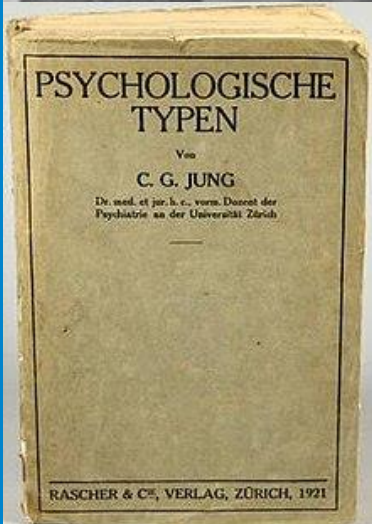
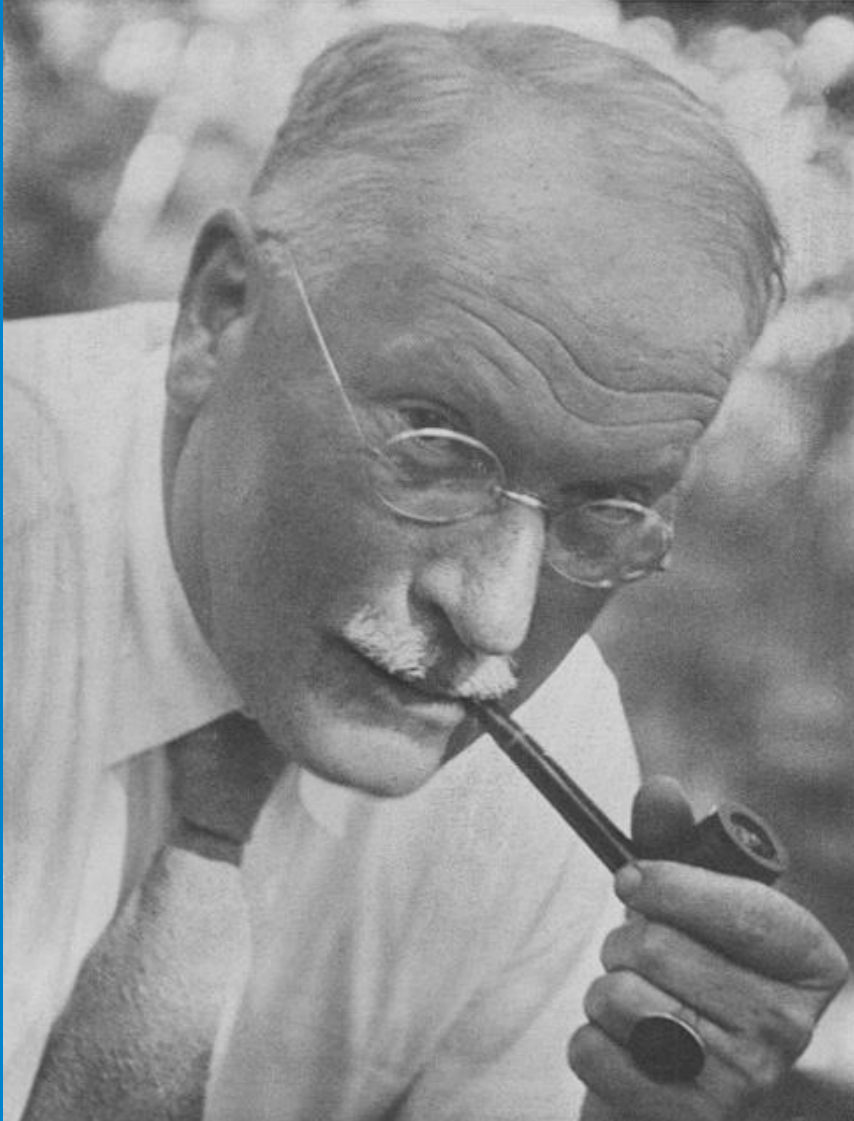


# TYPEFACE



The quarterly magazine of the  
British Association for Psychological Type

LINKING THE TYPE COMMUNITY



**BAPT CONFERENCE**

**15-17 APRIL 2021**

**100 YEARS OF TYPE**

Volume 31 No.4

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# BRITISH ASSOCIATION FOR PSYCHOLOGICAL TYPE (BAPT)

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# EDITOR'S NOTE

## GILL CLACK (ENFJ)



Once again we have a packed issue with, I hope, something for everyone. As usual, we start with our *President's Column* and Sarah discusses how type practitioners have adapted readily to the restrictions imposed by Covid-19 and the need to transfer to on-line working. She also draws attention to the plans for the next Conference in April, 2021 and the proposal to hold a special symposium later in the year to celebrate 100 years of type to try to engage the academic community more closely with the concept.

The BAPT Board is currently busy organising the next Conference to be held in April, 2021, so look at the *Invitation to Present* piece and do put in a proposal if you would like to contribute. The closing date for submissions is 18 December, 2020.

We also announce the BAPT 'In Conversation' Webinars to be held from January to March featuring Rob Toomey, Hile Rutledge and Richard Owen. Do take the opportunity of participating in these as they have a lot of interesting material.

Next we have a report by Catherine Stothart on the Midland Group's on-line workshop on '*Using Type to Thrive in a Complex World*' presented by John Hackston on 13 October.

Peter Geyer next invites us, in his article '*Substitutes? Words and Experiences as definition, distraction, deception*', to think about the labels that are given to people and things and how the language people use is a contested area and, in particular, when used in relation to the concept of psychological type.

We then have articles in two different interest areas. The first, under Careers & Occupations, is a piece I wrote for the *Bulletin of Psychological Type* a while ago where, in, *The Eight Jungian Function-Attitudes – How they May be Used in Medical Practice*, I describe how each is used regularly by clinicians in their interactions with their patients. This is followed by David Hodgson's article under Education, Learning & Development where, in '*Type, Love, Pop Songs, and Science*', he reflects on the risks and benefits of promoting and defending type as a scientific tool and the problem with definitions.

This is followed by John Hackston's *Spotlight on Research*, where he discusses research focussing on whether people with different types have different dreams, whether there is a link between birth order and type, which types are most prone to suffer from depression and anxiety, personality type, eating behaviour and suicide risk and whether an MBTI-based programme helps improve self-esteem and reduce depression and anger.

Then we have Nancy Silcox's latest in the '*Guess the Types of ...*' series where this time she discusses the possible type preferences of Biological Anthropologist Professor Alice Roberts. Do you agree with her analysis?

We also have our regular *2 Ps in a Pod cartoon* and the latest in *Words of Wisdom from the Master*.

Finally, there is an advert for the *BAPT 2021 Conference* to be held from 15-17 April, 2021, with the theme of '*100 Years of Type*' on the back cover, and notices publicizing the next APT International (APTi) to be held in Chicago, Illinois, from 21-24 July, 2021 and the AusAPT Conference to be held with the New Zealand type community in Auckland from 28-31 October, 2021.

I hope you will find these of interest.

Best wishes,

GILL

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**DEADLINE FOR CONTRIBUTIONS FOR WINTER 2021 ISSUE: 1st JANUARY 2021**



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# PRESIDENT'S COLUMN

## SARAH PERROTT (ESFJ)

Coming into the winter months in the UK, and sadly the coronavirus remains very much with us globally. So we remain working from home where we can and increasingly operating in an online world. The good news is that the Type community and Type practitioners have been able to effectively pivot and move the work that we do with clients face to face, to online. One of the issues for us as Type practitioners is to have the confidence to do that and to encourage our clients to agree to online work rather than cancelling workshops. I have had numerous conversations with Type practitioners where altering not just their approach but their mindset to online work has been challenging. It has been a testing time and demonstrated the power of our Type community in being able to discuss this and how to do it well. There has been support, encouragement and suggestions provided to each other for how to do online work well. Thus, ensuring a similar experience to a live, in person workshop. My experience has been that online can be equally as impactful and powerful, even though it is a different medium. Also realising that it takes thought and time and quite some preparation to make it so. We have had several very useful conversations between us at the monthly Type Practitioner Peer Support meetings about this issue. By the time you will be reading this edition of *TypeFace* the meeting will have been on Tuesday 10<sup>th</sup> November. Check out the website for future meetings.

