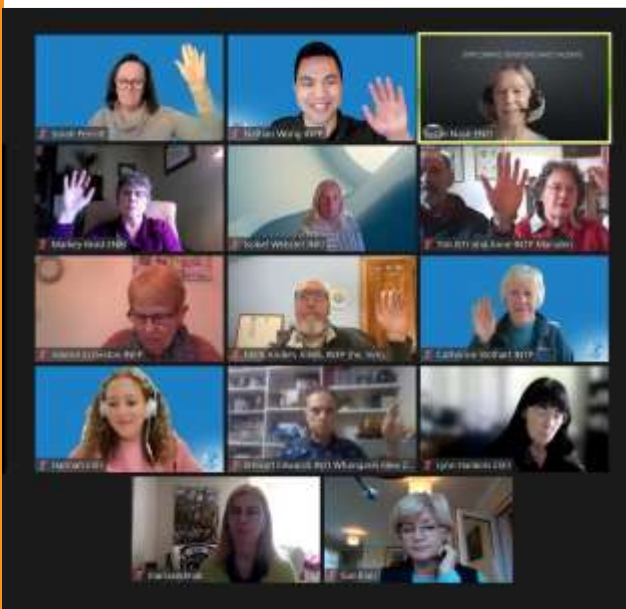


TYPEFACE



The quarterly magazine of the
British Association for Psychological Type

LINKING THE TYPE COMMUNITY



BAPT 2023
VIRTUAL CONFERENCE
REPORT
INSIDE

BRITISH ASSOCIATION FOR PSYCHOLOGICAL TYPE (BAPT)

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Cover Photographs: 2023 BAPT Conference Speakers (top)

2023 BAPT Conference Delegates raise hands (bottom)

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EDITOR'S NOTE

GILL CLACK (ENFJ)



EDITOR'S NOTE

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The first article in this issue is our *President's Column* where Sarah Perrott reflects on the recent BAPT On-Line Conference and reports on changes to the composition of the Board passed at the AGM. Jerry Gilpin is taking over from Richard Owen as Treasurer and Isobel Webster takes over from Jerry as Board Secretary.

Then we have a full report from Teresa Moon of the keynote sessions at our fabulous Conference which had 85 delegates attending from all over the world. We were very fortunate in having 24 sessions presented on-line with recordings being made available afterwards for those delegates missed. It is impossible to describe comprehensively all sessions so Teresa has concentrated on the keynote presentations and we hope this gives you a good flavour of what was on offer. This is followed by a description by Nathan Wong, in *Moments of Connection & Community*, of the Virtual Networking Opens that he ran during the Conference.

Next we have details of the In Person 2 Day Workshop to be held in June on *Personal Development* and of the Type Practitioners' Peer Support sessions to be held in May, June and July.

This is followed by three articles from our Interest Groups. The first is from the Careers & Occupations Group where Sue Blair talks about careers guidance in the educational sector. This is followed by David Hodgson from the Education Interest Group where, in his article, *Inside our Skull-Sized Kingdoms*, he discusses the subject of neurodiversity in education. The third article, in the Religion & Spirituality Group, is another one from Leslie Francis on *Psychological Type and Biblical Hermeneutics: Reading Luke's Account of the Call of the First Disciples*.

Next John Hackston's *Spotlight on Research* column focuses on type research covering attitudes towards death, why individuals immigrate to the United States, how type relates to leadership practices, and the relationship between type and fingerprint patterns.

We then have a review by Christine Rigden of Teresa Moon's book *Late! A Timebender's guide to why we are late and how we can change* (writing under her pen name of Grace G Pacie) which looks at how type differences relate to how we structure our lives.

This is followed by the latest in Nancy Silcox's *Guess the Type of the Politician/Celebrity* series when, this time, she looks at the likely type preferences of Keir Starker, the current leader of the Labour Party. Do you agree with her conclusions that his type preferences might be INFJ?

Then there are two short pieces of *Words of Wisdom from the Master* with a quote from Carl Jung, the latest addition to the BAPT Library and details of the forthcoming AusAPT In Person Conference to be held In Brisbane in September.

Finally, on the back cover there are details of the BAPT In Person Workshop to be held in June on *Personal Development*.

GILL

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DEADLINE FOR CONTRIBUTIONS FOR SUMMER 2023 ISSUE: 1st JULY 2023

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Sarah Perrott works as a consultant and executive coach with individuals, teams and groups. She has been working with Type for 18 years and is passionate about enabling others to flourish. She is APECS accredited with an MSc in Coaching & Behavioural Change, FCIPD and BPS accredited, licensed NLP practitioner and licensed HeartMath coach.

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PRESIDENT'S COLUMN

SARAH PERROTT (ESFJ)

We are very pleased to have successfully completed BAPT's 34th Conference and our fourth Online Conference. Our title was [*Balance and Belonging – Breaking through with Type*](#). We started with a fascinating session with Dario Nardi prior to our AGM. This was then followed by a fantastic two days of input from the Type community globally. We had four key notes, one of which being Dario's session. Throughout the Conference we had three tracks, *Type and Me*, *Type Practice* and *Type at Depth*. There were numerous comments about how generous the Type community professionals were in sharing their expertise and knowledge. Also a number of comments about how well the Conference was run. 85 delegates registered from 10 countries, UK, Denmark, Norway, Germany, Spain and Switzerland and the USA, Canada, Australia and New Zealand. The entire BAPT Board worked very hard at it. This was coordinated and we were all galvanised by Catherine Stothart our Director of Events. We were delighted to have Nathan Wong running the virtual networking zoom spaces which he did brilliantly. Nathan also helped in the background supporting technically on a number of sessions. There is a write up in *TypeFace* from Teresa Moon on the keynotes and Nathan Wong on his initiative around the networking between sessions. Thank you to both Teresa and Nathan.

For those who attended the Conference – thank you. All the recordings are available on the Conference website, using your Conference login details, you can catch up with any sessions you missed. There are additional handouts there too from some of our presenters, so it's well worth checking it out. The recordings will be available for 6 months.

As mentioned we had our AGM on Thursday 20th April, run virtually again in the evening. There are a number of movements on the BAPT Board to tell you about. Richard Owen who has worked as the Treasurer for BAPT over the past eight years is stepping down from the Board this year. We all owe a debt of gratitude to Richard for his excellent stewardship of the accounts of BAPT. Richard has done a superb job over the past eight years.

Jerry our current Secretary to the Board is moving into the Treasurer role and I am delighted to be welcoming Isobel Webster onto the Board as Secretary. We really look forward to her being part of the Board over the coming years. Hannah Gilchrist will remain co-opted on the Board for this coming year. It was Hannah's initiative to run a competition for free places at the Conference. We had three winners, one from LinkedIn, one from Twitter and one Facebook.

At the AGM we had an update from Catherine Stothart our Events Director and Richard Owen our Treasurer. Great to report that the BAPT finances remain in a strong position. Once we had completed the agenda there was time afterwards for comments and questions from the BAPT membership.

We are also planning our in-person event in central London on Friday 16th and Saturday 17th June. We are running with the same title of *Balance and Belonging – Breaking through with Type*. There is an excellent line up of our Type colleagues from the UK, Denmark, US and New Zealand. We are delighted to confirm that Dario Nardi will be doing a live demonstration of brain mapping. He will also be available for individual brain imaging sessions over the two days. Why not come along?

A real highlight recently is the release of the second video that BAPT has now produced. This one is titled *How Do You Perceive the World? - Sensing vs Intuition*. Josh Leach and Jerry Gilpin have worked hard on this second video and it is excellent. Please click on the link below to view it.

<https://youtu.be/HFTevF7gkrU>

The next Type conference is AusAPT's in person event 2nd and 3rd September which is being held in Brisbane. An excellent excuse for a holiday and further learning and networking.

Wishing you all an enjoyable and healthy summer ahead.



Teresa Moon is a long-time member of BAPT, and has presented at BAPT Conferences in 2019 and 2021. She has spent her working life as a Strategic Marketing Consultant – a career choice which she made as a result of learning her MBTI® type in 1984, when she was studying for her MBA at Cranfield Business School. Her qualifications include Fellowship of the Chartered Institute of Marketing, BA, MBA, OPP, EFT, Hypnotherapy and NLP. Teresa 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 almost 50,000 views. Her book has had wide publicity and has spent some weeks in the top 10 of the Amazon Business Time Management charts.

BAPT 34th ANNUAL CONFERENCE

BALANCE AND BELONGING

Breaking through with Type

20th-23rd APRIL, 2023.

REPORT BY TERESA MOON (ENFP)

This year's 34th Annual BAPT Conference perfectly encapsulated its own message of "Balance and Belonging" by bringing together our passionate and knowledgeable community of Type Practitioners and enthusiasts. To quote Rob Toomey, when we admit "I'm a Personality Type nerd" we are surrounded by people who reply "It's OK, so am I!" The Conference was preceded on the Thursday by a Pre-Conference workshop from Dario Nardi on using virtual technology to assess type. Dario will also be contributing to the In Person Workshop to be held in June where he will be doing brain imaging.

Our Conference was once again held on line, which gave it an impressive global reach, with 85 attendees from 10 countries. Most were from the UK and US, followed by Canada, and Australia, with a sprinkling of delegates from Europe, and a lone attendee from New Zealand, from where Stewart Edwards impressed us all by staying with the Conference all night long, and continuing to make valuable contributions to the Q&A and chat, right until the break of dawn.

We came to discover how personality type can help us regain our sense of belonging and community, and how to bring balance back to our lives and personalities, through 24 sessions which gave us a range of convincing answers, from **Using Type to Create a More Inclusive and Diverse World** from Joyce Meng, to **Balancing the Inner Family of Parts** from Richard Owen.

All attendees were able to attend the three main Keynote presentations, and were then offered a choice between three different tracks :- **Type and Me**; **Type Practice**; and **Type at Depth**. Our BAPT Board did an amazing job of hosting each of the sessions; introducing the speakers; monitoring the chat; chairing the Q&A; and coping with any technical requirements such as polls and break-outs. Catherine Stothart carried out her role as Conference Organiser with all the professionalism and organisational skills she is known for.

