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Ontario Association for the Application of Personality Type

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Message from the President

Another year has come to a close and we are looking forward to 2007. 2006 was an exciting year for OAAPT. We introduced the Tool Box Series, practical hands-on events for Type and Temperament practitioners. We received such positive feedback from the Tool Box Series in 2006 that we are offering 2 more in 2007.

The first is a full day 'trainer the trainer' workshop in Toronto on Saturday April 28th. It teaches how to facilitate certain Type/Temperament-based Conflict Resolution and Communication exercises. You will complete a conflict style indicator to determine your own conflict resolution style; engage in discussions on how to use the exercises with your clients; and take away proven strategies and techniques to implement immediately.

The second Tool Box will be an evening event on Tuesday May 8th in Ajax. The topic for this event will be Stress Management. During this 'train the trainer' workshop you will participate in a couple of exercises and then discuss ways to use them to offer added value to your clients.

In 2006 we introduced a Request for Proposals (RFP) for speakers and topics for our 2007 workshops. We have tweaked the RFP form and our requirements this year to make them more 'speaker friendly' and we are

EVENTS AT A GLANCE

March

Introduction to the Enneagram

An Evening Workshop with
Helen Peacock, MSc

March 6, 2007
Toronto

April

OAAPT Tool Box Series: Conflict Resolution & Communication

A Full Day Workshop with
Dr. Susan Geary & Anne Bulstrode

April 28, 2007
Toronto

Visit our [website](#) for more details

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hoping for a good response. If you or anyone you know has ever thought of presenting an OAAPT workshop, this is the opportunity to let us know. Keep an eye on your e-mail; the notice will be going out in early March.

Traditionally we have always held our annual conference the first weekend in November, but in 2006 we decided to hold it a week earlier to avoid conflicts with other conferences. We hope you find this new timing helpful. The 2006 OAAPT conference was a wonderful success! Those who attended reported having a great time and learning a lot. Here is a sample of the comments we received:

"Very well done, highly informative and thought provoking. There's lots of "meat" to take away, Scott's knowledge and energy level is amazing! Thanks Scott, and thank you to OAAPT for all your work - great conference, so well organized, great venue, food, a huge success."

"Excellent facilitator, energetic, explained things clearly. Enjoyed the exercises. This is my first OAAPT conference & I really enjoyed it & learned a lot."

Our plans for the 2007 conference, "Innovation, Creating New Dimensions of Performance" with Marci Segal on October 27 and 28 are well under way and we are looking forward to seeing you there.

We also had a few changes to our board of directors at the 2006 AGM. Our President-Elect, Nancy Dranitsaris, had to step down for personal reasons. Mary Norton and Larry Konyu also stepped down to concentrate on other commitments. I was sorry to see them go. The board and I thank them for their contributions to OAAPT over the years. They will be missed.

I am very pleased to welcome Stephanie Billes as our new Present-Elect for 2007. Stephanie will become President at OAAPT's annual conference in October 2007. I would also like to welcome Sandra Nordby, who returns to serve on the board after a hiatus and new board members Meagan Whitehorn and Mickey Walker. I am looking forward to working with the new board in 2007.

One of the board's commitments is to make sure we are meeting your needs and wants. With this in mind, we will be sending out an electronic membership survey in mid-February. Please take the time to fill out the survey and return it to us. We really want to serve you as best we can and we need your help.

Finally, we have 2 more evening workshops planned for 2007 which I'm sure you will enjoy. On Tuesday March 6th, Helen Peacock will present "An Introduction to the Enneagram". On Tuesday September 18th, Carole Cameron and Scott Campbell will present "Innies and Outies - a real world exploration of extraversion and introversion". Watch our website for details!

It is going to be a full and exciting year for OAAPT and its members. We are really looking forward to it. I hope to see you at OAAPT's 2007 events and look forward to receiving your feedback.

Anne Bulstrode, President, OAAPT

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Making A SPLASH! Doesn't Require Throwing A Big Rock

Simple strategies for Introverts to be seen, heard and remembered.

by Carole Cameron

The thing I find most charming and endearing about Introverts is that they don't "give it away" all at once. Getting to know an Introvert is kind of like peeling back the layers of an onion, or digging for hidden treasure. The more you peel, the more you dig, the more you discover, and the more interesting they become. Sometimes, however, this reality does not work in the Introvert's favour. As an Introvert myself, I know that sometimes others just don't have the time or the inclination to dig or peel.

In the workplace, on the social scene, and in relationships, our success can rely on our ability to be noticed, and to make an impression. I call this being "seen, heard, and remembered". The following are simple strategies to help Introverts do just that.

"Simple"? Yes, but two considerations before we go any further...