As our Conference logo this year states 2021 is the 100<sup>th</sup> Year of Type. It is the centenary of the German edition of *Psychological Types* by Jung, a unique time to reflect on 100 years of Type and mainstream psychology travelling down mostly different paths. Richard Owen the BAPT Director of Finance has initiated an excellent idea of a Psychological Type Centenary Symposium - Bridging the Gap. The idea of this is to gather a group of academically minded Type experts from around the world, and engage in discussion. Currently the group has been formed success-

fully with 15 members and discussions are underway.

The outcome of this discussion it to hold probably a one day online symposium event in mid-2021. The date yet to be fixed. The vision is that at the Symposium event members of the group can present papers that help to define more clearly what Type actually is, and how it can be supported in terms of the wider psychology literature, potentially drawing from areas such as cognitive psychology, trait psychology, neuroscience and others. This initiative was Richard's idea to bridge the gap between Type today and its connection with much of the psychology science and academics' views which, as we are aware, can be highly critical of Type. Ongoing the hope is that this may lead to some work being published in mainstream journals where it can be found on Google Scholar, forming a reputable contribution to the ongoing debate, inspiring empirical research to explore and test the ideas generated. Richard would also envisage some reduced detail articles in *TypeFace*.

The BAPT Board continues to work on our strategy for the future. The first part of that being our values of Ethical, Accessible, Inclusive and Sustainable. We have developed definitions of these values that will act as a guide to the decisions that the Board makes both now and in the future. We are excited to share this and other information in the next edition of *TypeFace*. Part of our thinking here is to offer webinars on the ethical use of Type for new members and new Type practitioners.

As you will see from adverts and the Call for Papers, we are definitely holding a Conference next year on 15<sup>th</sup> – 17<sup>th</sup> April 2021. The format of the Conference will be online due to the Covid 19 situation. Rest assured though there will be a Conference. Please do block those days out in your diary.

Hoping that you and those you care about remain safe and well and do enjoy the rest of *TypeFace*.



## British Association of Psychological Type Conference 2021

# INVITATION TO PRESENT

*2021 marks 100 years since Jung published his ground breaking work on personality types. We invite session proposals which fit the theme: 100 Years of Type*

NOTE - Based on the current Covid-19 status **we have decided** to hold a virtual Conference in 2021.

For each proposal, we'll need the following from you:

- **Author:** Title, first name, last name, qualifications relevant to type
- **E-mail address:**
- **Phone:**
- **Author bio:** 50 words about you for program
- **Photo:**
- **Context:** Whether you are willing to present in-person only, online only, hybrid, or all.
- **Title of Session:**
- **Content of Session:**
- **Maximum of 200 words** (for the Conference programme and TypeFace).
- 50 word **Summary** for use in marketing
- **Target Audience** the session is aimed at: Beginners / Intermediate and/or Advanced, Type Experts, business professionals, etc.
- **Model:** Tool/ Temperament/ Interaction Style/ Cognitive Processes/ Emotional Intelligence/ Enneagram/ Other
- **Length of session:** 60 minutes or 90 minutes

**Deadline: Friday December 18<sup>th</sup>, 2020**

**Submit your proposal on-line using the following link:**

<https://www.bapt.org.uk/events/speaker-proposals-3/>

Presenters can attend the Conference at no charge. Sessions will be planned in blocks for 2-3 hours to meet the needs of our global audience.

**Please note** – when Registrations open, **you'll also need to fill in an online registration form**. This is so we can make sure we have all the details we need and can keep count of everyone. We'll send the link in 2021

Any questions e-mail [events@bapt.org.uk](mailto:events@bapt.org.uk)

## ANNOUNCING

## BAPT 'In Conversation...' Webinars



*In our answer to the BBC Radio 4 programme, 'A Life Scientific', BAPT Board member Richard Owen interviews experts, innovators and leading figures from the world of personality psychology. Hear stories, experiences, thoughts and opinions on current topics in Psychological Type - where is it now and where is it going?*



### **Influence & Communication with Type:** BAPT In Conversation with **Rob Toomey**

**Tuesday 12th January 2021**

**Rob Toomey** is a co-founder of TypeCoach: a set of online tools and resources for self verification and application of Type. Following a career in law he became an experienced coach and trainer, working with thousands of executives, leaders and sales professionals worldwide. Currently his focus is on finding better ways for different Types to understand and make use of Type theory, and to help different Types communicate more effectively with each other. Join BAPT Treasurer Richard Owen for a conversation about Rob's life and experience in this field, and how we can influence and communicate more effectively.



### **Type Development:** BAPT In Conversation with **Hile Rutledge**

**Tuesday 9th February 2021**



**Hile Rutledge** is an experienced consultant, trainer, executive coach, author and public speaker. He is president and principle of OKA, an organizational development company founded by the late Otto Kroeger. Hile is well known for his previous work on defending against criticisms of Type. Currently his focus is on moving beyond initial self awareness, into meaningful growth plans for individuals. Join BAPT Treasurer Richard Owen for a conversation about Hile's life and experience in this field, and how we can go from labels to action plans - activating our Type development.

### **Personality Parts:** BAPT In Conversation with **Richard Owen**

**Tuesday 9th March 2021**

BAPT Trustee and Treasurer **Richard Owen** is a qualified Organisational Psychologist and Coach, trained in a range of Type and trait assessments. His area of speciality is the Depth Typology approach and work of Dr John Beebe. Richard is taking an integrative approach to these theories, with ideas from more mainstream psychology, to develop the Personality Parts™ model. Join BAPT President Sarah Perrott for a conversation about Richard's life and experience in this field, exploring how we can take fundamentally different perspectives about what Type is, and how it relates to the mind and our everyday experience.



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



*Catherine Stothart (INTP) is a Leadership Coach working with Airbus, and a partner in Google’s Master Faculty of virtual facilitators. She has been working with type for nearly 30 years and her first book, How to Get On with Anyone, published by Pearson in 2018, is based on the Berens’ Interaction Styles framework of behaviour – a wonderful tool for communicating in an emotionally intelligent way. Catherine started her career in HR in Ford Motor Company, Mercury Communications and ICL, before moving into leadership development. She has also lived abroad, in Egypt and Brazil. Catherine has an MSc in Organisational Behaviour, BA (Oxon) in English, is a Fellow of the Chartered Institute of Personnel and Development and has qualifications in coaching and psychometric testing. Catherine joined the BAPT Board in 2017 as the Membership Secretary. She lives in Chester and in her spare time plays tennis, spends as much time out of doors as possible, and enjoys attending live sport, music and theatre – pre COVID of course!*

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## BAPT MIDLANDS GROUP WORKSHOP

### “USING TYPE TO THRIVE IN A COMPLEX WORLD”

A PRESENTATION BY JOHN HACKSTON (INTP)

HELD ON 13 OCTOBER, 2020

REPORT BY CATHERINE STOTHART (INTP)

I usually travel by train from Chester to Birmingham to attend this twice-yearly meeting, but this time I swapped a 2 hour journey for a 10 second move into my home office to fire up Zoom. I am so glad that we have the technology to enable us to talk type and connect with others in this challenging time.

We had a fascinating session with John Hackston, the Head of Thought Leadership at the Myers Briggs Company. Fifteen people attended, a mix of familiar faces and some recently joined members of BAPT. John talked on the topic of “Using type to thrive in a complex world” and he gave us a feast of recent research the Myers Briggs Company has undertaken – into topics such as remote working – which are all very relevant to the current COVID situation. The session was also very interactive, proving that virtual needn’t be a barrier to

communication. We had polls, break out groups, discussion, and plenty of food for thought afterwards.

John gave us an overview of the research and strategies for coping in 4 areas:

- COVID-19 reactions and effects
- Entrepreneurs and gig workers
- Working in the “always on” culture
- Well-being at work

There was so much in the presentation that it’s impossible to cover it all, so I will mention a few of the highlights for me. I have included links to the many free resources on the Myers Briggs Company website that are well worth a look. I especially like the series of “tips” for different situations.

We began with discussing in type-alike break out groups our top three words for describing our feelings about the COVID crisis. Here is what we said:

T preference	I_F preference	E_F preference
Frustrated	Disappointed	Annoyed
Worried	Guilty	Relaxed
Tiny bit hopeful - opportunity	Resigned	Purposeful, looking forward





John then shared with us the results of the research and these were the top four categories of feelings:

1. Anxious, concerned, worried
2. Uncertain, chaotic
3. Opportunity, hopeful, optimistic
4. Frustrated, angry, annoyed, irritated

It seems that our choice of words were in line with the research findings.

