

# TYPEFACE



The quarterly magazine of the  
British Association for Psychological Type

LINKING THE TYPE COMMUNITY



**BAPT IN PERSON  
WORKSHOP**

**22nd APRIL 2022**

**BRINGING TYPE TO LIFE**

**THE ANTIDOTE TO  
ZOOM**

**REPORT INSIDE**

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Summer 2022

# BRITISH ASSOCIATION FOR PSYCHOLOGICAL TYPE (BAPT)

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CONTENTS	Page No.
President’s Column (Sarah Perrott).. .. .	4
New Membership Secretary – Viv Kelly .. .. .	5
New Director of Digital Projects – Nicholas Toko .. .. .	5
BAPT In Person Workshop: Bringing Type to Life – The Antidote to Zoom (Catherine Stothart) .. .. .	6
BAPT In Conversation Webinars – Richard Owen with Angelo Spoto, Dario Nardi and Linda Berens .. .. .	9
BAPT Webinars: Dating, Mating and Relating (Susan Nash) .. .. . and Social Media for Type Practitioners (Josh Leach)	10
Type Practitioners’ Peer Support (Sarah Perrott) .. .. .	11
APT International (APTi) Fall Conference: Type for Facilitating Personal Change – 5 November, 2022 .. .. .	11
News from Down Under (Terri Connellan).. .. .	12
BAPT Events Calendar: August/November, 2022 .. .. .	13
Diversity & Multicultural Issues: “Workshopping Type in an ISFJ preference culture” (Paula Aamli) .. .. .	14
Management & OD: “Mentoring and Type” (Susan Nash) .. .. .	17
Theory & Research: “The Social Roles of Jungian Types” (Anzhelika Zabava) .. .. .	21
Australian APT’s 30 <sup>th</sup> Anniversary Online Conference: Time & Tide – 7-9 October, 2022. .. .. .	24
Spotlight on Research (John Hackston) .. .. .	25
Book Review by Teresa Moon of “Communicate with Positive Impact and Influence” .. .. . by Catherine Stothart	27
Words of Wisdom from the Master! (Carl Jung) .. .. .	28
Typewatching at the Cinema: “Type with a Northern Ireland Tone: Nowhere Special” (Peter Malone) .. .. .	29
Types of Risk (Nancy Silcox) .. .. .	31
<i>TypeFace</i> Archive – ‘MILO’ at CAPT.. .. .	32
Dating, Mating and Relating – Webinar with Susan Nash – 6 Octoberr, 2022 .. .. .	Back Cover

# EDITOR'S NOTE

## GILL CLACK (ENFJ)



### EDITOR'S NOTE

#### GILL CLACK (ENFJ)

The Summer issue of *TypeFace* commences with our 'President's Column' from Sarah Perrott and, this time, she reports on the In Person Workshop held in April, the first face to face event since the lockdown. She then announces the appointment of Viv Kelly as the new Membership Secretary and Nicholas Toko as the newly created Director of Digital Projects who have now joined the Board (see their pen portraits on Page 5). She goes on to emphasise the importance of the ethical aspects of type and draws attention to all the events planned in the forthcoming months for BAPT members.

Next we have a report from Catherine Stothart on the Workshop '*Bringing Type to Life: The Antidote to Zoom*' held in April and how much everyone enjoyed once again doing face to face activities with type gurus Susan Nash, Jane Kise, Sue Blair and Catherine herself. It sounds as though it was a most successful day.

Then we announce the next '*In Conversation with ...*' webinars to take place in the Autumn featuring Angelo Spoto talking about '*Whole Type Development*', Dario Nardi on '*Brains and Subtypes*' and Linda Berens on '*Integrating Lenses and Frameworks*'. This is followed by a list of webinars planned in October on '*Dating, Mating and Relating*' with Susan Nash and in November with Josh Leach on '*Social Media for Type Practitioners*'. Then a reminder of Sarah Perrott's peer group support network which will also start up in August - keep an eye on the web site for all the dates and sign up if you wish to participate.

We now come to '*News from Down Under*' where Terri Connellan, the Australian APT President, writes about their Association and the Conference planned online on '*Time & Tide: Traditions and Trends in Type*' for 7-9 October and various webinars. BAPT members are welcome to these.

This is followed by three articles which fall into our Interest Area Groups. The first, from Paula Aamli, Diversity & Multicultural Issues, describes in '*Workshopping Type in an ISFJ Culture*' an interview she set up with Harumi Gondo who teaches type in Japan. A fascinating insight into a very different culture to our own. Susan Nash comes next with her Management & OD article on '*Mentoring and Type*' where she describes how, in an internal mentoring programme with a client the insights that were gained on the role that type (specifically Interaction Style) played in contributing to an effective Mentor/Mentee relationship. Then we have, under Theory & Research, an article from a type colleague who lives in Lviv, Ukraine, Anzhelika Zabava who describes in '*The Social Roles of Jungian Types*' a model of social roles related to Jungian type that she has devised.

Next we have our regular '*Spotlight on Research*' in which John Hackston outlines some of the research articles that have been published recently on '*Is there a dark side to your type preferences?*', '*Self-Esteem, coping styles and stress in nursing students*', '*Folk Concert or Jung at Heart?*', '*Type, birth order and being an only child*' and rounds up with deploring an article that purports to use MBTI® in recruitment! We then have a book review by Teresa Moon of Catherine Stothart's latest publication '*Communicate with Positive Impact and Influence*' which is available as an e-book breaking the mould of published paper copies.

This is followed by Peter Malone's latest film review, where he discusses the recent film '*Nowhere Special*' which depicts single parent John, who is terminally ill with a brain tumour, and earns a living as a window cleaner, bringing up his young son Michael. The film focuses on John's efforts to make arrangements for adoptive parents to take over his care when the time comes and Peter speculates that his type preferences are ISFP.

Our last article is the latest in Nancy Silcox's regular '*Types of ...*' series where this time, in '*Types of Risk*', she discusses how different types approach the issue of risk. Then we also have our usual regular short piece of "*Words of Wisdom from the Master*". Also included on Page 13 is the '*Events Calendar*' pulling together all the activities arranged by BAPT for the Autumn for our members. Also details of the AusAPT Conference in 7-9 October and the APTi One Day Conference on 5 November are included.

I hope you will enjoy this issue.

GILL

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**DEADLINE FOR CONTRIBUTIONS FOR AUTUMN 2022 ISSUE: 1st OCTOBER 2022**





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# PRESIDENT'S COLUMN

## SARAH PERROTT (ESFJ)

We are in the full throes of Summer in the UK. As I write this, we are half way through the two weeks of Wimbledon. We all enjoyed a four day long weekend in June celebrating Queen Elizabeth's Platinum Jubilee. An astonishing 70 years on the throne. Also had the first Glastonbury music festival for three years. Life has re-set, although COVID remains an ever present part of our lives that we are living with.

We had a wonderful one day In Person Workshop after our Online Conference. It was pure joy to be physically in the room and interacting, learning, laughing and engaging in Type learning and talking to Type colleagues. Please do read the write up later on in *TypeFace*.

The BAPT Board took a collective breath and pause after the Online Conference. I am excited to report that we had our first face to face meeting for a very long time in July. This was a Friday all day strategy meeting that we were very much looking forward to. It was great to meet and work together and welcome our new Board Membership Secretary Viv and Digital Director Nick (see their Pen Portraits on page 5). More about that in the Autumn edition. We already know that one of our major projects for the next few months will be a full review of our website. We are keen to ensure that it is as current, user friendly, fit for purpose and sustainable as possible.

We remain very conscious of the need to promote the ethical use of Type as widely and broadly as we possibly can. BAPT ran an excellent webinar hosted by Jerry Gilpin for Type practitioners. It was well attended and safe to say that regardless of your tenure using Type, there is always something new to learn, be reminded of and refocus on.

One of our current challenges is to raise awareness of the best practice necessary for those who access Type through various online platforms. The increasingly popular sites are 16personalities and Cloverleaf. We at BAPT would emphasise the need to also

have a debrief session with a trained qualified Type practitioner. It is becoming evident that we need to be clear and publicise this critical step of discussing a type 'result' with a professional who is trained in order to use the information from the questionnaire as the start of an exploratory process of development for the person. There is a very real danger of mis typing people and there not being any opportunity of addressing that and truly understanding how to use Jung and Isabel Myers' model of personality. Those of us who are trained Type professionals would expect a debrief session to happen, as a standard part of best practice. Sadly, it would seem that is increasingly not the case. BAPT would not endorse any organisation that does not offer a debrief session. We at BAPT will do all we can to address this issue through all means at our disposal. I would welcome any thoughts or experience that our Type community can share on this issue. Please do email me directly.

The Autumn dates for Type Practitioner Peer Support are part of the schedule publicised later in *TypeFace*. I was delighted to speak to a Type enthusiast from India in our June session. We had a very interesting discussion about the ethical use of Type, ensuring that people are Typed correctly and how to establish a similar body to BAPT in India. Watch this space. Please do consider joining the TPPS sessions, we have four scheduled between August and December this year. Richard Owen has also organised a superb line up of *In Conversation With ...* type gurus for the Autumn, so a lot to book into your diary and look forward to.

I hope that this finds you and yours safe and well and able to enjoy something of a break over the Summer.

## VIV KELLY (ENFP)

### MEMBERSHIP SECRETARY

Viv has been an avid supporter of the work of BAPT for many years and having been an active member of the type community, she is delighted to give something back by serving as Membership Secretary.

Viv qualified in MBTI® Step 1 around 2006. Later she had the privilege of meeting and undertaking training with Susan Nash in Temperament and Interaction Styles, completing Sue's Train the Trainer accreditation. Viv became a founder member of Sue's Type Academy and for many years thoroughly enjoyed deepening her knowledge in the exploration and use of Type and through the Type Academy met many of the world's leading experts in that space.

Viv works in the energy sector and leads a large team. She uses Interaction Styles and Temperament with her team and coachees to help them understand their innate talents, make meaning of and navigate organisational change and to reduce conflict and stress.

As Membership Secretary, Viv is keen to understand what our loyal members want from BAPT and to hear your ideas to help us grow the BAPT community and membership base.

Please reach out to her on [membershipsecretary@bapt.org.uk](mailto:membershipsecretary@bapt.org.uk)



## NICHOLAS TOKO (ESFP)

### DIRECTOR OF DIGITAL PROJECTS

Nicholas Toko joined the BAPT Board of Trustees earlier this year as Director of Digital Projects. His first priority is to review the BAPT website and to develop it so that it is aligned with BAPT strategy and better meets the needs of our members. Nicholas is a freelance Organizational Effectiveness Consultant and currently training as a Jungian Analyst in Zurich, Switzerland. He has helped several organisations in both the private and public sector to transform their ways of working or operating.