First off, remove yourself from the company of any Extraverted parties in the room. Many of the skills Introverts would like to develop, and habits we would like to form are things that tend to come quite naturally to the Extravert. They don't really get that these behaviours sometimes require an uncomfortable effort for us, or that we must actually do them quite deliberately. I expect that it probably all sounds quite ridiculous to them! Second, many of the strategies might seem "simple" but who ever said 'simple' was 'easy'? Often the simplest actions can be terribly difficult; at different times for lots of different reasons.

"Throwing a big rock"? No, just a few stones ...

The following strategies are drawn from the many experiences, stories and successes shared with me by the wonderful real-life Introverts in my life and my workshops. These are some "small" things we can do to enhance our engagement with the world, to make an impact, to ensure we are noticed, (ie. to make a SPLASH!), without hoisting a huge bolder over our head and heaving it into the pond. Remember the finesse involved in skipping stones? That's what we are looking for.

Most of these ideas relate to Strategy #2, "Swim to the Other Side of the Pool" from my book (written with Introverts in mind) called SPLASH! This strategy focuses on making connections, particularly with Extraverts. It acknowledges that we (Introverts) have a natural inclination to respond rather than to initiate contact, and that the opposite is true for Extraverts. (It's also about tapping into the energy of the Extravert for your own devious purposes!)

1. Provide a Reason for Others to Initiate Contact

For example, at a conference or professional event, you can be the one with the supplementary handout, or serving the wine, or working the registration table. This puts you in the more comfortable position of responding vs. initiating, and also gives you the opportunity to show how articulate and knowledgeable you are.

2. Use the Phone

Extraverts like it better, and will tend to check and respond to voice messages sooner than the carefully crafted emails Introverts prefer.

3. Speed Up

Walk a little faster. Talk a little faster. And while you are at it, talk a little louder too! (Not all the time; try it in bursts, especially when someone's watching!)



4. Have Your Answer Prepared

We are inevitably faced with the dreaded question "so what's new and exciting?" (Don't you hate it when all those interesting things you've done in the last month somehow just fly out of your head?) Put some thought into your response in advance. Do what Extraverts do - embellish or make it up. Extraverts always sound so seamlessly unplanned. The key to getting the same spontaneous effect for Introverts is to plan or even practice ahead of time.

5. Psych Yourself Up (Pre-Energizing!)

One of my favourite clients is a fun-loving, fast-paced Extravert. When I'm preparing for a call to her, I get the key objective of my call very clear in my mind. I determine what my approach will be, and I come up with a punchy opening comment or question to start with. OK ... here comes the goofy part. Then I jump up and down a few times, make some noise, and call her standing up. Try it sometime. I bet you will notice a difference.

6. Turn On Their Tap

Just get Extraverts started. Be friendly and approachable. Ask a couple of great open-ended questions about them. Any Extravert worth his salt will run with it and talk and talk and talk! I love to tap into the Extravert's wonderful energy this way. (The trick is to get energized, not exhausted!)

7. Be Congruent

Be very aware of what your body is "saying". Are your words and your body language in synch? Our body language can sometimes scream messages we think nobody can hear. Looking approachable goes a long way towards initiating contact. Get feedback from a trusted friend or two on how you come across.

"I feel like I'm just faking it"

Don't worry if it feels unnatural, or like you are faking it at first. Whenever we do things in a new or different way it's bound to feel uncomfortable or even inauthentic at the start. I like to think about using some of these strategies as "being me, only better". Try a few, and keep doing the things that work for you.

We'd love to hear from you with your success stories and strategies to make a SPLASH! Contact Carole at carole.cameron@sympatico.ca

Interested in exploring more? Go to www.oaapt.ca for details on the "Innies/Outies" workshop scheduled for September 18, 2007, and to www.clsr.ca for details on my one-day workshop "Splash!" which will be held in May and October.

Carole Cameron is an accomplished speaker, trainer and psychological type enthusiast with over 20 years experience helping organizations, individuals and teams maximize personal and professional effectiveness.

Carole is the President of Creative Performance Solutions, which specializes in providing customized training design and facilitation, focused in the areas of management effectiveness and team building. She is the author of the forthcoming book, "SPLASH! An Introvert's Guide to Being Seen, Heard and Remembered".

Seeing People in 3D - 18th Annual OAAAPT Conference Summary

by Sherri Crump

Over the 7 years I have been attending the OAAAPT Conferences, I have not attended one that I did not enjoy; but *Seeing People in 3-D* was the most exciting, fun and informative one of all. (from my perspective, anyway! ISTJ). Scott Campbell wowed us with the introduction of "Interstrength Training®". I found it so exciting to have a new tool to add to my "tool box" of personality assessments.