John explored some of the type-related differences in how people feel. For people with the Thinking preference, “frustrated” was a common feeling, while people with the Feeling preference were more likely to feel “guilty” – perhaps connected with survivor guilt. People with the Introversion preference were more likely to describe feelings of anxiety, concern and worry, while people with Extraversion and Sensing preferences were more likely to use words such as “bored” and “indifferent”. People with E\_T and E\_F preferences were more likely to agree with the statement that they “miss having people around them”, while people with I\_F preferences were less likely, and people with I\_T preferences were even less likely to agree with this statement. Only 28% of INTPs agreed with the statement – sadly I guess I would be in this category!

See tips on how to cope with remote working [here](#).

One of the consequences of the pandemic is that people are more likely to become self-employed and John took us through their research on entrepreneurs and gig workers.

Some types are more likely than others to choose self-employment and I think John said that people with preferences for Intuition and Perceiving were more likely to start their own business. The research suggests that personality is one of the attributes that affects success and from this research, there are tips for [entrepreneurs](#) and [gig workers](#).

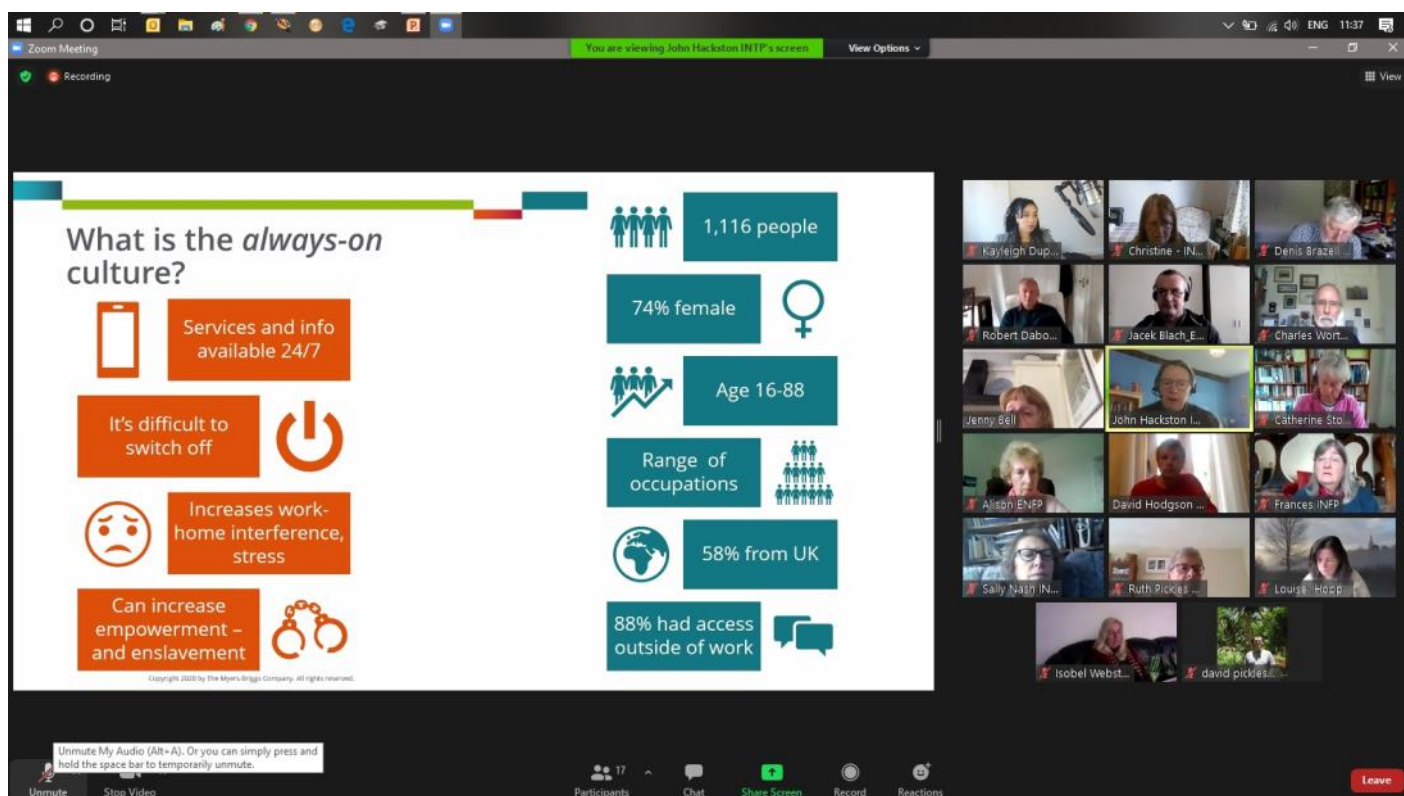
We discussed the advantages (e.g. quick response, flexibility) and the disadvantages (e.g. inability to switch off, poor work-life balance) of the “always on” culture, and then John gave an overview of the factors that contribute to the stress of being always on, one of which is personality. For example, people with the Sensing preference are more likely to experience “always on” stress and lower job satisfaction than people with Intuition and Perceiving preferences.

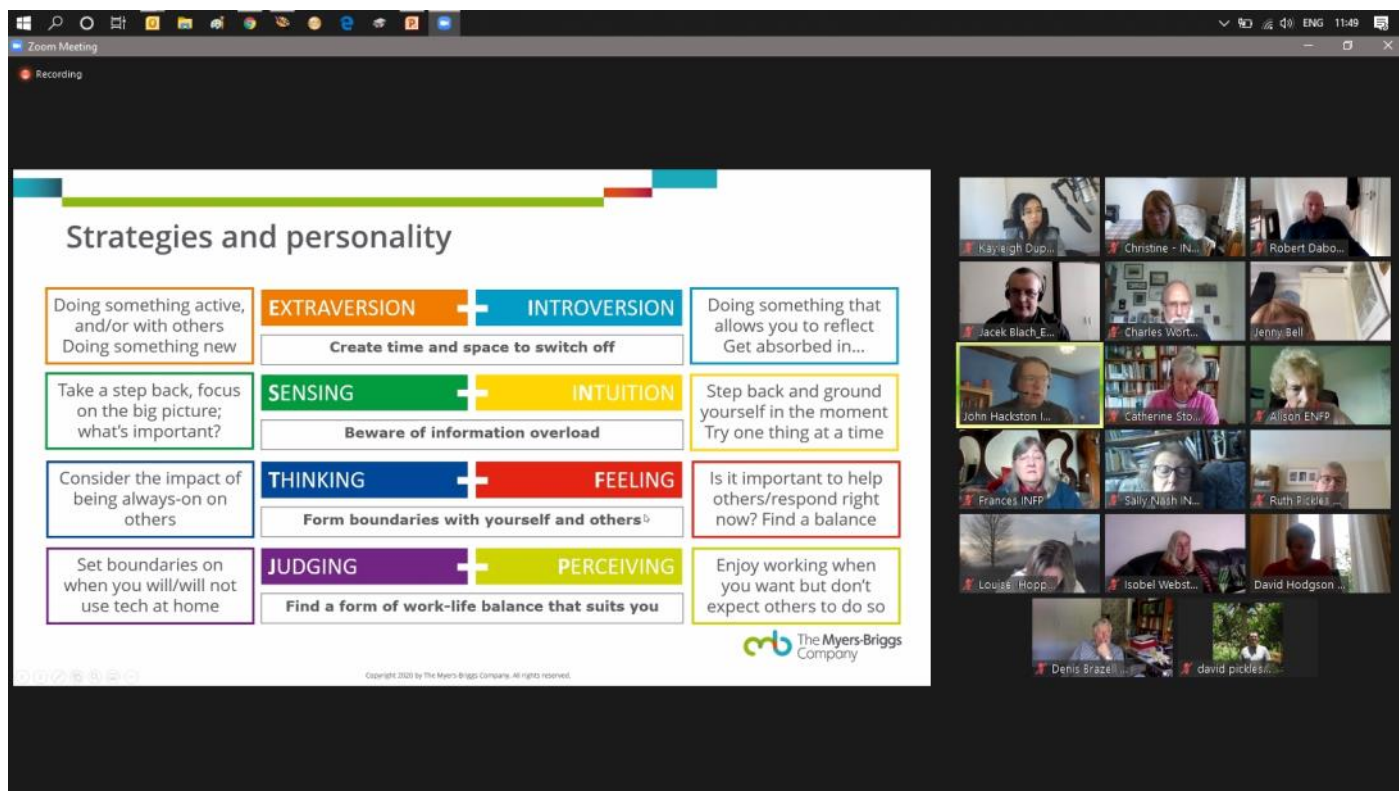
The research found that the most common strategies that help people reduce the stress of being “always on” are:

- Switch it off or put it away some of the time
- Separate work and home life
- Make colleagues aware of when you will or will not be available to communicate
- Have other activities planned such as holidays
- Be aware of your use of technology

From this research, the Myers Briggs Company suggested three key principles that can help everyone to avoid the stress of being always-on:

1. Switch it off
2. Set boundaries
3. Consider and communicate – create a “sometimes off” culture





One helpful piece of advice for people working from home, is to mark the move from work to home by doing something such as going for a walk – this would replace the commute that used to provide this transition time. I find this helps me to mentally shift from my work priorities back to my home life.

There is more type-based advice [here](#).

The final section of John’s talk was about well-being at work and he introduced the PREMAN model based on Martin Seligman’s PERMA<sup>1</sup> model and invited us all to note down our feelings in different situations (PREMAN stands for Positive emotions, Relationships, Engagement, Meaning, Accomplishment and Negative feelings).

The research shows that almost all types put Relationships at the top of their list of importance for well-being at work. It also shows that women and older people have slightly higher levels of workplace well-being. People with the Introversion preference have lower levels of workplace well-being than people with the Extraversion preference. We didn’t discuss why this might be. My personal guess is that it could be related to the predominance of open plan offices and too much noise and chatter – but maybe that’s just my INTP preferences showing up again!

Our second break out group discussion was about what we could do ourselves to enhance well-being at work and outside work, and these are some of our thoughts (no rocket science here, but why is it so hard to do some of this stuff??):

At work:

- Have breaks – either to chat to others or take a walk
- Do something you enjoy
- Find meaning in your work
- Be valued at work (though we realised this wasn’t under our control)



Outside work:

- Go for walks
- Talk to friends
- Healthy eating
- Absorbing activities (e.g. reading, music)



Doing something that keeps you in the present moment

I think the last suggestion is probably relevant for the Introversion preference – we have too much going on in our minds, so doing something “in the moment” can give us a rest from that inner dialogue. I get that through playing tennis or going for a bike ride.

There are type related [tips for well-being](#) on the website too.

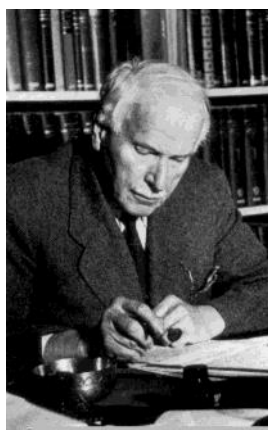
Many thanks to John Hackston for giving his time to support all of us who love type and believe it has so much to offer to the world.

Many thanks also to the organisers, Charles Worth, Ruth Pickles and Alison Geary. Chris Rigden, our Webmaster, will be posting the recording of the session on the BAPT website, so do look it up. And if anyone is interested in running a free type-based session, please get in touch with me or any of the BAPT Board members. We’d love to do more to bring our community together.

**References:**

Seligman, M (2011) *Flourish: a visionary new understanding of happiness and well-being – and how to achieve them*

[Note: 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. Email: [JHackston@themyersbriggs.com](mailto:JHackston@themyersbriggs.com).]



**WORDS OF WISDOM  
FROM THE MASTER!**

*“What sets one free is for another a prison ...”*

(C.G. Jung)

[This quotation is reproduced, with their permission, from the October, 2008 Newsletter of Type Resources Inc.]



Peter Geyer researches, writes and (occasionally) speaks about psychological type and personality in general. He used to accredit people in type instruments, successfully making up his own. A life member of AusAPT and an APTi lifetime member, he is currently custodian of the Psychological Type Research Archive. His current interests are in what people like C.G. Jung really said and did, and consciousness, personality, language and society.

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## SUBSTITUTES?

### Words and experiences as definition, distraction, deception

PETER GEYER (INTP)

*How do you even know you're alive  
 unless you can run to a tram while  
 the rain pelts you?*

Anna Spargo Ryan

I like the sound of steadily falling rain, particularly in the morning. It's calming and relaxing, something to read by, or to watch from a drier area outside. Walking in it isn't out of the question.

Anna Spargo-Ryan (2020) laments that the Melbourne Covid lockdown deprives her of what might be to others a negatively drenching experience. A family member sedulously attempts to avoid getting wet at all costs, as if the rain contained a dissolving acid.

None of these examples are predictive of type, although they might provide an explanation, plausible or otherwise. If so inclined, some explanations might have clinical inferences.

For me, liking the rain just *is*, whereas the broadly held notion of reading for "escape" is incomprehensible.

It's been speculated that the weather in Europe at the time of the Reformation – The Little Ice Age – was a factor in the rise of puritan religious ideas and practices, the Black Death being influential in various religious movements before that. All of this makes sense if you believe in a god who has particular attributes. Speculation about the imminent end of the world might also be imminent.

The label "Christian" covers a wide range of perspectives, although some claim exclusivity. Tim Marshall provides an example of how this rationale can extend to Islam (2018). His book is about walls and other barriers worldwide and in time – how they got there and what they mean, including how people so affected approach the world. To me, this is essential information if you want to think about personality and difference.

Exclusivity and implied superiority also applies to the subsets of psychoanalytic

ideas, even how psychological type is presented, discussed and understood. Anywhere, really.

*Events do not just hit us on the head,  
 provoking reactions as if by reflex;  
 they come to us thickly swathed in  
 layers of judgement and  
 interpretation.*

*Sometimes there is very little  
 underneath these layers*

Barbara Ehrenreich

People and labels are entangled in many ways. How helpful or positive labels are depends on perspective, or intention. Barbara Ehrenreich (2020 [1989]) writes cogently about the rise and anxieties of what she calls the "professional middle class" in the USA, a contentious topic even now. This is both useful background to the MBTI® and its developers, as well as the perspectives and applications of many of its users, given it's an artifact of American culture with all its presumptions.

She describes and explains the moral judgements applied to those who don't meet the presumed universal values held by this group. Negative aspects of personality and personality development, e.g. laziness, are attached to these people.

Recently retired journalist Dennis Atkins has said he's "*been building up to idleness all my life*" (2020). This seems reasonable to me, but obviously many have a different view, or have been informed they must have one. "*Being the best you you can possibly be*" also has its problems.

The words we use, all too often chosen by others on our behalf and ingested unconsciously, can direct thoughts and decisions on flimsy evidence. *Generations* labels are an obvious example, particularly as they presume that everyone has the "lived experience" of a group not dissimilar to Ehrenreich's focus. Jacqui Taffel

(2020) wants more direct, less evasive language, in her case regarding her mother's death, instead of euphemisms like "passed on" and so forth.

Many people don't know what to say at events like someone's death, and so resort to cliché, or what they think is required. Words in birthday and other cards are other examples. "I know how you feel" might also be problematic, without evidence, or insight.

