

TYPEFACE



The quarterly magazine of the
British Association for Psychological Type

LINKING THE TYPE COMMUNITY



BAPT CONFERENCE

7th—9th APRIL 2022

THE NEW NORMAL

CONFERENCE REPORT

INSIDE

BRITISH ASSOCIATION FOR PSYCHOLOGICAL TYPE (BAPT)

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2022 BAPT Conference graphic (Bottom)

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EDITOR'S NOTE

GILL CLACK (ENFJ)



EDITOR'S NOTE

GILL CLACK (ENFJ)

The first article in this issue is our *President's Column* where Sarah Perrott reflects on the recent BAPT on-line Conference and reports on changes to the composition of the Board passed at the AGM. Viv Kelly is taking over from Paula Aamli as Membership Secretary and Nick Toko has joined the Board in the newly created post of Director of Digital Projects.

We have details of a webinar held in May on *Type and Creativity* featuring David Goldstein and of the Type Practitioners' Peer Support sessions to be held in June, August and September.

Then we have a full report from Anna Crollick of the keynote sessions at our fabulous Conference which had 94 delegates attending from all over the world. We were very fortunate in having, once again, over 30 sessions presented on-line with recordings being made available afterwards for those missed. It is impossible to describe comprehensively all sessions so Anna has concentrated on the keynote presentations and we hope this gives you a good flavour of what was on offer.

Tim Beggs, APTi President, comes next and, in his *News from Across the Pond*, describes fully their on-line Conference held in February. If you want to view these presentations they can be purchased as a bundle, together with handouts, by going to the APTi web site.

This is followed by two articles from our Interest Groups. The first is from the Education Interest Group where, in his article, *What advice would you send back to your 13 year old self*, David Hodgson describes one of the activities he has been involved with that has proved popular with his students. The second article, in the Psychotherapy & Counselling Group, is from Mina Barimany who describes how psychological type can be integrated with counselling theory for the benefit of the treatment of patients.

Next John Hackston's *Spotlight on Research* column focuses on type research covering whether type influences reading ability, a study using Twitter looking at relationships that have an affinity or the reverse, and a validity study conducted by Francis and Village.

We then have a review by Angelina Bennet of Terri Connellan's book *Wholehearted: Self-leadership for women in transition* which looks at how type can benefit individuals who are reflecting on their life situations and are in stages of transition such as career, interests, relationships, etc.

This is followed by the latest in Nancy Silcox's *Guess the Type of the Politician/Celebrity* series when, this time, she looks at the likely type preferences of CEO of Intel, Pat Gelsinger. Do you agree with her conclusions that his type preferences might be ENFJ?

Then there are the usual short pieces of *Words of Wisdom from the Master* with a quote from Carl Jung and BAPT's Event Calendar for the period May to August, 2022.

Finally, on the back cover there are details of the next Australian APT Conference, *Time & Tide: Traditions and Trends in Type*, planned for 7-8 October, 2022.

GILL

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DEADLINE FOR CONTRIBUTIONS FOR SUMMER 2022 ISSUE: 1st JULY 2022



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PRESIDENT'S COLUMN

SARAH PERROTT (ESFJ)

We are very pleased to have successfully completed BAPT's 33rd Conference and our third online Conference. *The New Normal, People, Type and the Post-pandemic World*. We had three full days of interesting sessions with an excellent combination of theoretical presentations, practical workshops full of great tips, development workshops and a lot else besides. We were delighted to have 94 people registered from across the globe. Please do read through Anna Crollick's write up of the key notes at the Conference, in her roving reporter capacity (see pages 6-15). At our closing session those present created a word cloud of the three words they would use to describe their conference experience. Please do have a look at that at the end of Anna's report.

For those who attended the Conference – thank you. All the recordings are available on the Conference website, using your Conference login details, you can catch up with any sessions you missed. There are additional handouts there too from some of our presenters, so it's well worth checking it out. The recordings will be available for 6 months. By the time that you read this we shall also have had our in-person workshop in central London on Friday 22nd April. We had three of the world's leading Type gurus running sessions face to face. It really was an opportunity not to be missed. This was a day of activity, engagement, networking and enormous fun. We were also pleased to be able to keep the costs very reasonable for the day. Watch out for the write up in the next *TypeFace*.

As usual at the Conference we had our Annual General Meeting. Again, this was the third time that this was conducted online. There are some alterations to the Board membership. We were sorry to be saying good bye to Paula Aamli who has served for one year as Membership Secretary, due to alterations in her personal circumstances Paula was only able to be on the Board for an year. We were pleased to vote Viv Kelly into the role of Membership Secretary. Viv is known to those in BAPT and the Type community from attending conferences and being part of the

Type Academy run by Susan Nash. A warm welcome to Viv. Both Jerry Gilpin as Secretary to the Board and Richard Owen as Treasurer stood for re-election to their roles for a further three-year term. Both were enthusiastically voted to remain on the Board. We also have a new Board position titled Director of Digital Projects, and Nick Toko was duly voted into that position.

There were a couple of amendments to the Constitution. A clarification of the wording moving tenure of Board membership from two to three years, which was voted on at last year's AGM. Also to allow for there to be eight members of the Board. We have agreed and voted to allow future AGMs to be held online should circumstances require that.

We had an update from Catherine Stothart our Events Director and Richard Owen our Treasurer. It is heartening to have a full programme of events and webinars coming up. Also to report that the BAPT finances are in a strong position.

One of our highlights released just before the Conference was the video that BAPT produced. Titled *Introvert / Extrovert – What's really going on?* This was a general initiative discussed by the Board but brought to fruition by Jerry Gilpin the BAPT Secretary working with Josh Leach. Josh's dissertation specialised in 'how to make educational videos more effective'. Josh is a Type enthusiast, and we are keen to continue working with Josh in other video productions about Type. For those who have not seen the video yet, please do click on the link <https://drive.google.com/file/d/1hJZpITSSaWsnV7u2DrFRntsS7hJPrV9K/view?usp=drivesdk>

The next Type Conference is AusAPT's 30th Anniversary Conference being held from 7-8 October on-line. An excellent excuse for further learning and networking.

Wishing you all a healthy Summer ahead.

BAPT WEBINAR – SPRING, 2022

Our series of interactive webinars are an opportunity to delve more deeply into the practical applications of type, the things that matter to all of us: how to get on with children and partners, how to develop oneself, and how to work ethically with type.

The Spring webinar held on 10th May with **David Goldstein**, discussed *Type and Creativity*. David is an artist, writer, researcher, and originator of the “Art-types” concept. David co-authored, with Otto Kroeger, *Creative You: Using Your Personality Type to Thrive*, published by Simon and Schuster.



David described the webinar, in advance, as follows: “we’ll talk about ways to better understand your own creativity using personality type and to optimize your creative process and contributions. In this highly visual presentation, we’ll look toward the arts for example how we prefer to gather information and make decisions – allowing us to better understand our creative problem-solving process”.

You can catch up on this webinar and also previous recordings of our recent webinars David Hodgson - “Back to School for Parents”; Angelina Bennet – “Type and the Ladder of Ego Development” and Jerry Gilpin – “How to Use Type Ethically” via our website: <https://www.bapt.org.uk/events/bapt-webinars/>

TYPE PRACTITIONERS’ PEER SUPPORT

HELD MONTHLY FROM 6.00-7.00 PM

BAPT offers this one hour opportunity to join with other Type practitioners and engage in sharing ideas, best practice and expertise. Please do bring any tricky issues that you are facing in either your coaching practice or workshop delivery for discussion in a confidential and peer led session. The sessions will be chaired by Sarah Perrott, BAPT President, who looks forward to working with you.



This is a structured session where practitioners can bring their Type work experiences to a peer group for reflective dialogue and collaborative learning, for the benefit of ourselves and our clients. For those of you who have a coaching or counselling qualification you will be familiar with the value and format of supervision, and likely peer supervision.

Dates set up for the period June/September, 2022 are:

June 28th at 6.00 p.m. London

August 23rd at 6.00 p.m. London

September 27th at 6.00 p.m. London

This event is delivered via BAPT’s Zoom platform, and there is a LIMIT of 6 PEOPLE (first-come, first-served) so register ASAP to reserve your place via the BAPT web site where the dates will be published. After registering you will receive a confirmation email containing information about joining the meeting. www.bapt.org.uk.



Anna is a Chartered Occupational Psychologist, experienced business coach, trainer and facilitator. She qualified in MBTI® two decades ago and has used Type ever since. Specialising in career transition coaching, her work is strongly focused on enabling people to clarify their purpose and make sustained changes. She is interested in the use of creativity in the coaching process and is qualified in a wide range of psychometrics. Currently, she is involved in a European wide recruitment project for the aeronautics industry, leadership development programmes and global Type work. She is a co-author of 'The Power of Personality' and runs her own business: The Yellow Brick Road Network.

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THE NEW NORMAL

People, Type and the Post-Pandemic World

7-9 APRIL, 2022.

REPORT BY ANNA CROLLICK (INFJ)

Extracts from the diary of an INFJ.

Thursday, 7th April, 2022.

1:30pm

'Normal' is not something I readily resonate with as an INFJ, but the concept of the New Normal is something that we are all swimming in right now – some waving, some drowning (to horribly misquote Stevie Smith's poem). It feels like a state of flux, uncertainty and questioning - what are we going back to, what are we not going back to, what do we want to take from this experience, what have we learnt, what do we now value, what do we now reduce or remove from our lives? Anxiety and overwhelm seem prevalent, with some people only just about holding it together. A year ago, we didn't need to bother about what happened out of Zoom lens shot and now we are having to emerge back into the light and resume, changed.

As Type practitioners we help people. We support the raising of self-awareness, appreciate people for their energy, their difference and help them increase the ways they can relate to and connect with others. This is our purpose and our gift, but we too are recovering ourselves. It felt like the perfect time and the perfect topic for this, the 33rd Annual and third virtual BAPT Conference.

Pre-conference build up had gathered apace on LinkedIn and YouTube with glimpses of presenters and sessions from different parts of the globe. There was a mixture of well-known Type experts and new faces with fresh topics - it was a very strong line up. With a buzz of excitement and anticipation I clicked the first conference link ...

Greeted with the traditional warm and personal welcome from BAPT, it was great to see familiar faces and be together with Type enthusiasts, new and known. This time attended by 94 delegates from nine different countries including, Japan, Australia, New Zealand, Canada, USA, Britain and Europe, it was a chance to meet, chat and think about what the next three days would bring.

Keynote: The Pandemic: Enabling the Introverted Orientations, James Johnston

3:30pm

The first keynote was a deep dive into the inner world. Guided there by the deeply resonant-toned James Johnston – Architect, Founder of Gifts Compass Inc., author and teacher at the C.G.Jung Institute & ISAP in Switzerland, the session was an immersion into the dark, mysterious universe beneath the sunlit external world. It was also a deeply Jungian insight into the four introverted dominant types, Ti, Fi, Si and Ni. As an introvert, it felt exciting to have the diving lamp shone on these inner



worlds and take the time to consider how they may have responded to the increased space and attention afforded to them as an unintended gift of the pandemic. Its enforced halt to our myriad of daily external-facing activities gave some the space and opportunity to connect more fully with their inner lives. It was interesting to hear that Carl Jung said his own ideal was “a lonely island where nothing moves, except what I permit to move”. There was something about that statement that echoed my own deep introverted desire to luxuriate within the wilderness of my own-crafted island without the constant nagging of external drudgery ... this would be to truly relax.

Inner Images



Outer Perceptions



Anyhow, back to reality, James Johnston took us through the architecture, or as he put it, the floorplan of the psyche as Jung had outlined. The key thing that differentiates our psyches from those of a racoon or chicken, he said, is that we ‘see’ in our inner world of reflection and what we see is brought to us through our unconscious archetypes. Having what he called ‘respite’ from our highly extroverted cultures during the pandemic allowed us to further develop our introverted sides, to pay attention to our inner perceptions allowing more of the mytho-poetic, images and new possibilities from this side of ourselves to emerge.

Outlining what we might expect to see emerging into the world because of this period of what he called, “Intensive apprehending” was interesting and thought provoking. We may become aware of more original conceptual thinking from Introverted Thinking, translating into enhanced understanding of our systems of government, mathematics, or urban design. From Introverted Feeling, more intense understanding of our global values, translating into really seeing and reaffirming what has enduring value in our lives. Perhaps this is what we are seeing in the ‘great resignation’ as people are re-orientating themselves according to what is most important for them. From the Introverted Intuitives we might expect to see a more intensified visionary contribution, seeing the future in a more focused way using creative images drawn from the inner world, enabling us to see new possibilities.