The Board had been very successful in attracting younger delegates, perhaps because of such speakers as Susan Storm, who attracts thousands of followers to her website "Personality Junkie"; and Antonia Dodge and Joel Mark Witt, who broadcast the popular weekly "Personality Hacker" podcast. Hopefully new delegates have been able to gain a sense of belonging by meeting other members of our type community through this year's innovative Virtual Networking facility, com-



pered by Nathan Wong. (See his article “*Moments of Connection & Community*” that follows this report.

There was a pleasing completeness to this year’s programme, which started with Gareth English taking us on the first steps on our Type journey, and ending with Antonia Dodge and Joel Mark Witt giving a fascinating insight into why the different generations have conflicting beliefs about Type; the underlying reasons for this; and the role we can play in safeguarding Type for future generations.

Although many speakers referred to opportunities brought by digital change, Antonia and Joel congratulated BAPT on running their next workshop in person in London on 16th and 17th June 2023, as they see face-to-face encounters as our main defence against the confusion and uncertainty which ChatGPT will create online.

Here is a summary of the content of the three Keynote Presentations.

FRIDAY, 21ST APRIL

KEYNOTE 1: 2.00-3.00 P.M.

Type Journeys: From First Steps to Deep Dives by Dr Angelina Bennet, Gareth English and Rob Toomey



Angelina, Gareth and Rob shared their insights about how to help people get practical value and development from Type discovery - both at the start, and at the more advanced stages of their Type journeys.

Part 1 – The Quest for Belonging (Dr Angelina Bennet)

Millions of type instruments are taken online each year (e.g, 16 Personalities and Truity websites). Figures suggest that the number of tests taken have risen from 2M in 2006 to 200M in 2021. But what do people then do with the Type description they receive? How does Type help with belonging and with balance?

What attracts people to Type? (Gareth English)

Psychology theory teaches us that there are universal drives in all human beings which attract them to products, services and ideas. According to the book “*Driven: How Human Nature Shapes Our Choices*” by Nitin Nohria and Paul R. Lawrence, we have four basic human drives:

1. To Protect/Defend
Self -protection has always been vital for survival. Modern humans are risk averse. We are more concerned about the risk of losing things, than we are motivated to obtain things.
2. To Acquire
We need to have enough food and resources to enable us to survive into the future. This has led to our modern drive to accumulate money and resources.
3. To Bond
Early humans found they could defend themselves better and acquire more resources if they worked together, which led to our drive to connect with other people and form a group.
4. To Learn
If we could predict weather and food resources, we had more chance of survival. This has led modern man to be hungry for knowledge. (This drive is lower in the hierarchy than the need to Protect.)



In the modern consumer world, different products and services design their marketing messages to appeal to one or more of these four basic drives. If we apply this approach to Type, it appeals principally to the drives to Bond and Learn:

Bonding Through Type

- Understanding the “secret code” behind the MBTI® letters.
- Connecting with other people who share your type.

Learning through Type

- Understanding myself and others
- Predicting how other people might behave and react

The “Dunning-Kruger Effect” states that when people have a small amount of knowledge, they tend to be overconfident in their abilities. How do we persuade people who have just learned their MBTI® Type that they are at the beginning of a journey, rather than at the end? How do we get people to realise there is a lot more to Type than getting your four-letter report? In order to address this issue, Angelina and Gareth have been taking people through self-directed learning, and also taking people through live workshops, to see Type playing out in real life.

We then had a Break-out Session to share what brought us to Type and has kept us here, and also our experience of how others use Type.

Part 2 – Rob Toomey The Quest for Balance



Rob feels it is valuable for our community of Type practitioners to reflect on what we bring to the world, and believes that getting people into a place of balance and then driving them forward towards a sense of belonging is one of the most fundamental things that we can offer. He thanked the BAPT Conference attendees for the sense of belonging he had gained from the Type community, because when he admits “*I’m a Personality Type nerd*” he is surrounded by people who reply “*It’s OK, so am I!*”

Our attendance at this Conference embodies the idea of balance and belonging. We are all on an infinite learning journey. Rob said that the more he learned about psychological type, the more it explained, yet the more he realised there was left to learn. He was fascinated by the link between Type and culture, e.g. what the experience of a German person living in Korea would look like.

Balance, from a Type perspective is, on the one hand, being aware of your preferred functions, and knowing how to use them, and having the satisfaction of being really good at something that comes naturally; and, on the other hand, knowing and using your non-preferred functions, and recognising the value they can offer. This takes a lifetime of learning, and requires us to be sensitive to what our body needs at any particular moment. We should all be capable of moving into our non-preferred functions when required by the situation.

Belonging is “Finding your tribe”

Belonging can be summarised as:

- Accepting who you are
- Sharing your real self with others
- Finding people who accept, embrace and encourage you

Belonging begins with self acceptance, i.e. if we want to be a part of something, we need to first accept who we are. Many of Rob’s clients were working in an environment which didn’t suit their natural personality, e.g. an ESFJ working in the world of finance was not being recognised for her gifts of interpersonal communications, collaboration and relationship building. She had a sense of disconnect and dissonance. To feel she be-

longed, she needed to understand her strengths and start to share those with the world.

How do we sell the value of Type coaching?

Too many clients have said “*We used to do personality type in the past, but it didn’t do much for us, so we’ve moved on*”. How do we get people to move on through their Type journey and go past the four-letter code? As Type Practitioners, many of us have preferences for Intuition, and enjoy the theoretical and abstract aspects of type, but fail to appreciate the need to sell its practical applications to clients.

To give clients tangible benefits, we have to move people on to the four Temperaments, so that they can learn how to deal with stress, or how to achieve change and transformation. They need to immediately gain practical value from their type information, if they are to be curious for more.

When we successfully engage clients, they not only discover their own strengths, but they also learn when to rely on others in their team, and how to integrate their own non-preferred elements. Once they become familiar with Type vocabulary they will still be quoting it years later, because it becomes the language they use to decode their interactions with others.

Obstacles we need to overcome:

- Too many clients believe that knowing one’s 4 letter code is enough. They just want a 90 minute session and think the learning will somehow happen by magic.
- People don’t know HOW to use their knowledge of Type to deal with people who are different to them.
- They want to be able to grow, but they don’t know how to make the most of their natural strengths, or explore their non-preferred areas
- Some clients are overconfident in their level of knowledge, and don’t think they have anything further to learn.

Accelerators – What will move Type forward?

- Showing people they can use Type to understand temperament, stress etc.
- Demonstrating to people just how fundamentally different other types are.
- Emphasising practical applications rather than type theory.
- Set the client’s expectation right from the beginning that Type is a journey, rather than a 90 minute session, by laying out a 12 month learning programme which includes:
 - Preferences, Temperaments, Stress, Innovation, Change, Conflict, Motivation

- Using technology to offer affordable coaching support, such as sending text messages to maintain learning between sessions.
- Using specialist books to help clients further their understanding, once they are ready for new insights.

Other Day 1 Sessions:

- Building Belonging by Being True to Your Values (Elizabeth and Katherine Hirsh)
- Conflict Style and Type (John Hackston)
- Nelson Mandela and the Rainbow Nation (Steve Myers)
- Type is your Preferred Way not your Only Way (Elizabeth Murphy and Maria Sedmak)

- Life: A Balancing Act – How to Motivate yourself with Temperament (Catherine Stothart)
- Balance & Belonging from Knowing Typological Blockages (Mark Majors)
- Exploring Type to Balance Tensions and Talents (Susan Nash)
- Type Online: Breakthrough or Breakdown? (David Hodgson)
- Typological Aspects of the Drama Triangle (Vicky Jo Varner)
- Striking a Balance with T and F (Sue Blair)
- Using Type to Create a More Inclusive and Diverse World (Joyce Meng)
- Type and the Balance and Belonging Connection (Linda Berens)



SATURDAY, 22ND APRIL

KEYNOTE 2: 2.00 – 3.00 P.M.

Six Dynamics for Building Balance and Belonging with Type

By Sterling Bates

This second Keynote focussed our attention on the underutilized dynamics in the world of psychological type, combining the dynamics from Linda Berens’ **Essential Motivators** and **Interaction Styles** into a single tool. Sterling Bates is the founder of Step Research, a psychology company which has developed innovative software solutions to help people understand themselves.

The model used 6 sets of dynamics. 3 of which come from Linda Berens’ book, “*Essential Motivators*” and are a way of looking at people’s core needs. The other 3 come from Linda’s second book, “*Interaction Styles*”. Both of these correlate with type.

This is how the 6 pairs are laid out:

1.	ABSTRACT	CONCRETE
2.	INFORMING	DIRECTING
3.	AFFILIATIVE	PRAGMATIC
4.	INITIATING	RESPONDING
5.	MOTIVE	STRUCTURE
6.	PROCESS	OUTCOME

Sterling provided us with a list of the 6 dynamics for each type, so that we could each identify our own. He explained that we would focus on our whole type, because each of the 16 types has a unique combination of the 6 dynamics.

Taking ENTP and ISFJ as an example, he showed us that, although they appear to be complete type opposites, they actually have INFORMING and STRUCTURE in common:

ENTP:	ISFJ
Abstract	Concrete
Informing	Informing
Pragmatic	Affiliative
Initiating	Responding
Structure	Structure
Process	Outcome



Using the model of the 6 Dynamics, every whole type has something in common with every other whole type. Sterling cautioned us to avoid assuming the 6 dynamics “add up” to be the whole type – instead they are simply supporting the whole type to meet its needs, and to interact with the real world to get things done. They are the tactics and strategies each type uses to influence the world.