He specialises in areas such as Organization Design, HR Transformation, PRINCE2 Project Management, Change Management, Organizational Culture, Assessment and Selection, and Personality Assessment. He is certified by the British Psychological Society (BPS) to administer ability and personality tests. He is also a certified Myers-Briggs Type Indicator (MBTI)® Practitioner.

Nicholas has a blog and podcast #JungianBitsofInformation inspired by his avid interest in the work of Carl Jung and analytical psychology, "I blog about concepts from Jungian analytical psychology to analyse people and organisations -in depth and to re-imagine ways of transforming organisations through people. I explore how the personality or psychological type of the individual contributes to, or impedes, business success. My aim is to help individuals to transform their personalities for personal, career or business success and to enable organisations to create a productive and harmonious workplace for their people". You can find out more about his blog, podcast and individual and workplace transformation services at [www.nicholastoko.com](http://www.nicholastoko.com). Email: [nicholas@nicholastoko.com](mailto:nicholas@nicholastoko.com).



*Catherine Stothart (INTP) is a Leadership Coach with 30 years' experience with top multinational companies – currently Airbus and Google. She has coached and trained hundreds of leaders to engage and motivate their teams and to develop themselves. She brings some of the best thinking about communication and motivation to a wider audience in a way that makes it usable and actionable. Her first book, How to Get On with Anyone (Pearson, 2018), is based on Interaction Styles. Her second book, based on temperament, Motivation: The Ultimate Guide to Leading Your Team, (Routledge November 2022) helps readers to motivate their teams, improve their wellbeing, and feel motivated themselves. Catherine is BAPT's Director of Events. She has lived in Egypt and Brazil and now lives in Chester, UK.*

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[catherine@essenwood.co.uk](mailto:catherine@essenwood.co.uk)

## BAPT IN PERSON WORKSHOP

### BRINGING TYPE TO LIFE – THE ANTIDOTE TO ZOOM

#### REPORT BY CATHERINE STOTHART (INTP)

Friday 22<sup>nd</sup> April was an auspicious day for BAPT. As René Bujard had posted on LinkedIn a few days earlier – “the stars had aligned” - we had three international type experts with us in London for an interactive, in-person, day of activities to experience type in a hands-on, practical way.

First up was **Susan Nash**, who had flown into the UK from California. Susan led us through an open space icebreaker, where we moved between three flipcharts and wrote on them:

- How many years of type experience we had – this ranged from 6 months to 38 years and totalled 300 years!
- How we used type – answers included in our personal lives, in coaching, team facilitation, learning design and delivery, for fun, with our families, in our community.
- What we wanted out of the day – engagement, interaction, learning about type, talking type with others, fun and laughter.

Susan took us through some activities to *Bring cognitive processes to life* As many

of us have discovered, using terms such as “introverted sensing” or “extraverted thinking” is not always helpful for our clients. She, with Sue Blair, uses other terms which are more meaningful: experiencing, recalling, brainstorming and visioning for the perceiving functions and systematising, analysing, harmonising and valuing for the judging functions.

Susan had come equipped with apples and M&Ms for us to use to explore Sensing, Intuition, Thinking and Feeling in their extraverted and introverted forms. We started with **experiencing** (Se) apples – how they felt, smelt, looked and sounded – one or two people also tasted theirs. Then we used the apples to try out our introverted sensing – **recalling** (Si) times when we remembered apples, perhaps seeing them lying on the ground or being baked into apple pie.

Moving to the intuitive functions, we **brainstormed** (Ne) what connections apples had for us – links to William Tell, Adam and Eve, the tree of life came up. Finally, we were asked to use our **visioning** (Ni) to describe what apples might represent for us, and answers included health, deception, and growth.





We used M&Ms to explore the judging functions. We each took a handful and Susan's first question was how we would organise them in a way that we could explain to others – using our **systematising** function (Te). Most of us grouped them according to colour and size. Then we discussed what categories we could use for them – **analysing** (Ti), such as “sweets”, or “unhealthy snacks”. In pairs we used the M&Ms to make our partner feel happy and comfortable using our **harmonising** (Fe) function, by giving the other person their favourite ones or sharing them. Finally, Susan asked us what the contribution of M&Ms to the world was – **valuing** (Fi) - which led to a discussion about capitalism and the values that M&Ms represent.

This activity really brought the cognitive processes to life and enabled us to see what each function brings to the whole, and the value of each.

Next up was **Jane Kise**, who spent the coffee break sticking tape to the floor so that we could experience polarity thinking in action. Polarity thinking is about recognising that for most things in life, it is not a case of either/or, but often both/and. The polarity thinking technique enables you to see both sides of an argument and move towards a better outcome and can be applied to all sorts of situations and decisions where there are polarised positions, such as rights and responsibilities, justice and mercy, reality and vision.

In her session, *Using Both/And to Power Up Type Exercises*, Jane took us through how she uses polarity thinking to enable people to discover their preferences for Thinking or Feeling. There was a flipchart at each of four corners and we split into groups to move between them, adding our ideas to the flipcharts. The statements we responded to were:

- When we focus on logic while making decisions, we see the following positive results:
- When we focus on values while making decisions, we see the following positive results:
- If we over-focus on logic to the neglect of values when making decisions, we see the following negative results:
- If we over-focus on values to the neglect of logic when making decisions, we see the following negative results:
- At the final stop, instead of adding more words, we were asked to come up with an image that represented the ideas on the chart we were at.

It is hard to do justice to this powerful process in a short article, but the upshot was that we recognised that over-use of one polarity would result in negative outcomes and that we need **both** Thinking **and** Feeling in order to move forward towards our GPS (greater purpose statement).

After lunch it was over to **Sue Blair** for her *Type in Tandem* session. She started by asking us whether we had ever been on a tandem and what it was like – for the person on the back and the front, what it was like if there was no-one on the back, and how it felt when it was working well. This was an illuminating metaphor for the relationship between our dominant and inferior functions or for our auxiliary and tertiary functions. As Sue said, the message of the tandem is:

- Don't let the leading function take all the strain
- Ask the inferior function to pedal harder
- And of course, Enjoy the Ride!

Sue has the knack of making complex concepts simpler to understand, and followers of her blog will have seen many of her “tricks of the trade”. She presented us with a series of metaphors and images for the cognitive functions – pinball machine for Ne, USB stick for Si, juggling for Se and blue sky for Ni – and for the difference between Strategy and Execution.



I loved Sue's definitions of the perceiving functions and she shared with us a very useful set of questions to enable us to explore what each function can do for us. We discussed these in our table groups. She has a similar set for the judging functions.

Finally, Sue asked us to imagine our whole type on the front of the tandem, and our opposite type on the back – she reminded us that we need to carry our opposite type with us in order to stay balanced. A perfect illustration of Jung's concept of whole life development.





Sue is developing this content further and will be presenting on this topic at the AusAPT Conference in October, so sign up if you want to learn more!

I led our final session on *Bringing interaction Styles to Life*. We did a practical activity, (using Bananagram letters to make four-letter words), to explore the communication issues that can arise when a team of people works on a task together under pressure of time.

Interaction Styles is a tool for emotional intelligence – while type is about how our minds work, interaction styles is about how our emotions work when we interact with others. And it is our emotions that drive our behaviour, often before the rational part of our brain has had time to work out a more considered response.



This activity enabled participants to experience how their emotions influence their behaviour and how other people's actions affected them. We debriefed in Interaction Style groups, and discussed what motivated us, what stressed us, what each style contributed and what they needed from others to be more effective. Here are a few of the points they made about what stressed them:

- Energisers (Get-Things-Going) missed some of the instructions because they were talking
- Mobilisers (In-Charge) felt that there were unequal contributions which prevented them winning
- Navigators (Chart-the-Course) were stressed by time pressure and wanting to use all the letters
- Synthesisers (Behind-the-Scenes) felt that their ideas were not listened to.

Doing this exercise with a real team gives them valuable information about their own and each other's needs. They learn how to manage their own behaviour and what they can do or say to help their colleagues be more effective. For example, in this case, the Synthesisers can work out what they could have done to get their colleagues to listen to them; and their colleagues can be more aware that the Synthesisers had something to contribute.



Sarah Perrott closed the session for us with *Speed Sharing* - we constructed tiny suitcases for ourselves, attached a label to them with our "destination" for our development for the next 6 months, and then packed post-it notes in them with our superpowers that would help us get there.

A fun ending to an awesome day!

## ANNOUNCING

## BAPT 'In Conversation ... ' Webinars



*In our answer to the BBC Radio 4 programme, 'A Life Scientific', BAPT Board member Richard Owen interviews experts, innovators and leading figures from the world of personality psychology. Hear stories, experiences, thoughts and opinions on current topics in Psychological Type – where is it now and where is it going? Join us for this relaxed evening chat! - 45 mins at 8pm UK time*

**Whole Type Development: BAPT In Conversation with Angelo Spoto**

Tuesday 13th September 2022—8pm UK time, approx 45 mins.

Register Your Place: [https://us06web.zoom.us/webinar/register/WN\\_bfvfTrGQRDKkr2SxNkd4ag](https://us06web.zoom.us/webinar/register/WN_bfvfTrGQRDKkr2SxNkd4ag)

Angelo Spoto, MA, LMHC is a licensed mental health counselor with a Master's degree in Analytical Psychology. He is co-founder of the C.G. Jung Library of Tampa Bay and author of *Jung's Typology in Perspective* (Chiron Publications), first published in 1989. Angelo has delivered many seminars on typology, given keynotes for BAPT and APTi and written papers, including one for the 2021 *Journal of Analytical Psychology* 'type centenary' special edition. In that paper he shares his latest model for patterns of development of Jung's 8 'cognitive modes' within the well known 16 types. Join BAPT Treasurer, Richard Owen, for a conversation about Angelo's life and experience in this field, and how his work helps us understand whole type development across the lifetime.

**Brains and Subtypes: BAPT In Conversation with Dario Nardi**

Tuesday 11th October 2022—8pm UK time, approx 45 mins.

