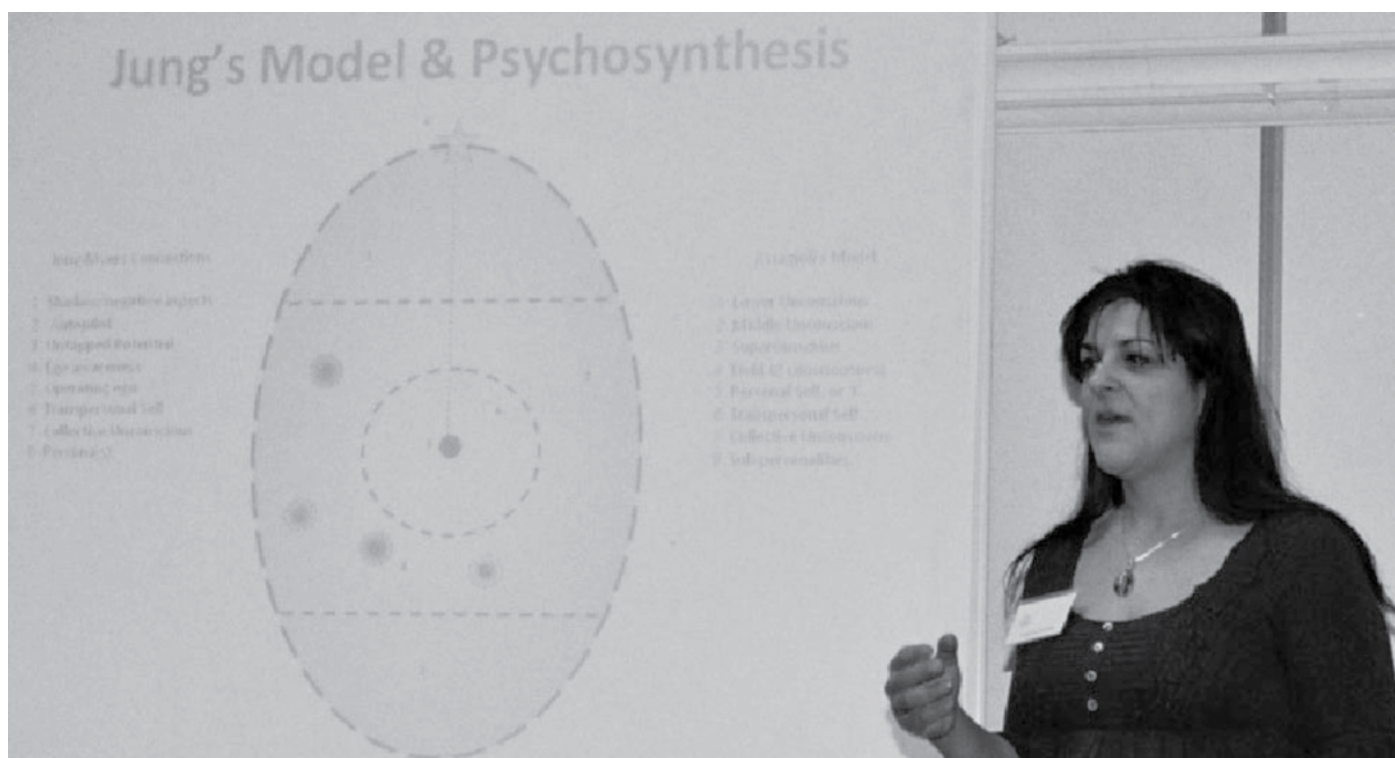
When I was deciding which of the parallel session to attend, Angelina did her best to put me off her own session, saying it was “very theoretical”. Never one to duck a challenge, I decided to go to this session and was very glad that I did. What follows is my interpretation of Angelina’s presentation – with apologies in advance for any inaccuracies!

Angelina introduced us to the research she has been doing for her Doctorate and the approach she is developing for coaches to use when working with clients who are at different stages in their journey to whole type development.

Her interest was sparked by the knowledge that people of the same type differ in how well they use their preferences: some are able to use their preferences well whilst, for others, their preferences are self-limiting.

She was also aware that while many coaches use the MBTI® in their practice, there was a “missing piece” around the theory underpinning the use of type to help people with dysfunctional behaviours.

Whilst acknowledging the various valuable approaches that have been taken to the “shadow” side of type (e.g. the contributions of Golden, Quenk, Beebe, Delunas, etc.) and the other tools that exist (e.g. Enneagram, HDS, EQi, etc.), Angelina felt that there was an opportunity to add more depth to the theory for use in developmental coaching.