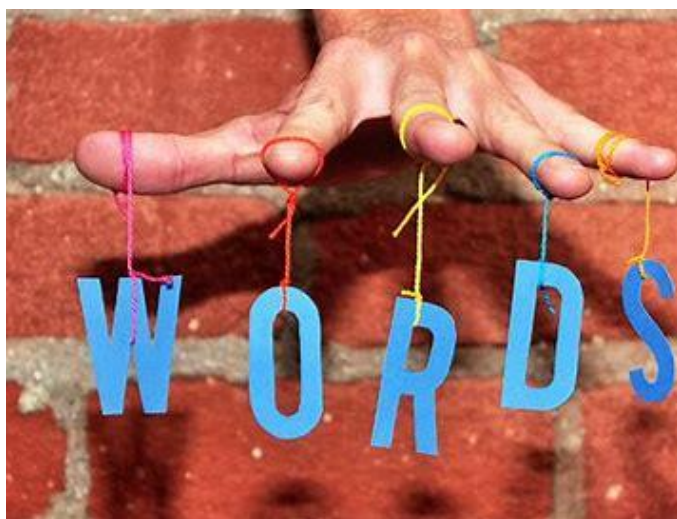
Some people carry around their own dictionaries as well – "that's not what it means to me" – which can make conversations of any kind difficult, or even terminal. A recent discovery, J.J. Clarke's *In Search of Jung: Historical and philosophical enquiries* (1992) explains, amongst other things, why Jung saw himself as a scientist, rather than a mystic or philosopher, as some would prefer. Jung's typology isn't examined, presumably for reasons of relevance, and the transcendent function is linked to his general idea of opposites.

### Mind Your Language

Language is a contested area.

R.M.W. Dixon (2016), asks whether some languages are better than others for particular purposes. This seems an unremarkable, if interesting, question. Some ideas appear better explained in a particular language – German for instance in the social sciences – and languages differ in how the world is explained or whether a topic, idea or experience is expressed at all. However, he states that there have been vigorous criticisms for investigating this question, being accused of taking a perspective that he doesn't hold.

There's also imposition of language.



I haven't really worked out what "double down" means, or why it's necessary and have no idea why "uptick" or "upswing" have supplanted "rise" other than the push for *Plain English* of decades past is obviously dead in the water. Governments and organisations now have "road maps" possibly courtesy of George W. Bush, which presume everything is linear against evidence to the contrary. Maybe "plan" would be easier for everyone, or even strategy.

Recently, Ellen Fanning, a presenter on an Australian current

affairs program, asked why the term "learnings" was used and what it meant, musing that learnings appeared to be "things that seem to fall into the basket of the bleeding obvious but which excuse past mistakes" (2020). Perhaps "lesson" is better.



The academic Holly Seale (2020) recently commented that people didn't like "empowered" or "engaged." It would be interesting to know what is thought of "conversation" – an evasive term substituting for simply talking with someone, but implying a kind of emptiness.

Politico-social labels like "liberal," "conservative," "progressive," "woke" and so on are also bandied around without meaning and context. Indeed all the meanings derive from American society and have different meanings elsewhere. Alain Noel and Jean-Philippe Therien (2008) state that meanings of "left" and "right" change according to time and location.

The Australian Prime Minister has an "empathy coach", whatever that means. What this entails might range from how to appear empathetic, to actually learning to develop this attribute, according to the coach, at any rate. The journalist Katharine Murphy reports this, as well as that "bipartisanship" is a term this PM finds foreign and his interactions with others are "transactional." (2020).

In the current pandemic situation, many entities have used language extolling the virtues of everyone being in it together. One financial institution tells its customers they're "here to help" – a term that might have met with jeers and sneers in the past: Otto Kroeger had an amusing take on it, applied to a particular type group. This help includes lowering the monthly minimum payment on credit card debts. Unfortunately, the interest rate remains the same, with the result that a card holder can sink further into debt.

One can be logical without attending to truth, or seeking it out. Debating, after all, from classical times, has essentially been about winning an argument.

### Language and Type

These language issues permeate and surround psychological type, partly because it is an idea located and practised in a



society, but also because of the way it's explained, how people find out about it, and its relationship to other approaches to psychology and personality, in research for example.

The *British Psychological Society* provides a weekly email service in a *BPS Research Digest* in which various findings are summarised for subscribers. There are some interesting topics and results that are worth considering. Sometimes extraversion and introversion feature, albeit the trait perspective.

Although informative and useful, it remains the case that some of the most unreliable information comes from journal articles and the *Digest* has a series of pieces on the failure of the results of various studies to be replicated.

People identifying with the same type label can come in all shapes and sizes. This seems obvious to me, but appears not generally held in the wildness of the internet and other places.

Not long ago, I was asked to look at a website by a type colleague. Truity.com, to me a somewhat dubious title, contained various blogs and the usual questionnaire, which I completed out of wary curiosity with my usual experience of not wishing to answer a high proportion of the questions, as they weren't relevant. Maybe I wasn't the right age or cultural demographic, given the general excitement of some of the comments.

I looked at the history component of the website, finding it almost completely inaccurate, which isn't unusual online or elsewhere. I don't understand why, as it should be an easy task, but maybe I'm displaying my bias. Looking at two of the blogs, one claimed all INFJs had superior listening abilities, while the author of the other agreed they were INTPs, although not all the time. The former claim is clearly absurd and can be falsified by observation, or even admission; the latter is obvious, unless you think all INTPs, or any other type, are or must be exactly the same.

The off-line type wilderness also has its language issues, with multiple participants.

Training in the MBTI®, however labelled, has sometimes led to people identifying themselves as "MBTI® Trainers" which implies that the training room is the only venue for using the questionnaire, the content should be similarly focused and that users must be trainers. To me, never considering myself a trainer (long story) there's no such thing, but I suppose it depends on who you think your target audience is.

The MBTI® publisher has recently jettisoned the term

"function", which is a pity, really, because what Jung meant by the term is rarely investigated; typically he uses it in several ways (Geyer 2012). Some time ago, I encountered "function stack" – a somewhat mechanistic term for what is not kind of idea behaviourist idea. I suppose it makes it easier, or appear so in some settings. I don't know who coined the phrase, but I think it's a misrepresentation, maybe culturally influenced.

*Statements about consciousness and perception are not of course amenable to proof*

Barbara Ehrenreich

Ravens (I used to think them crows) enter my back yard with impunity, perch on television antennae and run around on roofs. Their dark, heavy thudding wings and nuanced calls are worth listening to, as are other bird calls, including occasional dust-ups. The other day, a raven got to my outside breakfast eggs before I could; more recently, I watched as one pecked open a sealed packet of biscuits to made a selection.

When, where, how and why various beings are psychologically conscious or not appears a mystery to be speculated on and tested out, rather than presumed.

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## CAREERS & OCCUPATIONS

### THE EIGHT JUNGIAN FUNCTION-ATTITUDES – HOW THEY MAY BE USED IN MEDICAL PRACTICE

#### GILL CLACK (ENFJ)

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Most of us, when trained as Myers-Briggs practitioners, were introduced to a model based on the four dichotomies: Extraverted or Introverted attitude; Sensing or iNtuitive perception; Thinking or Feeling judgment; and the Judging or Perceiving orientation. However, Jung himself, of course, developed an **eight** function model based on the four mental functions (Sensation, iNtuition, Thinking and Feeling), utilised in the two attitudes (Extraversion and Introversion).

Nevertheless, few of us actually used the model in this format until recently when, in the last two decades, there has been an explosion of writing on, as Dick Thompson coined it, the eight Function-Attitudes (Thompson, 1996; Berens & Nardi, 2004; Hartzler & Hartzler, 2005; Hartzler, McAlpine & Haas, 2005; Haas & Hunziker, 2006). In addition, the work of Beebe has highlighted, in his eight function model, the conscious and unconscious (shadow) components of our personality and the archetypes that carry these repressed shadow functions (Beebe, 2016).

So, as we settle into the 21<sup>st</sup> Century it is timely to consider how this eight function model may be applied in different domains. We are all familiar with the use of type in problem solving, advocating the use of both kinds of perception (S or N) in order to gather all useful information and both kinds of judgment (T and F), to ensure that all factors have been weighed (Briggs Myers, 2000). I have, for the sake of clarity, used this order in what is to follow but, in the case of medical practice, it may not necessarily adhere to that linear sequence.

Isabel Myers was particularly interested in how type could enhance awareness in physicians for the improvement of medical practice and patient care. Moving, therefore, from theory to practice, I hope

this article will show why this is, and how each of the eight function-attitudes may be employed by a physician every day in the conduct of his/her medical practice. It is also recognised that some function-attitudes may be overlooked depending upon the physician's type preferences. This is where an introduction to these concepts in medical staff development programmes could help.

#### *Extraverted Sensing (Se)*

Extraverted Sensing (Se) is focussed on the external world, gathering current information as it is in the moment. It takes in information using the five senses of sight, hearing, touch, smell and taste, exploring the situation as it is in the here and now.