For Introverted Sensing, James believes the pandemic has intensified their physical sensitivity to the aesthetic qualities of the world around them, driving them to move towards new creative endeavours with a core link to the past – “from a million-year-old consciousness”. It was this and the revelatory description that Si was the most mysterious of all Types that caused the biggest ripples of interest and provoked questions that were still echoing round the Zoom room the next morning. James Johnston’s assertion was eye opening, particularly to Nis, who have always quietly held the ‘most mysterious’ badge themselves with pride. Sue Blair and Sarah Perrott as resident Sis were particularly quizzed on their level of mysteriousness, though modestly denied it, but do we ever consider our own selves to be mysterious?

Introverted Orientations

Introverted Sensation

New Merged Attitude & Orientation:
Intensively Apprehend Holistic Innovations

New Functional Role:
Aesthetic Sensation

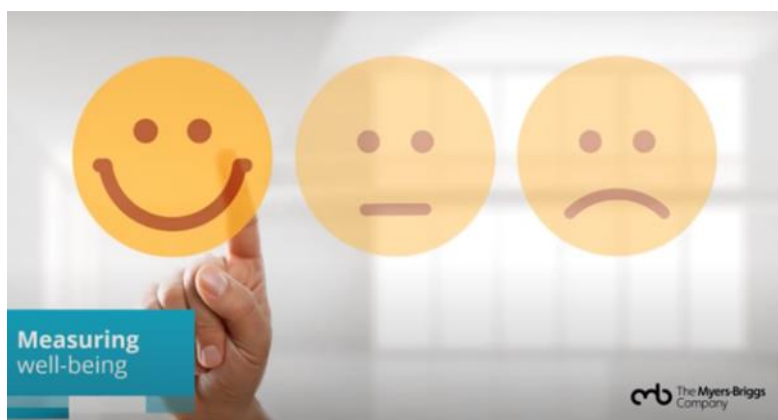
Key Comments from Jung
“Introverted sensation apprehends the background of the physical world rather than its surface. The decisive thing is not the reality of the object, but the reality of the subjective factor [inner object], of the primordial images which, in their totality, constitute a psychic mirror-world. It is a mirror with the peculiar faculty of reflecting the existing contents of consciousness not in their known and customary form but, as it were, *sub specie aeternitatis*, somewhat as a million-year-old consciousness might see them.”

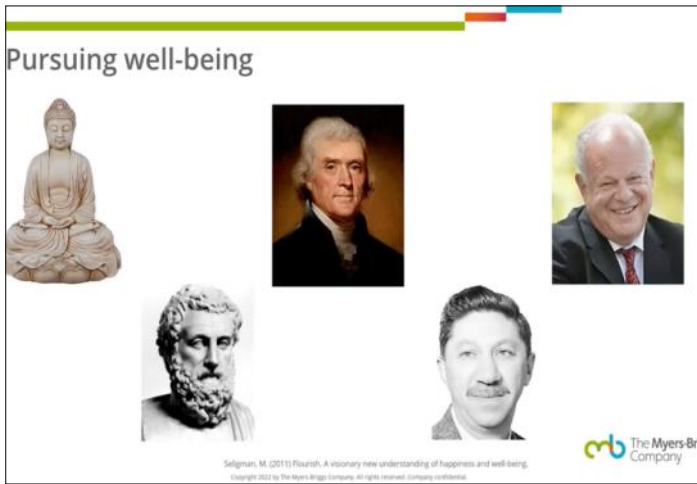
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Keynote: Personality Type and Reactions to a Pandemic, Rich Thompson and John Hackston

6:30pm

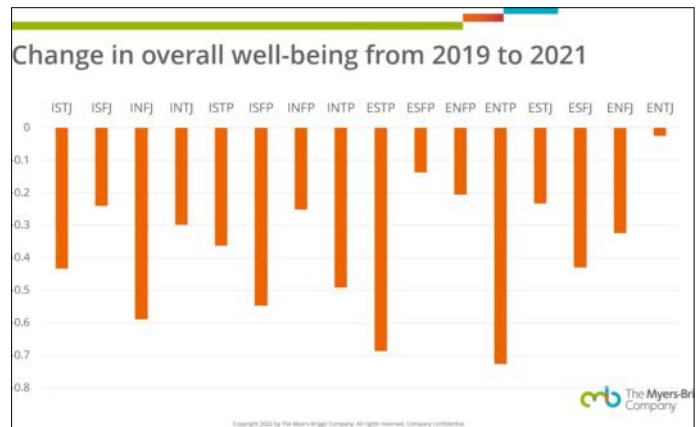
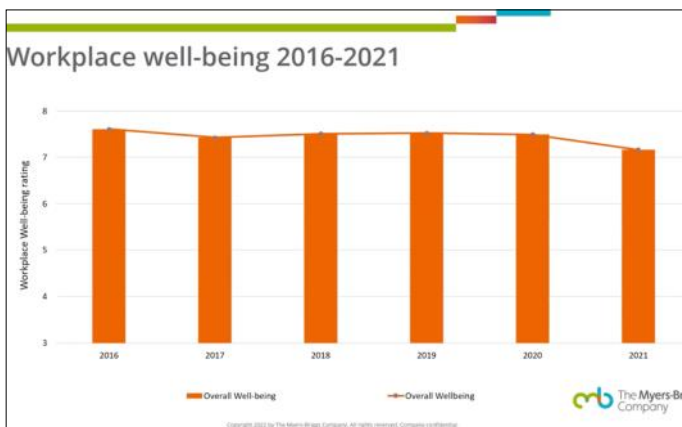
To take us into the evening, UK time, and give those who like data something to chew on, there was hot off the press research presented by The Myers-Briggs Company. Senior Director of Global Research, Rich Thompson and Head of Thought Leadership, John Hackston were a pitch perfect duet of introverted thinking. I hadn’t heard Rich Thompson present before, but he proved a great pairing with the BAPT stalwart John Hackston. Sadly, there was no singing this time, not like the unforgettable 2018 renditions in the BAPT bar of old, but instead a beautifully presented synopsis of current research into what happened to our workplace well-being during the pandemic. Grounding us from a data perspective, this session felt calming and reassuring. Their research is based on a massive group of over 20,000 participants who have been assessed on well-being and Type from 2016 to the present day. It gave us an understanding of where we are now in the ‘new normal’, with some specificity of how different Types are faring and insight into what can enhance workplace wellbeing.





I particularly enjoyed how Rich set the big picture context of well-being reminding us that it has been a human goal throughout history. Starting with the Buddha who taught that ‘we are what we think, and happiness is the result of these thoughts and with these thoughts we make the world’ he moved to Aristotle, who stated that our ultimate purpose is to achieve The Good Life by focusing on our virtues. Jefferson enshrined the right to pursue happiness in the declaration of independence and Maslow set out the hierarchy of human needs for self-actualisation. Martin Seligman, more recently outlined a theory of wellbeing. Rich Thompson’s research echoes Seligman’s findings and he outlined six defining factors of workplace well-being with the PREMAN model: Positive emotions, Relationships, Engagement, Meaning, Accomplishment and Negative emotions.

It was surprising, though reassuring, that the data shows ratings on workplace well-being to be consistently quite high (think 7 on 10) and while there was a dip in the pandemic it was not huge. I wasn’t surprised to learn that introverts consistently score lower on well-being than extroverts. Another interesting point was that the research clearly indicates that higher levels of well-being lead to positive outcomes for organisations through better job performance. This was effectively illustrated by getting us to think about our own experiences of well-being at work using some of the research questions. For example, we were asked ‘think about the last time you felt a sustained positive emotion at work. How did this affect your work?’. I immediately recollected feeling more connected to people, laughing more and, it was true, I had been much more efficient as well as relaxed – more speed and less stress. The responses in chat demonstrated that I was not alone in these experiences – it was a clever way of validating the theory that higher well-being has a positive impact on our effectiveness at work.



Other findings of interest were around new data on remote and hybrid working. The research showed that overall, only 27% of people said they felt they had the balance just right. Everyone else felt they would like to be doing either more/less remote work than they are doing currently. John Hackston pointed out that the key factor seems to be around having the opportunity to choose. Within this data, in terms of Types, ISTPs have the happiest balance of remote/office work (47%) with ENTJs feeling most disgruntled, only 8% of them at a happy equilibrium. Linking this back to well-being, they found that the people who are most positive about work are those who are working remotely slightly more than what they consider to be ideal. For loads more data you can download a report from the Myers-Briggs Company website.

In our data:

- 42% were working remotely **more** than their ideal preference
- 31% were working remotely **less** than their ideal preference
- Only 27% were working remotely at a level that **matched** their preference

In particular:

- 84% of those who **never** worked remotely would prefer to do so at least some of the time

While we may already know that workplace well-being is enhanced through doing work that we find fulfilling, meaningful and interesting, what stayed with me after the session was that it was equally important to treat ourselves well outside of the workplace. For example, doing resourcing activities such as exercise, reading, music and spending time with people we love. This was a useful reminder-to-self that these things are not just ‘nice to have’s’.

Other Day 1 Sessions:



- Leadership through the webcam glass – Gareth English
- Inferior function – friend or foe – Angelina Bennet
- Navigating change: personally, professionally, organisationally – Gregory Huszczo
- Stress, trauma, or just life? Sorting it out with type, bandwidth and blameless discernment – Jane Kise & Ann Holm
- Brains and type variants around the world – Dario Nardi
- The temperaments at work in the post pandemic world – Anne Bulstrode & Susan Geary
- 19 ways to fix all your relationships – Sterling Bates
- Applying Jung’s 8 functions with remote team and leaders – Cindy Paris
- A defense against narcissism – Carol Shumate

On that note, I felt it would only be beneficial to pop into the Kumospace for a virtual glass of something or other and a random chat. This year I was braver than last and explored this virtual hang out a bit further. My bravery reaped rewards. I found John Hackston playing some tunes on the virtual piano! I spied some colourful bean bags and scooted myself over with some other virtual ‘Kumonauts’. It was fun, relaxing and refreshing.



Friday 8th April, 2022

1:30pm

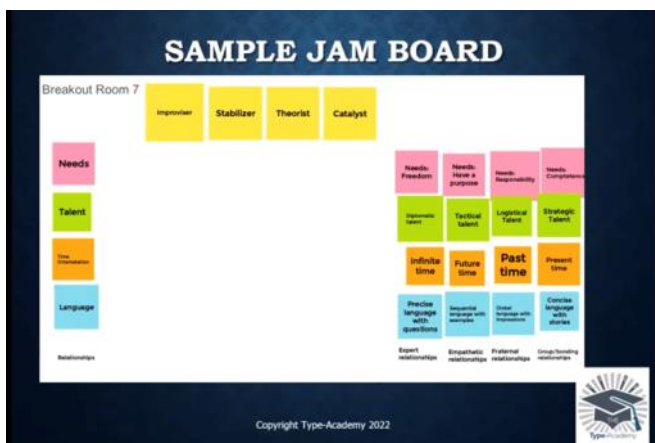
Had such a lovely start to the day in the networking/coffee session. Chat was relaxed and easy, with no pressure. Discussion was around introverted sensing following reflections and questions from James Johnston’s assertions about their mysteriousness. It felt an unexpectedly safe space with people sharing and genuinely interested in hearing from others. I felt validated and connected and realised this is the magic of BAPT. This is what it is all about.

Keynote: Talking Type in the Virtual World, Susan Nash

3.30pm

Friday afternoon in the low slump of the day’s circadian rhythm, Susan Nash, the owner of EM-Power and a huge contributor to the Type world through the Type Academy and BAPT, was ready to shake us off our laurels. Based on her extensive knowledge of Type and facilitation, Susan Nash has crafted an awesome package of practical tips essential for virtual work. Her focus was on sharing her work through modelling her methods of engagement and demonstrating while letting us play with all the tools in the toolbox. It was both energising and highly interactive and the hour flew.

The session was a defiant challenge to the assumption that virtual cannot be as effective as live and her generosity in sharing this was huge and welcomed. Jumping right in from the start, she asked for a show of hands for who had seen her before, then posed a question that we could answer in chat. We were instantly involved. Her skill in asking relevant, yet easy to answer questions of her audience subtly built up a dynamic engagement. The goal, she explained, is always to ask a question within the first two minutes. There was then a poll, where even the most silent of introverts, I reference myself, can take an action that draws them into a connection with both the topic and the group. She packed in the use of technical tools, while still managing to model her tips seamlessly. It felt neither contrived nor jerky - just a fun helpful conversation where we were invited to have a go for ourselves.



