

# Participant Guide



## Exploring Tensions and Talents BAPT Virtual Conference April 2023



# Welcome to Exploring Tensions and Talents

“If you have anything really valuable to contribute to the world it will come through the expression of your own personality, that single spark of divinity that sets you off and makes you different from every other living creature.”

Bruce Barton •

## Objectives

During this session, participants will:

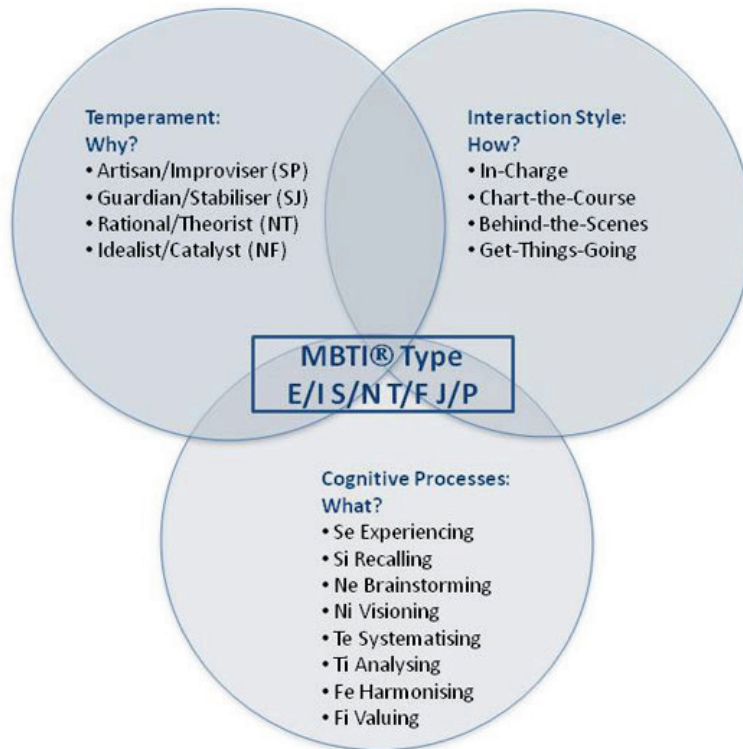
- Review their Type Profile by looking through the lens of Temperament and Interaction Style.
- Explore and understand inherent Tensions and Talents within their Type Profile.
- Gain additional knowledge to facilitate personal growth and development.

## Agenda

	<b>Setting the Scene</b> <ul style="list-style-type: none"><li>▪ Introductions/Objectives/Agenda</li><li>▪ The Three Lenses of Type</li><li>▪ Poll</li></ul>
<b>T</b>	<b>Temperament and Type</b> <ul style="list-style-type: none"><li>▪ Temperament Overview</li><li>▪ Whiteboard Activity: Temperament and Type</li><li>▪ Temperament Versus Type</li></ul>
<b>I</b>	<b>Interaction Style and Type</b> <ul style="list-style-type: none"><li>▪ Interaction Style Overview</li><li>▪ Jam Board: Interaction Style and Type</li><li>▪ Interaction Style Versus Type</li></ul>
<b>P</b>	<b>Practice Applying this Knowledge</b> <ul style="list-style-type: none"><li>▪ Breakout Room Activity: Tensions and Talents</li><li>▪ Debrief</li></ul>
	<ul style="list-style-type: none"><li>▪ Summary and Action Plan</li><li>▪ Learning Points</li></ul>



# Three Type Lenses



---

---

---

---


---

## Poll

1. How familiar are you with Temperament?
  - a. Use it all the time
  - b. Very familiar
  - c. Somewhat familiar
  - d. Know it as a combination of preferences
2. How familiar are you with Interaction Style?
  - a. Use it all the time
  - b. Very familiar
  - c. Somewhat familiar
  - d. Not sure I know much about it




## Temperament and Type: Why?







"Make the day worthwhile"



"Day-to-day responsibility"



"Master the day"



"Seize the day"

Characteristics	Improviser	Stabilizer	Theorist	Catalyst
Driving Forces/ Core Needs	Be noticed or make an impact Get a result Act swiftly and practically in the moment	Act responsibly and dutifully Be part of a group or team Contribute to a concrete goal or accomplishment	Demonstrate knowledge and competence Be an expert Retain autonomy and control in activities	Have a greater purpose/meaning for actions Develop their own and others potential Be special
Work Approach	Seek to make an impact with their style and skills Tactical troubleshooters and firefighters	Get the right thing, to the right place, in the right quantity at the right price at the right time Put in repeatable processes	Logical, independent strategic thinkers Driven to improve systems and redesign processes	Build bridges between groups Provide connection and enthusiasm
Time Focus	The present: here and now	The past: what was done before	The future: infinite time orientation	The future: life's a journey forward
Communication Style	Net it out/get to the point Concise communication – less is more	Linear and sequential: 1,1a, 1b, 2, 2a, 2a.1 etc. Structured	Abstract around models Uses critical questioning	Empathetic Flowing and effusive
Language	Informal/casual with occasional slang Creatively and humorously economical	Respectful and appropriate to the group Conventional	Precise and articulate Avoids redundancy	Generalizations and impressionistic Employ hyperbole