By combining Jung's ideas about the dark and light shadow with Assagioli's psychosynthesis model of the psyche and relating this to models of ego development (Loevinger, Cook-Greuter), Angelina has produced a model, which enables coaches to work with their clients at the relevant type development level. She has written descriptions, based on a variety of sources, for each of the 16 MBTI® types outlining how the preferences may manifest themselves at each of 7 levels. Some BAPT members have contributed to this by checking sets of adjectives for each type at each level and also by responding to questionnaires about how they use type in coaching.



During the session, Angelina gave us copies level of development and the immediate both valid and helpful.

Angelina believes that in an increasingly leaders must develop higher levels of Shadows of Type", will help coaches to forward to reading the book!



of the descriptions of our own types at each responses were that they largely seemed

complex and ambiguous world, effective functioning; her approach, named "The facilitate this development. I am looking

I personally chose to enjoy '*Open space*' with about a dozen others. This session was borne out of *Open Space Technology* by Owen Harrison. We've all heard it said that sometimes more actually gets accomplished in the tea break than in the conference, so this session was meant to be like having a tea break.

Wynn Rees was our facilitator and, after a few opening remarks, he fielded comments from the floor, such as, "Generally coffee breaks follow sessions, which then stimulate the productive discussion", to which Wynn added that 'Open Space' is often conducted among people who share common jobs.

Wynn invited possible topics to throw into the pot. Some of these were 'Interaction Styles and Relationships', 'Attracting new members to BAPT', and 'How do we come to our values'. When the topic production slowed down, Wynn suggested we 'vote with our feet', upon which we broke into two groups. The group I chose was to discuss

BAPT benefits and membership, a topic dear to my heart being a Board member. Lyn suggested a SWOT on BAPT so, with her at the flipchart, we delved into the Strengths, Weaknesses, Opportunities and Threats of BAPT. One of my favourite results of this analysis was a thrust to Attract, Retain, Develop and Grow.

Both groups came together to debrief and share at the end, and we were delighted to find that the other group's look at Interaction Styles, Values and Relationships had strayed into the arena of BAPT Membership as well, with members' Values and Relationships being key.

I would say, 'Watch this space' opening up further discussions and initiatives in the future.



Saturday was drawing to a close and it was time for BAPT's AGM. We gathered in the main Conference Room for the raffle, which earned BAPT £40. Prizes included a bottle of Irish Mist as well as books donated by this year's presenters. We thank Susan, Katherine and Christine for their kind donations.

Following the raffle, Wynn Rees, BAPT President, made a short speech with greetings from other APTs including Phil Kerr of AusAPT, blew out the candles and cut the cake in Celebration of 21 years of the British Association for Psychological Type. Sally Campbell, BAPT Member Number 2, reminisced about BAPT's early days and history. Another early member (number 25) present was Carole Wynn, who has run the BAPT Southern Area Group from its beginning.

Wynn called to order and the Annual General Meeting moved speedily through the Agenda, with apologies, approval of last years' minutes, President's Report and Trustees' Report. The Treasurer's Report looked at our BAPT finances which, although membership has been dropping, affecting our income significantly, are still healthy and our reserves are intact. The Annual Accounts were approved. If you were not able to attend the AGM but would like a copy of these, you can request a copy from the BAPT office, or email the BAPT Treasurer at nancysilcox@hotmail.com. One significant change is that we no longer need an external audit due to a change in the Charity Commission regulations, which says that charities with less than £25,000 income (I wish!) do not need an audit. A vote of thanks was proposed to go to Reeves-Neylan who have performed this function for many years at no charge. With the increasing costs of *TypeFace*, the BAPT website, and e-Newsletter, etc., the Board will be reviewing the membership dues which have remained the same for over 10 years!





Bill Davies has had to leave the Board due to increasing work commitments, but will carry on looking after the BAPT office, library, *TypeFace* mailings, website and e-Newsletter. Wow, still a big commitment! Wynn presented Bill with a gift and our thanks for years of service, first as Membership Secretary and then on Marketing. No-one has replaced him and there is an opening on the Board and a definite NEED for a Marketing Director for BAPT. Please consider putting yourself forward for this role if you have experience or desire to learn and serve in this area.

After a brief 'Meet the Board' session in the bar, we enjoyed dinner in the restaurant complete with champagne (Bottles of bubbly - Domaine De Peyret - kindly donated by Wynn Rees) and speeches from Wynn Rees and Sally Campbell. And more cake!

Sally Campbell reminisced about the early days of BAPT: "In the 1980s there was MBUG, the Myers-Briggs Users Group, which is actually still alive and well! Early members included Roy Childs, Anna-Maria Garden and Rowan Bayne. MBUG tried to get the MBTI® Training Contract from APT for the UK, but it went to OPP, so they set up BAPT to provide training opportunities and conferences in 1989. The first Conference was held in 1990 at Lucas Institute, Birmingham. It was a truly international conference with delegates from the US, Canada, South Africa, Poland, Hungary, etc."