POLARITY THINKING EXERCISE

We were introduced to the concept of Polarity Thinking through a break-out exercise. There are positive and negative results from doing the same thing too much or too little (such as breathing or sleeping), and this is true for each of the dynamics shown above. In a sequence of 4 break-out exercises we all explored the positives and negatives of using too much or too little Abstract and Concrete communication. Sterling encouraged us to use Polarity Thinking as a group activity for any opposites that work in tandem, such as the four Type dichotomies.

Sterling took us through the importance of flexing our behaviour, using two dynamics involving Communication; two that involved Roles, and two that involved Attention; to demonstrate how this would be a useful workshop tool.

COMMUNICATION – INFORMING v. DIRECTING

Sterling chose the dynamics of **Informing v. Directing**, which he said were the source of many relationship communication problems. People who favour the **Informing** option focus on input and involvement, are comfortable giving information, and prefer giving and being given choice; whereas people who favour the **Directing** option focus on task and time, are comfortable telling people what to do, and prefer giving and being given clarity. However, overusing any of these options can also have a negative impact.

Sterling then introduced us to **Situational Leadership®**, which enabled the dynamics of Directing and Informing to be used effectively in a business context. It was created by Ken Blanchard and De Paul Hersey as a tool which can be used in the workplace to categorise staff according to the type of leadership they need.

- Enthusiastic Beginner – needs extra Direction but less Support
- Disillusioned Learner - needs extra Direction and extra Support
- Capable but Cautious Performer – needs less Direction but extra Support
- Self-Reliant Achiever – needs less Direction and less Support

ROLES

Sterling chose the dynamics of Affiliative and Pragmatic, to demonstrate roles in groups; and Initiating and Responding, to demonstrate roles in relationships.

- Affiliative v. Pragmatic
Affiliative is about seeking agreement, and is comfortable with having defined roles. Pragmatic, on the other hand, is about seeking results, and is comfortable with being free to engage in expedient actions, regardless of defined roles. If you have the opposite tendency to your group, you will be seen as the ‘odd one out’, and need to flex your behaviour.
- Initiating v. Responding
Initiating behaviour involves thinking before speaking, quick use of time, and expressive gestures, correlating with Extraversion. Responding behaviour involves thinking before speaking, sustained use of time, and contained gestures, correlating with Introversion.

ATTENTION

- Motive v. Structure
People with a preference for Motive will ask or

wonder what is motivating someone, and feel most comfortable when others’ **motives** are clear. For Structure, they will ask or wonder how things are framed, organised or sequenced, and feel most comfortable when the **order** of things is clear.

- Process v. Outcome

The Process dynamic relates to the process for achieving the goal, and knowing how people will be involved. For Outcome, the interest would be in the ease of achieving the goal, and the quality of the outcome. Both need to be addressed during problem-solving discussions, otherwise half the participants will think the process is incomplete.

Putting Type Dynamics into Practice

Since every Whole Type has a distinct combination of the 6 dynamics, then no matter which two of the 16 whole types someone is trying to decide is their preference, there will always be one of those dynamics in opposition between those two types. This is a helpful insight, as you can work with the person on that specific dynamic, and help them find their preference between the two options, and that will indicate which whole type they will likely prefer.

Another way of putting it into practice when working on personal relationships is by comparing each of the 6 dynamics from Essential Motivators and Interaction Styles, and if you have the **same** dynamic, discuss how that might be creating blind spots in your relationship, whether you might be over-using that dynamic, and how you should address this. If you have a **different** dynamic, discuss how that might be creating frustrations and missed expectations in your relationship, and how you might help each other to overcome this.

This was a rapid journey through a lesser used way of working with Psychological Type, and one which many of the attendees found very helpful.

KEYNOTE 3: 8.00 – 9.00 P.M.**Bridging Type Generations: What each Generation needs to Steward Type into the Future**

By **Antonia Dodge (ENTP)** and **Joel Mark Witt (ENFP)** of Personality Hacker



Antonia and Joel explained that, although type understanding has carried through the generations since it began to spread in the 1980s, it has been interpreted through very different social messaging filters, based on the time in which we live. They outlined in detail how each generation's interest in type differs, and why the younger generation in particular are turned on by psychological type and make it part of their life experience.

We learned that each generation has something to offer to the rest, but sadly there is a general lack of respect and co-operation between us. We need to take the time to listen to each other and understand the reasons for our differences, so that we can pool our different viewpoints, and bring the benefit of type understanding to the new cohort who are just discovering it.

Antonia then explained Generational Theory, which originated in a book published in 1997 called *"The Fourth Turning – An American Prophecy"*, by William Strauss and Neil Howe, who coined the term Millennial.

- **Baby Boomers – Born 1943 to 1960:** *"Just give me the facts"*.

Baby Boomers were born at a time when people

were presented with a single source of information, usually from a small number of TV channels or a single encyclopaedia. Baby Boomers grew up expecting there to be a single 'right answer' from a trusted source. Their focus was on the practical application of tools, in order to achieve a tangible outcome.

As the first discoverers of Psychological type, Baby Boomers saw the MBTI® as a tool which could have a practical professional application, and used it principally for careers guidance. The focus was on the whole type, with little awareness of John Beebe's work on cognitive functions.

- **Gen X – Born 1961 to 81:** *"Tinkering with technology to expand boundaries"*

Gen X grew up in an analogue world and then transitioned into a digital world in the 1990s, when they were faced with a wealth of data and information coming from the Internet. This quickly resulted in misinformation, which meant that people could no longer be certain what was true.

Gen X were excited to use emerging technologies to explore existing knowledge, as they were familiar with both. They love tinkering and fixing and hacking. They were hungry to expand boundaries, and achieve scale and amplification. In the Type world, this resulted in huge interest in cognitive functions.

- **Millennials Born 1982 to 2004:** *"Hungry for in-depth understanding"*

Millennials became disillusioned with academics and 'experts' who have the 'right' answer, because the advice given to them by previous generations proved inaccurate in a changing world. They were mis-advised about the importance of academic qualifications and careers for life. Because of this mistrust, they no longer unquestioningly accept new information. Instead they prefer to learn through talking and engaging and coming to consensus. The traditional pillars of religion, academic institutions, political beliefs and lifelong careers were breaking down, so Millennials began using Type as a new way to define their identity. Millennials are hungry to learn and make their own judgements, and therefore have become Type theory junkies. They want to know all the details and different options, and keep delving deeper into how Type can define them as individuals, and help them create a roadmap for life.

- **Gen Z – Born 2005:** *Forging new identities"*

Gen Z define their identity in terms of their passion and interest, rather than their role and posi-

tion in society. They look, therefore, to Psychological Type to help them understand who they are and, therefore, which are the right choices for them to make in life. They accept their personality profiles as absolute, rather than recognising that the MBTI® is just a way of understanding your type preferences, and that you can act outside these.

The three preceding generations need to co-operate in order to help Gen Z to a truer understanding of what type is about. Between us we have a range of different and complementary experiences relating to type, and each generation has something important to contribute.

But how can we do this when we live in a time of inter-generational war? How can we get the generations to join up their knowledge and understanding and application of type?

We need to find common ground by going back to the origins of type. The purpose of Carl Jung's Chapter 10 of **Psychological Types** was to foster self-enquiry and understanding, particularly in midlife, and to help us

reflect on less visible aspects of our psyche, which he called "Shadow Work". Joel and Antonia have found, to their surprise, that Shadow Work is what people are now hungry for. Their Gen X and Millennial clients seem keen to discard the simplistic view of personality type and explore Jung's concept of individuation. They are prepared to feel less secure about who they are, explore their other parts, and integrate and make peace with the various aspects of themselves.

The new Gen Z generation struggle with this, and need those of us from previous generations, who have experience, understanding and wisdom, to help them understand the real purpose of type, and how it impacts their lives. We can form a bridge by working together, using our different gifts of application, expansion and deepening, to pass on our knowledge of psychological type to the next generation.

Personality Hacker can see two ways that we can reach out and engage with Gen Zs:

- **Marketing** – We can attract the attention of Gen Z by explaining their pain better than they can articulate it themselves, because we have already lived it.





Nathan Wong (INFP) is the director of *Our Human Experiences*, a group that promotes authenticity, belonging, and navigating life's paradoxes, with the help of the cognitive functions. He creates and facilitates a variety of events, including speed friending socials, reading groups, wellness firesides, trivia nights, and goal-getting sessions.

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MOMENTS OF CONNECTION & COMMUNITY

NATHAN WONG (INFP)

One of the intentions for BAPT 2023 was to explore some of the ways type can help us *regain a sense of belonging and community*.

In this light, the Conference featured (count 'em!) 7 networking sessions, where we could chat and get to know each other better. The idea was to provide moments where we can *show up fully* as our authentic selves, build new connections, and participate in a welcoming community ... all hallmarks of BAPT's in-person events, that we hoped to replicate online as much as possible.

There was an opening networking social at the start of each day, and a closing one at the Conference's end. During these sessions, Sarah Perrott and Catherine Stothart invited us to discuss what we hoped to learn at the Conference, what has impacted us so far, and lighter topics, such as what made us laugh!

With each topic, we started in breakouts to get our thoughts flowing, then came together and shared between groups. This was an excellent way to "compare notes" with delegates who had attended different workshops than we did. Overall, these events helped BAPT 2023 to feel like a fully guided and cohesive experience.

Sprinkled throughout each day, there were 4 Virtual Networking Opens that I had the pleasure and thrill of preparing and facilitating!

Each VNO had its own "flavour." The first 3 featured icebreakers that related to a specific Conference track: "*Type & Me*," "*Type Practice*," and "*Type at Depth*," respectively. At the first VNO, we responded to questions about how each of us can relate our type preferences to different aspects of our lives.

During VNOs 2 & 3, we did a "Networking Circle" activity. Each of us took turns talking about how we put type into practice. Some of us also shared challenges we're currently facing, and we often found a degree of resonance between our experiences. I felt a beautiful, supportive atmosphere in the room, and I feel honoured to have witnessed a bit of everyone's journeys.