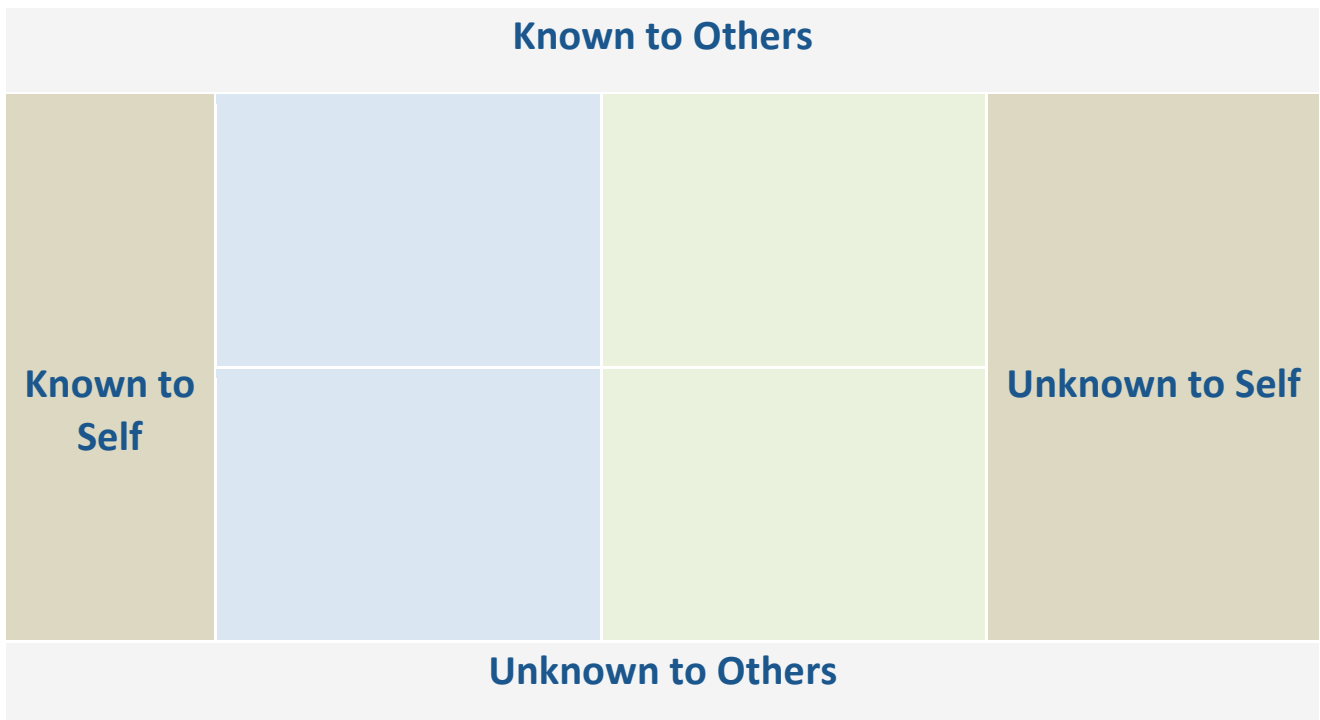


## Temperament and Type: Why?

### Whiteboard:

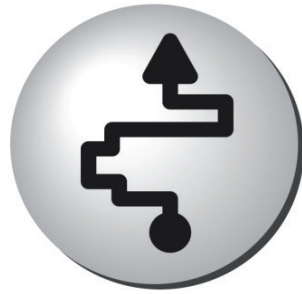
How does the lens of Temperament give you greater insight than looking at just Type (the four-letter code)?