Sally remembered the second Conference - one of the most inspirational speakers was Chris Keeble, DSO, who led the paras after Colonel H. Jones (almost certainly an SP), was killed leading his troops at Goose Green in the Falklands. Chris, an INFP, sent two Argentinean prisoners back to their unit to suggest a surrender with dignity and they did. His values shone through, saving many lives, and many in the audience were moved to tears.

One BAPT Conference Saturday evening activity years ago was composing a Type Poem and putting it to a song. Here is an example from the ISTJ group, which Sally sang for us:

*If you go out on a train today - – you'd better go in disguise
If you go out on a train today - – you'd better safeguard your 'Ts,
For every S and T and J may not be the same at the end of the day,
For today's the day the NFPs have their picnic!*

BAPT courses and conferences enabled those from counselling, spiritual and charity sector users to be involved in development at less cost. Emmaus House remains a resource running retreats and workshops. Angelo Spoto, a Jungian, came to Emmaus House a number of times.



Sally congratulated BAPT for preserving relationships and personal development opportunities while continuing to have at its core the desire to make the wonderful benefits of Psychological Type available to all, despite the difficulties of operating with unpaid volunteers and marketing challenges into the 21st Century. Use the MBTI® as something we do FOR others, not merely TO others. With good wishes for the next 21 years!



Sunday morning held a fascinating Keynote Session led by Eve Delunas, an American currently living in Germany. Eve developed her own unique model after working for years with David Keirsey and Marilyn Bates, whose book, *'Please Understand Me'*, laid the basis of Temperament Theory as used today within the context of Psychological Type and the MBTI®, by so many people, including Susan Nash and Linda Berens. Eve herself uses Temperament in her work as a psychotherapist, educator and organizational trainer, applying it to marriage counselling, family therapy, etc., from where she drew many of her case study examples shared in this session. Visit her website at: www.innervisionresources.com

Eve's animated presentation, *"The Survival Games Personalities Play"*, was worth the Conference fee alone! She led us through discovering the particular defensive reactions each of the temperaments is prone to display in times of extreme stress. She identified the factors most likely to trigger these survival games, and the typical behaviours associated with 'Blackmail' (SP), 'Complain' (SJ), 'Robot' (NT), and 'Masquerade' (NF).

Eve began by saying survival games tend to escalate over time, are not fun, and are unconscious. She cautions against telling people they are playing their survival games as this will not help. Our understanding and response is what can help us most. It can be self-sabotage and destructive, symptomatic behaviour. We all do some of these things on the low end of the scale, so if we are aware and recognize these behaviours in ourselves, we can learn to address the issues in a healthy way.

This session was so jam-packed with helpful information that it can't possibly be covered in a short report - I intend, myself, to obtain her book, *"The Survival Games Personalities Play"*, as soon as it is available after reprinting.



I will try to give you a flavour with a few succinct quotes, like, “Some situations are not stressful to everyone - it depends on your Temperament, personal development, current environment and unresolved traumas. Different Types react differently.” “Children often manifest symptoms appropriate to their parents’ profession, e.g. a nurse’s child will develop medical symptoms!” “NFs can develop ‘tics’ under stress.” “Unresolved traumas are like a boil - we go around trying to avoid bumping them, when we really need to lance the boil!”

We participated in an exercise to identify the top five stressors in the workplace. Eve then looked at each Temperament at their best, identified their core needs, what stresses them, the specific survival strategies they employ and basic interventions to prevent or stop their survival game playing.

‘Blackmail’ is most likely to be played by *SP Improvisers or Artisan Temperaments*. This is overt or implied threatening to harm or take away something the other person values, whether concrete like a child, or abstract like reputation, unless they do what you want them to do. They are driven to ‘get even’ or ‘get high’ (risky, exciting). SFPs may harm themselves, including addictions, etc. as part of their game and STPs may harm others. In their power struggles *you lose* - the SP *never* gives up, they *must* WIN at all costs. Their policy is that the best defence is a good offence!

SJ Stabilizers or Guardian Temperament are stressed by too many responsibilities, not belonging, changes, lack of structure, etc. They defend themselves by playing **‘Complain’**, which may be very controlling and lead to anxiety attacks. They may become immobilized with illness, fatigue, fears or depression. They think because they are compelled to help others, that if they complain, others will help them, but it backfires and drives others away. Repression and denial comes out in illness, particularly immune system disorders such as ulcers, cancer, angina, etc. Their physical symptoms are often symbolic. They may manifest symptoms, but not play the ‘Complain’ game if most of their needs are being met.