This session made me more consciously aware that ‘interactive’ is not just about getting people to contribute verbally but can be achieved through embracing the technology to keep everyone energised, alert and engaged with the topic. A key learning was the importance of ‘changing modes’ every two minutes. This could be just subtle things, asking for a thumbs up/down, running a poll, using emoji’s, sharing a different slide, asking for a show of hands, or asking to ‘put into chat’. Variety was the name of the game with time built in for reflection, perhaps with pre / post work if there is no time in the session itself.

A hugely reassuring tip for me was around the need for building information in small pieces, progressively on the slide, in time

with when it is explained. This avoids people becoming lost and confused through a cognitive dissonance. As a participant, I have often struggled with this, assuming it was me not being clever or quick enough to process what is being said, a discomfort that is counterproductive to the learning experience.

We were particularly appreciative of how Susan demonstrated matching the type of screen ‘view’ with the purpose. She expertly flipped between different views explaining the subtle cues to the audience: taking away the slides and only seeing the facilitator, means ‘I am engaging with you in discussion’, gallery view means, ‘we are all involved’ – speaker view and slides indicates, ‘listen to me now’. Making these view changes every few minutes to maintain engagement really made sense. Emphasising the point that these were engagement, rather than presentation skills, it was clear that these choices can help us connect with the audience and strongly challenged the notion that virtual is mostly one-way learning.



Maintaining an active learning environment she explained, was done by regularly moving between learning input and activity. Demonstrating possibilities for activities we used a range of tools. A virtual open space, or whiteboard, which could replace the classic room with four flips. We played with a jam board which was great for card sorting activities. We learnt quickly that this works best within a breakout room – as things got a bit heated when someone tried to move a BAPT Board member’s virtual post it notes ... no one was injured - yet another benefit of virtual learning!

This was such a valuable session. It was like being shown a beautiful tapestry and have the artist turn it over to show all the workings at the back, a special gift. Each of the skills taught was do-able and bite-sized, a stitch in the tapestry that, taken together and consciously considered when designing and preparing, would greatly enhance our impact and enable us to make something beautiful in the virtual world.

Keynote: From the Stress Zone to Transformation, Linda Berens

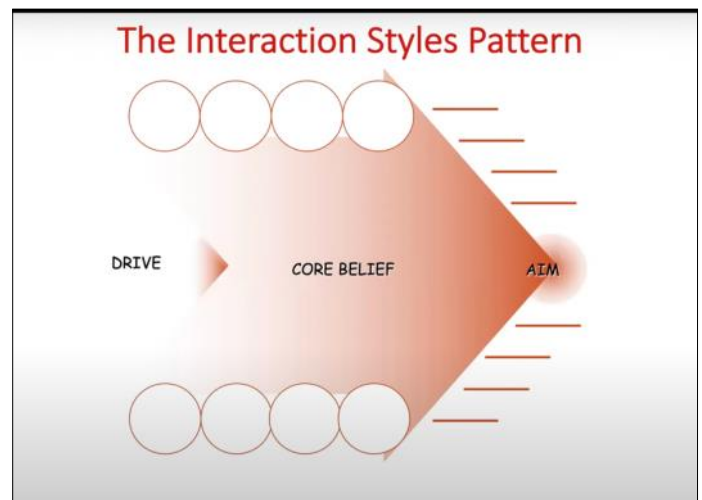
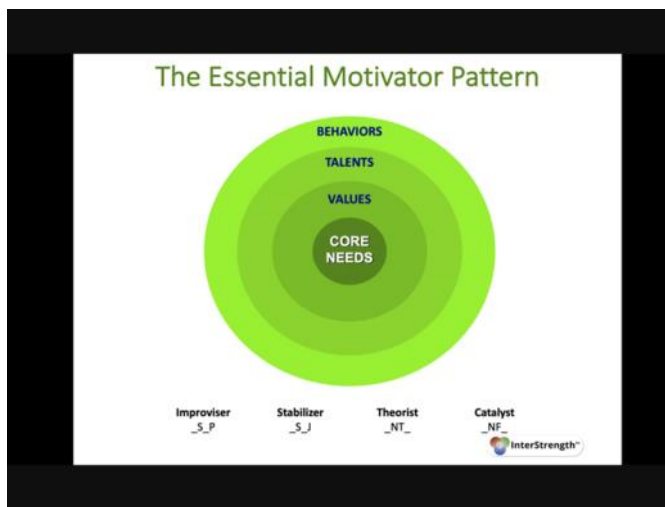
6:30pm

Intrigued by the Conference hand out which stated that Linda Berens was going to help us better self-manage and transform our habitual responses to stress, I was very keen to tune into this session. Linda Berens’ calm poise created the perfect space in which to consider this emotionally difficult topic. Describing herself as an “old timer” in the Type world, Linda has been teaching people to use Type since 1982. Her work is at the forefront of Type thinking and her way of contextualising Type within us as whole human beings making up a culture is distinctly Linda Berens.



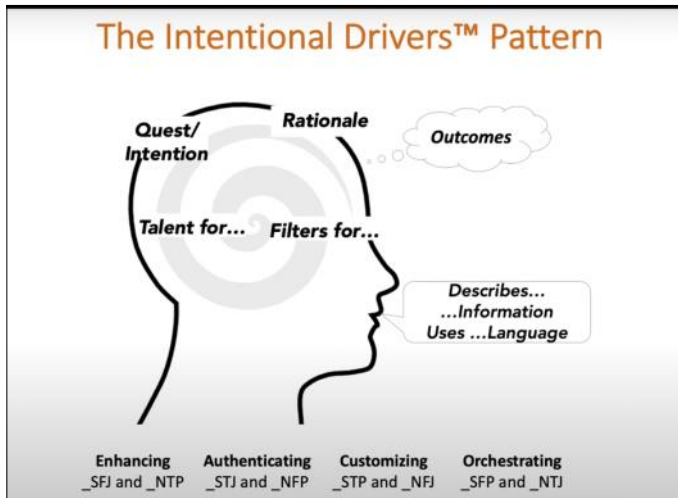
To really know ourselves, Linda explained, we need to understand our own natural, self-organising patterns and processes, of which there are many, stating, “I am more than an introverted thinker”. For me, this statement encapsulates the reason we come back to BAPT every year: to go beyond the surface four-letter Type code and reveal a depth of insight.

Bringing us into the topic of stress Linda asked us to identify and keep in mind something we were stressed about personally. In this way we could assess the stress through each of three different lenses to find the most helpful one to deal with what we are experiencing. Each lens highlights different processes: motivation (Essential Motivator Pattern), interaction (Interaction Styles), and intentions (Intentional Drivers).



Looking through the different lenses I could see that my stress, which was around being blocked on a particular piece of work, made most sense when viewed through the Interaction Style lens. While all the lenses rang true of aspects of things that cause me stress, I could see that this particular stress, was around not seeing progress or a way forward, avoiding the work and getting more wound up by the relentless passing of time - a classic Chart-the-Course issue.

While familiar with Interaction Styles and the Motivator pattern, also known as the Temperaments, I was unfamiliar with Linda and Chris Montoia’s new work, the Intentional Driver Lens. This looks at our core intention patterns and was illuminating. Splitting the Types into four groups based on different “quests”, or things we have intention to do and are looking for led to the



four “categories of essential qualities”: the Authenticating intention (STJs and the NFPs) the Customising intention (STPs and NFJs), the Orchestrating intention (SFPs and NTJs) and the Enhancing intention (SFJs and NTPs). These groupings were both surprising but made sense as I considered people I knew who fitted these patterns and stress responses. For example, the Authenticating (ENFP, INFP, ESTJ, ISTJ) core intention, and talent is to check things are ‘right’, knowing what is ethical and right and having honoured agreements. They find others not doing what is right, or a lack of integrity in honouring agreements key stressors and will react by embellishing stories of what isn’t being done, finding fault and blaming. I could recognise these in both an ENFP relative and ESTJ friend, which was fascinating given how different they are in other ways.

This session made me reflect on the benefit of having facility in these lenses either when self-managing my own stress or working with coaching clients, especially in identifying the root causes and finding ways to move forward. As with all things Type, Linda made clear that the aim of this work is to bring more self-awareness and with that the key to self-management and ultimately growth and transformation.

Other Day 2 Sessions:

- Building a type community in Japan – Harumi Gondo
- Type battlefield – Przemyslaw Duchniewicz
- What exactly is normality anyway? – Steve Myers
- Cognitive function party – Nathan Wong
- Permission: live a life consistent with your type – Rob Toomey
- People, personal development and the pandemic – Robin Hills
- Dancing with your inner wolves – Brian Lawrence
- Goldilocks and the eight cognitive processes – Sue Blair
- Ambiversion – fact or fallacy? – Vicky Jo Varner





7:30pm

I met Nathan Wong in a breakout room (he designs and facilitates Type workshops and games for escape game companies) and he told me about the 'Cognitive Function Party' he had run earlier (see other sessions). It sounded like they had actually had a disco and played games in Kumospace- totally psychedelic!

Saturday 9th April, 2022

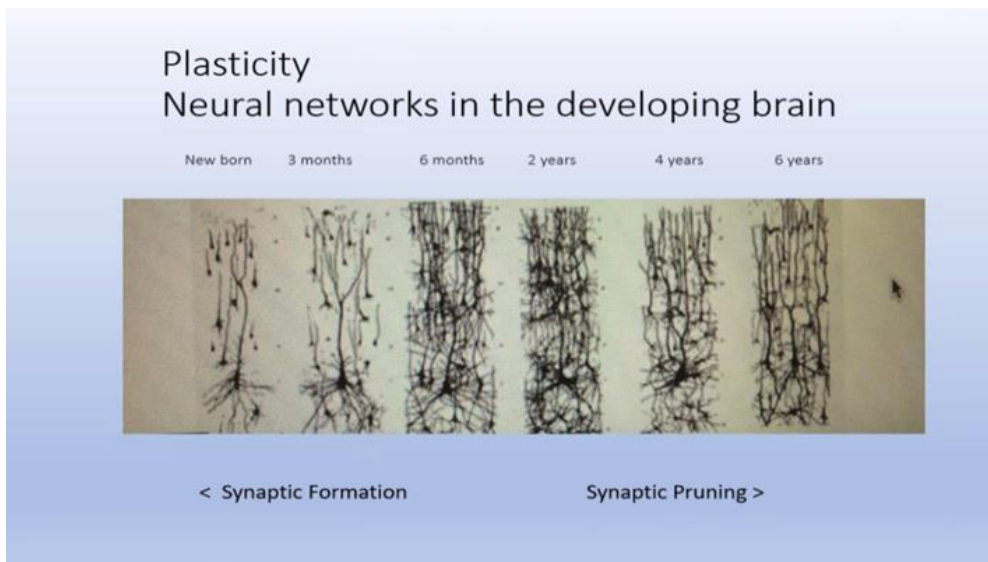
Keynote: Post traumatic Growth: Pointing in a Positive Direction, David Hodgson

6:30pm

Continuing the dance theme, David Hodgson began our last keynote of the Conference with the African proverb, "When the music changes, so does the dance". David, author of *The Buzz* (Type for children) and a training consultant who works in schools, gave a life affirming, Type affirming, warm hug of a session. He reminded us that the New Normal presented an opportunity for growth and transformation; a chance to tune into who we are, our real priorities, purpose, dreams, goals and connect with our loved ones.



Using humorous true stories to make his points, he held an engaged audience. He prefaced his key theme, how we as Type practitioners can help others move through the difficulties brought by the pandemic, with two important points. Firstly, to be conscious of the power of words to affect our beliefs and secondly, we know from neuroscience that our brains are plastic and capable of change and development.



Posing the question, 'who did we think was happier a year later: a lottery winner or a person permanently injured from a car accident', we instinctively knew it would be the car accident victim. While traumatic events are extremely difficult and hugely 'change the music', he explained how research has shown that they can also provide a stronger motivation to 'change the dance'. Interestingly, David said he sometimes shows clients the key regrets collected at the end of life by palliative care workers. This is a powerful way to gain a

perspective change and distil what is truly important in one's life, as well as create motivation to change, without having a traumatic life event.

I particularly loved the perspective changer he uses with teenagers, drawn from adults who know their type he has collated the ‘advice would you give to your younger self’ (see also pages 18-19 for David’s article on this). They were both beautiful and impactful. For example, advice from an elder INFP to a younger, ‘talk to others about your ideas and dreams and enjoy the real world as much as the imagined ones in your head’. Most of us found that ours still resonated today.

**Final month regrets:
I wish...**

1. I'd not worked so hard
2. Spent more time with friends and family
3. I'd been kinder to myself
4. I'd lived my own life not what others wanted me to do
5. I'd had the courage to express what I really think

Which of these apply to you now?