The fourth and final VNO was all about discussing the overall Conference theme of "*Balance, Belonging, and Breaking Through*." At one point, we imagined what a "Type Utopia" could look like 100 years from now. We considered different aspects of society, and what effects a mainstream understanding of the cognitive functions could potentially have on it. As one could probably imagine from my INFP type preferences, this was one of my personal highlights!!

This Conference left me feeling very included, inspired by, and even *more* connected to the BAPT community. I enjoyed the coffees, both physical and virtual! And I'm very grateful to all those I've met, for the insights and stories we shared together.

Welcome to
Virtual Networking Open
Balance, Belonging, & Breaking Through

- The intention here is for us to connect! We'll be meeting new people, forging deeper friendships, and sharing parts of our journeys with one another.
- If you'd like, you can add your type preferences and/or location to your name.
- Feel free to discuss the questions for your topic, change topics, and hop around from room to room, anytime.

Many of these topics were inspired by the conference session descriptions. A heartfelt thank you to the presenters!

I am not what happened to me. I am what I choose to become.
 —Carl Jung

Here's a collection of some of the topics we ended up discussing during these VNOs: ➤

THINKING & FEELING
 What is something you're trying to accomplish, or improve about yourself?
 Which Judging functions (Fi, Fe, Ti, Te) might you be underutilizing here?
 What could you do to strike a better balance between Thinking & Feeling?

NETWORKING CIRCLE
 You're invited to share any of the following:
 - What is one of your personal or professional goals?
 - What do you do for work, or volunteering?
 - What is a challenge you're currently facing?
 - How do you like to use type to help other people?
 You could also share in the chat if you prefer.

WHAT'S YOUR "TYPE UTOPIA"?
 Picture a world, in 100 years, where knowing type and using function language becomes commonplace.
 What kinds of effects could this have on our world?
 Could there be more (or less) belonging? Empathy?
 Do you think your life would be any different?

FAMILY BELONGING
 To what degree do you feel a sense of belonging with your family?
 Have these feelings evolved over the years?
 Do any function or type-preferences play a role in your family dynamic?

CONFERENCE INSIGHTS
 How've you been feeling these past few days? What's an insight you're taking away from this conference?
 Are there any session recordings you recommend watching? What did you like about the session(s)?



IN-PERSON TWO DAY WORKSHOP FOR PERSONAL DEVELOPMENT London, 16th – 17th June 2023

I am absolutely delighted that we are able to offer an in-person event this year again, this time for two whole days!

This is a wonderful opportunity for personal development. It's a chance to unwind and think about yourself, and how to find balance in your personality and in your life. And you will experience some activities to take away and use with clients too.

We have sessions on finding best fit type, on sub types, brain imaging, mid-life development, motivation, mindfulness, and well-being, complemented by yoga and optional "personality of wine" tasting session.

We are looking forward to welcoming you to this truly international event, with presenters from the USA, Denmark, New Zealand and, of course, the UK.

It's non-residential and the venue is NCVO, 8 All Saints St, London N1 9RL – near to Euston, King's Cross and St. Pancras stations.

Take a look at the programme and register [here](#). It's just £145 for members, £175 for non-members.

I hope you will join us - places are limited, so sign up now!



Catherine Stothart




Director of Events



An In-person Two Day Workshop for Personal Development

London, 16th – 17th June 2023

PROGRAMME DAY 1	
	<p>Welcome, Introductions, Agenda</p>
	<p>Mid-life Development: Crisis, Crash or Cruise? - Angelina Bennet.</p> <p>Angelina will introduce some Type Development theories, particularly around mid-life, then we will explore the path of our own personal development and what has influenced it. We will also consider how to coach or develop clients who are well developed or experiencing mid-life.</p> <p><i>Angelina is a Chartered Occupational Psychologist and specializes in developing individuals through personality work. Through OPP she qualified hundreds of people in the MBTI[®] and now co-runs alternative type qualification training through Type Pro Ltd. She is a past President of BAPT and the author of 'The Shadows of Type-Psychological Type through Seven Levels of Development.'</i></p>
	<p>Brains and Type – A Live Demo! – Dario Nardi</p> <p>Watch a live brain-imaging session and get a brief introduction to the neuroscience of personality. The session, led by Dario Nardi, PhD, uses time-tested EEG technology to capture and analyse what's going on as a person tries various everyday tasks. Find out how it all links to personality type. Based on 17 years of hands-on research.</p> <p>There will be an opportunity to have your own brain scanned around the conference dates and get your own report (at an additional cost).</p> <p><i>Dario Nardi, Ph.D. focuses on neuroscience, personality, games, and body-mind practices. His books include Neuroscience of Personality, Jung on Yoga, and The Magic Diamond. He uses EEG for brain-imaging and created the CPA, a validated assessment of the 8 Jungian functions</i></p>

	<p>From 16 to 64 - Exploring Developmental Subtypes – Sue Blair</p> <p>An extension of Dario’s significant neuroscience research has revealed that for each of the 16 types there are four ‘subtypes’. Dario and Sue have collaborated to create type descriptions for each of the 64 new ‘flavours’ of Type. This session is an introduction to these descriptions, allowing an opportunity for participants to decide where they may place themselves, and help clients, in this fascinating framework.</p> <p><i>Sue has been working with psychological type for over 20 years. She is an international presenter and keynote speaker. She is the author of The Personality Puzzle coaching cards, now used worldwide by coaches and counsellors. She has taught thousands of teachers, parents, students and businesses about the importance of self-awareness and communication through an understanding of personality dynamics.</i></p>
	<p>Motivation and Well-being: Bringing Balance – Catherine Stothart</p> <p>In this interactive workshop, based on temperament, you will experience practical tools to motivate yourself, and to use with clients. We will explore the links between motivation and well-being and find out how to achieve balance in our lives. You will learn how to satisfy your psychological needs across all areas of your life and you will leave with a plan to do more of what energises you, and less of what turns you off.</p> <p><i>Catherine is a Leadership Coach with Airbus, and a partner in Google’s Mastery Faculty of virtual facilitators. She has written two business books based on type – How to Get on with Anyone (2018 Pearson), based on Interaction Styles and Motivation: The Ultimate Guide to Leading Your Team (2022 Routledge) based on Temperament.</i></p>
	<p>Personality of Wine – MBTI® and Winetasting – Deborah Fleming</p> <p>“smells like the leather seat of my grand fathers Range Rover – bold and luxurious” OR “slightly citrus with overtones of vanilla and jasmine – sharp and crisp”</p> <p>Our MBTI® type gives us insight into how we communicate and sell our ideas.....and also how we experience wine!</p> <p>Deborah’s flagship product “MBTI® & Wine tasting” is a perfect learning opportunity for people already familiar with MBTI® personality type. It is innovative, fun and effective for increasing performance in the teams we work in.</p> <p>By the end of the 1.5 hour event you will be able to:</p> <ol style="list-style-type: none"> 1. Apply your MBTI® Type to creativity, selling and change in a practical way – increasing your-self awareness 2. Know how to get the best from the colleagues in your team 3. Broaden your taste in wines <p>This is an optional session - cost £15 per person, 2 white, 2 red – pre-book, pay on the day.</p> <p><i>Deborah Fleming MSc, is an experienced Organisational Development Consultant who has been applying Type to Change, Culture and Development for over 15 years. She is currently completing her MSc in Sustainability Leadership in Copenhagen, holds her WSET in wine and makes her own wine in Portugal.</i></p>
	<p>Optional Workshop Dinner, venue tbc.</p>

PROGRAMME DAY 2

Welcome, reflections, overnight insights**Flow into Growth with Jung and Yoga - Dario Nardi**





Warm up your body, mind, and spirit with Jungian chair yoga. Did you know—Jung toured India, studied yoga, and drew heavily on this ancient tradition as he developed many key concepts? This gentle session takes participants on a journey of breath, movement, and sound. Based on Jung’s talks and Dario’s modernized guide, “Jung on Yoga”.

Dario Nardi, Ph.D. focuses on neuroscience, personality, games, and body-mind practices. His books include Neuroscience of Personality, Jung on Yoga, and The Magic Diamond. He uses EEG for brain-imaging and created the CPA, a validated assessment of the 8 Jungian functions

**Inside and Out - Sue Blair**

We balance ourselves by using one function with an extraverted attitude and one function with an introverted attitude...or so the theory goes. But what are the implications of this cognitive pattern? This session explores the possibility that we are unconsciously compelled to hold on to some things and equally compelled to express others simply because of our Type preferences. Is this true for you? There is no better place than a room full of open-minded, Type aware personalities to nurture, question, ponder and navigate our differences!

Sue has been working with psychological type for over 20 years. She is an international presenter and keynote speaker. She is the author of The Personality Puzzle coaching cards, now used worldwide by coaches and counsellors. She has taught thousands of teachers, parents, students and businesses about the importance of self-awareness and communication through an understanding of personality dynamics.