Register Your Place: [https://us06web.zoom.us/webinar/register/WN\\_o6C51cnMTOacQmLDmTFKkg](https://us06web.zoom.us/webinar/register/WN_o6C51cnMTOacQmLDmTFKkg)

Dario Nardi, PhD, is an author, consultant, and researcher in the areas of neuroscience, personality, and body-mind practices. A psychological type practitioner since 1994, he has authored many books including *8 Keys to Self-Leadership*, *Neuroscience of Personality* and recently *The Magic Diamond*. Dario's EEG brain scanning experiments have led to the development of 4 common variants or subtypes of the well known 16 types. Join BAPT Treasurer, Richard Owen, for a conversation about Dario's life and experience in this field, and how his work helps us understand different expressions of the same type.

**Integrating Lenses and Frameworks: BAPT In Conversation with Linda Berens**

Tuesday 15th November 2022—8pm UK time, approx 45 mins.

Register Your Place: [https://us06web.zoom.us/webinar/register/WN\\_LFwGYed1Q8ew1LOe8htZUA](https://us06web.zoom.us/webinar/register/WN_LFwGYed1Q8ew1LOe8htZUA)

Linda V. Berens, PhD, is a highly experienced trainer, practitioner and innovator with psychological type who is trained as a counselor, psychologist and marriage/family therapist, amongst other certifications. She is the author or co-author of many books and training manuals and is well known for her early work with temperament theory. Now working with the InterStrength CORE™ approach Linda integrates frameworks and multiple lenses such as Essential Motivators, Interaction Styles, Intentional Drivers and Cognitive Dynamics for a holistic approach around type. Join BAPT Treasurer, Richard Owen, for a conversation about Linda's life and experience in this field, and how her ideas, frameworks and lenses evolved over time.



Get more details and REGISTER for access at [bapt.org.uk/events](http://bapt.org.uk/events)

The recordings of these webinars will be freely available to all, along with all the previous In Conversation sessions, via a playlist on the 'BritPsychType BAPT' YouTube channel.

<https://youtube.com/playlist?list=PLm6GEplyTRH7RR1z3u92YV1pQxpV3a6xX>

## OUR NEXT WEBINARS ON 6<sup>TH</sup> OCTOBER AND 30<sup>TH</sup> NOVEMBER OPEN TO GUESTS – BRING A FRIEND!

Our interactive webinars are an opportunity to delve more deeply into the practical applications of type, the things that matter to all of us, both in our work and home lives, and as type practitioners. I am delighted that we have two webinars lined up for the Autumn.

### **Susan Nash – Dating, Mating and Relating on 6<sup>th</sup> October**

Susan is an international expert in business applications of Type and Temperament.

We will explore the four temperaments and build an understanding of the strengths and challenges each brings to and faces in relationships.

Register on the BAPT website here:

<https://www.bapt.org.uk/bapt-webinars/dating-mating-and-relating/>



### **Josh Leach – Social Media for Type Practitioners on 30<sup>th</sup> November**

Josh is an animator and type enthusiast, who recently produced our video on introversion and extraversion.

In this talk, he is going to be sharing tricks of the trade for social media promotion. We will learn a mixture of principles and practical tips, that will be transferable for any projects that require a social media strategy.

Register on the BAPT website here:

<https://www.bapt.org.uk/bapt-webinars/social-media-for-type-practitioners/>



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

David Goldstein – Type and Creativity

David Hodgson - Back to School for Parents

Angelina Bennet – Type and the Ladder of Ego Development

Jerry Gilpin – How to Use Type Ethically



## 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 August/November, 2022 on ZOOM are:

August 23rd, 2022 at 6.00 p.m. London

<https://us02web.zoom.us/j/88233439382?pwd=RzdjN1c0WWRlcEVDK3BnQVVIS1FMdz09>

September 27th, 2022 at 6:00 p.m. London

<https://us02web.zoom.us/j/81685358861?pwd=eHZHZnY5RnUwSTBVZDZMRk1yWThZdz09>

October 25th, 2022 at 6:00 p.m. London

<https://us02web.zoom.us/j/6077843086>

November 22nd, 2022 at 6:00 p.m. London

<https://us02web.zoom.us/j/6077843086>

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](http://www.bapt.org.uk).

#### ADVERTISEMENT

 The advertisement features a background of vibrant autumn leaves in shades of orange, red, and yellow. The text is centered and reads:
 

**APTi 2022 Fall Conference**  
*Type for Facilitating*  
*Personal Change*  
**Coaches, Counselors,**  
**Therapists**

 In the bottom left corner is the APTi logo, which consists of a blue and green diamond shape next to the text "APTi". Below the logo is the text "Association of Psychological Type International".
 

**SAVE THE DATE:**  
 Saturday, November 5, 2022  
 NOON to 8 pm ET





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](#) and has published two books, *Wholehearted: Self-leadership for women in transition* and *the Wholehearted Companion Workbook*.

Email: [president@ausapt.org.au](mailto:president@ausapt.org.au).



## NEWS FROM DOWN UNDER

### TERRI CONNELLAN (INTJ)

#### President, Australian Association for Psychological Type (AusAPT)

Thank you for the opportunity to feature AusAPT news in the Summer edition of *TypeFace*. As I write, it's a cool winter's day in Sydney and I'm thinking of many of you enjoying summer in the northern hemisphere.

The current AusAPT focus is on three areas:

1. the 30th Anniversary 'Time & Tide: Traditions and Trends in Type' Conference, online, 7-9 October.
2. our new membership year, from 1 July to 30 June, connecting with current and potential members and sharing the value of AusAPT membership and reciprocal benefits as an APT member.
3. a *Type and Life* series of webinars, free and open to all.

Below is further information on each of these areas and the value for you in connecting with us across our type communities.

#### **AusAPT 2022 Conference: Time & Tide: Traditions and Trends in Type**

Unfortunately, our initial plans for an in-person conference did not come to fruition. It remains a challenging time for gathering face to face, especially if it involves significant travel. So, our 2022 Conference will be online again this year, opening up more opportunities for global presenters and participants to join us.

This year's programme offers 17 engaging online sessions led by internationally renowned psychological type presenters. Key-note presenters are Mary McGuinness—*The Early Days of Psychological Type and AusAPT in Australia*; Dario Nario—*Managing Energy*; Sue Blair—*Type in Tandem: The Magical Alchemy of Connecting Opposing Functions*; Susan Nash—*Traditions and Trends in Delivering Type Learning Events*; and Brian Lawrence—*Type For All: Making Personality Type Ubiquitous*.

Plus, there is a wide range of concurrent sessions focused on Type: Temperament and Leadership, the Enneagram, Midlife Development, Repositioning the 8 Functions, Essential Motivators and Interaction Styles, Keeping Type in the Conversation, Music Preferences, Work-Life Balance, Jung's Rational and Irrational Types, Creating a Type Community and Business in Japan and ground-breaking academic perspectives on type.

A welcoming community, we enjoy connecting and reconnecting via our Conference, so we warmly invite you to be part of it across the miles wherever you are. Head to [our conference page](#) for more information and to book your place. As we outline below, you can book your place for just \$100AU (approx. 56GBP) for all sessions as a BAPT (or other APT) member. We focus on time zone friendly options, with a mix of session times from early morning into the evening so you can join live at least part of the time. We also record all sessions in case you can't attend live.

#### **Benefits of connecting with AusAPT as an APT member**

BAPT (and other APT) members can enjoy **APT Partner Member Reciprocal Benefits**. This enables conference and event discounts and other benefits as part of our global APT network.

As a BAPT (or other APT) member, you can activate this via our website on our [conference event page](#). Just click on 'APT Partner Member Reciprocal Benefits 2022-23 - \$0' to let us know of your current BAPT or APT membership. This also generates the 33% discount for the 2022 Conference should you choose to join us. Plus, it flags you on our website as an APT member for reciprocal benefits for our membership year, 1 July - 30 June.

Among these benefits, APT reciprocal members can access the extensive resources of

the [Type Research and Practice Collection](#) to help with research, presentations and questions about type. The *Type Research and Practice Collection* provides information to type users, researchers and those simply interested, from a library and archive of digitised and hard-copy material gathered over many years. You have expert guidance in accessing the resources of the collection via the support of Peter Geyer, Custodian of the *Collection*.

**Other Events in 2022: Type and Life Series**

Our 2022 webinar events centre around a series of sessions on Type and Life. So far, we've looked at *Type and Career* with Sue Daniels in May, and *Type and Dating* with Jessica Alderson, CEO and Co-Founder of So Syncd, in July. Coming

events include *Type and Sales* with Tim Van Milligan (August) and *Type and Parenting* with Elizabeth Murphy, Mollie Allen and Erin Smith (September). These free events connect and invite people into our community with practical type insights. You are welcome to join us. See our [Event Calendar](#) for details.

**Keep in touch**

Connections with our international APT partners and community are important to us! Anyone can [register on our website](#) and receive our newsletters. AusAPT is also active on social media so connect with us via your preferred platform: [Facebook](#), [Twitter](#) or [LinkedIn](#). We look forward to connecting with you around our common interest in type.

**BAPT EVENTS CALENDAR – AUGUST TO NOVEMBER 2022**

Sign up for all events on our website [www.bapt.org.uk](http://www.bapt.org.uk). Times are UK.

Date and Time	Event
23 August – 6pm	Type Practitioner Peer Support Group with Sarah Perrott
13 September – 8pm	In Conversation with Angelo Spoto
27 September – 6pm	Type Practitioner Peer Support Group with Sarah Perrott
6 October – 6pm	Webinar – Dating, Mating and Relating with Susan Nash
11 October – 8pm	In Conversation with Dario Nardi
25 October – 6pm	Type Practitioner Peer Support Group with Sarah Perrott
15 November – 8pm	In Conversation with Linda Berens
22 November – 6pm	Type Practitioner Peer Support Group with Sarah Perrott
30 November – 7pm	Webinar – Social Media for Type Practitioners with Josh Leach

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
- David Goldstein – Type and Creativity

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](mailto:events@bapt.org.uk)



*Paula Aamli (ENTP) is an HR professional with a degree in Modern History, 8 years' work experience in the charity sector and 16 years in banking. She has a particular interest in the theory and practice surrounding development tools and techniques as well as the principles of fair and balanced professional assessment. Paula's professional focus is on leadership and people development; talent management; client relationship management; general management, and HR strategy.*

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## DIVERSITY AND MULTICULTURAL ISSUES

### WORKSHOPPING TYPE IN AN ISFJ-PREFERENCE CULTURE

**PAULA AAMLI (ENTP)**

**Interest Area Co-ordinator**

Harumi Gondo is a MBTI® Master Practitioner and is also certified with Majors PTI and TypeCoach as well as the MMTIC (Murphy-Meisgeier Type Indicator for Children). She has studied the cognitive functions and their archetypal influences with Bob McAlpine and has also taken John Beebe's workshop in Houston.