'The Top Five Regrets of the Dying' Bronnie Ware (Hay House, 2019)

David suggested that discovering type can facilitate a post pandemic growth experience. It allows us to have more clarity and profound awareness of who we are now and gives us choice. As Jung said, “I am not what happened to me, I am what I chose to become”.

Reflecting on the Conference Key Note sessions it seems that the theme of choice runs through them all – from choosing to tune into introversion to discover unexplored depths, to choice around remote working, having the choice to embrace technology, choosing to self-manage our stresses and choice over whether we take the pandemic as an opportunity for positive growth.

Advice from your future self Aged 30...

Polar Bear ISTJ To praise others when they deserve it Try some new hobbies, interests, push outside of your comfort zone	Koala ISFJ Break the rules sometimes. Step out of the shadows. Believe in yourself.	Sea horse INFJ Talk to others about your ideas and dreams. Don't take on other's problems as yours to solve.	Barn owl INTJ Hide your irritation at people or things you see as stupid. Speak from the heart to people who matter.
Tiger ISTP Finish the important things. Show warmth and patience to those you care about.	Cat ISFP Don't gamble on the important decisions. Take the lead when you're best qualified to.	Seal INFP Talk to others about your ideas and dreams. Enjoy the real world as much as the imagined ones in your head.	Tawny owl INTP Enjoy the real world as much as those you imagine inside your head. To finish the important things.
Panther ESTP Calm down, be a bit boring and predictable sometimes. Tact: Be nicer, especially to those in charge	Lion ESFP Stay focused on the routine tasks, you don't have to party 24/7. Don't help everyone else but forget to look after yourself.	Clown fish ENFP Step back and think before reacting emotionally. Find outlets for your energy, dreams and ideas.	Falcon ENTP Calm down and choose your battles carefully. Find outlets for your dreams, energy and creativity.
Black Bear ESTJ Connect with people, don't just lead or organise them. Relax now and again, if you can.	Panda ESFJ Say what's really on your mind, politeness has limits. Don't look after everyone else and forget your own needs.	Dolphin ENFJ Let others take charge now and again. You don't have to save the world alone.	Eagle ENTJ Slow down and reflect now and again, concentrate your energy on your main life goals.

David argues that in the New Normal we have the freedom to choose the path of growth. Ending with the words of Isabel Briggs Myers, he reminded us “The desired outcome is to make our perceptions clearer and our judgements more sound”, as Type users we know this through experience and are well placed to make a positive difference in this New Normal world.

Other Day 3 Sessions: 3

- Best practices for best fit type – Katherine Hirsh
- A new normal for type theory – Richard Owen
- MBTI® and Enneagram – complementary power – Teodora Paucean
- Sharing your knowledge in a podcasting and YouTube world – Joel Mark Witt & Antonia Dodge
- How to interact in the new normal – Catherine Stothart
- A young coach’s type journey – Joe Arrigo
- I can’t identify my type – would you help me? – Jean-Luc Dupont
- One strategy, sixteen tactics – Roger Pearman
- Working against our natural preferences – Mary Anne Sutherland



Closing session and socialising

9:00pm

We had been on a transformative journey together: reflected on our experiences of the pandemic, gained insights and understanding, learned some new ways of working with technology, considered ways to self-manage through using Type knowledge and started to refresh ourselves, ready to consolidate, renew and reconnect.

Our finale word cloud said it all – when asked to describe our Conference experience the most frequent answers were: Interesting. Inspiring. Stimulating. There was a powerful feeling of connection and community, a global group brought together through Type - it was difficult to reach for the leave button. Well done BAPT and a big Thank You!





Tim was elected President of APTi this past July and will serve for the remainder of 2021 and 2022. He joined the Board in 2018 and previously was President of the San Francisco Bay Area Association for Psychological Type (BAAPT) Chapter of APTi. Tim is a MBTI® Master Practitioner and a Senior Human Resources Manager for TerraCycle, an international social enterprise with a mission to eliminate the idea of waste through recycling and sustainability programs. Prior to his current position he worked for one of America's largest food banks as well as other local nonprofit organizations.

Email: timbeggs@email.com.



NEWS FROM ACROSS THE POND

TIM BEGGS (ISTJ)

PRESIDENT, ASSOCIATION FOR PSYCHOLOGICAL TYPE INTERNATIONAL (APTi)

As you may know, APTi held its first virtual conference at the end of February. After being postponed by the global COVID-19 pandemic for over a year, the Conference gave APTi the opportunity to further its mission by bringing people together to share the newest thinking and insights in the world of Type, as well as an opportunity to engage with type practitioners and enthusiasts across continents, time zones and generations. The Conference covered three tracks exploring Type and Brain Science, Jungian Perspectives, and Type for a New Generation. We had four fabulous keynotes and twelve presenters, each of whom shared their enlightening and insightful perspectives, took us on journeys into the brain, and helped us to understand how we can bridge generational gaps through Type.

John Beebe kicked off the Conference with an amazing exploration of the deployment of specific function-attitudes in situations that are themselves type-biased and which may be a factor driving the evolution of consciousness itself.



Through the use of examples from one of his favorite films, 1939's *The Wizard of Oz*, he demonstrated the many unusual combinations of function-attitudes, that more and more people find themselves having to use today to get by as they strive to deal with an increasingly complex world, much as Dorothy and her friends did as they made their way to and through the Emerald City.

The Conference then broke into the three tracks. **Roy Childs** and **Dick Thompson** focused on Type and Brain Science. Roy's thought provoking presentation about how neuroscience is clouding, not necessarily helping to resolve, our understanding of identity. He discussed the limitations of correlational results and how neuroscience 'evidence' has a long way to go. It was an interesting counterpoint to Dario Nardi's keynote on Day Two.

Dick's presentation focused on how our brain, personality, and psychological type are challenged in times of stress. His talk took us on a journey through various levels, helping us understand the source of each of our own "Evil twin Skippy."

Carol Shumate's and **Vicky Jo Varner's** presentations covered different Jungian Topics. Using Beebe's eight-function model Carol's talk demonstrated what we project onto others and what they project onto us and how someone using the emotional energies of one archetype can awaken the same archetype in the other.

Vicky Jo discussed ways in which artwork may be understood typologically, based on the qualities that Jung and his followers were keen to understand in artwork as generated by the unconscious via dreams and active imagination. Participants also got to try their hand at creating art to experience these links between typology and art themselves. (Note: Due to technical difficulties on the day of the Conference Vicky Jo was unable to present, however, she was able to reschedule her presentation for a later date which was open to all Conference registrants.)

Rob Toomey and **Angelina Bennet** and **Gareth English** presented on aspects of Type for a New Generation. Rob's presentation focused on how technology can be used to distribute the collective knowledge of type over longer periods, but in smaller bursts of learning in a world where attention spans are shorter and the competition for everyone's attention grows more competitive every day.

Angelina and Gareth gave us a fast paced and insightful talk about what they have learned as they transitioned their Type practice to being fully remote five years ago before Covid and Zoom were part of the everyday lexicon. They shared their experiences of working with Type online, and how they have changed their practices for the digital age. They also previewed what they see as part of the future of Type training in the post-pandemic world.

Joel Mark Witt and **Antonia Dodge** of the Personality Hackers podcast and website concluded the first day of the Conference with a wonderful keynote focusing on how different generations approach and share their passion for Type. They presented about how they have worked to bridge the gaps in the new media world of podcasts, YouTube and Facebook. It was a thought provoking session and insightful for practitioners and enthusiasts alike.



Day Two of the Conference opened with a keynote from **Dario Nardi** presenting fascinating findings based on neuro-imaging of people of the same type, across different age brackets, careers, and nationalities. Dario discussed how these scans suggest four broad patterns or variants of each type. He explained how these Dominant, Creative,

Normalizing and Harmonizing variants help to overcome type stereotypes. He also discussed how brain wiring changes with age, and how that relates to the overall life-long journey of type development.

The Conference then once again broke into the three tracks with **Mina Barimany** and **Rebecca Sarver** presenting on topics around Type and Brain Science. Mina took us on a deep dive into empirical research on the mental functions that presented a novel perspective on how personality develops across one's lifetime. She also presented a framework for using psychological type as part of a formal psychotherapeutic approach.

Rebecca's session focused on how the foundations of type and brain science help to inform the understanding of the Embodied Self, Cognitive Self, and Connected Self, which enable individuals to access their best self. She discussed how the understanding of one's full intelligence, including both the head brain and the body brain, can be used to take the most adaptive action to advance one's personal approaches to change and development.

Steve Myers and **Kevin Kell** focused their talks on Jungian Topics. Steve's presentation focused on Jung's views in *Psychological Types* that have been overlooked for more than a century, how they apply to increasing political polarization in

the present day, and how we can develop beyond a perspective based solely on the Myers-Briggs theory by taking Jung's perspectives more into consideration.

Kevin, a licensed clinical social worker and psychotherapist, discussed how active imagination and typological interpretation are indispensable therapeutic tools that he uses to empower his clients to take more ownership over their healing and psychological development.

Meghan LeVota and **Carol Linden** continued to explore Type for a New Generation. Meghan, a recent graduate with a Masters in Organizational Psychology and a self-described digital native, discussed her perspective on the ever evolving landscape of Type in the online world. She shared the good, the bad and the ugly of being a well-informed, and ethically trained type enthusiast trying to cut through the noise and share what she has learned while dealing with those eager to understand as well as cyber bullies and trolls all at the same time.

Carol's presentation and activities focused on how the differences across generations can cause productivity declines, lack of trust, stress, and overall job dissatisfaction. She discussed how understanding generational perspectives, frameworks from Type, and core principles of emotional intelligence can help to overcome these generational roadblocks and lead to more effective outcomes for the individual employees and teams they work with.

Linda Berens closed the Conference with a reflective journey through nearly 50 years of practicing in the Type community. From being the new kid on the block to the old guard taking inspiration from the new world of type influencers and type enthusiasts, Linda shared her insights and aspirations for Type as it continues to develop and spread around the globe. She capped off the Conference with a message of hope, love and kindness that left her audience awed by her journey and passion for our Type community.



If you are interested in viewing any of the sessions for our Conference they are available for purchase as a bundle along with all of the handouts and presentations the sixteen speakers provided. Please go to www.apinternatinal.org for more information.

As the weather is starting to get warmer and flowers are blooming again there is a feeling of rebirth and fresh energy that this time of year so often brings. This feeling can be felt at APTi as well. With the success of our Conference our Board of Directors is taking the incredible learnings that we've gained both from planning and attending the Conference to (post) modernize the way we operate. As an all-volunteer, virtual organization we are moving forward to make our operations all virtual and manageable by a team of volunteers. This has been an on-going process for a few years now and will take additional time and lots of effort to fully realize, but APTi is on its way into the ever expanding digital world.

Happy Ramanadan, Easter, Passover and Spring!



David Hodgson is an independent author and trainer working with teachers, careers professionals and students across the UK and abroad. He brings neuroscience, personality type and positive psychology into education via his popular books and motivational workshops for schools, Universities and other organisations. He also collaborates with UCAS, Careers Scotland and icould.com to help students make more informed degree course and career decisions online. He worked as a careers adviser in Durham for eighteen years and has qualifications including Dip CG, BPS (British Psychological Society), NLP and karate. David also works with DevClever developing type-based resources supporting children, and the adults working with them, making informed and positive career and life choices. In 2012 his book *Personality in the Classroom: Motivating and Inspiring every Teacher and Student* was published by Crown House.

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EDUCATION, LEARNING & DEVELOPMENT

WHAT ADVICE WOULD YOU SEND BACK TO YOUR 13 YEAR OLD SELF?

DAVID HODGSON (ENFP)

Interest Area Co-ordinator

“We need to stop just pulling people out of the river.

We need to go upstream and find out why they’re falling in.”

Desmond Tutu

For as long as I’ve been in education, politicians of all persuasions obsess with academic success to the exclusion of the other important aspects of what constitutes an education. Schools are cajoled into spending perhaps 90% of their time focused on GCSE scores and 10% on everything else. This is particularly dangerous now, when COVID has changed so much for young people and their teachers. Now is the right time to have a look upstream as Desmond Tutu suggests. As teachers and children readjust to school life, I’ve been helping both over the past eighteen months choose type specific strategies to promote wellbeing as well as academic success with Year 9 and 10 students. I’m delighted to be able to report that type is really helping many schools. I’d like to share one of the activities that has been particularly well received. You could try it with teenagers, yourself, friends, or clients.

THE CONTEXT

I’ve been asking teenagers to:

- map their behavioural choices through the type lens.
- consider the impact of type knowledge on themselves, their families, and friends over the past two years.
- identify new ways to apply their strengths and remedy ‘blind spots’.