Obsessive thinking, boring compulsions and avoiding emotions and failure are tactics of the *NT Theorist or Rational Temperament ‘Robot’* Game, as they try to preoccupy themselves and distract others to camouflage perceived failures and ignorance. They often have unreasonable expectations of themselves and others so, rather than putting their energy into succeeding, they put their energy into not failing, and turn from constructive to useless pursuits. Some, especially INTP, may be plagued by nightmares of doing things they would abhor and never do. The best way to help ‘Robot’ players is to tell them to fail - if they can’t fail, you have set them up to succeed!

The hardest game to understand is the game of **‘Masquerade’**, played by *NF Catalysts or Idealist Temperaments*. They are creative and deceptive, like the bird that pretends to have a broken wing so you don’t find their babies. They are adept at projecting and attributing - thinking they know what others are thinking, or accusing you of being angry when it is they who are angry. This becomes their reality and they react to it. They are the most likely Types to be paranoid schizophrenics and have delusions of persecution. They may range from hallucinations and seizures to anaesthesia (e.g. becoming blind for no organic reason) and catatonia. They are the authentic Types who become phoney.

We were set an exercise to discuss a particular case and guess which party had brought the family to therapy, and who was playing what survival game and why? This brought out the very important point not to assume that the person with the most obvious dysfunction needs the most counselling!

We were running short of time and the section on four helpful levels of intervention was necessarily brief. The handout of Eve’s PowerPoint slides holds specific points for each of the four Temperaments, so here I can only say that I am sorry if you missed this excellent session, and you might like to purchase her book when it is reprinted, either from Amazon or Susan Nash. In general, the four levels of Interventions were to:

1. Employ prevention strategies to meet the core needs of each Temperament.
2. Offer training to develop effective interpersonal and intrapersonal skills.
3. Work with the entire social system to create change.
4. Employ intervention strategies specific to a particular individual.

Lastly, I would like to share with you four basic strategies Eve gave that are helpful to any Temperament:

- When dealing with any game players, avoid their trigger words, e.g. with SPs don't use the words 'rules' or 'responsibility'!
- If they are playing a game, they are not having their needs met, so find their Temperament and try to meet their needs.
- Give acceptable choices, with consequences.
- Remember, not everyone is always playing a game!



In past years, our Conference has finished at lunchtime, but this year we decided to pack even more value for money into the weekend by concluding with a Sunday afternoon session.



Katherine and Elizabeth Hirsh took us through *Type, Healing and the Journey to Wholeness*. This was a very interactive session with exercises interspersed throughout. Both Katherine and Elizabeth have been using the MBTI® for 20 years. Elizabeth has a counselling background, and Katherine, who did some of her studies here in the UK, has been actively involved with APT International and is currently the President-Elect.

We heard a bit first about the healing power of Type, especially working with the fourth function (sometimes called the Inferior Function). The sisters deferred to each other, leading in turns. While Eve Delunas was looking specifically at dysfunction, we looked at dis-ease, or a lack of ease, that is healed on our journey toward wholeness. Bringing the fourth function into conscious use in support of our dominant helps progress to wholeness and healing.

Our first exercise was in pairs. We thought of an issue or difficulty in our lives and how we used the gifts of our dominant function to heal - healing being an ongoing process.

Our next exercise was a group activity looking at how to exercise and harness our fourth function to use it in a controlled way instead of reaction and eruption. This was quite a difficult ‘stretch’ exercise, but practising our fourth function brings experience and ease instead of dis-ease.

An introverted exercise involved drawing/creating a friendly image of our fourth function acting in support of our dominant function. I loved the images delegates shared with the group. There were some beautiful visual imagery, such as Ni sitting at a computer engrossed, but having to dodge playful Se paintballs!

The gently gong used throughout this session to bring us back, sounded again as two soft toy monkeys assisted in our debrief, being passed to individuals who shared what they would take away from this year’s BAPT Conference. Catherine Stothart said, *“The Conference helped me realize that doing what someone else wants is sometimes better than ‘getting the best possible results!’”* Bill Davies held up the two very different monkeys and said, *“We have a richer appreciation of diversities.”*



This year’s Conference Theme of ***“Healthy, Wealthy & Wise? Using Type to Maximize Potential”*** was certainly a gift of Type. I’m not sure about the ‘Wealthy’ bit, but I’m sure that delegates went away with material and experiences that will contribute to their health, wisdom and help them maximize their and others’ potential.

For links and further information from the Conference, visit the BAPT website at www.bapt.org.uk/conference.php