Harumi is in her third (and possibly final?) career. After finding herself alone and without a community in Japan, she went to the US to get certified in MBTI®. Back in Japan, she began inviting other moms "at the school gate" to learn about Type with her. Fast-forward nine years and Harumi now conducts Type trainings commercially in Japanese and English to support teamwork and communication and she also remains involved with the Non-Profit Organisation (NPO) that runs workshops mainly with Japanese stay-at-home moms. During this time, Harumi has created her own type certification program and has written a Japanese textbook on Type (together with her team) as well as a Japanese workbook on the cognitive functions.



**Harumi Gondo**

Harumi has run sessions about her Type practice in Japan for both AusAPT and BAPT, most recently delivering a presentation at the BAPT's 2022 Conference – a recording of which is available on BAPT's YouTube channel for Conference attendees.

Harumi spoke recently to Paula Aamli about her experiences of working with Type in Japan.

#### **Issues presenting in Japanese culture**

Japan is a high-conformity culture. There are very strong group norms and multiple sources of pressure to conform. So, for example, if you're walking round or you go to the convenience store or the doctor's surgery, there's a codified way that would be the normal way to behave – with very overt indications of respect and deference. And if you don't conform, you can't really go around in society. That's a big problem actually – when the pressure becomes too much, sometimes people withdraw from society. It's called *hikikomori* and it's a mental health phenomenon affecting a large number of younger people – well it started when they were young and now they're in their 40s and 50s. They don't go out. They've never worked, they weren't able to finish university. And their parents are getting old. There's a sense of concern – *who will look after my children after I die?*

So that shows the social pressures people can be under. Women feel considerable pressure to be the "perfect" mother and bring up "perfect" children. Men spend their working days conforming and then when they come home at night, they're too tired for their family and become isolated from their wife and children who get used to spending time without them.

More recently, the traditional culture has started to break apart, with this "be whoever you want to be" vibe emerging. But that too often leaves young people isolated



– traditional ways of relating are disappearing, but they don't yet have clear alternatives. So, there's a big problem of loneliness and surprising numbers of young people in their twenties have never dated.

### Ways in which Type can help

Fundamentally, working with Type is not just about presenting information, but is intended to help with the adult development process. We train about Type through workshops and, for me, this is about much more than just identifying your Type. Always, by engaging with people in that workshop, I'm hoping that we will help with "mind shift".

Maybe most people start out initially from a version of the child mentality – that's normal – so they might start from a position of *I'm right, you're wrong ... Like S is bad – what's wrong with you? Or actually, since Japan is a dominant Sensing culture (dominant ISFJ Type traits) and, since the culture places a high value on conformity, the opposite might also show up.*

There's lots of shame and embarrassment about being an Intuitive in this culture that is not comfortable with Intuitives. Being an Intuitive myself and having to teach a Sensing culture – I have been able to hone the art of speaking concretely, and with examples, with lots of stories. There's also lots of embarrassment with being T in an F culture. Everybody wants to be F. That's a big thing, too. So, the Type workshops can help people both with learning to see things more from someone else's perspective and also with coming

to accept themselves. There's one particular trainer in our NPO, certified and starting to teach Type. She's INTJ preference and she says that the day she learned about Type it was like the clouds parted, that through Type she has finally been able to know the joy of being alive. She now understands her way-of-being in the world and is able to accept how she differs in some respects from the dominant culture.

### How TypeLAB works in practise

So, at TypeLAB we don't work with questionnaires. That's mostly a practical decision, because the cost of an instrument like the MBTI® assessment can be considerable and so that reduces the accessibility of Type in some cases. So instead, we work with in-person workshops, with slides and with activities to help people process their preferences. We have a textbook and workbooks – these are in Japanese, though on the corporate side, I do also work in English.

The nature of the workshop sessions is to help people realise that the way they process information and make decisions is one way among several possible ways of seeing the world.

Through our slides and activities, it's about helping people to step out of the black and white – that's what we're trying to. Everybody in my group knows that it's not just about your four-letter Type but about knowing your strengths and your weaknesses and how sometimes actually it's your strengths that trip you up – like, sometimes my NF preferences are an issue for me.



TYPELAB Workshop



**Signs of success**

Well, the numbers are a good indication. Both the NPO and on the corporate side, we're growing. The NPO recently reached its first key milestone in terms of funds in reserve, so that it doesn't exist quite so close to the edge anymore.

And for me, there was a point where I made a really conscious decision to take myself out of working fulltime with the NPO so that I could also build a corporate practice. And that corporate practice has grown significantly – my income has at least doubled in the last year.

That was a difficult decision, but it was very important, not just for my own economic stability and sense of success, but also for the other women who have been training up on Type. While I was running workshops fulltime, as the founder, people always wanted to learn at the workshops that I was delivering. And my team was quite worried when I said

I wanted to step away. Was I leaving them altogether? (*No, I wasn't, but I needed a less full-on involvement.*) Would anyone come to the workshop sessions if I wasn't running them? (*Yes, the others have grown in their confidence and now the workshops run really well without my delivering them.*)

It was tough to go through that. But I really want the other women as well to feel the self-esteem boost that can come from having their own viable income, which Type can provide.

Personally, I think this is one important way that we can start to bring some balance back to the highly divided gender roles and family situations in Japan – where the man's life is completely focused outside the home and the woman feels judged entirely through her children.

## **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](mailto: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**



Susan Nash is owner of EM-Power, Inc., author of over 11 books, nine on Whole Type, and a global speaker on psychological type and its applications in improving self-understanding, communication, leadership and team effectiveness. She has been a President of APT International (APTi) and was the winner of the 2017 APTi President's award. In 2021, she won a Brandon Hall Gold Award for her work with Adidas designing and rolling out a Global Trainer Certification Program.

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# MANAGEMENT & ORGANISATIONAL DEVELOPMENT

## MENTORING AND TYPE

### SUSAN NASH (ENFJ)

#### Interest Area Co-ordinator

We recently worked with a client to help design and deliver an internal mentoring program. As part of this process, we applied the knowledge of personality type in that program design and roll out. In this article I will review core information about mentoring and describe our insights on the role that type (specifically Interaction Style for this article) played in contributing to an effective Mentor/Mentee relationship.

#### Definition of Mentoring

*"A mentor is someone who allows you to see the hope inside yourself."  
Oprah Winfrey.*

Mentoring can take many forms. This global organization's formal **mentoring program** took the form of a structured, one-to-one relationship between a Mentor and Mentee. The Mentors were senior-level executives within the company (but often in a different function) whose role was to act as a neutral third party in helping the Mentee explore career enhancement opportunities, develop a network, and learn from more experienced individuals.

In our mentoring program, we differentiated between the manager's and mentor's role in the following way.

#### Mentoring Benefits

Mentor	Manager
<ul style="list-style-type: none"> <li>• Focused on long-term career and personal development</li> <li>• Performance management not the role of the mentor</li> <li>• Maintains confidentiality</li> <li>• Aligns with Mentor goals</li> </ul>	<ul style="list-style-type: none"> <li>• Focused more on short-term business results</li> <li>• Owns performance management</li> <li>• Responsible for sharing performance data</li> <li>• Aligns with business goals.</li> </ul>

Effective mentoring produced several benefits for this organization:

- Developed new managers.
- Retained high potential talent.
- Fostered diversity and inclusion.
- Strengthened company culture.
- Improved employee engagement.
- Increased knowledge sharing.

#### Mentoring Skill Set

We identified the following key skills for our mentors:

- Mentor asks questions to stimulate thought, awareness, and self-reflection.
- Mentor listens actively to understand what is important to the Mentee (as the Mentee is the guide in this relationship)
- Mentor gives input, advice or makes recommendations based on the information the Mentee shares – and yet needs to pause before providing this input
- The Mentor supports the Mentee in planning actions and keeping commitments to ensure progress is being made in the relationship and with mentoring goals.

**The Role of Interaction Style**

As we began the process of selecting and then matching Mentors and Mentees, we observed that factors other than similar backgrounds, career goals, experience, skills etc., were important in building a productive mentoring relationship. One of the key differentiators seemed to be Interaction Style.

As you know Interaction Style can be defined as:

An innate pattern of physical drives, mental aims and beliefs, talents and outward behaviours that underlie the ways in which we engage and interact with others to achieve our goals.

Using the Linda Berens terms, there are four different Interaction Styles:

- In-Charge
- Get-Things-Going
- Chart-the-Course
- Behind-the-Scenes

Below is a simple overview of the four styles

<b>In-Charge</b>
<ul style="list-style-type: none"> <li>• Drive: have an urgent need to accomplish so, can feel on edge if actions are not being taken. Like to move quickly toward a goal.</li> <li>• Can be stressed by the appearance of nothing happening at the time that it needs to.</li> <li>• Believe that it is worth taking a risk to decide now; corrections can be made later.</li> <li>• Tend to have a straightforward communication style and naturally take action to lead a group to an objective.</li> <li>• Tend to make quick decisions to get an achievable result.</li> </ul>
<b>Chart-the-Course</b>
<ul style="list-style-type: none"> <li>• Drive: have a pressing need to anticipate so, can feel on edge if they do not have the time to reflect.</li> <li>• Can be stressed by not knowing what will happen or by confronting unforeseen obstacles.</li> <li>• Believe that it is worth making the effort to look forward to envisioning what might happen.</li> <li>• Tend to have a formal communication style with calm yet focused energy.</li> <li>• Tend to make thought-through/deliberate decisions to get the desired result.</li> </ul>
<b>Get-Things-Going</b>
<ul style="list-style-type: none"> <li>• Drive: have an urgent need to involve so, can feel on edge if others are not engaging with the idea or process</li> <li>• Can be stressed by being left out or by others not appearing eager.</li> <li>• Believe that it is worth investing the energy to engage others to gain buy-in.</li> <li>• Tend to have a persuasive communication style with an enthusiastic tone of voice and energy.</li> <li>• Tend to make collaborative decisions to get an embraced result</li> </ul>
<b>Behind-the-Scenes</b>
<ul style="list-style-type: none"> <li>• Drive: have a pressing need to “connect the dots”: so, can feel on edge if ideas or solutions haven’t incorporated as much input as possible</li> <li>• Can be stressed by not having enough time or not being given credit.</li> <li>• Believe that it is worth the time considering as many inputs as possible to reconcile to one cohesive point of view.</li> <li>• Tend to have an unassuming communication style with approachable, friendly, and patient energy.</li> <li>• Tend to make consultative decisions to get the best result possible</li> </ul>

**Mentoring Relationship and Interaction Style**

While all four Interaction Styles have a positive intent, the receiver can easily misunderstand the impact of each style if they do not understand the drive and energy. For instance:

- In-Charge energy could be misconstrued as “Pushy”
- Chart-the Course energy could be misconstrued as “Disinterested”
- Get-Things-Going energy could be misconstrued as “Scattered”
- Behind-the-Scenes energy could be misconstrued as “Uncertain”

We found by using the approach below we could encourage Mentors and Mentees to focus on the Connects (the things they had in common) which helped enable the “Conflicts” to be viewed as Complements.