 	<p>Co-Creation of Best-fit Example Book - Mette Boje and Tina Brøndum Kristjánsson</p> <p>This is a hands-on workshop focused on the eight preferences where we facilitate a process to capture the very best and illustrative questions and examples that we personally love to use in our type clarification processes. We will share the outputs after the workshop with all participants in a co-creation book.</p> <p><i>Mette is an occupational psychologist and works as a manager of personality testing at CFL in Denmark. She has been working with typology since 2003 both as a consultant and as certified master trainer. Mette has worked with Danish and International customers mainly focusing on talent.</i></p> <p><i>Tina is the owner of Mind your Mind, where she works as a consultant and coach facilitating workshops and training in typology and personal efficiency. Tina has worked with typology since 2009 and from 2014 in Mind your Mind. Tina was originally a lawyer and worked as such until 2014.</i></p>
	<p>Mindfulness for All Types – Jane Kise</p> <p>While meditation, breathing exercises, and yoga are often touted as keys to mindfulness, they present different struggles and opportunities for different personality types. In this workshop, experience more ways of staying in the present moment as we also explore why developing this habit is important. Walk away with new strategies for yourself, your clients, friends, or family. And, have some fun!</p> <p><i>Jane Kise is a consultant and the author of over 25 books. She works with businesses and schools across the US and around the world, applying type to leadership development, collaboration, and instructional coaching.</i></p>
	<p>Closing Session – Insights, Takeaways, Learning – Sarah Perrott</p> <p>Sarah, our BAPT President, will lead our reflections after two days of balance, belonging and renewal.</p> <p><i>Sarah is a certified executive coach through APECS and has an MSc in Executive Coaching and Behavioural Change. She is a certified NLP practitioner and a licensed HeartMath provider and a passionate advocate for personality Type. She has a strong track record, working with executives and senior directors via action learning sets, executive coaching, team coaching and leadership development programmes. She has a passion for seeing people flourish and be the best in their particular situation. Sarah is the current President of BAPT having served on the Board for 8 years</i></p>



In-Person Workshop London 16th – 17th June 2023 Timetable

(subject to change)

Day 1	SESSION	PRESENTER
10 am	Coffee available	
10.30am	Welcome, introductions, agenda, flow	Sarah Perrott
10.45 am	Mid life Development – Crisis, Crash or Cruise?	Angelina Bennet
12.00 pm	Brains and Type – A Live Demo!	Dario Nardi
12.30 pm	LUNCH	
1.15 pm	From 16 to 64 - Exploring Developmental Subtypes	Sue Blair
2.30 pm	SHORT BREAK	
2.45 pm	Motivation and Well-being: Bringing Balance	Catherine Stothart
4.00 pm	COFFEE	
4.30 pm	The Personality of Wine (optional)	Deborah Fleming
7.00 pm	DINNER - optional	

Day 2	WHAT	WHO
9.30 am	Coffee available	
10.00am	Welcome, overnight insights	Catherine Stothart
10.30 am	Flow into Growth with Jung and Yoga	Dario Nardi
11.15 am	Inside and Out	Sue Blair
12.30 pm	LUNCH	
1.30 pm	Co creation of best fit example book	Mette Boje and Tina Brøndum Kristjánsson
2.45 pm	COFFEE	
3.00 pm	Mindfulness for all Types	Jane Kise
4.00 pm	Closing	Sarah Perrott
4.30 pm	End	

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 May/July, 2023 are:

Time: May 23, 2023 18:00 London

Join Zoom Meeting

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

Time: Jun 27, 2023 18:00 London

Join Zoom Meeting

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

Time: Jul 25, 2023 18:00 London

Join Zoom Meeting

<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.



Sue is an expert in the field of psychological type, an international presenter and keynote speaker, as well as a qualified MBTI® practitioner and adult educator. She is the author of The Personality Puzzle coaching card resources, now used worldwide by coaches and counsellors. She has taught thousands of teachers, parents, students and businesses about the importance of self-awareness and communication. Sue is the recipient of the APTi 2015 Gordon Lawrence Award. This award recognises an outstanding achievement to the field of education that promotes the constructive use of psychological type.

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CAREERS & OCCUPATIONS

TYPE IN CAREERS EDUCATION – IF ONLY THE PEOPLE WHO MATTER COULD SEE THE LIGHT!!!! :-/

SUE BLAIR (ESTJ)

Interest Area Co-ordinator

Dear Reader

I'm hoping this isn't going to be a big, long whinge but, for goodness sake, some things can be sent to try us! Here's my current gripe.

My first confession is that I live in New Zealand for most of the year and so my context could well be different to yours – but somehow I doubt it. It does seem truly incredible to me that careers advice, especially in our schools, can be so limited, so under-resourced and so uninformed about how personality, using whichever lens you wish to use, can be such a big part of the equation.

Just before Christmas I attended a function for CDANZ (Career Development Association of NZ) and in our table groups we all discussed what we thought the 'state of the nation' was with regard to our industry. As a cohort of experts, they were all telling the same story. Worryingly, they were all saying that things had never been this bad before. The level of anxiety over future direction was unprecedented and covered all ages from high school onwards. We are all in the midst of the same perfect storm, but we are also all in different boats.

It is blindingly obvious (to me) that we need to incorporate self-awareness, including personality preferences, into the conversation. Yesterday I was presenting to a whole school staff who were dumbfounded that an understanding of personality wasn't an essential part of teacher training. If you combine this knowledge with a school wide approach towards career direction we could really start to see some changes.

Here are the recommendations that come from a few of our better schools but which I doubt is followed by the majority:

School A

A team of representatives from curriculum areas across the school support a school-wide approach to career development. They encourage departments to:

- become more involved in career-related activities
- increase teachers' awareness and knowledge of career pathways
- develop stronger school-wide links with other departments and career staff
- distribute and display career information in their departments

School B

We have created a pathways programme for all students in Year 9 to 13 (age 13 to 18) to enable them to plan their future learning and career goals. Features of the programme include:

- form teachers mentoring and supporting the student to identify their strengths, set goals and monitor their progress
- career activities being completed during form time with each student having their own pathways folder, kept by the form teacher
- parents being encouraged to be involved in the process

School C

- Classroom teachers attend professional learning and development through tertiary and industry visits.
- Teachers also record data about career development activities they have led in the classroom in staff planning books.

Of course, (and I hate to be cynical), this is what they say they do but I cannot prove that one way or the other. I do, however, speak to many parents who talk of their experiences with the advice their teens have received at school. I have not yet come across a positive comment. In most cases they have had to seek advice elsewhere which

has been valuable but expensive. Their exasperation is palpable. Like me, they believe that the reason why we put our children through the education system is so that they can select a career path that suits them at the end or, at least, be well supported if they are understandably undecided. Why then is the careers department so small? It should be as large as the Maths department! In a school with 2,000 students they are lucky to have a headcount of two! In the main, and especially in rural communities, they are also unlikely to be trained. Good grief!

So, as type professionals, what can we do to help?

Well, all we can do is try our best to influence those who are sailing through this storm in boats that are close by. I'd like to offer some personal stories of how I have used Type with my own children and also in coaching conversations.

I have raised two gorgeous young adults (now 28 and 25) who navigated the system in ways that are distinctly Type related. Our daughter (ISTJ) followed a predictable path, acing the school system with diligence, method, hard work and commitment. She followed her father into business and law and is now living in London working in a law firm and specialising in her area of interest. Yay! She was the easy one (just saying!).

Just to prove that her success had not much to do with our parenting skills, along came our son (ENTP) who defied all our attempts to offer suggestions for his future plans. (He had none!) Fortunately, by this point I had many years of Type experience under my belt and was not overly concerned. My influencers in having this somewhat relaxed attitude (I'm ESTJ so this is not my strength) were men I had met at multiple Type conferences who shared my son's ENTP preferences. They must have thought it rather strange when I cornered them at any opportunity and asked them, with absolute sincerity, how they thought I should raise my boy. They took one look at the 'ESTJ' on my name badge and, to a man, said the equivalent of "get off his case". After this had happened at least six times the message finally began to sink in. (Yes, I'm very slow at times!)



Clearly my son was going to carve his own path. He scraped through school and had no intention of doing any tertiary education which was due to many factors; boredom, lack of recognition for his skills and a few learning challenges to add to the quirky mix.

Supporting his transition through school was painful for us all, most especially him. I remember saying a few things at the time which released the pressure. Firstly, I said that this situation was temporary, he has so much potential and his life after school could be great. By putting the effort in now he would be buying his freedom to have a wider range of choices later. We also knew he would leave school with a huge sense of relief (his and ours) and it's likely his plans would be 'emergent'. We said that he could do anything he liked, the only option not available was to do nothing. As it turns out these were wise words. The story ends well. After two years in retail, he went to London for an internship at an insurance broker and is now an actual insurance broker in the City, specialising in the motorsports industry which is his passion. He also hosts a podcast which keeps him entertained on his days off. Yay!

As most people who are reading this are Type practitioners you can see the thread. What works for one most certainly does not work for all. And, no, not everyone has to follow the prescribed timeline. Conversations I've had with friends and clients have proved the Type theory to be an amazing tool, not just in what young people decide to do but in what environment they are likely to thrive.

Recent conversations include stories of an ESFP who was inclined towards beauty therapies; an ISFJ who, like my daughter, had a need to know her path two years before leaving school and was looking at a combination of business and nutrition; an ENFP who wanted to try anything under the sustainability umbrella but couldn't decide exactly what. Adults are, of course, just as interesting. An ISTJ who took over from an ESFP senior administrator and couldn't understand why she was being asked to do 100 different tasks that weren't on her job description. The answer was always the same – "oh... Sally always did that." As it turns out Sally didn't spend much

time in her office and took every opportunity to be distracted by anything that was going! One of my favourites - an ESTP pastor of a church who did picture framing in his spare time to take a break and hold onto his sanity.

It doesn't seem to matter where we find ourselves in this strange world, there will always be opportunities to help and support those around us through our knowledge of Type. We just need to search for them and then be bold enough to take a step forward and offer some advice, as and when appropriate.

Good luck!!!



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

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EDUCATION, LEARNING & DEVELOPMENT

INSIDE OUR SKULL-SIZED KINGDOMS

DAVID HODGSON (ENFP)

Interest Area Co-ordinator

If a person does not keep pace with their companions, perhaps it is because they hear a different drummer. Let them step to the music they hear, however measured or far away.'

(Henry David Thoreau (1))

Neurodiversity is currently a hot topic in schools. The awareness and understanding of neurodiversity is expanding. In this article I describe how David Keirse's work can be helpful to educators challenged with supporting the growing numbers of neurodiverse children in mainstream schools. This article complements a blog for teachers written by David for ITL (ref below).

Neurodiversity is an umbrella term mostly used to describe ADHD (attention deficit hyperactivity disorder), ASD (Autistic Spectrum Disorder, now including Asperger's), Tourette's, Dyslexia, Dyscalculia and Dyspraxia. Although the numbers are disputed it is estimated that there are up to 10% of people with dyslexia (2), 5% with ADHD (3) and 1% with ASC (4) (ASD is the medical diagnosis, ASC is the condition the neurodivergent person lives with).