In this activity teenagers are shown advice sent back from their future self. It allows us to step back and see ourselves differently. A powerful shift in self-awareness is the first prize delivered by type and a collection of specific helpful and practical strategies the bonus prize. I suggest they are going to see advice that

people in their thirties, who share their preferences, would offer to their teenage self as advice that would have helped during their teenage years.

The advice is based on suggestions gleaned from the adult participants of training courses I have delivered over the past ten years and from some late-night conversations in bars at BAPT conferences (you know who you are).

Would you send the same advice back to your teenage self?

Is the advice still relevant?

ADVICE FROM FUTURE SELF:

ISFJ

- To step out of the shadows, share your ideas and speak up.
- To believe in yourself.
- To break the rules sometimes.

ENFP

- To choose some of your best ideas and follow them through to completion.
- To step back and think before reacting emotionally.
- To worry less about impressing other people.

ISTJ

- To be more tactful and patient when others need support from you.
- To praise people when they deserve it.
- To relax, leave your to do list, and enjoy life.

ESTJ

- To connect with people.
- To praise people when they deserve it.
- To relax, you don’t have to do everything.
- To let other people take charge now and again.

ENTJ

- To be more patient and tolerant around people.
- To praise people when they deserve it.

- To relax and enjoy the present.
- To let others take charge once in a while.

INFJ

- To talk to other people about your thoughts and ideas.
- To enjoy the real world in the present.
- To act decisively over the important things in life.

INFP

- To talk to other people about your thoughts and ideas.
- Not to own other people's problems as yours to solve.
- To live in the real world not just the ones inside your head.

ISFP

- To share more of yourself and your ideas.
- To take the lead when you are the best person for the task.
- Not to gamble with important decisions.

ESFP

- To stay focused and complete the routine tasks.
- Not to take on other people's problems as yours to solve and to remember not all people can be trusted.
- Not to rush important decisions.

ESFJ

- To say what is really on your mind.
- Not to own other people's problems as yours to solve and remember not all people can be trusted.
- To relax, leave your to do list, and treat yourself.

ENFJ

- To let other people be in charge now and again.
- Not to take on other people's problems as yours to solve and have some difficult conversations when they are needed to clear the air.
- To relax and treat yourself.

ISTP

- To be warmer and more tolerant when others need support from you.
- To be aware of the impact of your actions on others, they may not be as tough as you.
- To finish tasks properly.

ENTP

- To calm down and be a bit boring and predictable sometimes.
- To become excellent at something and stick with it, don't be a 'jack of all trades, master of none'.
- To be aware of the effect of your actions on yourself and others.

ESTP

- To calm down and be a bit boring and predictable sometimes.
- To learn the benefits of hard work and the rewards it can bring you.
- To be aware of the effect of your words and actions on others, they may not be as tough as you.

INTP

- To speak with kindness and connect with people.
- To enjoy the real world as much as the ideas inside your head.
- To hide your irritation at things or people you see as stupid.

INTJ

- To share your feelings and be vulnerable, especially with people you're close to.
- To relax, be silly and enjoy the world around you.
- To hide your annoyance at things or people you see as stupid.

Sometimes the feedback from teenagers is quite moving. I usually ask ESTP and ENTP to reflect on the advice offered. They agree that they can be seen as belligerent, abrasive and challenging and they would benefit from being a little kinder to those around them and being more selective in their decision to question authority. For some this is a real light bulb moment as they see themselves as others might see them. They pause and for some their life is different. This is one of the positive applications of type we are probably all familiar with and it never ceases to feel a little like magic.



"Arise Sir Gavin Williamson"

Conversely, the ISFJs tend to agree they generally play it safe and would benefit from pushing out of their comfort zones, take more credit for their successes, and dream bigger. Helping many teenage ISFJs identify what their best could look like is incredibly rewarding as you sometimes see their self-belief and aspirations grow like a balloon being blown up in front of you.

I have really enjoyed working with teachers and teenagers throughout lockdown. I am delighted that personality type improves self-awareness and offers practical strategies that help us all through these challenging times. I hope everyone in the type community is doing well and able to apply type for success personally and professionally.



PSYCHOTHERAPY & COUNSELLING

A MODEL FOR INTEGRATING PSYCHOLOGICAL TYPE AND MAINSTREAM COUNSELING: INTEGRAL COUNSELING THEORY

MINA BARIMANY, Ph.D

Mina Barimany is a psychotherapist, counselor educator, and researcher from Washington, D.C.. Originally trained in family therapy, Dr. Barimany holds a master's degree in family therapy from Drexel University, a doctorate from George Washington University in counselor education and supervision and joined Johns Hopkins University's faculty in 2019. Dr. Barimany specializes in catalyzing major upshifts in development for individuals, couples, and mental health professionals in order to improve quality of life, optimize performance, and cultivate a sense of fulfillment. Her research focuses on adult development over the lifespan. Dr. Barimany is also an expert in clinical supervision and trains several resident therapists at her practices located in Washington, DC and Salt Lake City, UT.

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After going through seven years of graduate education as a counseling student myself and another three years as a graduate level professor, it seems that a notable shortcoming of the field is that every single model of human development—be it cognitive behavioral therapy (CBT), the psychoanalytic theories, human-centered approaches, etc.—leaves out a crucial component of effective application: cognitive diversity. Integral counseling theory (ICT) is a new theory that attempts to assimilate Jung's personality type theory with traditional counseling theories and modern neuroscience research into a framework that can be applied in the fields of psychology similarly, for example, to how CBT is currently used. Type is the formula that integrates eastern and western philosophies of development in integral counseling theory, ICT. This article introduces the basic concepts for such an integrative approach.

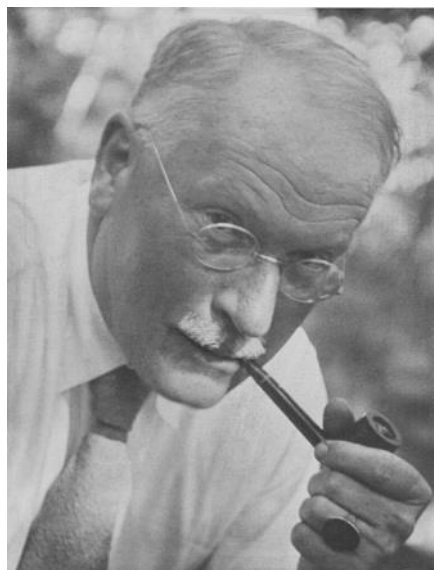
Every theory, even Jung's theory of personality, must identify certain postulates for how people change and grow, but an additional level of specificity—one that considers the diverse but classifiable

differences in how humans perceive and judge the world—will exponentially increase the effectiveness of any existing model of development.

Many theories attempt to catalogue personality, but Jung's theory classifies the diverse types of consciousness (Beebe, 2002) into a cohesive system that integrates western and eastern philosophies of human development (Wilhelm, 1968; Shumate, 2021a). During his time, Jung stood at the intersection of all things east and west: he was European by birth and breed, but a deeply devoted student of eastern philosophy. This influence can be observed everywhere in his work.

Philosophical Foundations

It is a natural phenomenon that everything in nature becomes more specialized (differentiated) over time. The interplay of differentiation and integration is necessary for the longitudinal specialization of systems. Jung's theory of personality culminates in what he referred to as the "transcendent function" (Miller, 2004). ICT incorporates this idea in its essential view of human nature: that one must overcome entropy, chaos, and fragmentation in order to grow and express the full self. Drawing from eastern philosophies about consciousness and awareness development and Buddhist concepts about the ego and mind, the desired outcome of ICT is mastery with the *act and process of growing* rather than the *state* of growth itself. A basic assumption is that all humans must grow over time in order to survive and, moreover, to be happy. Growth is about developing greater access to depths within and without the self and, ultimately, about resilience. ICT uses type as its basic formula for assessment and operationalizes treatment using existing western counseling theories and eastern contemplative practices (Beck, 2011; Fonagy, 2018; Miphan, 2004; Teyber, 2016)



Phase One: Identification

The first step in ICT involves accurately identifying an individual's type. This is perhaps the most important step in the process, as mistyping clients can have serious consequences to the individual's development and to the therapeutic alliance. This is also the most difficult step because it involves having mastery over theory as well as holding an open mind about labels (Shumate, 2021b). For the practitioner, identification is a meditative process in and of itself.

Theories help us both differentiate and integrate different aspects of experience and are natural ways to organize reality. However, the tendency over time is to relax focus and become overly reliant on these types of containers. The result is a failure to attend to emerging reality. Structures are privileged over emerging data. Assumptions, over-generalizations, and stereotypes begin to unconsciously influence thinking. Regardless of theoretical approach, this is a blind spot in which every practitioner should consistently attempt to develop more awareness. In type, it means resisting the urge to fit people into the model and instead holding type classifications lightly.

A detriment to accurate type identification, effective treatment outcome, and the reputation of psychological type is the reductionist attitude many have about personality. An individual's type is not static. Modern psychology, including psychological type, does not yet have tools sensitive enough to quantify the complexity of the human experience, and perhaps never will. Both Jung and Isabel Myers were adamant about honoring individuality and holding theory lightly. The art in ethical and skilled use of type lies in the practitioner's dynamic ability to weave between theory and reality. Thus, practitioners should adopt an iterative attitude about type. Buddhist literature talks about approaching each day with "beginner's eyes," which means treating every experience as if it is the first. For practitioners of type, it means keeping type labels loose, noticing new data that doesn't fit the narrative, allowing themselves to be curious and re-visit judgments, being willing to change their mind and change course. To iteratively ask, without attachment, "what type is this individual expressing now?"

There is no escaping the hard truth that in order to apply the theory correctly, practitioners must have mastery of it. Jung's theory is more profound and more complex than most realize. Speaking as an academic who has studied type for over a decade, even the most basic concepts can still be nebulous and confounding. It is an ethical obligation for any coach, therapist, counselor, or psychologist who wants to work in mental health to be sufficiently knowledgeable and trained in their craft, and type is no exception. Being able to fluidly name the dominant and auxiliary functions of the sixteen MBTI® types by heart is one gauge of mastery.

Incidentally, in addition to the fundamental lack of understanding about type, the misapplication and misuse of type is largely due to incorrectly typing people, both of which have damaged the reputation of type theory in mainstream psychology. The plethora of information about type in mainstream media has become diluted with a decidedly unacademic understanding of Jung's fundamental theory and stu-

dents of type should be discerning about the information to which they choose to expose themselves.

When embarking on the process of identifying type, ICT emphasizes a qualitative over a quantitative approach. This primarily involves eschewing the use of assessments and instead using a variety of less reductionist methods for type identification—this is why proficiency with theory is so crucial. Most type assessments are self-report questionnaires. Participants' responses are heavily dependent on levels of self-awareness and insight, which often cannot be measured on such tests. The assessment questions themselves rely entirely on the assessment creator's ideas about type, which may not always be transparent in the design. Overall, assessments introduce a level of noise that is ultimately more misleading than it is efficient. Using instruments might encourage over-reliance on tools and lulls practitioners into a static attitude about type itself. ICT requires practitioners to both know the model well enough to use qualitative approaches to identify type as well as to trust their subjective instincts.

The identification process begins with discussion of the individual's background and presenting issue. Much can be learned about a person's type by simply noticing the issues they identify as problematic, the way they describe things, mannerisms, nonverbal behaviors, relational behaviors, and the projections on the practitioner that begin from the first moment of treatment. Further, the practitioner can ask clarifying questions to gather more data about their hypotheses, being careful to balance theory and reality. ICT recommends a deductive approach for typing people. Practitioners should start with the most basic differentiation in the 16-type model: judging versus perceiving types (i.e. the 4 letter type codes that end in "J" or "P"). Early on, correct identification of the fundamental parameters (such as judging versus perceiving or thinking versus feeling) is more important than correct identification of the 4-letter type code; the tendency is to jump to the latter prematurely. Accuracy should be privileged over precision. As the work continues, the practitioner has more data to draw on further elucidating the remaining dichotomies. In this process of elimination, it can be useful to draw upon other models derived from the Myers Briggs Typology to help clarify the individual's presentation (Myers, 1980). Keirsey's temperaments (1998), Berens' Interaction Styles (2001), and the eight-function model each see a different facet of type. Using multiple lenses provides rich data with which to deduce type.