To show how this worked in practice, below is one example for each of the Interaction Style Pairings with one Connect, one “Conflict” and one “Complement.”

**In-Charge with Chart-the-Course**

Connect:	Conflict	Complement
<ul style="list-style-type: none"> <li>• Both tend to use direct communication, being explicit about who will do what by when.</li> </ul>	<ul style="list-style-type: none"> <li>• In-Charge tends to have a faster use of time and quicker pace, whereas Chart-the-Course tends to have a more sustained use of time and more thoughtful pace.</li> </ul>	<ul style="list-style-type: none"> <li>• In-Charge can benefit from the Chart-the-Course talent for mapping a process and anticipating obstacles.</li> <li>• Chart-the-Course can benefit from the In-Charge ability to move forward quickly.</li> </ul>

Connect:	Conflict	Complement
<ul style="list-style-type: none"> <li>• For both styles, energy tends to go to the external world first, so there tends to be a quicker pace in interacting and both tend to be comfortable with “interrupting” each other!</li> </ul>	<ul style="list-style-type: none"> <li>• In-Charge tends to focus on the task to be accomplished first when there is a time pressure, and then moves into more informal social engagement. Get-Things-Going prefers to begin with social rapport building and then moves onto the task at hand.</li> </ul>	<ul style="list-style-type: none"> <li>• In-Charge can benefit from Get-Things-Going consideration of the people involved and the ability to gain buy in.</li> <li>• Get-Things-Going can benefit from the more intense focus from the In-Charge energy.</li> </ul>

Connects:	Conflicts	Complement
<ul style="list-style-type: none"> <li>• For both styles, the focus is on the result. In-Charge wants to focus on something that is “doable.” Behind-the-Scenes” wants to achieve a quality goal. To this extent they seem to “speak the same language.”</li> </ul>	<ul style="list-style-type: none"> <li>• For both styles, the focus is on the result. In-Charge wants to focus on something that is “doable.” Behind-the-Scenes” wants to achieve a quality goal. To this extent they seem to “speak the same language.”</li> </ul>	<ul style="list-style-type: none"> <li>• In-Charge can benefit from Behind-the-Scenes ability to consider all the relevant information in pursuit of the goal.</li> <li>• Behind-the-Scenes can benefit from the In-Charge drive to the attainable result which tends to reduce “overthinking” ideas.</li> </ul>



**Get-Things-Going with Chart-the-Course**

Connects:	Conflicts	Complement
<ul style="list-style-type: none"> <li>For both styles, the focus is on the process and the importance of moving forward: Get-Things-Going towards an embraced result and Chart-the-Course to a desired outcome.</li> </ul>	<ul style="list-style-type: none"> <li>Get-Things-Going tends to naturally reach out to engage team members using more Informing communication and more expressive energy. Chart-the-Course tends to reflect on the process and milestones and have more calm and focused energy</li> </ul>	<ul style="list-style-type: none"> <li>Get-Things-Going can benefit from Chart-the-Course’s more methodical and deliberate approach to keep projects on track.</li> <li>Chart-the-Course can benefit from Get-Things-Going persuasive communication style and energy to build commitment to the process.</li> </ul>

**Get-Things-Going with Behind-the-Scenes**

Connects:	Conflicts	Complement
<ul style="list-style-type: none"> <li>Both styles tend to use more Informing communication to gain more input or involvement by using statements and observations rather than by giving “instructions”</li> </ul>	<ul style="list-style-type: none"> <li>Get-Things-Going tends to have a faster pace and prefers to talk things through to build engagement. Behind-the-Scenes tends to have a more considered pace and unassuming communication style and may tend to only communicate when there is something important to share.</li> </ul>	<ul style="list-style-type: none"> <li>Get-Things-Going can benefit from Behind-the-Scenes ability to consider all the relevant data and reflect before acting.</li> <li>Behind-the-Scenes can benefit from Get-Things-Going persuasive communication style and energy to ensure their point of view is considered.</li> </ul>

**Chart-the-Course with Behind-the-Scenes**

Connects:	Conflicts	Complement
<ul style="list-style-type: none"> <li>Both styles tend to be more reflective and prefer to think things through. As a result, they both tend to be comfortable with pausing and silence.</li> </ul>	<ul style="list-style-type: none"> <li>Chart-the-Course tends to be more direct when communicating with a more formal style and intense energy. Behind-the-Scenes tends to use more statements and observations and have more unassuming and considered energy.</li> </ul>	<ul style="list-style-type: none"> <li>Chart-the-Course can benefit from Behind-the-Scenes ability to consult with many individuals who might have relevant data.</li> <li>Behind-the-Scenes can benefit from Chart-the-Course’s ability to be clear about milestones and deliverables.</li> </ul>

Investing in introducing Interactions Styles in the formative stage of the Mentoring program helped to build interpersonal understanding and create more effective Mentor/Mentee relationships.



Anzhelika Zabava is a researcher and consultant in personal development from Lviv, Ukraine. In 2003 she received a certificate of Specialist in Psychiatry from Lviv Medical University. She uses different approaches in her work: Psychosynthesis, Typology, NLP, Family Constellations. Her work is focused on enabling people to discover their deep resources and to walk the path of personal change. Anzhelika spent several years working as a Socionics Master Practitioner. She is co-founder of the Typosynthesis approach that unites Jungian, Enneagram, Homeopathic and other typologies with traditional and spiritual psychologies.

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## THEORY & RESEARCH

### THE SOCIAL ROLES OF JUNGIAN TYPES

#### ANZHELIKA ZABAVA (ESFJ)

This article is about how each of Jung's 8 personality types manifests in social life

The social role is a kind of social portrait of a psychologically mature person of a certain type, who constructively uses his qualities both for his own social adaptation and for the common good. Each of the 8 types is characterized by innate predispositions to a particular activity. A person's strengths resonate with the corresponding demand from society – this is the main condition for the successful realization of a person's vocation and for feeling happy in his or her place.

Each of the eight social roles is a natural consequence of the manifestation of one of the eight Jungian psychological functions.

#### THE EIGHT MAIN SOCIAL ROLES

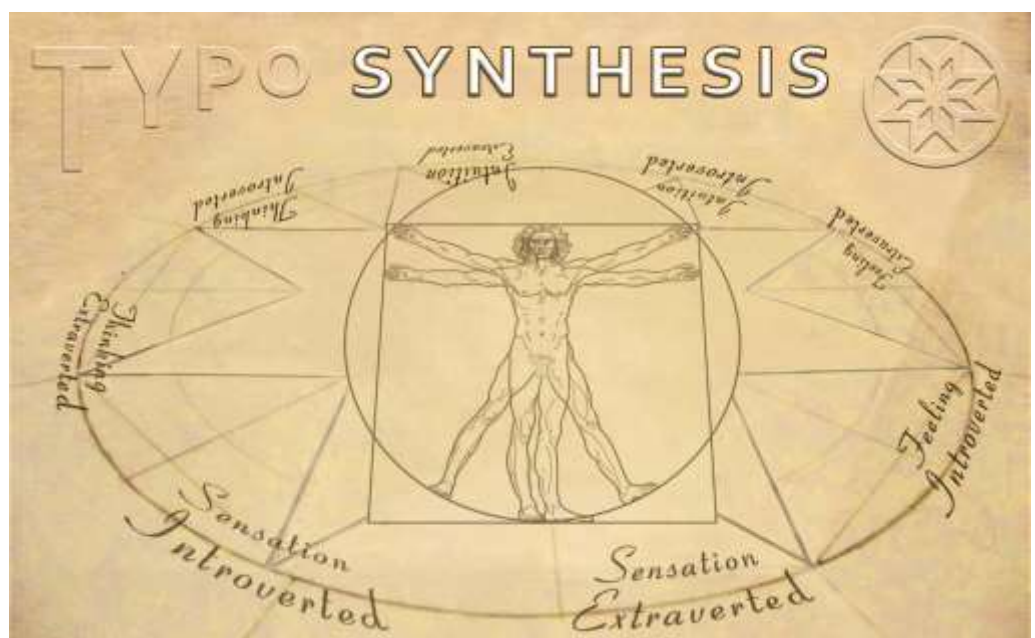
\* **Decisive PATRONS (Extraverted Sensing Se)** – take responsibility for others, believe that they should be a patron, a support for others: provide them with financial and material resources, protect them from the dangers of the outside world.

The role of Patron is activated in situations of physical threat, conflict, physical confrontation. Patron strongly defends his/her people, rushes headlong towards the adversary, stands up for the weak and defenceless, demonstrates physical strength and bravery. They take indecisive and fearful people under their protection, helping them to act in the physical world, supporting them financially. Satisfied when they receive for this fidelity, subordination of others and recognition of their power and influence.

Under the mask of a strong person, they hide their weakness, sensitivity and dependence on others.

\* **Peaceful CAREGIVERS (Introverted Sensing Si)** – monitor the satisfaction of the physical and everyday needs of others, strive to feed, warm and create comfortable living conditions for everyone, try to reconcile everyone.

The role of Caregiver is activated in situations of physical discomfort: cold, hunger, tension, disease, fatigue. They will always feed the hungry, warm the frozen, organize a cozy place to rest for a tired person, pro-



vide the sick with the necessary care, help a tense person relax. They are inclined to take care of creatures who can't manage unaided their everyday matters and are unable to meet their physical needs. Satisfied when they receive for this a peaceful connection of others with themselves (without conflicts, without pressure on them and without restricting their freedom of action), entertainment, novelty and recognition of their ability to create physical comfort.

Under the mask of a calm and friendly person hides anger, tension and internal discomfort.

\* **Sociable ALTRUISTS (Extraverted Feeling Fe)** – provide emotional support to others, react to being addressed, interested in the problems of others, always ready to cheer up and help.