The term does not include PTSD, eating disorders, depression, mental health issues or stammers, though neurodiverse people can have some of these additional needs.

The prevailing paradigm around neurodiversity has been a **medical deficit model**. People with differences are viewed as having something wrong with them that needs to be treated with drugs or therapy.

Other approaches include the **social model** which highlights removing barriers that stifle equality of opportunity, such as an education system that rewards a narrow set of behaviours and skills.

The **affirmative model** moves things further by incorporating and valuing the lived experiences of those with differences. The paralympic movement has shifted the debate around physical differences towards an affirmative model.

The **rights-based model** challenges those in power to change law and society to end discrimination. The medical model is important to help neurodiverse people access resources and not to blame themselves for the challenges they face. The other approaches move the debate away from the idea that difference is something wrong within an individual. (5)

David Keirse recognised this around 50 years ago. Much of psychology and education focuses on describing, labelling, and measuring 'average' and 'normal'.

In *Please Understand Me II* he asserts 'people are different from each other, and no amount of getting after them will change them. Our differences are our birth right and arise in a few distinctive patterns. Recognising these patterns can vastly enrich our sense of who we are, of who others are, and how much we can learn from one another about the problems of life.'

Although referring to personality I think his ideas are equally applicable to neurodiversity and education. Research by Professor Simon Baron Cohen, University of Cambridge, (6) hints that human evolution favours neurodiversity. Having brains wired differently gives humans an advantage. Neurodiverse people such as Einstein and Newton add to society. Comedians such as Robin Williams with ADHD also add something different to society. For the survival of our species, it is better that we are different. Unfortunately, on the flip side, it means we struggle to understand and accept difference. We can too easily fear difference and erect psychological or physi-

cal borders, whether it's because someone is neurodiverse, 'disabled', French or ginger. The type model removes fear around difference and the need for borders.

Keirseay feared that some children were being misdiagnosed and treated for ADHD due to an education paradigm that was biased against diversity of personality. He suggested SP preferences were at a disadvantage. This is visible in my own work in schools, SP teachers are fewer in number than in the general population, apart from at a conference for Outdoor Education teachers where there were more SP preferences (40%) than in the general population. NTs are over represented in HE settings (20% of University Lecturers INTJ and INTP compared to 4% of general population). (7) The school system, orchestrated by Ofsted, is run with a narrow and pervasive STJ mentality. It is no surprise that this is at odds with the philosophy and values of many NF head teachers. My work in Primary schools confirms a third of Heads are NF preferences. They are often supported by an SJ deputy. Keirseay's model is as valuable and powerful in the staff room as it is in the classroom.

Schools are becoming increasingly interested in neurodiversity as more children are diagnosed or are recognising their own differences. Schools are expected to offer individualised support to neurodiverse children as well as deal with more students with English as second language, anxiety, poverty etc.

I've always believed personality type is part of the answer to any question asked that involves improving human interactions, so I shouldn't be surprised that Keirseay's model is particularly helpful. I've been recently using preference pairs as a framework to explore diversity, talking about each of the eight preferences as skills to learn and behaviours to observe in others and use personally. This moves away from labelling many neurodiverse people with 'a lack of social skills' to an approach which explores the advantages and disadvantages of each preference (F and T). Each preference pair can be useful when discussing diversity of approach in a non-

judgemental frame. I have been able to explore executive functioning, which works differently for those with ADHD, using the behaviours expressed as (J and P) and (S and N) preferences. Free from pejorative labels such as 'poor motivation for tasks', 'lack of concentration' and 'no sense of time', we can start to talk about how brains can work in different ways.

In his commencement speech to Kenyon graduating class, 2005, David Foster Wallace (8) suggested the purpose of education is not learning how to think but learning what to think about. If we chase power, money, beauty, or intellect we will never be satisfied. We will be trapped. To escape our skull-sized kingdoms we must accept and appreciate not only the diversity of others but also the capacity of our own brain to think in different ways and think about what kind of individual and society we can become.

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For the complementary blog written for teachers see www.Independentthinking.co.uk



WORDS OF WISDOM FROM THE MASTER!

"The Latin word animus, spirit, and anima, soul, are the same as the Greek anemos, wind. The other Greek word for wind, pneuma, means also spirit."

(C.G. Jung)

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



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RELIGION & SPIRITUALITY

PSYCHOLOGICAL TYPE AND BIBLICAL HERMENEUTICS: READING LUKE'S ACCOUNT OF THE CALL OF THE FIRST DISCIPLES

LESLIE J. FRANCIS (INTJ)

Setting the scene

The science of biblical hermeneutics has over time applied a range of disciplined approaches to the interpretation of the text of scripture. Fifty years ago the study of the Gospels was shaped by clear concerns with recovering the original words of Jesus, with unravelling the influence of oral transmission on shaping the narrative, with isolating the distinctive voices of the four evangelists. Here was the age of form criticism, source criticism, and redaction criticism. More recently attention has turned to the interaction between the written text and the lived-world of the reader. The reader perspective approach recognises the distinctive voices of multiple readers, and seeks to identify underlying patterns within these multiple readers. In the first phase of the reader perspective approach, a sociological analysis of the readers' location was taken seriously (see Segovia & Tolbert, 1995a, 1995b), giving birth to diverse perspectives like liberation readings (see Botta & Andiñach, 2009), feminist readings (see Schottroff & Wacker, 2012), and black readings (see Brown, 2004). In a more recent phase of the reader perspective approach psychological theory came into play, as part of a wider renaissance of psychology interacting with the study of the Bible. In particular, the SIFT approach to biblical hermeneutics, as developed by Francis and Village (2008) argues that psychological type theory can illuminate consistent patterns in the reading of the scripture.

The SIFT approach

Initially the SIFT approach was developed on the basis of theoretical extrapolation from psychological type theory and tested by a rigorous application of

that theory to the principal Gospel readings proposed by the Revised Common Lectionary by Francis and Atkins (2000, 2001, 2002). More recently the SIFT approach has been tested by a series of 30 empirical studies. Each study in the series has selected a passage of scripture and invited participants to explore and to respond to that passage of scripture working in groups that have drawn together individuals of similar psychological type preferences. Recent examples of studies focusing specifically on the SIFT approach to passages from the Gospels include the Matthean pericopes on Pilate and Judas in Matthew 27: 3-10, 19-25 (Francis & Ross, 2018); the messages of grace in Matthew 6: 25-30 and Matthew 20: 1-15 (Francis, Smith, & Astley, 2022a, 2022b; Francis, Smith, & Francis-Dehqani, 2018); the account of the Baptism of Jesus in Mark 1: 4-9 (Francis, Jones, & Martinson, 2019); the search for the lost sheep in Matthew 18: 10-14 (Jones & Francis, 2019); the teaching about binding and loosing on earth in Matthew 18: 15-18 (Francis, Jones, & Hebden, 2019); and the account of Jesus' dialogue with Pilate in John 18: 33-37 (Francis, Smith, & Evans, 2021).

A new study

Working within the tradition established by these empirical studies, the intention of the present study was to explore the reading of the Lucan narrative of Jesus' calling of the disciples (set out in Luke 5: 1-7) through the lenses of Sensing and iNtuition. The Lucan account is particularly interesting because the dominant narrative shaping call to discipleship is generally supplied by the Marcan tradition. In Mark the call to discipleship is placed at the very beginning of Jesus' ministry. In Luke the call is placed somewhat later after Jesus' identity and power has been well established. In Mark, no great deed of power is connected with the two

separate calls to Peter and Andrew (who are casting nets) and to John and James (who are mending nets). In Luke, the miraculous catch of fish (also related in John 21) precedes a single call.

The concentration on the perceiving functions (Sensing and iNtuition) is particularly relevant to this passage given the richness of the passage both in terms of detail and in terms of potential for stimulating connections with big ideas.

Method

In the context of a two-day programme concerned with developing effective ministry teams, type-aware clergy and lay ministry team participants (N = 19) were invited to work in four groups organised according to their preferences on the perceiving process: two groups of Sensing type participants and two groups of iNtuitive type participants. Participants were given a printed copy of Luke 5: 1-7. In the groups they were asked to address the following activity: What do you see in this passage and what sparks your imagination? One member of each group was asked to note the discussion, report back to the plenary session, and give the notes to the author of this paper. The author also documented the feedback to the plenary session. The following analysis draws on both sources of data. Space, however, only permits reporting on one iNtuitive group and one Sensing group.

Listening to the iNtuitive response

Intuitive group one had drawn together participants who had a strong preference for intuition. The group took very little time to study the details of the Lucan narrative, but began to identify immediately major themes raised by the passage. The person feeding back recognised that the group was more interested in generating multiple ideas than in developing those ideas. The process, however, generated energy and enthusiasm. In overview, eight themes had emerged.

The first theme concerned Jesus' authority. This was demonstrated by the way in which Jesus got into Simon's boat and requisitioned it. It was demonstrated by the way in which Jesus told Simon to put out into the deep water and to let down the nets. What Jesus wanted, others delivered.



The second theme concerned speculating about the disciples' feelings, being told how to fish by someone they knew as the carpenter. Here is a humorous narrative about the incongruity of Jesus' interventions.

The third theme concerned reflection on the transformatory power of Jesus' presence. This was demonstrated by Jesus' ability to turn a disaster (a fruitless night's labour) into a resounding success (their nets were beginning to break).

The fourth theme concerned reflecting on Simon's tone of voice when he said, 'If you say so, I will let down the nets'. There is more than one attitude with which we can respond to Jesus' invitation to collaborate with his call.

The fifth theme concerns speculating about the wisdom of calling Simon in the first place. He is the one who both recognises Jesus as the Christ and to whom Jesus says 'Get behind me Satan'. He is the one who chooses to accompany Jesus to Gethsemane and who denies him three times before day-break.