Phase Two: Developmental Assessment

After an individual's type has been confidently identified, the next objective involves ascertaining state of development. This observation occurs in two dimensions: first, degree of differentiation and balance amongst preferred functions and, second, unconscious expressions of non-preferred functions. In order to determine how well developed the preferred functions are, practitioners should look for clear expressions of the preferred functions. For example, if the client has preferences for extraverted thinking and introverted intuition (an ENTJ), a practitioner might look for clear examples of "crowdsourcing" opinions about how things work (extraverted thinking). A healthy ENTJ might also show introverted intuition by being

discerning about the information sources to which they choose to expose themselves or by curiously questioning or contextualizing information they come across. Whole-type behaviors can also be observed; in this case, gravitation toward positions of leadership to enact visions for success and productivity. The negative expression of differentiated functions can also be observed: extraverted thinking that has been overused can result in a stubborn, restricted, and reductive sense of judgment. Poorly differentiated introverted intuition in ENTJs might look like defensiveness about their judgments, contradictory behaviors and belief structures, or paralyzed decision making.

Determining balance is about observing the degree to which the dominant and auxiliary functions are working in tandem (rather than unilaterally) in various life contexts. Here, practitioners look at whether the individual leans heavily on the dominant function to the exclusion of the auxiliary or vice versa, and more generally between introversion and extraversion, to ascertain where counterbalancing needs to occur. It is also important to observe the degree to which the other six functions are being expressed, particularly the opposite attitudes of the dominant forms of judging and perceiving. This helps the practitioner get a sense of where the shoring up and toning down needs to occur in the system of personality.

Symptomatology can indicate the ways in which the non-preferred functions are being expressed which, in turn, indicates which function needs to be counterbalanced. For example, an INTJ who is having difficulty organizing sensory details can indicate that the dominant function of introverted intuition is being overused and is not balanced well by the auxiliary, resulting in the inferior function (in this case, extraverted sensation) being pushed further into the unconscious and “leaking out” in dysfunctional behavior. In normal development, the dominant and auxiliary functions are the first to be expressed. People can live relatively full lives simply mastering healthy expression of the preferred function pair (i.e. introverted intuition and extraverted thinking for INTJ). However, as humans age the complexity of life increases and the self-aware human is faced with a need to access the less-preferred function-attitudes in order to surmount life’s increasingly complex challenges and express their full self. On the front end of this developmental upshift, the tendency is to double down on the preferred ways of dealing with problems—our dominant and auxiliary functions become hammers and everything becomes a nail—a state referred to as “one-sidedness” (Jung, 1921). ICT helps individuals recognize this tendency, tone down the overused functions so new capacities—counterbalancing ones—can emerge.

Phase Three: Treatment Planning

At this point in the process, the practitioner has a clear idea of what type they’re treating and what needs to be brought into balance. The next task is to develop a treatment plan for how to help bring the functions into greater equilibrium. Here, modern research on type development sets ICT apart from other developmental models. Empirical research on function use shows that people are more likely to develop and use the opposite attitudes of a preferred function before

they develop non-preferred functions (Barimany, 2017). For example, an ENFP is more likely to develop extraverted feeling (the opposite attitude of the preferred form of judging, introverted feeling) before they develop either attitude of the thinking function. An ISTJ is more likely to develop introverted thinking, the opposite attitude of their preferred form of judging auxiliary function before they develop either attitude of feeling.

Treatment strategies should focus on two main tasks: first, reinforcing the healthy expression and interplay of dominant and auxiliary functions. This is another way to say that, first and foremost, an individual must develop their intrinsic form of judging and perceiving and that those two functions should regulate and complement one another. The second task is to develop the opposite attitudes of the preferred forms of judging and perceiving. This is best illustrated with a short case example.

A particular individual has been identified as an ENFJ. The assessment phase yields the following result:

- *Assessment of dominant function expression.* The individual has well-differentiated extraverted feeling, but it is being heavily leaned upon as the dominant approach to most, if not all situations and experiences to the exclusion of other functions.
- *Assessment of auxiliary function expression.* Introverted intuition is differentiated but being used defensively. Because of overused extraverted feeling, introverted intuition functions to give the individual a way to set boundaries against the outside world for lack of any other way to do so.
- *Assessment of other preferred functions.* Seemingly little access to introverted feeling as evidenced by difficulty managing boundaries and a lack of alignment with fundamental values and needs; and little access to extraverted intuition as evidenced by the preference for conjecture and imagination over actual data in the extrinsic environment.

The treatment plan for the ENFJ individual would consist of:

- *Re-balancing the preferred form of judgment.* This is primarily achieved by toning down the use of extraverted feeling and shoring up and catalyzing the development of introverted feeling. A natural consequence of shoring up introverted judgment is that extraverted judgement can be used more appropriately and with more discernment.
- *Re-balancing the preferred form of perception.* Balancing the judging functions will organically lessen the need for compensation with the auxiliary function (in this case intuition). Helping the client be more conscious of the introverted intuition will add an element of intentionality to it. Similarly, it frees up space for extraverted intuition to come online.

These treatment goals can be translated into a variety of interventions and techniques. For such things, ICT draws from meditation and mindfulness practices, traditional western approaches such as psychoanalytic formulations and techniques

(Gabbard, 2005), psychoeducation, cognitive-behavioral therapies (Beck, 2011), and the interpersonal process (Teyber & Teyber, 2017). Detailed treatment plans and interventions for each of the sixteen types will be shared in later publications.



As far as developing the non-preferred function, it is only after an individual has judgment in both attitudes and perception in both attitudes that there will be energetic “bandwidth” to start working on non-preferred functions. For example, it is after an ISTJ has well-balanced and differentiated introverted sensing and extraverted thinking *and* extraverted sensing and introverted thinking that the psyche “donates” energy to the intuition or feeling functions. This likely happens later in life, if ever. For most people, healthy development means a lack of dysfunction in the non-preferred functions rather than skilled proficiency with them.

Conclusion

Fundamentally, healthy expression of type is about resilience—the dynamic equilibrium between the preferred forms of judging and perceiving in both attitudes. Certain moments of development call for balancing judgment and perception. Other moments call for balancing introversion and extraversion. A well-developed individual can consciously and fluidly access the parts of self best suited to the life circumstances in which they find themselves. They can both expertly use the hammer, but when the situation calls for it, can put it down and change tack without the conscious or unconscious resistance from the ego. Integral Counseling Theory provides a framework for how to integrate psychological type with eastern and western models of human development so that it can be applied in clinical settings. This integration adds a crucially important lens to the application of existing models. Humans are unique beings *and*—there are classifiable differences in the nature of consciousness. Honoring these differences is the key to better outcomes. Ultimately, the goal is to imbue individuals with a sense of clarity and agency to move with the expansions and contractions of life toward greater wholeness within the self, with others, and with life.

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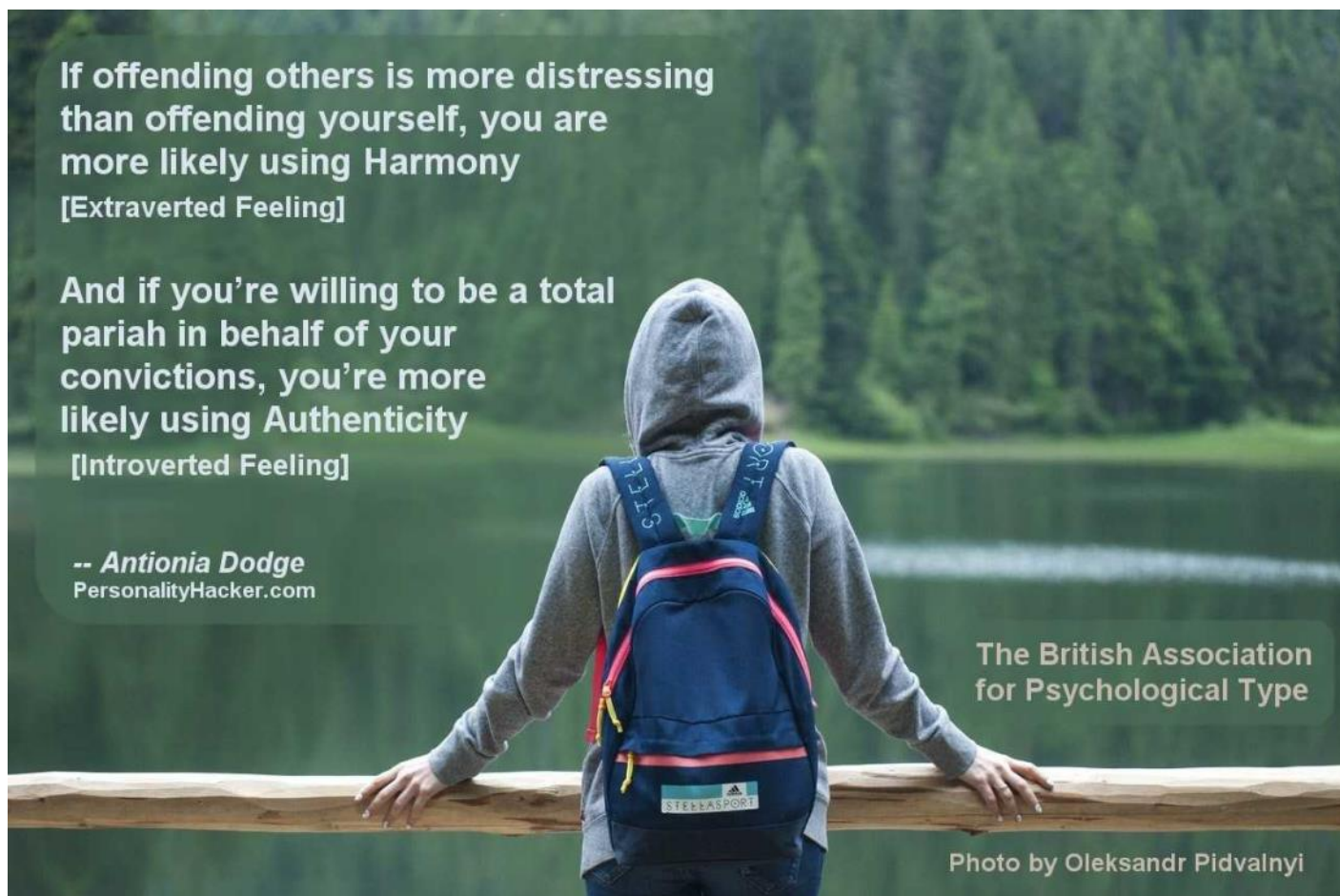
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This is from a series of images crafted by Christine Rigden, one of the more fun aspects of her role when she was BAPT Webmaster.

WEB SITE ADDITIONS – MORE BACK COPIES OF ‘TYPEFACE’ AVAILABLE AND CONFERENCE ARCHIVE CREATED

Before Chris Rigden gave up the role of Webmaster, she kindly uploaded PDFs of all the back copies of ‘TypeFace’ since I became Editor. So, whilst previously there were only issues from 2011 onwards they now go back to 2002. I hope that if you browse through some of them you will find articles of interest to you.

She has also created an archive of material associated with our Conferences and you will find programmes, articles and reports of all the Conferences from 2001 to the present day. Some presenters also have session material here.

To access these new additions to the Resources section of the web site for back copies of ‘TypeFace’ and the Events section for the Conference Archive.

NEW INTEREST AREA CO-ORDINATOR FOR CAREERS & OCCUPATIONS WANTED!

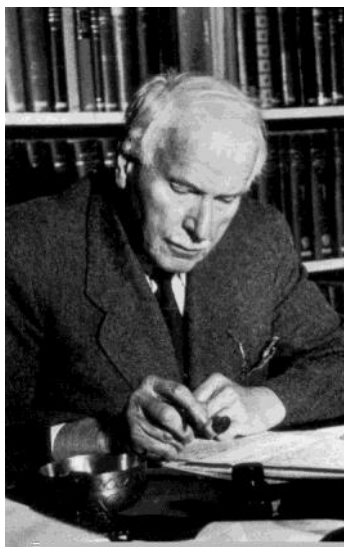
Chris Rigden has decided that she cannot any longer fulfil this role which she has held for many years for which I am very grateful.

So, I am looking for someone to take over from her and write, or commission, articles in this application area for the Spring and Autumn issues of *TypeFace* each year. It is vitally important to have people within the *TypeFace* team to cover the different applications which are of interest to many of our members and I don't want Careers & Occupations to go unrepresented.

If anyone is interested, or knows someone who might be, please do get in touch with me to talk about the possibility without commitment. My email address is: gill.clack@kcl.ac.uk or, if you would prefer, my telephone number is 020-7274-3809. I look forward to hearing from you.

GILL CLACK (ENFJ)

Editor



WORDS OF WISDOM FROM THE MASTER!