This is a key function-attitude that a physician deploys when first encountering a patient. In taking the patient's history the focus is on the story the patient is telling (hear), watching for the body language which can give a clue to, for example, anxiety (sight), and possibly in some conditions, like undiagnosed diabetes, an odour (smell). The physician may, for example, then undertake a physical examination (touch), may use a stethoscope to listen to the heart (hear), examine closely a skin lesion (sight), etc. I am also advised that occasionally taste may be employed in, for example, testing the saltiness of sweat in patients with cystic fibrosis (Doughty – Personal Communication).

#### *Introverted Sensing (Si)*

Introverted Sensing (Si) focuses on how the current situation reminds the person of similar situations in the past via an internal filing system of memories and experiences. Si then compares and contrasts the present with the past, noting similarities and differences, including what has

worked and not worked previously.

In the course of interaction with the patient, therefore, the physician will be constantly referring to this databank of experiences looking at how the condition with which the patient is presenting fits a previous pattern s/he may have learned about and/or encountered in medical practice. This feeds in to the process of coming to a provisional differential diagnosis. Physicians often say that they remember the facts, not from lectures in medical school, but by recalling the faces of patients they have encountered.

#### ***Extraverted iNtuiting (Ne)***

Extraverted iNtuiting (Ne) is involved in exploring possibilities at the present time. It looks at patterns, relationships and generates multiple options to consider. It tries to make sense of the patterns that exist and the different possibilities are seemingly endless.

This is another process in the physician/patient consultation process when, having received the sensory information from the patient (Se) and related this to past experience (Si), the physician moves on to consider the differential diagnoses that may exist that may fit the pattern of data being presented. This may not be one single option but, at this stage, many possibilities to explore further (Ne) and the physician may discuss these with the patient or with colleagues to arrive at the best conclusion.

#### ***Introverted iNtuiting (Ni)***

Introverted iNtuiting (Ni) provides a synthesis of ideas and possibilities, a reading between the lines. It is somewhat

intangible and difficult to describe since it 'just happens' when the individual gets a hunch or an insight that **this** is the essence of the problem, without necessarily being able to provide the evidence to support it or describe the process that occurred. Ni has been likened to a large void with masses of information flying around in it until, suddenly, the pieces come together and, in a flash, it all becomes clear.

So, how does this work out for the physician? Having generated multiple options and possibilities to consider (Ne) these have to be fine tuned to identify the most likely diagnosis and outcomes for the patient taking all things into account. Ni comes into the fore here as it gets to the heart of the problem, the essence of it. A pitfall may, of course, occur when Ni reaches premature internal clarity without considering all the pertinent options.

#### ***Extraverted Thinking (Te)***

Extraverted Thinking (Te) brings order and structure in the external world. It evaluates in a logical, objective way the resources needed to bring about a specified outcome in the most efficient way. It looks for inconsistencies and inaccuracies and attempts to eliminate them. It identifies systems that may take care of people rather than taking care of individuals directly (Haas & Hunziker, 2006).

In medical practice, therefore, the physician has to weigh objectively the different treatment options available to deploy with each particular patient. S/he must choose a course of action that is capable of being implemented within the resources available at the time. The different outcomes that might arise with different treatment plans must be evaluated logically to choose the optimum way forward.





**Introverted Thinking (Ti)**

Introverted Thinking (Ti) is concerned, not with the external world of facts and objects, but the internal world of underlying principles and truths. It creates systems and categories and assigns information to a place within the appropriate framework, based upon logical analysis. Precision is one of its goals (Thompson, 1996).

The physician, therefore, will employ Introverted Thinking in clarifying his/her ideas in a logical way before making a final decision on the treatment option to follow. This will involve, *inter alia*, the construction, consideration and evaluation of various models that would fit the data, which will have been systematically put into different categories of information, to produce an overall framework within which to work. The conclusion reached by Ti may be obscure to others and so require verbal clarification of the internal logical path employed.

**Extraverted Feeling (Fe)**

Extraverted Feeling (Fe) focuses primarily on people and their relationships, desiring ideally harmony at all times. It is always looking for ways to initiate action that will achieve this. It instinctively identifies with people and empathizes with how they feel. Fe aims to find out people's needs and then try to make sure these are met.

Physicians are constantly being urged to be more empathetic with their patients (Fe) although they have to guard against being drawn in too much, which would make them unable to take the tough decisions that sometimes have to be made in medical practice (More & Milligan, 1994). However, it is essential for them to build up a rapport with their patients in order to generate the trust which, in turn, will result in better compliance with treatment plans. This has, therefore, been the focus of recent courses in communication skills instituted in our medical schools.

**Introverted Feeling (Fi)**

Introverted Feeling (Fi) is about decision making based on personal values, what an individual feels is the 'right' thing to do. Personal integrity is all important. Fi allows individuals, therefore, to come to conclusions taking account of very subjective, deeply held beliefs.

In the case of medicine, at the broader level, the Hippocratic Oath underpins medical practice ([www.pbs.org/wgbh/nova/doctors/oath](http://www.pbs.org/wgbh/nova/doctors/oath)). It expresses the code by which every physician aims to practise his/her profession. These deeply held values are the drivers of good medical practice. At a more personal level, some physicians may find they are unable to conduct particular procedures because they do not feel that this is 'right' – it is contrary to their individual deeply held beliefs. An example of this would be the obstetrician who finds it impossible to carry out the termination of pregnancies, and this is normally respected in most institutions. Another example might be an aversion to the use of embryonic stem cell research in developing new treatments.

**Conclusions**

So, as we are taught in our qualifying examinations, whilst we may have preferences in the way we like to use our minds, we can and do employ all eight function-attitudes every day of our lives and physicians are no exception. However, everyone, including physicians, can improve their interactions with others by gaining that enhanced awareness of their natural preferences and non-preferences and, in turn, adapting their behaviours to the preferences of those they are serving and to the task in hand.

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## EDUCATION, LEARNING & DEVELOPMENT

### TYPE, LOVE, POP SONGS, AND SCIENCE

DAVID HODGSON (ENFP)

Interest Area Co-ordinator

In this article I reflect on the risks and benefits of promoting and defending type as a scientific tool.

On a recent day introducing type to teachers I was asked, 'is this type thing scientific?'

How do you respond when someone asks this question?

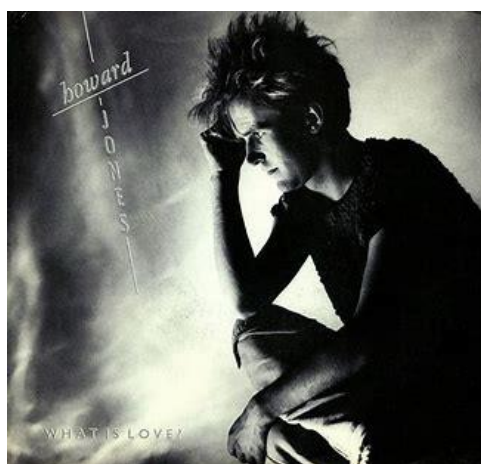
I think it's like being asked to define love in a scientific way.

How would you define love?

We could proffer a scientific explanation.

'As I sit here, gazing into your eyes, my oxytocin levels increase by 63%'.  
Although a scientifically valid attempt to describe love, it's neither Shakespeare nor Shelley.

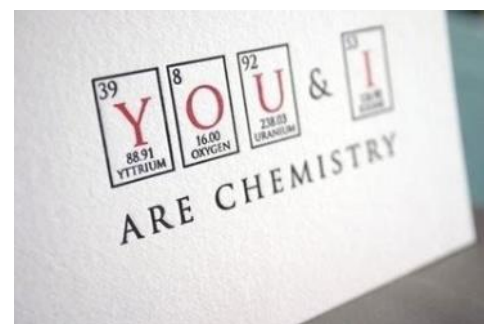
What is love? asked big haired 80's pop sensation Howard Jones.