The role of Altruist is activated when interacting with people who do not know how to engage in emotional interaction with others and who have a low mood. Then they begin to play the role of a friend, assistant, personal life coach: they show benevolence and interest in their interlocutors, try to lift their spirits and help in solving problems, involve them in social interaction. Satisfied when they receive for this gratitude, admiration and recognition that they are needed and occupy a special place in the life of others.

Under the mask of a helper, they hide their indifference and the need to receive attention from others.

\* **Responsible EDUCATORS (Introverted Feeling Fi)** – take responsibility for maintaining correct behaviour and for moral self-improvement. They try to correct any flaw in themselves and become a moral authority for others.

The role of Educator is activated when interacting with ill-mannered, irresponsible, dishonest people who deceive, steal and have unworthy desires. By their behaviour, Educators show them an example of responsibility and honesty, help them to understand moral issues, talk about the rules of communication in the community. Satisfied when they receive for this respect from others, following their instructions and recognition of their moral authority.

Under the mask of a righteous individual, they conceal “unworthy” thoughts and “dirty” desires.

\* **Efficient HEROES (Extraverted Thinking Te)** – set goals and develop algorithms of actions for their achievement in the shortest time, organize processes that ensure the desired result. They try to solve quickly any problem, constantly improve their skills.

The role of Hero is activated in situations requiring a fast intellectual reaction and achievement of a visible practical result. Heroes enthusiastically take action to solve the issue, if they are sure that they will cope with it quickly and come out of the situation as a Hero, while demonstrating their intelligence and gumption. When interacting with responsible, hardworking but low performing people, the Hero helps them properly allocate resources, provides step-by-step instructions to achieve the set goals. Satisfied when they receive for this admiration for their outstanding abilities, high appreciation of professionalism and recognition of their value to others.

Under the mask of a "successful success" they hide their failures, setbacks and fear of losing image.

\* **Competent THINKERS (Introverted Thinking Ti)** – want to find answers to all questions and to play the role of a teacher giving knowledge to others. They dive deep into the study of the issue, organize and classify information.

The role of Competent Thinker is activated when interacting with emotional people who are not inclined to analyze information and to formulate logical conclusions. They thoroughly analyze the data, searching the causes and help others to make sense of the complex issues. Reveal logical inconsistencies, disturbance of structure, try to be objective and impartial. Have a strong sense of justice and order, which they transmit to those around them. Satisfied when others show interest in their concepts and conclusions, need their explanations, listen attentively and recognize that their understanding of the world is the most correct.

Under the mask of an intellectual expert, they hide their insecurity and insolvency in other life areas.

\* **Optimistic INVENTORS (Extraverted Intuition Ne)** – see the diversity of opportunities and people's potential, give others confidence in their abilities, show creativity in solving problems, and inspire others with their optimistic vision.

The role of Inventor is activated when interacting with ordinary down-to-earth people living a monotonous life, not seeing their potential and not believing in their capabilities. Inventor encourages them to search for something new and unknown, broadens their outlook, reveals hidden talents, finds new ways to solving their problems, helps realize their potential. Satisfied when others admire their innovation, carelessness and vision of opportunities.

Under the mask of an initiative optimist, they hide boredom, fear of facing pain and restrictions.



**\* Devoted FORECASTERS (Introverted Intuition Ni)** – thanks to a developed intuition, they are good at assessing prospects of projects and suggest the best time for action. Take an individual approach to each person, tune in to him or her.

The role of Forecaster is activated when interacting with active, insensitive materialists who are not aware of either their inner states or the states of those around them, who act first, then think. Forecasters show their loyalty to such a person, acts in his/her interests, resonates with his/her deep world, reflects it, helps to realize the unmanifested, hidden, foresees consequences of planned actions and warns of possible danger. When interacting with a group of people (collective), they prove their devotion to it, tune in to the deep collective state, maintain the unity of the group, inspire the realization of a common idea. Satisfied when others consult with them and act according to their forecasts, protect and support them financially, recognize their subtle perception.

Under the mask of a loyal follower, they hide aggression, rebelliousness and a desire to betray.

Usually an individual has several (2 - 3) social roles, which he or she manifests depending on the situation. However, Social role is only one form of manifestation of personality type.

A person's increasing maturation or increasing stress have a significant influence on how the person is expressing his or her type. If a person has a lot of internal conflicts, then a huge part of his or her efforts and energy is spent on these conflicts, so does not have the strength to realize his/her potential for good of society and to fulfill a social role. Such a person's social role is distorted by manipulation and various destructive neurotic games. Each type has his own manipulations.

## MANIPULATIONS OF THE EIGHT TYPES

### **\*DOMINANCE (Manipulation of Extraverted Sensing Se)**

Wants to have power over others. Demonstration of one's strength and status, pressure on others threats, intimidation, humiliation, bullying, psychological and physical violence.

### **\*SABOTAGE (Manipulation of Introverted Sensing Si)**

Wants to look peaceful, therefore, outwardly demonstrates agreement with others, while inwardly resisting: doing something very slowly, "forgetting" about one's promises.

### **\*DEMONSTRATIVENESS (Extraverted Feeling Fe)**

Strong need to draw attention to oneself, by imposing the role of spectators/listeners on others. Emotional pressure, mood swings, hysteria.

### **\*CONDEMNATION (Introverted Feeling Fi)**

Wants to be 'correct'. Corrects others, imposes a sense of guilt. Flexibly regulates the psychological distance: repels 'wrong' ones and brings closer 'reformed' ones.

### **\*DECEPTION (Extraverted Thinking Te)**

In order to appear successful, creates a false attractive image and tarnishes others, falsifies the facts. Uses others, deceives to appropriate their resources.



### **\*DETACHMENT (Introverted Thinking Ti)**

Wants to be competent, to understand everything and teach others. Communicates only with those who share their picture of the world. Detaches from all others.

### **\*INFANTILISM (Extraverted Intuition Ne)**

Requires that others provide for them a life of comfort and entertainment, avoids boredom and routine. Diverts the talents and resources of others to their own needs.

### **\*VICTIMHOOD (Introverted Intuition Ni)**

Demonstrate their hypersensitivity and fear, take offence and provoke in order to force others to act in their interests, supplies them with resources and protect from threats.

Manipulation is a game that requires two players. An individual enters into a game with a manipulator who plays a role that imposes on them: dictator-loyal subject; accuser-guilty; victim-saviour; actor-spectator; omniscient-ignorant; infantile-guardian, etc. In relationships of this kind, one person's neurosis dovetails with the other person's neurosis. If one of the participants of interaction does not support manipulation then it will not happen.

Manipulation is characterized by strong psychological stress and leads to the exhaustion of the manipulator. Since everyone's deep desire is to be happy, being aware of one's manipulation will help one to transform one's behaviour into a more constructive one and feel happier as a result.



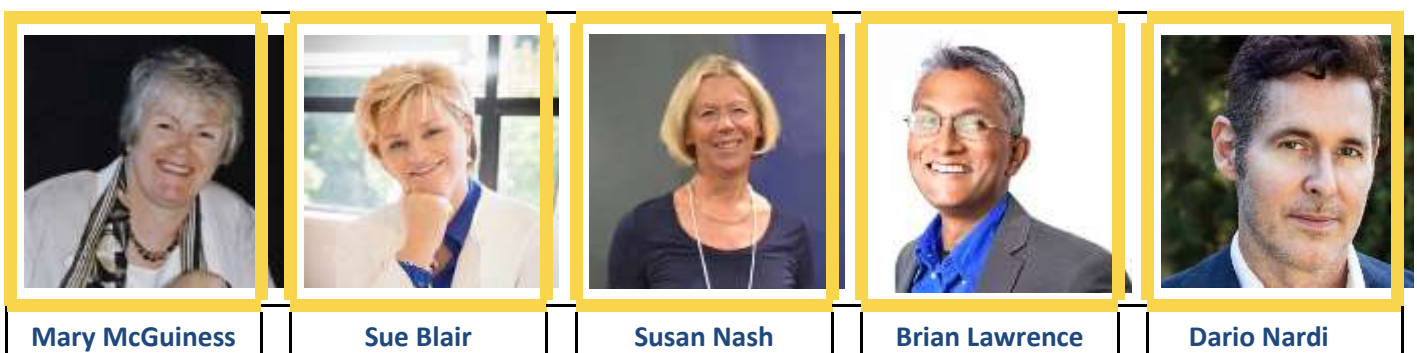


## Join us for AusAPT's 30th Anniversary Conference, 7- 9 October ---Online

### Time & Tide—Traditions and Trends in Type

For the 30th anniversary of the *Australian Association for Psychological Type's* first conference, we're looking at traditions and themes over time and exploring emerging trends in type.

Our online event includes five impressive *keynote speakers (pictured)*, plus a wide range of *concurrent sessions*. All sessions are recorded, with time zone friendly options so you can join us live for at least part of the time wherever you are.



*Don't miss this opportunity to connect globally with the world of type.*



Conference program and bookings for **TIME & TIDE**: [ausapt.org.au/2022-conference/](https://ausapt.org.au/2022-conference/)

\$100AU (33% discount) for members of BAPT and other recognised type associations.

*Book your place to join us!* Questions? Email us at [conference@ausapt.org.au](mailto:conference@ausapt.org.au).



*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)

#### **A bountiful harvest of type research?**

When I write this column I search Google Scholar and other databases for any new research studies involving psychological type or the MBTI® that have been published in the last six months or so. Sometimes there are slim pickings, but when I sat down at my computer a few days ago my heart was gladdened to see several solid research papers, looking at topics like the ‘dark side’ of personality, the relationship between the MBTI® and other personality measures, and how type might relate to stress and to birth order. Finally, as the cherry on the cake, I saw what appeared to be a review article looking at how the MBTI® assessment can be used in organizations. Of course, nothing is ever quite what it seems.

#### **Is there a dark side to your type preferences?**

One criticism often made of type and the MBTI® assessment is that it is all positive, all sweetness and light, so of course people agree with their results. As type practitioners we know that of course this just isn’t true; every type preference has its strengths, but also its possible pitfalls. In this context, it’s interesting to look at a recent study by Adrian Furnham, which investigated the relationship between type and a measure of dark side traits. These are aspects of personality that do not quite qualify as clinical personality disorders, but which may affect an individual’s daily functioning in a negative or dysfunctional way, such as narcissism, avoidance, or overly dependent behaviour.

Furnham took data from 8,330 working adults, mainly employed as middle to senior managers in British companies, collected over a ten-year period during development centres run by a psychological consultancy. All completed Form G of the MBTI® assessment and the Five Factor Model Personality Disorders (FFM-PD) questionnaire. The results showed that:

- There was very little relationship between Sensing-Intuition and any of the dark side scales.