The conference was all about involving the attendees in the Self Discovery Process. We learned about identifying and exploring our own personality patterns such as motivations, decision making, career satisfiers, problem solving and communication style. We discovered ways that people are like us and not like us. We learned how our personality differences affect our communication, teamwork, how others perceive us and what we need from others. We discussed the "BLM" (Be Like Me) syndrome. Everyone has it, believe it or not. What we see is dependent on the lens that we look through! Using personality assessments is not about tolerating but appreciating the differences.

To get us all off to a great start, we were entertained by the "Incomplete History of Psychological Type" produced and presented by Paul Huschilt's low budget video productions. I would recommend it to anyone who needs some laughter in their life.

Over the two days, Scott presented and taught us how to integrate three models. Interstrength® uses Interaction Styles, Temperament and Cognitive Dynamics. It is a self discovery process that can be a two hour seminar or a two day training session. Interaction Styles presents four interaction styles that are a good fit for the individual. Temperament is about understanding the whole self - our contextual behaviour, developed self and core needs. Cognitive Processes reports the sixteen different personality type patterns. Some of this is familiar and some is all new, but how it all fits together is what is so exciting! For most of us who have been using MBTI® and Personality Dimensions™, it's the Interaction Styles that is new for us.

Scott presented the information in an interactive style that had us moving around the room and thinking. For example, for the practical application to determine if you are informative or directive, Scott used a simple exercise of asking the group to go and stand beside the question or statement that describes you if you went to the fridge at home and found you were out of milk. How would you ask someone else to pick up milk? Would you ask them "would you pick up milk?" or would you simply tell them "we are out of milk". For those of us who are directive, we would ask someone directly, "would you pick up some milk?" and for those who are informative, they would inform the other person that "we are out of milk" but expect that person to pick up milk. This was such a simple exercise but demonstrated a lot. I know for myself, I have never thought much about this. Scott led the group in a great discussion and we all agreed that it's all about the language. Other things to consider are gender (it's ok for men to be directive, but this is changing!!!) and culture.

Scott continued by leading us into the second model, Temperament. Temperament is all about our pattern of behaviours that emerge from our core needs and values. Characteristics of our Temperament pattern are interrelated and these characteristics drive our behaviour. Our values emerge out of the core needs and our talents get the core needs met. Discovering your Temperament is an unfolding self discovery process. In addition, we learned Interstrength's new Temperament language: Improviser™, Stabilizer™ (that's me!), Theorist™, and the Catalyst™. Then we learned what each had in common.

Sunday, Scott finished up with Temperament and took us into the third module, Cognitive Dynamics; understanding the eight cognitive processes. The MBTI® users know that the four letter type code is more than a sum of four letters. The result is determined from how we answered questions along the four dichotomies, E/I, S/N, T/F and J/P. Again, we learned some new language. The primary processes are referred to as "The Leading Role" (Dominant), "The Supporting Role" (Auxiliary), "The Relief Role" (Tertiary), and "The Aspirational Role" (Inferior). The four roles develop at different times in our lives.

In my opinion, seeing ourselves as a whole instead of bits and pieces can be a far more rewarding experience. As counsellors, trainers, career development practitioners and teachers, using Interstrength® results involves more accuracy and less stereotyping.

I left the conference feeling like a sponge with my brain in overload. I can't wait to take the training! Scott is an excellent speaker and trainer. As an ISTJ who likes to sit back and just take in all the information, I didn't even mind participating in his group activities. This conference is always a great experience because you learn and socialize with colleagues that you only get to see once a year. I'm looking forward to seeing everyone again at the 2007 conference.



"How Do I Love Thee?" Parts 3 & 4

by *Linda Rose*

Following last year's "How Do I Love Thee" workshop, a celebration of Valentine's Day presented by Ken MacDonald and Linda Rose, we published the results of the Resourceful Orange (SP) and Organized Gold (SJ) in Love.

In this issue we are now reporting on the final two Colours. I hope you enjoy reading the aspects of being "In Love" for Authentic Blue (NF) and Inquiring Green (NT)!

INFJ Heart, Mind, and Spirit

- empathetic, very private, insightful, search for deeper meanings
- sensitive to emotional issues, tactful, thoughtful and concerned
- constant quest to make their vision a reality, loyal to people and institutions
- want to be appreciated for their creativity and inspirations

INFP Inspiring Idealists

- reflective, adaptive, value authenticity and true connection
- live according to internal ideals, explore the complexities of human personality
- celebrate individual differences, value a unique identity
- want to be appreciated for their supportive, nurturing and individualistic ways

ENFP You Can Never Be Too Close

- enthusiastic, warm-hearted, engaging, spontaneous
- constantly generate creative ingenious options for the future
- see endless possibilities, meanings, patterns and use verbal fluency to influence
- want to be appreciated for the strong support and encouragement they give