"The archetype is a symbolic formula which always begins to function when there are no conscious ideas present, or when the conscious ideas are inhibited for internal or external reasons."
(C.G. Jung)

[This quotation is reproduced, with their permission, from the
March 2009 Newsletter of Type Resources Inc.]



John is Head of Thought Leadership at The Myers-Briggs Company; he is a Chartered Psychologist with over thirty years of experience in helping clients to use psychometric tests and questionnaires. He carries out research to bring personality assessments, in particular the MBTI®, to life, helping practitioners and end users apply the insights they gain both inside and outside work.

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SPOTLIGHT ON RESEARCH

JOHN HACKSTON (INTP)

Your springtime selection box

Welcome to this edition of the *Spotlight on Research* column. This time I have a mixed bag of studies for you, a springtime selection box,. First, an illustration of how, if you use type to predict ability, this may not work in quite the way you expect. Second, a possible answer to the question, ‘who will I get on with’. And last but certainly not least, a good old-fashioned concurrent validity study. Enjoy!

Does type influence reading ability?

Something that we would always say in MBTI® feedback, and indeed in training people to use the MBTI® assessment, is that personality is not the same thing as ability. Therefore, you certainly should not be using the MBTI® to predict ability. Of course, this does not stop researchers from trying. Two recent studies perhaps illustrate the pitfalls of this approach.

Seyede Nastaran Razavi and colleagues divided a group of 100 Iranian BA management students into high, intermediate and low English reading ability based on the results of the reading section of a computer-based test of English as a foreign language, the TOEFL CBT. The respondents also completed Form M of the MBTI® assessment and the Learning Styles Inventory -3 (LSI3). The researchers then analysed the data using regression analysis (arguably there are flaws in their approach, as this treats type as a continuous variable and, in this case, Extraversion as a separate score to Introversion, Sensing to Intuition, Thinking to Feeling and Judging to Perceiving). Looking at the MBTI® results, they found that the respondents who were ‘more Extraverted’ had a higher level of reading proficiency, and those who were ‘more Thinking’ had a lower level, within each of the reading proficiency bands.

In a different study, Khaoula Medjedel administered the MBTI® Form M and the TOEIC Bridge Literacy test to 50 business studies undergraduates at a Saudi Arabian university. The TOEIC is a short multiple-

choice test of English reading proficiency for beginning to lower-intermediate learners of English as a foreign language. In contrast to the Iranian study, the results did not show a significant E-I difference or that those with a Thinking preference performed less well. Instead, the main finding was that those with NT preferences tended to perform better than others.

So why the different results? To begin with, there were differences in the samples. The Iranian group contained 50 men and 50 women, but the Saudi Arabian group contained 50 men and no women. Also, the measures of reading ability were different. The TOEFL test used in the Iranian study is mainly designed for measuring a person’s ability or skills of communicating effectively in English in classroom settings and is used mainly for admission to colleges and universities. The TOEIC test is designed mainly for the workplace and focuses on everyday commercial English and only on reading. And maybe these two studies, with their contradictory results, illustrate that type is not designed to measure or predict ability. It could also be that the way in which English was taught in these two different universities and contexts had an effect. This may be illustrated by a very small scale study carried out by Yana Davidovna Kuchkarova in Uzbekistan, looking at links between personality and the different strategies for learning languages that individuals employ. Five 13-15 year old girls who were learning English at school completed a free online type questionnaire and the Strategy Inventory for Language Learning (SILL). The results suggested that students who have Extraversion and Sensing preferences may be more likely to use cognitive approaches to learning a new language. Of course, there are obvious issues with this study. The sample is clearly very small, and Kuchkarova did not use a validated type assessment. Nevertheless it illustrates that any apparent differences in language ability amongst EFL learners could have something to do with the way in

which English is taught, and with how personality interacts with different teaching styles.

Tweet tweet! What's your affinity relationship?

Out in the wild, beyond the ken of trained type practitioners, is a vast landscape of Facebook groups, Twitter feeds, Instagram posts, online forums and the like discussing and arguing about personality type. Some of the most popular discussions and questions are, 'who will I get on with?' 'who is my ideal partner?' and 'who won't I get on with?' A recent study by three computing researchers may have found some possible answers to these knotty problems.

Jean Marie Tshimula, Belkacem Chikhaoui and Shengrui Wang looked at the link between personality and 'affinity relationships', defined as 'including mutual understanding, reciprocal and common interests, sympathy, harmonious communication, and agreement between individuals'. To do this, they first took a large dataset of tweets from individuals who had self-identified with their psychological type (this comes with the caveat that many, probably most, possibly almost all of these individuals had not completed the MBTI® or another validated type tool, or been through any form of best-fit process). The researchers then identified links between people in the datasets, obtaining an overall total of 3,481,737 tweets that mentioned another identified individual, and then used a previously developed algorithm, 'HAR-search' (Tshimula *et al.*, 2020) to understand the implications of these tweets in social interactions, including sentiment analysis and the context in which mentions were tagged in discussion threads. The aim was to find out the affinity relationships between different type preferences.

This analysis allowed the researchers to identify the type combinations that showed the most stable emotional relationships with each other. According to their results, the five combinations showing the highest degree of affinity were (starting with the highest affinity) INFP with ISFP, ENTJ with ENTP, INTP with INFP, ENFP with ESFP, and ESFJ with ISFP. Overall, 30 of the 120 possible different type combinations showed a reasonable level of affinity. The researchers also looked at which pairings showed the highest levels of negative emotions. 13 pairings showed a reasonably high level; the most reactive were INFJ with ISFP, INFP with ISFP, ESFP with ESFJ, ESTP with INFP, ENFP with ISTJ, and ENFJ with ESTP. They go on to say that 'the types ENFP and ISFP are particularly emotionally reactive and predominantly mention negative emotions in their narratives'. As is the case with many recent studies (for example, Kishore Kumar *et al.*, 2022) they then go on to look at predicting type from tweets.

Of course, the extent to which affinities in social media (and specifically Twitter) mirror affinities in the real world may be debatable. But I am strangely reassured that the type combination between my partner and myself appears in the first list.

Type and trait?

If you spend a little time looking though Google Scholar (other search engines are available) you will come across a great deal of research into personality. Some of it is ill-conceived, some rather esoteric, some remarkably complicated. So, it warms the cockles of my aging heart when I see a good solid old-fashioned concurrent validity study.

Andrew Village and Leslie J. Francis analysed data from 2,769 participants who completed the short version of the Eysenck Personality Questionnaire Revised (EPQR-A) and the Francis Psychological Type Scales (FPTS) as part of a wider set of studies involving clergy and churchgoers. The Eysenck questionnaire measures three aspects of personality, extraversion, neuroticism, and psychoticism, together with a 'lie scale'. The FPTS assesses the same preferences pairs as other type instruments: Extraversion-Introversion, Sensing-Intuition, Thinking-Feeling and Judging-Perceiving.

The analysis showed that all of the Francis scales and most of the Eysenck scales achieved a satisfactory level of internal consistency reliability, the exception being the psychoticism scale. There was a correlation of 0.73 between the FPTS E-I scale and the Eysenck extraversion scale, providing evidence for the concurrent validity of the FPTS. Other smaller (but statistically significant) correlations allowed for a more nuanced view of what each of the Francis scales measure. For example, these results suggest that FPTS Extraversion is weighted toward stable extraversion, while FPTS Introversion is weighted toward unstable introversion, and that FPTS Judging may be aligned with Introversion, Tendermindedness and social desirability, while FPTS Perceiving may be aligned with Extraversion, Toughmindedness, and disregard for social conventions.

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Angelina is a Chartered Occupational Psychologist and specializes in developing individuals through personality work. She has an occupational psychology business in Buckinghamshire focussing on coaching, development and assessment. Prior to this, she spent several years working as an Assistant Clinical Psychologist with the NHS before studying for her MSc in Applied Psychology. She then worked for OPP for several years qualifying people to become MBTI® practitioners and now, with her business partner, runs alternative type qualification training through Type Pro Ltd. Her other areas of interest centre around people development include transpersonal coaching and the Enneagram. She was awarded a Professional Doctorate in 2011 and her thesis focused on the further development of type theory. She is a past President of BAPT and the author of 'The Shadows of Type- Psychological Type through Seven Levels of Development.'

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BOOK REVIEW

By Angelina Bennet (INTJ)

WHOLE HEARTED

Self-leadership for women in transition

By Terri Connellan (INTJ)

Published by The Kind Press– September, 2021 – 278 pages

ISBN: 978-0-6450113-3-3

ISBN (ebook): 978-0-6450113-2-6

"... new beginnings are possible. Transitions are as much about identity as anything, which is why they often shake us to our core. We seem to disassemble, then to regather ourselves in new ways." (p.21)

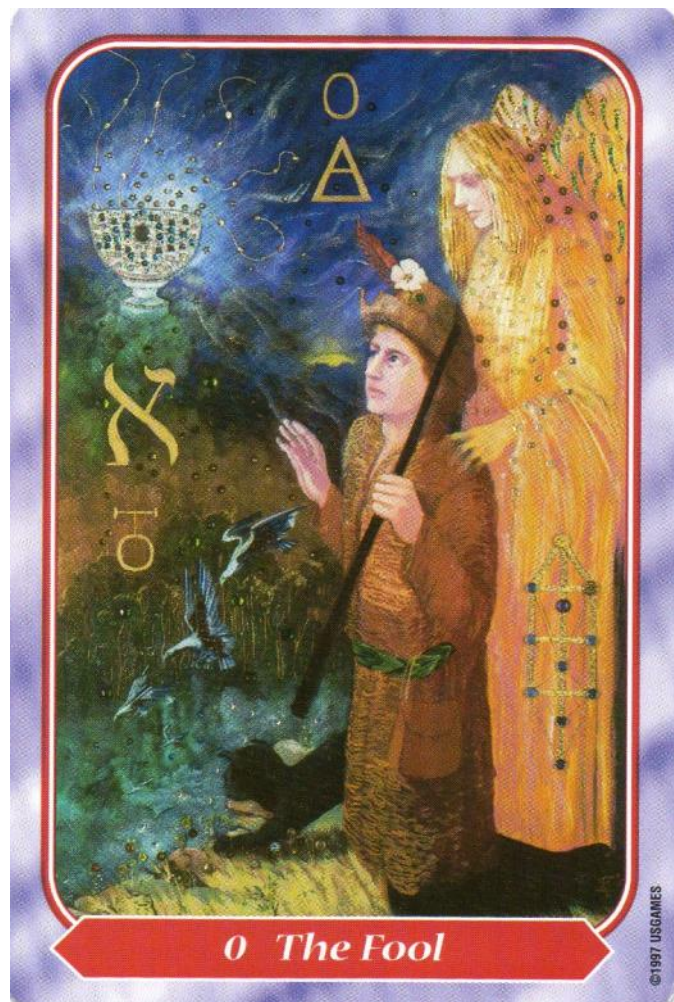
Last year I was given an advance copy of this book and invited to write an accolade to include in the introductory pages; I felt very privileged to get a sneak preview and, on a personal level, the timing could not have been better. If you saw my article in the Autumn, 2021, edition of *Type-Face*, in which I also referred to this book, I have been rethinking how I want my life, career, interests, relationships, etc. to be going forward. I think this may have been prompted by the pandemic, as I have been hearing many stories of others having the same experience, or it could just be the start of my mid-life transition (or possible crisis, depending on opinion). *Whole Hearted* encourages people to reflect on their current life situation and start to consider how they can craft the life they want, in tune with who they really are. So, as I said, the book came to me at a very significant time – some may call it 'synchronicity'.

I first met Terri Connellan in 2017 at the AusAPT Conference in Sydney. We bonded very quickly over our common interest in Type, Tarot and, of course, our mutual INTJ-ness. A woman of many talents, Terri is the current President of AusAPT and also kindly helps BAPT with social media and marketing. She has a passion for writing and has a regular blog under the name 'Quiet Writing', so I was very excited to see that she had written this book. The book is a smooth blend of auto-

biography and expert suggestion, as Terri starts by sharing her own personal experiences of what prompted her to begin her own life transition and includes personal stories and examples throughout in a very open and honest style.

One of the starting points in the personal transition process, as suggested by Terri, is to take a life review. This is where you reflect on your life and career journey from several different perspectives (skills, interests, roles, etc.) to identify common themes that form your 'Body of Work'. Those who were at Terri's session at the BAPT Conference in 2019 may remember her guiding us through this process in person. Of course, there is a strong emphasis on Type in the book; I don't need to tell you that Type can help us identify our motivators, interests and talents and, as such, help us to find out what really energises us in life. Terri's book goes beyond just considering our preferences, but also invites us to consider the role of our inferior function and shadow on our path to growth, individuation and authenticity.