The sixth theme explored the implications of putting out into the deep water, setting out into the unknown, taking risks and going ahead in faith.

The seventh theme focused on the idea of speaking to their partners in the other boat to come to help them. This prompted discussion about local collaboration across the deanery and with ecumenical partners.

The final theme celebrated the abundance that emerged from the sea when Jesus showed up. Our expectations should not be low.

Listening to the Sensing response

Sensing group one had drawn together participants who had a strong preference for Sensing. This group sat for a while in silence pondering on the text before anyone spoke. Then the approach was to work systematically through the passage drawing attention to the points being made by the narrative. The effect was that of generating a set of discrete bullet points, itemising details from the passage: the crowd was pressing on Jesus; Jesus needed to find a spot from which to address the crowd; Jesus chose Simon's boat and Simon took the boat away from the shore; having been chosen in this way Simon becomes the spokesperson for the group; Jesus told Simon to put out into deep water and let down his nets; Simon was reluctant to do this, having worked all night to no good effect; nonetheless Simon obeys; there is an interesting move from singular to plural in which Simon says, *We* have worked all night, yet *I* will let down the nets; Simon's obedience resulted in a remarkably rich catch.

Having worked systematically through the passage, Sensing group one then began to reflect on the practical application of the passage, itemising specific applications: Jesus asks us to

use the skills that we have got; we may be equipped to use those skills in ways that we do not fully realise; Jesus calls us with our own skills and we may not know why; we need to trust what Jesus asks us to do and go ahead to do it; Simon learnt so much from obedience and from practical actions; Simon learnt to trust Jesus' word, to be expectant and to be obedient; practically Jesus uses what we have; the story shows both Simon's individual initiative and the group working together as a team; we learn when we act on God's calling.

Conclusion

Two main features characterised the Sensing approach to the short passage from Luke's Gospel. The Sensing types really wanted to savour the details evident within the passage, and they wanted to discern the practical application that emerges from these details. When Sensing types are in the pulpit, they may tend to stick to text in front of them, to speak about the details of the passage, and to shape a message of practical application. Two main features also characterised the iNtuitive approach to the short passage from Luke's Gospel. The iNtuitive types really wanted to savour the big ideas and large themes that were sparked in their minds by the passage, and they wanted to see how these big ideas and large themes related to their experience of God in the world today. When iNtuitive types are in the pulpit, they may tend to want to draw their listeners into the same big ideas and large themes, and to lead their listeners into seeing the same connections within their experience of God in the world today.

What the SIFT approach to biblical hermeneutics and liturgical preaching does is to encourage preachers in a disciplined way to draw on both Sensing and iNtuition in order to achieve a richer and more rounded interpretation of scripture, and also to engage more effectively both the iNtuition types and the Sensing types listening within the congregation.

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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)

Welcome to the Spring 2023 edition of *Spotlight on Research*. And as the days are getting longer and warmer, I thought that, just to counteract all those warm springtime feelings, I'd start off on a rather sombre note. But I'll try to end rather more cheerfully!

How grim is the grim reaper?

What are your feelings about ... Death? Now, this might seem a rather grim question with which to kick off the springtime edition of *Spotlight on Research*, but for medical and nursing students it may be an important one.

Researchers Jung Sung and Kim Yeun investigated the relationship between personality type, attitude towards death and competency in coping with death. 224 nursing students completed the MBTI® assessment and a structured questionnaire asking for their views around death, supervised by certified counsellors. The researchers found that individuals with an Intuitive preference had a higher fear of death than those with a Sensing preference, and those with a Feeling preference a greater fear than those with a Thinking preference. Those with a preference for Extraversion showed a higher degree of competence in coping with death than those with an Introversion preference. Having more experience of dealing with death also contributed positively to coping. It wasn't clear from the research if whole type or other type combinations were investigated.

The researchers commented that in their view, the teaching of nurses (in Korea) should be adapted to improve their ability to cope with death, but also that personality should be taken into account in the way in which counselling may be applied, especially in helping trainee nurses deal with strong emotions.

Nurses, and the medical professions in general, may have a different relationship with death compared with the remainder of the

population. However, the results were not dissimilar to those from a previous Korean study, carried out on a more general sample of 100 people (Kang and Yoon, 2023). Individuals with an Extraversion preference were more likely to have prepared for death, to be more accepting of death, and to show more interest in and awareness of death, compared with those with an Introversion preference. Those with a Feeling preference experienced more worry about and fear of death than those with a Thinking preference, as did those with a Judging preference when compared with those with a Perceiving preference. There were no significant Sensing-Intuition differences.

“Give me your tired, your poor, your huddled masses yearning to breathe free”

Why do certain people choose to immigrate to the United States? Qi Wang and Ray Hawkins explored the possibility that people who immigrate to the United States self-select due to their self-perceived personality types matching the stereotypical personality type of the United States. Based on previous research, the national stereotype of type in the US was felt to be ESTJ.

Wang and Hawkins analyzed data from 4,583 individuals who had completed the MBTI® assessment, a subset of a larger sample (13,846) provided by the Center for the Application of Psychological Type (CAPT). All of the research sample had completed additional information about their gender, race or ethnicity, and immigrant status. ESTJ was significantly overrepresented among immigrants to the US compared to the expected base rate for non-immigrants. As this was a correlational study, this does not *prove* that immigrants' individual type preferences influenced their decision to immigrate to the US; nevertheless, the researchers commented that the result “suggests the possibility

that self-selection based upon personality may influence the decision to immigrate to the USA”.

How are your leadership practices?

Now we all know that the MBTI® questionnaire and other type assessments are not designed to be used in selection, so the title of a recent paper by Rodrigo Zárata-Torres and Juan C. Correa, *How good is the Myers-Briggs Type Indicator for predicting leadership-related behaviors?* might raise a few alarm bells. On closer inspection, however, the study gives a useful indication of how type relates to the way in which individuals show specific leadership practices, and also provides evidence of the good psychometric properties of the MBTI® assessment.

The researchers recruited 529 graduate and undergraduate business administration students from Colombian universities. Each completed Spanish versions of the MBTI® assessment and the Leadership Practices Inventory (LPI). This instrument evaluates five leadership behaviours:

- *Challenging the process*: questioning the status quo, seeking innovation, finding opportunities, taking risks, and learning from experience.
- *Inspiring a shared vision*: how often the leader shares or describes the vision, how much they involve their followers and the passion with which they share the vision.
- *Enabling others to act*: empowering followers, fostering collaboration, delegation.
- *Modelling the way*: giving an example, demonstrating clear values, self-knowledge, consistency between what they say and do.
- *Encouraging the heart*: public and private recognition of individual and group achievements.

The results showed that:

- The factor structure of the MBTI® framework held together under confirmatory factor analysis.
- Respondents with an Extraversion preference rated themselves higher on *inspiring a shared vision* and *encouraging the heart*.
- Respondents with an Intuitive preference rated themselves higher on *challenging the process* and *inspiring a shared vision*.
- Respondents with a Judging preference rated themselves higher on *encouraging the heart*, while those with a Perceiving preference rated themselves higher on *challenging the process* and *inspiring a shared vision*.

While not discussed in quite this context, the results support the idea that type relates to leadership style and that type questionnaires in general, and the MBTI® assessment in particular, are likely to be useful tools in management development programmes.

It's all in the fingers

Dermatoglyphics is the study of the epidermal ridges or patterns on fingers (fingerprints) and palms (palmprints). Proponents assert that studying these features can help identify a range of conditions, including brain function, at an early age. Shreya Venurkar and colleagues set out to clarify the connection between personality types and dermatoglyphics by utilizing fingerprint patterns.

200 Indian medical students completed the NERIS Type Explorer (not the MBTI® assessment) and were fingerprinted. A standard fingerprint classification system, identifying patterns such as loops, whorls, and arches, was used; pictures of these are included in the original article. The results showed that, based on a chi-square analysis, there were some significant relationships between type and fingerprint patterns. Those with INTJ preferences were more likely to show whorls, INTPs to show whorls with two cores, INFJ, ENFJ, ENFP, ESTJ, ISTP and ISFP individuals to show ulnar loops and ESTP to show a composite pattern. Note, however, that the group sizes for some types were very small (just 2 people with ISTP preferences, for example), so the results should be treated with caution. While the chi-square results do indicate a link between type and fingerprint pattern, assigning specific patterns to individual types may not be borne out by the data for all types.

The researchers suggest that the relationship between fingerprints and type may be due to a common genetic link. My own knowledge of dermatoglyphics is limited (I hadn't heard the term till I read this paper), so I'm probably not qualified to comment!

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BOOK REVIEW

By Christine Rigden (INFP)

LATE! A TIMEBENDER'S GUIDE TO WHY WE ARE LATE AND HOW WE CAN CHANGE

By Grace G Pacie (aka Teresa Moon) (ENFP)

Published by Punchline Publications – 2020 – 215 pages

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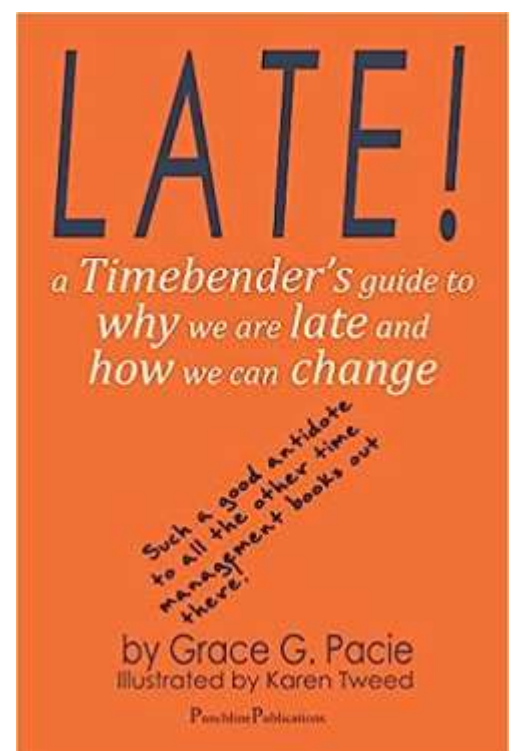
Late! is a well-researched and in-depth exploration of why it is some of us struggle with structure in our lives, with routine and deadlines, while others thrive and see it as normal. Grace has come up with "Timebender" as a term to describe these people who struggle, those for whom Time is a flexible concept. She's gathered extensive anecdotal contributions from many people, plus an in-depth literature search, and the book is intended to be useful for everyone, helping us all to understand the issues other people have with punctuality, whether it's our own or other people's. It's a relaxed and enjoyable read, enhanced by some great cartoons drawn by Karen Tweed specifically for the book.