ENFJ The Relationship Is Everything

- outgoing, empathetic, create a harmonious environment
- focus on meaningful communication, drive to create genuine interactions
- have a gift of seeing human potential and work to make their visions a reality
- want to be appreciated for their thoughtfulness and compassion

INTJ Any Relationship Can Be Improved

- competent, knowledgeable, determined, strongly loyal to partner
- offer a detached, objective perspective with original thought
- make tangible action plans to achieve objectives
- want to be appreciated for the quality of their innovative solutions

INTP In Love, It's the Mind That Matters

- enjoy creating conceptual solutions, quest for logical purity
- function autonomously in rich inner world
- possess insight into complex theories
- want to be appreciated for their ability to fix problems creatively



ENTP Relationships Are Just Another Challenge

- enterprising, resourceful, verbally expressive
- upbeat, enthusiastic partners, like to take centre stage
- focus on future possibilities, like to generate options
- want to be appreciated for their ideas, perceptiveness, ability to communicate

ENTJ Good Relationships Require Leadership

- energetic, quick-thinking, logical decision makers
- ensure the relationship works efficiently
- strong desire to make their inner visions a reality
- want to be appreciated by having their partner ask for their opinions, take their advice, rely on them to get a job done right

Bibliography:

16 Ways to Love Your Lover, Otto Kroeger and Janet M. Thuesen (New York: Delacorte Press, Bantam Doubleday, Dell Publishing 1994).

Dating, Mating & Relating, Susan Nash (United Kingdom: Deer Park Productions, How to Books Ltd. 2000)

Just Your Type, Paul D. Tieger and Barbara Barron-Tieger ((New York: Little Brown & Co. 2000)

Temperament and Crisis Workshop - A Review

by Stephanie Billes

The Temperament and Crisis workshop held in Ajax on September 18 rounded off a successful calendar of OAAPT evening workshops for 2006. Sherri Crump, an OAAPT member, led us through an insightful and educational evening that really highlighted how crisis and change are viewed and managed very differently by different people.

To kick the evening off, Sherri asked each of the temperament types how they define *crisis*. The definitions that were presented by the four temperament types revealed just how differently crisis is perceived. The following reflects the definitions that each group presented:

Artisans:

- A traumatic shock
- A call to action
- Something to fix
- An opportunity

Rationals:

- Serious, significant
- Unexpected but inevitable
- A set of problems to be solved
- The price of being human



Idealists:

- On a grand scale, it is a catastrophe
- On a small scale, it "blows your day"
- A drastic, immediate change or decision
- An overwhelming, unexpected event that results in shock and awe
- Leads to opportunity

Guardians:

- A loss of control resulting from change(s) of ten perceived a negative or threatening (but not necessarily)

The temperament groups then discussed their reactions and feelings in a crisis. Once again, the responses were significantly different amongst the temperament types. When the discussion turned to what people needed in times of crisis or change, it was not unexpected then to see that the various temperament types identified a diverse range of needs.

In order to more fully understand the impact that crisis has on us and others, we discussed how we would handle the loss of something important to us whether it be a person, an animal, a role, an activity, or a possession. We thought about how we would react, how we would feel, and what we would do in the event of such as loss. Sherri then turned our attention to look at the changes that result from a crisis situation. We reflected on changes that we were experiencing in our work lives and discussed how personal change impacts our professional life either directly or indirectly. We talked about how important it is to acknowledge what we leave behind as well as identify what areas of our lives will stay the same. It is these areas that serve as anchors for us during times of change when it seems that nothing is the same.

This very interactive session left me much more aware of the highly personal nature of crisis and change. The personal stories that Sherri and the participants shared added immensely to the learning and provided a deeper level of understanding to a very significant and valuable topic.

WATCH YOUR EMAIL!!

There will be two emails arriving in your inbox in the next six weeks!

Membership Survey:

In mid-February you will be receiving a membership survey. We encourage you to complete it and let us, the Board of Directors, know what you, the members, want from OAAPT.

RFP for the 2008 Calendar of Events:

We're looking for presenters! Do you have a topic or workshop that you feel would be of interest to the type and temperament community? Consider submitting a proposal for the 2008 OAAAPT Calendar of Events. Watch for the Request for Proposal coming in early March.



Feel the Need to Express Yourself?

Would you like to put your knowledge of Type or Temperament into print? **Tell~A~Type** is always interested in receiving submissions from our members for future newsletters. Articles and book/product reviews, client or workshop strategies, applications, type or temperament related anecdotes, tips & tricks -- all are welcome and appreciated.

If you are interested in sharing, please forward your submissions to info@oaapt.ca.

Please note: All submissions are subject to our **Guidelines for Submission**, which are available on our [Website](#). For more information, please contact us at info@oaapt.ca.

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