- Those with a Perceiving preference had a slight tendency to be more Schizoid (emotionally aloof) than those with a Judging preference.
- Those with an Extraversion preference were somewhat more Histrionic, Paranoid, Schizotypal (unusual behaviour, thoughts, perceptions), Narcissistic, and OCPD (obsessive-compulsive) than Introverts, but less Schizoid and Avoidant (anxious in social situations and in personal relationships)
- The strongest relationships were with Thinking-Feeling, where the results showed that compared with Thinking participants, those with a Feeling preference were typically considerably more Narcissistic, Paranoid, and Dependent (feeling helpless and submissive), and somewhat more Borderline (emotional instable, impulsive, disturbed thinking, intense but unstable relationships), Anti-social, Avoidant, and Schizotypal. Overall, participants with a Feeling preference were significantly more likely to show aspects of personality disorder (according to the definitions used by the FFM-PD) than those with a Thinking preference.

There were some issues with this study. The analysis was correlational, and only based on preference pairs, even though the large sample would have allowed for an investigation of whole type, dominant functions, or other type lenses. And to my eyes, as a non-clinical psychologist, I do have concerns about the impact of labels like “Paranoid” or “Schizoid” – especially as, except for Thinking-Feeling, all but one of the correlations are below 0.20. There does however seem to be a real T-F effect here, also found in previous research. This may reflect something fundamental about the Feeling preference; it may also, in this instance, reflect something about the pressures faced by those with a Feeling preference, and women, in managerial roles, and maybe also about the social construction of what is, and is not, a dysfunctional behaviour.

### Self-esteem, coping styles and stress in nursing students

Nursing can be a stressful occupation, and low levels of self-esteem may not help with this. Jeong Mi Park set out to investigate the relationship between stress, self-esteem, coping style and psychological type amongst nursing students.

205 senior nursing students completed the MBTI® assessment, the Rosenberg Self-Esteem Scale, the Stress Coping Checklist, and the Korean Resilience Index. In terms of type, the main findings were that students with an Extraversion preference, on average, had a higher level of self-esteem than those with an Introversion preference and were more likely to seek social support as a way of coping with stress. Park also found that participants with an SP preference – the Artisan temperament – were significantly less likely than others to have a problem-focused stress coping style.

Two linked questions raised by this research are, why do Introverts appear to have a lower sense of self-esteem, and to what extent is this due to societal biases? It would be interesting to see if similar results were obtained by different groups in different cultures. Is there a particular bias against Introversion amongst Korean nursing students?

### Folk concert or Jung at heart?

Adrian Furnham has been busy, publishing, with Alistair McClelland, another MBTI®-related research paper in the same issue of the same journal. 383 managers taking part in development centres completed Form G of the MBTI® assessment and the California Psychological Inventory-434 (CPI-434), a personality questionnaire measuring 20 ‘folk concept’ scales, grouped into 3 higher-order domains.

Scores on individual MBTI® preferences were correlated with CPI scores. The results showed some overlap between the MBTI® and CPI, most notably in connection with the E-I and S-N preference pairs:

- MBTI® Extraverts had higher scores on Dominance, Capacity for Status, Sociability, Social Presence, Self-Acceptance, Independence, Empathy, Socialization, and Achievement via Conformance; Introverts, higher scores on Sensitivity and the second-order factor of Internality.
- Sensing types had higher scores on the second-order factors of Internality and Norm-Favouring, Intuitive on Capacity for Status, Social Presence, Self-Acceptance, Independence, Empathy, Achievement via Independence, Intellectual Efficiency, Psychological-mindedness and Flexibility.

Although there was some overlap between CPI and MBTI® results, the two assessments do appear to be measuring different things; for example, there were eight CPI scales with few, if any, significant correlations with the MBTI® scores. For practitioners, this suggests that the two instruments could usefully be used together to give a more holistic picture of an individual’s personality.

### Type, birth order and being an only child

Most type theorists hold that type is inborn, but of course behaviour, and hence the expression of type, will be affected by environmental factors. One such factor might be birth order, and this was the subject of a recent study published in *The Journal of Individual Psychology*.

Ben Cotterill recruited 378 participants from “a Myers–Briggs Type Indicator (MBTI)® fan site” and asked them to report to their birth order and their MBTI® type. He found that participants who were only children (defined as those who did not have siblings, or did not have siblings born five years either side of their own birth date) were more likely to have preferences for Introversion than any other participants in the research. Middle children were significantly more likely to have Extraversion preferences, and also preferences for Feeling, than those in any other birth order position.

It does seem reasonable that only children, who often spend more time by themselves, may to some extent learn to behave in an Introverted way, and that this may go on to affect how they see themselves and hence how they state their type on an MBTI® fan site, without them necessarily having completed the MBTI® or another reputable type tool. Similarly, it may seem plausible that a middle child could be stimulated to behave in an Extraverted way. However, it is worth noting that other studies into type and birth order have found no significant relationships, or quite different ones. For example, a fairly recent study by Boon Keat Ooi and his colleagues found no significant relationship between birth order and Extraversion-Introversion, but that first-borns were the most likely to have a Sensing preference while the last born were the most likely to have an Intuitive preference.

### An unfortunate footnote

Finally, to round off this column, an article entitled *Research on the Application of MBTI in Organization*. I did wonder a little about the grammar of the title (in *an Organization?* In *Organizations?*) but I was hoping for a useful review article about the utility of the assessment. Sadly, my hopes were dashed when I got to the second sentence of the abstract: “This article aims to summarize how MBTI® use in the company, especially in recruitment to help company to employ the right person which is most suitable for the place ...”. While the article also talks about teambuilding, it does discuss at length how you might use the MBTI® in recruitment.

Why am I including this article in this edition of Spotlight on Research? As a reminder that there may be many, often well-meaning people out there trying to use the MBTI®-like assessments in recruitment or otherwise misusing type, and that this is something we should remember to be vigilant about.

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## BOOK REVIEW

by Teresa Moon (ENFP)

### COMMUNICATE WITH POSITIVE IMPACT AND INFLUENCE

By Catherine Stothart INTP

Published by BookBoon  
Professional eBook

*Teresa Moon is the author (under her pen name Grace G. Pacie) of 'LATE! A Timebenders' guide to why we are late and how we can change.' Her TEDx Talk "Inside the Mind of a Timebender" has had over 15,000 views. She has had global publicity for her book, including BBC Woman's Hour; BBC Radio Scotland; BBC Reel; TV3 New Zealand; SiriusFM; ABC Radio Melbourne, and has been featured in Psychologies Magazine; FAST Company; Style Magazine; Medium.com; Business Post Magazine; BBC China Daily; Toronto Globe and Mail and many others. She is a long-time member of BAPT, and has presented at BAPT Conferences in 2019 and 2021. Her qualifications include Fellowship of the Chartered Institute of Marketing, BA, MBA, OPP, EFT, Hypnotherapy and NLP.*

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This little gem of a book breaks the mould in so many ways. In the first place, you can't buy a copy. Secondly, it is only 45 pages long. And thirdly, it is only available as an eBook. If you are familiar with BookBoon all this will make sense, as this unique Danish business book publisher has reinvented the whole concept of business book publishing.

Bookboon's eBooks are only 8-12,000 words long, and each is tailored to provide a focused 1-2 hour learning experience, while still delivering sufficient depth of knowledge for skills development. In our new world of multimedia content, multi-tasking and short attention span, BookBoon has thrown out the rulebook for traditional business publishing.

When Catherine Stothart was approached by this revolutionary publisher, she was invited to reconfigure her considerable knowledge and experience into a whole new format. Fortunately, her experience in teaching others to communicate succinctly and effectively was exactly the skill needed for the task. In this practical guide to being a better communicator. Catherine has distilled many of the proven tools and techniques she has used with her clients for coaching and team-building. She opens by describing Emotional Intelligence and the Influence Gap; moves into Building Rapport and Listening Skills; outlines the specific elements of the Communication Process; teaches how to Manage Emotions and Conflict; and finishes with more detail on specific techniques. The book is packed with models and diagrams, including Catherine's own 'Beware of the BEAR' and the 'CREDIT Approach to Managing Conflict'.

Bringing her subject right up-to-date, Catherine explains the challenges and barriers of online communication in the new business world of Zoom and Teams meetings and, in addition to offering guidance and solutions, she also explores the new opportunities which technology has now opened up.

In 2005 BookBoon began their quiet revolution in academic publishing by offering students free textbooks, funded by in-book advertising. In 2014 they launched their Business eLibrary, and within 4 years their eBook downloads had passed 20 million copies. Today their books are translated into 10 languages, they have Head Offices in London and Copenhagen, employ over 120 people, and with an impressive 75 million downloads of their textbooks and business e-books every year, they can rightly claim to be the largest publisher of e-books in the world. Not only were they perfectly positioned for Covid and WFH, but they are still ahead of the game - at a time when we are all conscious of the need to reduce screentime, BookBoon are now offering the industry's only 'completely offscreen audio learning solution', and have an impressive collection of more than 1000 audio presentations. They also offer webinars for subscribers to watch live or recorded, and these include Catherine Stothart's recently delivered BookBoon webinar on 'Building Confidence and Resilience.'



Why can't you buy a copy of Catherine's new book? Because BookBoon have successfully rewritten the sales and distribution rulebook too. They are not interested in selling books – their content is offered to individuals as a subscription service and to businesses as a corporate e-library. For business clients they customise their material to reflect corporate style, and claim that their 'usage rate' of over 50% is the highest in the eLearning industry.

Although BookBoon are mould breakers, the surprising twist is that, from the author's perspective, they have reverted to a very traditional publishing model. Does anyone remember the days when a publisher would provide all the financing and resources necessary for editing, formatting, cover design, distribution and publicity, and all the author needed to do was wait for the royalty cheques to arrive? This is the service BookBoon offer to their chosen authors today, as well as enticing them with the thought that while there are 5M books to compete with on Amazon, there are only 2,000 available in the BookBoon eLibrary.

Is this the future for Training and Development? Maybe Catherine Stothart will be able to spare some time between organising the BAPT Conference and writing her next traditionally published book to let us know?