Grace only touches on Jungian type theory for a paragraph or so, but it's fairly clear to those of us familiar with Type that there's a tendency for Perceiving types to find some affinity with Timebending, while those with a preference for Judging lean more towards Timekeeping. Grace estimates that true Timebenders probably only make up around 20% of the population, strict Timekeepers around 20%, and the rest of us are somewhere in the middle of a continuum. She includes a short quiz to help you figure out where you are on the curve, though you may already have a hunch.

The book starts with Part One: **Why can't we be on time?** As well as many entertaining and interesting stories, there are some intriguing research nuggets. It

seems that Timebenders do not have the same perception of time. When asked in an experiment to assess when a minute was past, Timebenders usually guessed a minute was up after quite a bit more than 60 seconds had passed, whereas Timekeepers were generally pretty accurate. So there are actual built-in differences with the perception of time.

So for Timebenders, time can simply evaporate without us even noticing. But this apparent cloud has a silver lining. A Timekeeper works best at a steady, measured pace and a predictable timeline. When under pressure, the Timebender can flex their time and complete their tasks astonishingly quickly.





However, we do live in a world largely run by Timekeepers. Once we've discovered the various gifts and challenges of Timebenders, Grace's next section Part Two: **The Timebender's Toolbox** is a really helpful collection of tried and tested tips for Timebenders to consciously adapt and align themselves to the timetables and commitments in their lives. Even if you're not an extreme Timebender, you're sure to find some of them useful. Indeed, you may even already be doing some of them!

One example I've found I do, and Grace mentions, is to include in your plan something that can be dropped off if you run short of time - like a lizard can lose its tail to the predator. If you have a list of errands, include one that's less urgent, that can be done on another occasion, just in case you run out of time. I'm not an 'extreme' Timebender, I think. I am usually on time for almost everything. But the tips in Grace's book have helped me notice when being late may come across as not caring, and I've subsequently been adjusting my behaviour accordingly as part of my own personal development and core values.

Part Three: **Timebending Through Life** looks at various areas of our lives such as careers, hobbies, travel, even retirement, and what are the Timebender's most common trip-hazards in each area. It then looks at which of the tools in the Toolbox are most likely to be able to help in each area.

Part Four: **Delving Deeper** looks into the underlying psychology a bit more - why do we continue to be late? Do we work better under pressure? Are we addicted to adrenalin? Would

therapy help? Grace explores each of these in turn, and the role of choice in our behaviour patterns.

Part Five: **Guidelines for Partners** recognises the other side of the coin - the difficulties of living with a Timebender, with strategies for sustaining the relationship. Throughout the book, the perspective of Timekeepers is brought into the conversation here and there, but this section is where Timekeepers get focus and there are useful tips.

Part Six: **The Timebender's Workbook** is a practical set of exercises for those individuals who would like to understand their preferences at a deeper level, and explore the specific areas they may want to adjust within their own lives. You may find it helpful to get the support of a life coach for this work.

Thank you, Grace, for an interesting and helpful book. I recommend it to anyone who recognises Timebender tendencies in themselves, or in friends, families or colleagues. In the same way that understanding other people's Jungian type helps us to let them be who they are, understanding a bit more about Timebenders (and Timekeepers) can help us to work together a bit more comfortably and productively.



[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. Email: teresa@moon.co.uk.]



GUESS THE TYPE OF THE POLITICIAN/CELEBRITY

THIS ISSUE:
BRITISH BARRISTER AND POLITICIAN:
KEIR STARMER

NANCY SILCOX (ENTJ) - ASSISTANT EDITOR



British barrister and politician, Keir Starmer's early legal career focused on human rights issues. He served as head of the Crown Prosecution Service and was Director of Public Prosecutions until 2015 when he became a Labour MP. He then served as Shadow Minister for immigration till 2016 and as Shadow Secretary of State for Brexit until 2020. He has been leader of the Labour Party and the opposition since April 2020. In the current economic crisis with so many strikes affecting the nation, it is difficult to look at such a prominent politician as Starmer without straying into politics, but I have endeavoured to keep this evaluation about Type and Psychological Preferences, rather than the views and beliefs expressed by Starmer. We understand that each of us is a combination of 'nature *and* nurture', so one's political views and leanings are not a result of Type, but an expression of you as an individual although influenced by your Type Preferences

I speculate that Keir Starmer has preferences for INFJ based on the following evidence, including his career, quotes and behaviours as researched on-line:

INTROVERSION: Keir Starmer seems to read his speeches, only looking up briefly now and again. He uses very few gestures and so I would guess he prefers Introversion. Starmer has written and edited several books on criminal law and human rights. He has that Introvert gift for thinking things through and writing it down, but gets a bit flustered when pressed for an unrehearsed response by the press. His official website keirstarmer.com contains next to nothing!

INTUITION: Starmer's speeches are often filled with rhetoric and very vague on specifics of what he is going to do and how to accomplish it. They seem to be full of attacks and attempts to make the other party look bad. He leads with concepts and emotionally-charged language rather than the facts a Sensing Type would use. I think 'rhetoric is us' might apply, with rhetoric being the art of exploiting figures of speech designed to have a persuasive or impressive effect but which can be regarded as lacking in sincerity or meaningful content by those of a Sensing Preference.

FEELING: I think perhaps Keir Starmer has a Feeling Preference. His whole career has been driven by his keen sense of justice and he is considered to have brought a focus on human rights into the legal system. He says he has a 'burning desire to tackle inequality and injustice.' Regarding his work on policing in Northern Ireland he said that rather than strategic litigation, "I came better to understand how you can change by being inside and getting the trust of people." He says, "The Labour Party is a party that believes that we get the best from each other when we come together, collectively, and ensure that you know, we give people both opportunity and support as they needed" Very Feeling attributes of influence and change through relationships. In another quote he says 'I believe in integrity and integrity requires me to take the course of action I have set out.'

JUDGING: Keir Starmer's reputation for firmness makes me think he might prefer Judging. He stands firm in his opinions even in the face of opposition. He refused to reverse the decision regarding Corbyn's suspension despite alienating the Labour left and he is well known for his 'soft-left' approach seeking less radical politics. Rather than being flexible and adapting to a new course of action, he seems to press on to achieve his aims.

Keir Starmer says, "Obviously we have to respect the fact that some people disagree. One of the great British traditions is the ability to protest and to disagree." He says, "If immigration is simply seen as a numbers game, nobody will ever win that debate. The question should be: what is it we want to achieve? What do we expect of those who are arriving? What is the basic deal?" He says, "The Labour Party is a party that believes that we get the best from each other when we come together, collectively, and ensure that you know, we give people both opportunity and support as they needed." And he says, "The Labour Party I lead is patriotic. It is a party of public service, not protest. It is a party of equality, justice and fairness; one that proudly puts the needs of working people above any fringe interest. It is a party that doesn't just talk about change – it delivers it." Which sounds to me like INFJ, what do you think?

GUESS THE TYPE OF THE POLITICIAN/CELEBRITY

AUTUMN ISSUE TO FEATURE:

AMERICAN ASTRONAUT AND DEEP
SEA DIVER

KATHY SULLIVAN

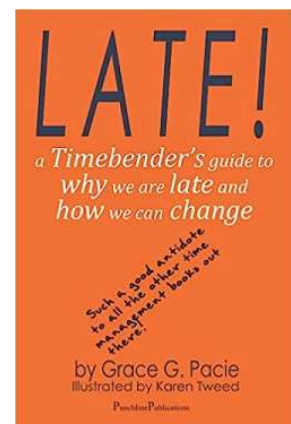


We thought this might be a fun column. Two issues a year we invite you to submit your speculation of a famous person's Type. Keep it brief, state the Type you think the person is and why you think they might be that type. A summary of compiled "evidence" will be published with a disclaimer that all types are **good**, that of course only the person themselves can verify their Type and we all use our preferences AND non-preference, depending on environment and circumstances. The Autumn issue will feature American Astronaut, Deep Sea Diver, Author & Explorer, Kathy Sullivan. Send your contributions to: nancysilcox@hotmail.com

BAPT LIBRARY

RECENT ACQUISITION – APRIL, 2023

The following has recently been kindly donated to the BAPT Library by the author, Teresa Moon (aka Grace G Pacie), and is available for loan to members. and is reviewed in this issue of 'TypeFace' (see page 32).



"LATE! A TIMEBENDER'S GUIDE TO WHY WE ARE LATE AND HOW WE CAN CHANGE"

BY GRACE G PACIE (aka TERESA MOON)

(Published by Punchline Publications in 2020)

Further Library acquisitions will be announced in *TypeFace* as they are received. There are a large number of type books in the Library plus a full set of articles from the *Journal of Psychological Type* since its inception up until it became free to download from CAPT's web site. This is a very valuable resource for researchers.

The Board hopes that you will make full use of the Library which is a benefit of your membership of BAPT. Visit BAPT's web site: www.bapt.org.uk for more information.



BAPT LIBRARY

A VALUABLE RESOURCE FOR YOU!!



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

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

APT Conference Proceedings

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

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

Tapes and videos

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

Interested?

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

TYPEFACE ARCHIVE – 'MILO' AT CAPT



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

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

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

GILL CLACK (Editor)



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