What's love got to do with it? asked even bigger haired pop sensation Tina Turner. And Meatloaf was willing to do anything for love (except that). In fact, most bands ponder the L word. Even Noel Gallagher. Additionally, love is a battlefield, a drug, will tear you apart, is all you need, something Beyonce is crazy in and Elvis couldn't help falling in. The Darkness said they believed in the thing called love. Before we

could breathe a sigh of relief Cher asked if we believed in a life after love through a voice manipulation machine. The Cure are mostly in love on Fridays. ABC can identify the look of love and Girls Aloud, possibly outdoing both Alan Turing and H.G. Wells, created a Love Machine. I'll stop as there appears to be no firm agreement as far as I can see. Do continue yourself, at least 5 more!

The point is there isn't a perfect or agreed definition of love. Which is arguably the most important thing in the Universe. I sense NTs bristling at that sentence.



The same is true of personality. To seek a scientific explanation or justification of love is doomed to failure and misses the point. Is the same true of type approaches as described by Jung, Myers-Briggs *et al*?

As a community we can highlight the ways in which a scientific approach can improve and inform our work. Science has its place. We like the architect building our roof extension to be aware of load bearing weights and the other technical stuff. But they must also build a structure to suit the needs of the occupants, the position of the garden and so on. Same with type? An art as much as a science?

We must be wary of putting all of our type eggs in the science basket. Even though it's tempting. In education across the world politicians push the science agenda to the exclusion of the arts. A great example was the proliferation of the STEM



(Science, Technology, Engineering and Maths) movement. Originating in the USA from the assertion that 'the future economic growth and prosperity of our nation relies on STEM'. This rhetoric has been enthusiastically gobbled up across the globe. The recent growth of the STEAM movement (literally putting the Arts into STEM) attempts to redress the balance. The economic future of the UK is also dependent on strong creative industries which fuel hospitality, tourism and services. In 2016 UK Digital, Culture, Media and Sport's sectors are worth £268 billion (Gov.uk site) compared to £19 billion UK car industry, fishing is less than £2 billion.

Type has to be a mixture of science and art. Too much snooty science, as sometimes offered by the likes of Brian Cox and Richard Dawkins and you alienate more people than you attract. Too little science and you can have a President advocating glugging bleach to kill a virus, climate change denial and astrology. I think Type, just like life, is best when it appropriates the best of art and science.

Physicist Ernest Rutherford said "All science is either physics or stamp collecting." Ironically, he won his Nobel prize in the chemistry category. Psychology is a little more than stamp collecting but it isn't physics. When scientist students mock or tease drama students for not studying a proper degree, remind them that after a hard day at the lab looking for tinier things to label, they will seek diversion, solace, entertainment or inspiration from theatre, literature, computer games, art galleries, cinema created by those drama and arts students. The mix creates a meaningful life, as we've discovered during lockdown. Carl Jung certainly delved into the realms of both art and science.

The NTs can seek scientific answers (especially in checking concept reliability and validity) the NFs meaning of life through type, the SJs can neatly summarise and organise the information produced by the NT and NF types and the SPs can generally ignore the type community and go out and live a life instead. As an attempt to remove the Meatloaf song referenced earlier, I'd hate it to be your earworm for the day, here are some Carl Jung inspired songs, from which we could choose an anthem for future BAPT conferences?

- All the Jung Dudes (Bowie)
- Forever Jung (Bob Dylan)
- Jung at Heart (Bluebells)
- We are Jung, We run free (Supergrass)
- Jung, Gifted and Black (Bob & Marcia)





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## SPOTLIGHT ON RESEARCH

### JOHN HACKSTON (INTP)

Welcome to this edition's round-up of some of the latest type-related research. Writing this, I've just realised that I have created a tongue-twister; try saying "try the latest type-related research" out loud, quickly, six times. Well, in these lockdown times we need to take advantage of interactivity whenever we can!

We have a mixed selection for you this time, starting with your dreams, moving on to birth order and then going to some rather dark places before, maybe, touching on a spark of light at the end. As always, let me know if you have any questions, or if there is a piece of research not listed here that you think I really should have included. Enjoy!

#### **Do androids dream of electric sheep?**

That's a difficult question to answer and watching the Blade Runner films doesn't really help. If that last sentence didn't make sense to you don't worry, because here comes a different question: are there differences between the dreams of people with different type preferences? Do Intuitives dream of metaphorical sheep? Three researchers at the South China Normal University decided to find out. 410 students completed the Chinese Form M version of the MBTI® assessment and the MADRE questionnaire (Schredl *et al.*, 2014), a measure of the different aspects of dreams. 47 participants also completed a dream diary, where over a three-day period they both recorded what had happened to them during the day and also wrote a detailed description of their dreams.



The results of the questionnaire experiment showed several interesting type differences for E-I and S-N. Compared with participants with an Extraversion preference, those with an Introversion preference reported having dreams with a greater emotional intensity and becoming more stressed during nightmares. Their dreams had a more passive emotional tone and they were less likely to share their dreams with others. Compared with participants with a Sensing preference, people with a preference for Intuition had a more positive attitude towards their dreams, more often found dreams helpful and were more likely to get creative ideas from dreams. There were no significant T-F or J-P differences. The dream diary experiment showed a S-N difference, with Intuitive types more likely to incorporate metaphors for what had happened in their waking lives into their dreams.



These results provide support for type theory, in particular for seeing S-N as a preference for different ways of gathering and incorporating information, and for this process to continue into dreams. Carl Jung wrote: "We have forgotten the age-old fact that God speaks chiefly through dreams



and visions". Well, perhaps. It does however seem that our waking life speaks to our dreams in the way that is most congruent with our type.

### Birth order and type: is there a link?

Is there a relationship between birth order and personality type? A recent paper suggests that there is, at least for the Sensing-Intuition preference pair. Ooi Boon Keat and Putri Mardina Ayu Bt Mazlin asked 120 adult participants to complete the MBTI® assessment, comprising 30 firstborn children, 30 middle children, 30 lastborn children and 30 only children. They found that those who had been firstborn children were the most likely to have a Sensing preference, and those born last were the least likely. No other preference pairs showed a statistically significant result, though Judging-Perceiving just missed the 5% significant level, with earlier children more likely to have a Judging preference than those later in the birth order.



The results suggest that having Introverted Sensing as the favourite or second process might be particularly characteristic of firstborns. However, as the researchers used continuous scores rather than type differences in their analysis and did not look at whole type or any other combinations, it is impossible to say this for certain.

It could be argued that birth-order effects like these disprove the idea that type is innate. I personally do not think that this is the case; birth order may have epigenetic or non-heritable effects on new born babies, or even in the womb. And of course, this research was correlational; not all firstborns will have SJ preferences. As a firstborn with NP preferences, that's good to know!

### Which type preferences are most prone to depression and anxiety?

This year has been a trying time for many of us; data from the Office of National Statistics suggests that the proportion of UK adults experiencing some form of depression has al-

most doubled, from 9.7% before the pandemic to 19.2% during June 2020. But is there a link between type and depression? Nathaniel Rickles and his colleagues set out to determine the strength of the association between personality type and depression. 10,500 people completed a type questionnaire and the Four-Item Patient Health Questionnaire for Depression and Anxiety (PHQ-4).



The results showed links between both depression and anxiety and personality type. In general, those with Perceiving preferences were the most likely to report depression, with INFP, by a considerable margin, the most affected; there were 63% more INFPs in the depressed group than would have been expected by chance. The next most likely to be affected were ENFP (22%), ISTP (22%) and ISFP (20%). ISTJ was the type least likely to be affected. INFPs were also the most likely type to report anxiety, with 49% percent more of this type in the anxious group than would be expected by chance, followed by ENFP (34%), ENFJ (24%) and INFJ (17%). Here, NF seems to be the unifying factor. As with depression, ISTJ was the type least likely to be affected.

This study has some limitations, using as it did a short 4-item type survey and a short 4-item self-report questionnaire on depression and anxiety; it was however based on a large sample. The researchers commented that the findings "*can improve the research and clinical community's understanding of the specific risk factors and triggers for depression and anxiety, and result in more efficacious, tailored treatment options.*"

### Personality type, eating behaviour and suicide risk

With the stresses and strains of 2020, it isn't surprising that some have turned to overeating to cope. But for those who are already being treated for obesity, how does personality type relate to eating behaviour and suicide risk? Maria do Desterro de Figueiredo and her colleagues have been carrying out research to find out. 120 women took part in the study. Half the sample were in pharmacological treatment for obesity and half had undergone bariatric gastric bypass surgery. Each person completed the MBTI® assessment, a semi-structured questionnaire that investigated sociodemographic and lifestyle characteristics, the Binge Eating Scale (BES) and the Columbia-Suicide Severity Rating Scale (C-SSRS).