*[Catherine Stothart is a Leadership Coach with Airbus and a partner in Google's Mastery Faculty of virtual facilitators. She has coached and trained hundreds of managers in the private sector - including Airbus, Google, Audi, United Utilities, KCOM, Astra Zeneca - to develop their leadership and communication skills. Catherine is the author of How to Get On with Anyone, (2018, Pearson) – using the Berens' Interaction Styles framework, it is a guide to building better relationships with others, at work or at home.*



*She is currently writing a book based on temperament - Motivation: The Ultimate Guide to Leading Your Team, to be published by Routledge later this year. She is a Chartered Fellow of the CIPD, has an MSc in Organisational Behaviour, and qualifications in coaching and psychometric testing. Email: catherine@essenwood.co.uk].*



## WORDS OF WISDOM FROM THE MASTER!

*"Every man is so imprisoned in his type that he is simply incapable of fully understanding another standpoint."  
(C.G. Jung)*

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





*Peter Malone (INFJ) is an Australian, Melbourne-based. He was president of SIGNIS, The World Catholic Association for Communications, and is a member of the SIGNIS Cinema Desk. His books on Type are 'Let a Viking do it: Hagar and family illustrate the Myers-Briggs Type Indicator'; 'Myers-Briggs goes to the movies'; 'Mirror, Mirror on the Screen' and 'The same as Christ Jesus: Gospel and Type'. He has served in a variety of capacities in international media organisations. He is a Life Member of the Australian Association for Psychological Type (AusAPT).*

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## TYPEWATCHING AT THE CINEMA

### TYPE WITH A NORTHERN IRELAND TONE

#### Nowhere Special

#### PETER MALONE (INFJ)

I knew practically nothing about *Nowhere Special* going into the cinema. I read that it was directed by Uberto Pasolini (who had produced *The Full Monty*) but had directed *Still Life*, a quiet film I had liked very much, where a British council case worker, played by Eddie Marson, looks for the relatives of those found dead and alone. It was a subject of an article in *TypeFace* (2015, Vol. 26(1): 42-43). And I have to say by the time the final credits of *Nowhere Special* came up I was sad that I was the only one there. *Nowhere Special* is the kind of film that many audiences would very much like to see, a small film – but that does not mean slight.

While the title is *Nowhere Special*, the particular Nowhere is Northern Ireland, Belfast, the very important somewhere for John and his little boy, Michael. John is a working-class man, a window cleaner (and we do see quite a lot of suds, swipes, and sparkingly clean windows!), But the Russian wife of his three-year-old son has disappeared back to Russia. John is doing his best to care for Michael, bringing him up well.



Grantchester fans will be very impressed with the screen presence and performance by James Norton – quite a long way from his Anglican priest-sleuth in that 1950s village of Grantchester. And the little boy, Daniel Lamont, how could the director get such a realistic performance? I looked up the Internet Movie Database, the IMDb, to see if James Norton had any children. He doesn't. But I found an article which described how the actor spent a lot of time before and during the making of the film with Daniel and his actual family (who, I noticed, are accredited as chaperones during the final credits). Which means that the two obviously got on very well, the little boy comfortable in James Norton's presence. Which also means, I suppose, that all the director had to do was just to ask the little boy to imagine the scene, give him some words, and simply train the camera on him. And that works wonders in terms of his performance. In fact, director, Uberto Pasolini, described Daniel as 'extraordinarily aware and sensitive'.

I think that movie typewatchers will feel great empathy for John and his little boy. John has a birthday cake with 34 candles – and the little boy holding up an ominous extra candle. The theme is how does a father take care of his motherless son.

And then came the complication, that John had a brain tumour, had a limited time to live. And then I realised that he had meetings with social services, that a trainee was accompanying him on various interview visits, that he was looking for a family to whom he could entrust Michael: meeting the different families, listening to them, testing them, their points of view about family, upbringing, love and care, education. Which meant then that we were identifying with John, testing out our own reactions to the different parents, some wealthy, some with a number of children, some very lonely, some uppity, a single mother who had given her child up for adoption.



John does his best but is highly emotional himself, looking at Michael and his responses to the various families, but how can we really read the reactions of a three-year-old?

As I watched James Norton's performance, trying to gauge his character, I found I was thinking of Type. How was John reacting? How did he cope? What were the effects of pressures on him? I realised that he was a quiet type, Introverted in his way, relying on himself and his own inner life and in the drives to deal with his illness and finding a home for Michael. As a window cleaner, competent in his work, handy with these details of daily life, he was a focused Sensing man. And, again on the personal level, he was moved very much by people and situations, taking his time in making up his mind. Which meant that I was thinking, according to the popular letters, ISFP, and, remembering that according to the theory, this particular profile, neither right or wrong, neither good or bad, could be described as the least assertive profile. I realised that while his death was imminent, John was in no hurry, no rush to settle Michael's adoption until he was satisfied.

As we watch John and the social worker visiting the potential parents, we might realise that he is gauging their suitability according to his own personality, parents with whom he would feel safe, entrusting his son. It would be an interesting discussion amongst audiences as to whom they would choose and why (some Type-testing on our own Type?)



By the end of the film, and the delight of a visit to the fair, we have become very familiar with this particular *Nowhere Special*, the way of life, the daily details, the range of families we have met. And, when John finally makes a decision, I realised I had gone with the flow and fully expected the choice that he actually made.

With no one in the cinema, I could get my handkerchief to my teary eyes without any self-conscious embarrassment. And what Types cry at the movies?





# TYPES OF RISK

BY NANCY SILCOX (ENTJ)

Assistant Editor



E-Advice	S-Insurance	T-Analyze	J-Strategy
I-Evaluate	N-Speculate	F-Prioritize	P-Process

I attended a Conference recently with over 100 people at a hotel in Northampton. Many delegates had not seen one another for over three years because of COVID lockdowns and restrictions. Yet I only spotted 3 people wearing a mask. The newspapers had reported a 40% surge in COVID after the Jubilee Celebrations, which should have been a warning, but without government restrictions, it is personal choice. After being COVID-free during the two years of the pandemic, I was shocked to come home with COVID! I thought, "I've had the vaccinations and I'm careful" so I took the risk. This got me thinking about our attitude to risk and how it relates to Psychological Type

**E** - The **Extravert** sees what is around them, the obvious and observable, but does not always make the effort to delve deeper into a choice to see where it came from or where it will lead. My word for them is "There are two quick ways to disaster: Take nobody's advice or take everybody's advice!" In reality they would be well to get expert, qualified advice to be safe. Nothing ventured, nothing gained might be their Motto as they look around and jump at opportunities that come their way.

**I** - My word for the **Introvert** Types is "To avoid criticism, do nothing, say nothing, be nothing." This is tongue-in-cheek of course because you will be criticized anyway for doing nothing. For these Types, the risk is that they take so long evaluating and thinking things through, that opportunities pass before they can action them. However, they often consider things quietly and thoroughly; and many an expert may be an Introvert. They might be well to remember that 'Goals are dreams with deadlines!'

**S** - The **Sensing** Types are often quite cautious and take into account past experience and trends before examining the facts and figures carefully. They may use risk assessment charts and processes to give further security and reduce the risks, then cover everything with proper insurance so they can relax and enjoy. For the practical Sensing Types, the word they rely on is "The pessimist complains about the wind; the optimist expects it to change; the realist adjusts the sails!"

**N** - **Intuitive** blue-sky, out-of-the-box thinkers are often extreme risk-takers. They like to speculate and dream with solution as their focus, not strategy; and process rather than tried and tested methods. They may be at risk themselves of falling for flawed 'get rich quick' schemes, focusing on the end goal or vision and not always considering what is needed to get there. A word for them might be, "Yesterday is history, tomorrow is a mystery, today is a gift—that's why it is called 'The Present!'"

**T** - "To the optimist a fireplace is a centre of warmth and beauty—to the pessimist, it is a source of smoke and ashes." For the **Thinking** Types risks are things to be analyzed and assessed in a logical and thorough way before action. Thinking Types may be outraged by seeing people lose their savings through unacceptable risks or being the victims of scams. A sense of justice and right may motivate them to set up risk assessment help for those who are vulnerable.

**F** - When it comes to risk, **Feeling** Types may base their decisions on what 'feels' right. Some might listen to teammates, family or friends and take risks in the hope of being able to help others or to further their values or causes. When their risk pays off they would do just that. They may not be quick to check the facts so it's good to team up with S or T types who are better at evaluating the pros and cons of any venture. Their word might be: "The only thing necessary for evil to triumph is for good men to do nothing."

**J** - The **Judging** motto might be, plan ahead - it wasn't raining when Noah built the ark! Judging Types like to have things planned and stick to their schedules. They are the most risk-averse and work steadily towards their goal with controlled, safe and sure methods. Strategy, break things down into small steps, one thing at a time, they might say—a cup of water could not exist without each drop. My word for them is "Worry is the darkroom in which negatives can develop!"

**P** - **Perceiving** Types, open to adventures, possibilities, and new ventures are perhaps the most likely to take risks. The thrill of the new pulls away from the safe, mundane and everyday. Whether in a new job or capital venture, in their quest for the biggest, better, best, they might not count the cost or anticipate consequences. These go-getters might be biggest winners *and* biggest losers. My word of caution for them is Santayana's famous saying, "Those who cannot remember the past are condemned to repeat it."

**There are many aspects of our lives and areas of uncertainty that make up the risks we face daily—health, finances, relationships, job ventures—life is risky! But there are ways to evaluate, minimize or harness risk so that we can be safe yet successful, serene yet stimulated. Let's risk it!**

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**GILL CLACK (Editor)**





# Dating, Mating and Relating

## A webinar with Susan Nash

6th October 2022 - 6pm UK time

<https://www.bapt.org.uk/bapt-webinars/dating-mating-and-relating/>

Creating successful personal relationships can be a challenge for individuals in today's busy world. The premise of Dating, Mating and Relating is that we can use our knowledge of type and temperament as a framework for understanding how we view the world and how our partner might approach



### FACT

Divorce rates are rising

the same situations differently. By comprehending human differences, we can diagnose potential issues, depersonalize possible conflicts and identify strategies to communicate more effectively with each other.

In this interactive, fun session, participants will be introduced to the three stages in successful relationships: Dating, Mating and Relating. Against this backdrop we will then describe the four temperaments and begin to build an understanding of the strengths and challenges each brings to and faces in relationships. Participants will leave with a heightened appreciation for all four temperaments, a broader perspective of type differences and straightforward tools to communicate more positively in relationships with those who are different to us.

### FACT

Nearly half of all marriages end in divorce

Susan Nash is an international expert in business applications of Type and Temperament. Author of 11 books, she specializes in helping organizations achieve better business results by capitalizing on individual personality differences. Susan combines practical business management experience with strong facilitation skills to make applying Type in organizations and in home life fun and relevant to all.