Although the book is aimed at women, I personally think the ideas presented can apply to anyone. Additionally, there is a ‘mid-life’ sort of feel to the book; however, I believe it could be used to help guide people in their careers at an even earlier age. Whatever life stage you are in, there has never been a better time to think consciously about what you are doing, who you really are, and how close you are to living a life that ignites your passions and feels ‘authentically you’.

“To be able to make the most of our gifts, we first need to know what they are and how to make the most of them in our lives” (p. 117)

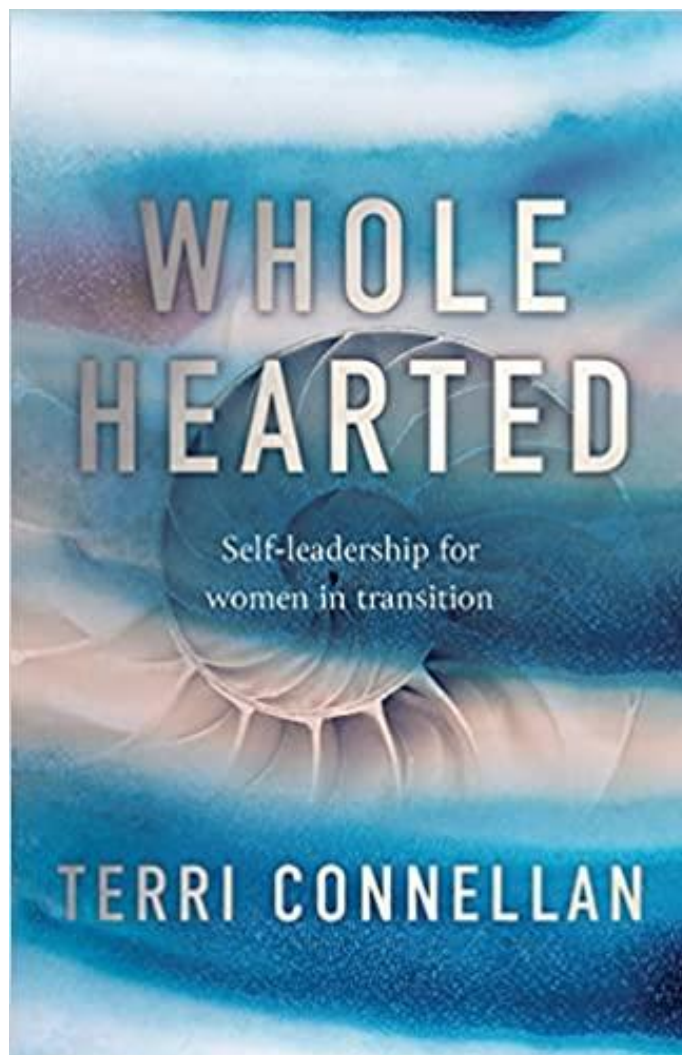
[AusAPT President Terri Connellan is a certified life coach, author, podcaster and accredited psychological type practitioner who specialises in creativity, personality and self-leadership, especially for women in transition to a life with deeper purpose. Terri works globally through her creative business [Quiet Writing](#) with her books, *Wholehearted: Self-leadership for women in transition* and the *Wholehearted Companion Workbook* published in 2021. Email: president@ausapt.org.au.]

Tarot card image from *The Spiral Tarot* by Kay Steventon

“It is not the easiest of journeys and you can feel alone and lost as familiar footholds disappear” (P.12)

The book takes a holistic approach, suggesting a variety of practices for getting in touch with your true self and helping to find your direction, such as mindfulness, journaling, meditation, creative art, physical activity, and general self-care. Alongside the main book, there is an accompanying workbook to guide readers through the process, and includes questions, exercises, spaces to write your own reflections, as well as information and exercises to help identify your Type if you are not already familiar with it.

Terri’s own passions, in addition to Type, are writing and Tarot. Hence, each chapter is headed up by an image from the Tarot to set the scene for the theme of the chapter. For those who are sceptical or wary of the Tarot, a bit of context may be needed. It is not about fortune telling, but can be used as an effective projective technique to help people talk about themselves as the cards represent aspects of psychological life. The Major Arcana represent the stages of life, frequently referred to as The Hero’s Journey, and the Minor Arcana correspond to the four functions; Swords for Thinking, Cups for Feeling, Pentacles for Sensing and Wands for Intuition. Needless to say, Jung was very interested in the Tarot and has included it in some of his writings.





**GUESS THE TYPE OF THE
POLITICIAN/CELEBRITY**

**THIS ISSUE:
INTEL CEO—PAT GELINGER**

NANCY SILCOX (ENTJ) - ASSISTANT EDITOR



Pat Gelsinger is an American business executive and engineer, currently serving as CEO (Chief Executive Officer) of Intel. In the 1970s, from the age of 18, Gelsinger spent three decades at Intel before moving to VMware as CEO and then to become President and Chief Operating Officer at EMC. He returned in 2021 to Intel as CEO and has been voted No. 1 CEO in America by *Glassdoor*, which provides millions of Company Reviews to assist job-seekers. With numerous degrees in engineering, he holds eight patents for VLSI design, computer architecture and communications. He has led key technology developments including the Pentium processor, Wi-Fi, USB, Intel core and Xeon Processors. He is a published author, including his first book on programming the 80386 microprocessor, and books on balancing faith, family and work. I am speculating that Pat Gelsinger prefers ENFJ.

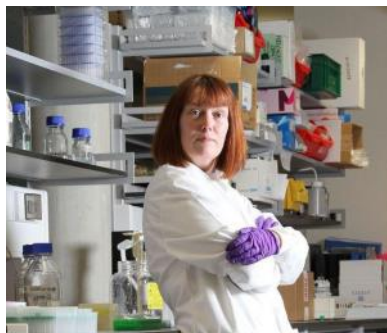
EXTRAVERSION: Here is a man who engages constantly and well with the outer world. Despite working with ideas and theories, he does his work with teams and sparks ideas off others, constantly tweaking and refining things to perfect a product. He told one interviewer, *“Our culture is one of possibilities, where everyone is empowered, because together we are shaping the future of business in the digital world.”* Watching interviews on YouTube such as with Emily Chang on Bloomberg Studio I.O and Steven Shankland’s interview for C/NET, he advocates mentoring as a way to maintain balance and accountability. Also watching interviews on YouTube, he appears very engaged with the outer world—you notice his wide and expansive hand gestures and his speech is quick and fluent with few ums and ahs that Introverts might use to gain time to think.

INTUITION: Here is a man who is constantly looking at new and better ways to do things that have never been done or even conceived of before, like the by-line for Star Trek ‘Going where no-one has gone before’. In fact, in one interview when asked what TV Programmes he might ‘binge’ on, he said he and his wife are presently watching the ‘Alien’ series—sci-fi is very much an intuitive interest exploring new concepts and possibilities not based on the Sensing facts or even Thinking logic! He is an inventor and innovator not only in the areas of IT and electrical engineering, but in contributing to the betterment of people in need. Although very open to new ideas, thoughts and processes, I believe these come from his strong intuition rather than Perceiving, as he will not be distracted from pursuing his vision. Gelsinger is leading the way, modelling a more transparent company culture, consistent with the NF quest for identity and integrity.

FEELING: Here is a man who definitely lives every minute of his life by his very strong values system. One of his mottos is ‘relationship is more important than results.’ He has published several books on balancing faith, family and work, which lay out his personal priorities of God, family and then work; saying *“faith guides decisions every day in every way.”* At one time he contemplated going into full-time ministry but after much soul-searching decided that his work was his ministry. Magazine *Money Inc.* identified Gelsinger as *“among the most generous billionaires in the world.”* He and his wife, Linda, give over half of their income to charities including sponsorship of disaster relief medical teams, and education, such as in Kenya where he hiked to the top of Mount Kilimanjaro to raise money to construct a school for girls, saying afterwards: *“I’m thrilled with the potential to click off a bucket list item but doing it for the noblest of causes—bringing hope and life to the world’s most vulnerable. Truly changing the face of eternity for these kids.”*

JUDGING: Here is a man who works full speed towards a goal, using his five and ten year plans contained in his strategy paper at work; and in his personal life his personal Mission Statement which includes Mission, Values and Goals. He writes, *“First develop a plan for your life. Second, prioritize your personal relationship with God. And third, prioritize your family time. Now that we’ve clearly laid out the scriptural priorities for your life, you should be ready to tackle the next priority: your profession or job.”* When being interviewed for his new job with Intel as CEO, he insisted that hiring him meant agreeing with his strategy paper and letting him pursue and execute it rapidly. His goal for Intel is getting the ‘process roadmap’ back in shape and restoring the Intel icon that put silicon in Silicon Valley, which is why he is known as ‘The Silicon Man with the software Plan’.

This is, I think, one of the times where we need to be careful of stereotyping. Anyone familiar with psychological type might look at Gelsinger and say, ‘Ah, yes, CEO of Intel, inventor of computer software, processors, USB, WiFi, etc., must be INTP.’ Perhaps the perfect example of someone using their strengths to suit their goals in their life. So I guess Pat Gelsinger to prefer ENFJ, what do you think?



GUESS THE TYPE OF THE POLITICIAN/CELEBRITY

NEXT ISSUE TO FEATURE BRITISH VACCINOLOGIST: DAME SARAH GILBERT



We thought this might be a fun column. Each issue we invite you to submit your speculation of a famous person’s Type. Keep it brief, state the Type you think the person is and why you think they might be that type. A summary of compiled “evidence” will be published with a disclaimer that all types are **good** that, of course, only the person themselves can verify their Type and we all use our preferences AND non-preferences, depending on environment and circumstances. Next time we will feature Dame Sarah Gilbert, the woman who designed the Oxford COVID-19 Vaccine. Send your contributions to: nancysilcox@hotmail.com

BAPT EVENTS CALENDAR – MAY TO AUGUST 2022

Sign up for all events on our website www.bapt.org.uk. Times are UK.

Date and Time	Event
10 May - 7pm	Webinar: Type and Creativity, David Goldstein
24 May - 6pm	Type practitioner peer support group with Sarah Perrott
28 June - 6pm	Type practitioner peer support group with Sarah Perrott
23 August - 6pm	Type practitioner peer support group with Sarah Perrott

You can catch up with recordings of our recent webinars via our website: <https://www.bapt.org.uk/events/bapt-webinars/>

- David Hodgson - Back to School for Parents
- Angelina Bennet – Type and the Ladder of Ego Development
- Jerry Gilpin – How to Use Type Ethically

After the summer break, our In Conversation series and Webinars will start again in September. If you have any suggestions for Webinar topics, or topics for our 2023 Conference, please get in touch with Catherine Stothart, Director of Events on events@bapt.org.uk



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A VALUABLE RESOURCE FOR YOU!!



The BAPT Library is an absolutely fascinating treasure trove for those passionate about type and holds many of the latest publications. Check it out and if you want to have a look at a book before buying it then do think about borrowing it first. The Library holds:

Over 100 books on type-related subjects such as type theory, careers and occupations, leadership and team working, spiritual growth, organisational applications, relationships and so on.

If you have research/topic specific interest there are thousands of articles in back copies of the following:

APT Conference Proceedings

'*Journal of Psychological Type*' (including earlier volumes under its previous name '*Research in Psychological Type*')

Also, back copies of '*TypeFace*' and APT '*Bulletin of Psychological Type*'

Tapes and videos

Whilst you can now access articles from the *Journal of Psychological Type* and *TypeFace* on-line via the Mary & Isabel Memorial Library (MILO) held at CAPT, others are not available digitally.

Interested?

Go to the BAPT website at www.bapt.org.uk and look in the **Resources** section for access to the library lists and information on how to use the library.

TYPEFACE ARCHIVE – 'MILO' AT CAPT

Members are reminded that they can access, download and print all articles published in *TypeFace*, since its inception in 1989, from the archive created at the Center for Applications of Psychological Type (CAPT) in their bibliographic database MILO. You can also search for articles by author and topic.

Follow this link: <http://www.capt.org/MILO/TypeFace.htm> and you will then be directed to the Index of Volumes and individual articles.

As agreed at the BAPT Conference in 2015, the only exceptions are the issues from the most recent two years and these can be viewed on the BAPT web site in the 'Members' Only' section. If you wish to obtain a copy of any of these articles, then please contact Chris Price, Webmaster: tech@bapt.org.uk.



GILL CLACK (Editor)



Join us for AusAPT's 30th Anniversary Conference, 7- 9 October ---online

Time & Tide—Traditions and Trends in Type.

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Susan Nash



Mary McGuinness



Brian Lawrence



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