ISFJ and ESFJ were the most common types in the group, arguably not surprisingly for an all-female sample. Introversion was associated with a higher body mass index (BMI), a higher risk of suicidal thoughts, and a greater likelihood of binge eating. Those with ISFJ preferences were especially likely to have suicidal thoughts. The research is in line with previous work on type and eating disorders and a range of other studies that have shown that people with a preference for Introversion, especially women, tend to score higher on measures of anxiety than those with Extraversion preferences.

The researchers did not comment on the practical applications of the study. However, the results imply that counselors in this area could benefit from drawing on existing work on type and persuasive communication to tailor their messaging effectively.

#### Can MBTI-based programmes help improve self-esteem and reduce depression and anger?

In contrast to the previous study, a group of Korean researchers were very much focused on the practical utility of the MBTI® assessment. Specifically, they wanted to check if an MBTI-based peer-to-peer relationship improvement



training programme had a positive effect on the self-esteem, depression, and anger of female students at Nursing Vocational High Schools.

Twenty-one female students took part in MBTI® applied peer-to-peer relationship improvement training programmes. A further 18 students, acting as a control group, did not take part. All completed the MBTI® and before and after measures of self-esteem, depression and anger. Within the experimental group, self-esteem improved significantly, and levels of anger and depression reduced significantly. These effects were not seen in the control group, suggesting that the MBTI-based training programme was responsible for these positive changes.

This study provides further evidence for the validity and the utility of the MBTI® assessment. The paper also describes how the researchers put together the training programme.

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## GUESS THE TYPE OF THE POLITICIAN/CELEBRITY

THIS ISSUE:  
BIOLOGICAL ANTHROPOLOGIST  
ALICE ROBERTS

NANCY SILCOX (ENTJ) - ASSISTANT EDITOR



What an amazing woman! Professor Alice Roberts is a medical doctor, biological anthropologist, academic, writer and broadcaster, for starters. She is well known for presenting a number of television series, including *The Incredible Human Journey* and *Origins of Us* as well as appearing on *Coast*, *Time Team* and *Digging For Britain*. Interestingly, in September 2014 she was a presenter on the Horizon programme *Is Your Brain Male or Female?* Most of my research is done on the internet, and specifically for Alice Roberts I refer to [www.alice-roberts.co.uk](http://www.alice-roberts.co.uk), <https://www.thefamouspeople.com>, and wikipedia. I speculate that she may prefer INTP with the following observations:

**INTROVERSION:** It is tempting to see a TV Presenter, University Lecturer and archaeologist out there in the physical world exploring data, and conclude that they must be Extravert, but 'Type Talk' postulates that "The quest for flawlessness, cleverness, competency, conceptual perfection, and self-mastery is a driving force for INTPs. Alice Roberts comes across as a woman driven to "engage with people outside universities, of all ages and backgrounds" and make science "as relevant to wider society as possible." When you watch her on screen, she is self-contained and speaks in a measured and calm manner with few hand gestures, also indications of a preference for Introversion. Her personal website does not contain a lot of material, none of it about her family and personal life, but about her work and pointing to what she has done/is doing in the world of science and history.

**INTUITION:** Thushara Goonewardene in *The Lancet* comments that Alice Roberts "has compiled a guide ... full of facts laced with whimsical side notes ..." and as an iNtuitive would, Roberts loves to draw things together and connect all the dots through history and archaeology to create a big picture of humanity, or as she puts it, "the structure of humans, how we function and our place in the wider environment." She take British archaeology from "the excitement of artefacts as they come out of the ground, through to analysing them in the lab and working out what they tell us about human history", an iNtuitive trait of drawing connections and conclusions from scattered bits of evidence.

**THINKING:** Professor Roberts says, "I make programmes and write books about human anatomy, physiology, evolution, archaeology and history. I passionately believe that universities are about generating and spreading knowledge to the widest possible audience." With a goal of spreading knowledge and her focus on science and facts and the logical extrapolation of the data, this sounds like a Thinking Preference. She is President of the charity, Humanists UK, which campaigns for "a tolerant world where rational thinking and kindness prevail." Her book *'Don't Die Young'* is cited as a "no-nonsense guide which should also equip you to treat any advice from self-styled health and diet gurus with very healthy skepticism!" INTPs don't like to be told what to do!

**PERCEIVING:** Roberts' insatiable thirst for knowledge keeps her out there digging up new clues to history, speculating how things might have evolved differently, like her quest to find the perfect human, chronicled in the BBC's *Can Science Make Me Perfect?* See photo above of the 3D model of Roberts with baby in pouch and enlarged ears! She says "Science is the best tool we have for understanding the world around us, and that is both wonderful and enriching in itself, as well as essential to making all sorts of political, economic and environmental decisions."

Her quote, "I don't think learning stops when you finish school, or university." is typical of the INTP—ever-searching for more knowledge. In 'Type Talk' by Otto Kroeger, the subtitle under the INTP section is 'A Love of Problem-solving' and he goes on to say that their objectivity from Thinking, which demands the analysis of all that information, and their open-ended and flexible attitude of the Perceiving Preference, prompts them to be responsive to whatever new data presents itself. He says "Such a combination of preferences keeps the INTP caught up in the paradoxical goal of always trying to make a coherent whole out of an endlessly proliferating amount of data." And this is borne out in another quote from Alice Robert's blog "We're all members of a young species ... and uncovering that story, retracing the steps of our ancestors, has given me a profound sense of our common humanity, our shared past, and our shared future."



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

**SPRING ISSUE TO FEATURE:**

**ACTOR  
JIM CARREY**



We thought this might be a fun column. Each issue we invite you to submit your speculation of a famous person's Type. Keep it brief, state the Type you think the person is and why you think they might be that type. A summary of compiled "evidence" will be published with a disclaimer that all types are **good**, that of course only the person themselves can verify their Type and we all use our preferences AND non-preference, depending on environment and circumstances. The next issue will feature Guess the Type of Actor Jim Carrey. Send your contributions to: [nancysilcox@hotmail.com](mailto:nancysilcox@hotmail.com)

**TWO P'S IN A POD** BY TOOMEY & TOOMEY



*As the end approached, Petunia and Jessie had starkly different reactions.*

[2 *P's in a Pod* is a cartoon series produced by Rob Toomey (ENTP) and his sister Heather Toomey (ESFP). They have worked closely on creating animations for TypeCoach ([www.type-coach.com](http://www.type-coach.com)) and this is a playful side project. These items are produced here in *TypeFace* with their permission.]



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### NEXT APT INTERNATIONAL (APTi) CONFERENCE

JULY 21-24, 2021.

HYATT ROSEMONT, CHICAGO, ILLINOIS

Further details to follow: [www.aprinternational.org](http://www.aprinternational.org).



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### THRIVE: THE NEXT AusAPT CONFERENCE

### WITH THE NEW ZEALAND TYPE COMMUNITY

28-31 OCTOBER 2021

AUCKLAND, NEW ZEALAND

Further details to follow:

[www.ausapt.org.au](http://www.ausapt.org.au)





# British Association for Psychological Type

## 2021 Annual Conference



## 100 Years of Type

### Annual BAPT Conference

15-17 April 2021

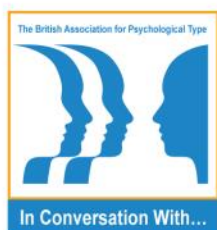
2021 marks 100 years since Carl Jung published his ground breaking work on personality types. Highlights to include:

- Relevant and interesting presentations around Type
- New resources and ideas
- An opportunity to interact with other Type professionals

### SAVE THE DATE

Because of the current Covid-19 status  
we will be holding an interactive virtual event.

Meanwhile, join BAPT *In Conversation With* these leading experts in Type:



12 Jan – Influence & Communication, with **Rob Toomey**

9 Feb – Type Development, with **Hile Rutledge**

9 Mar – Personality Parts, with **Richard Owen**

<https://www.bapt.org.uk/events/2021-bapt-conference/>