### Temperament versus Type:

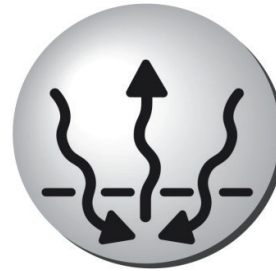





## Interaction Style and Type: How?



"Let's think ahead"



"Let's think about it"



"Let's action our thinking"



"Lets think together"

Interaction Style	In-Charge	Chart-the-Course	Get-Things - Going	Behind-the - Scenes
<b>Drive</b>	My drive is to ensure that some action is being taken by others or me towards the attainable goal.	My drive is to anticipate obstacles and have a process to achieve the expected goal	My drive is to involve others to obtain buy-in to the agreed goal.	My drive is to get as much input as I can from relevant sources to achieve a goal with quality.
<b>Core Belief</b>	It's worth the risk to go ahead and act or decide	It's worth the effort to think ahead and reach the goal	It's worth the energy to involve everyone and get them to want to	It's worth the time to integrate and reconcile many inputs
<b>Aim</b>	Get an achievable result	Get a desired result	Get an embraced result	Get the best result possible
<b>Want</b>	Control over resources	Directed movement	Expressed movement	Control over quality
<b>How to interact</b>	Tell them the reasons  Help them see something is being done	Be calm and direct  Let them know what to expect	Listen as they talk things out  Encourage their active participation	Be friendly but not too expressive  Give time to reflect and integrate



# Interaction Style and Type: How?

Jam Board:

How does the Lens of Interaction Style give you greater insight into your type code?

---

---

---

---

---

---

---

<b>Chart-the-Course</b> Urgent need to anticipate	<b>Behind-the-Scenes</b> Urgent need to integrate
<b>In-Charge</b> Urgent need to accomplish	<b>Get-Things-Going</b> Urgent need to involve and be involved

---

---

---

---

---

---

---



# Practice

## Type Table

Get-Things-Going ENFP	Behind-the-Scenes INFP	Get-Things-Going ESFP	Behind-the-Scenes ISFP
<b>Idealist/ Catalyst</b>		<b>Artisan/ Improviser</b>	
In-Charge ENFJ	Chart-the-Course INFJ	In-Charge ESTP	Chart-the-Course ISTP
Get-Things-Going ESFJ	Behind-the-Scenes ISFJ	Get-Things-Going ENTP	Behind-the-Scenes INTP
<b>Guardian/ Stabilizer</b>		<b>Rational/ Theorist</b>	
In-Charge ESTJ	Chart-the-Course ISTJ	In-Charge ENTJ	Chart-the-Course INTJ

## Breakout Room Activity

You will be allocated one Type Profile showing Temperament, Interaction Style and Type.

For this Type consider:

- What might be two potential Tensions (when the two lenses differ in their preference)
- What might be two potential Talents (when the two lenses align in their preference)
- Be prepared to share your ideas on your return.

---



---

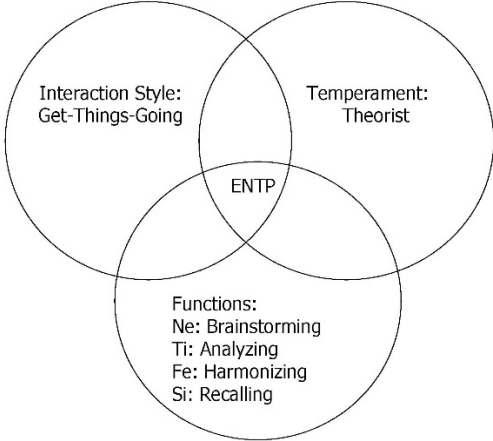


---

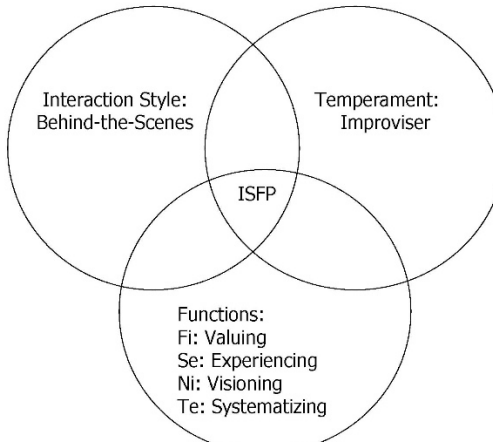


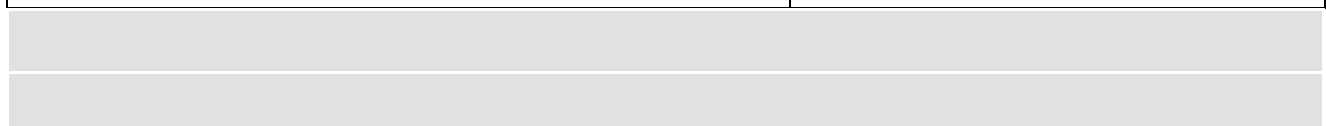


# Practice

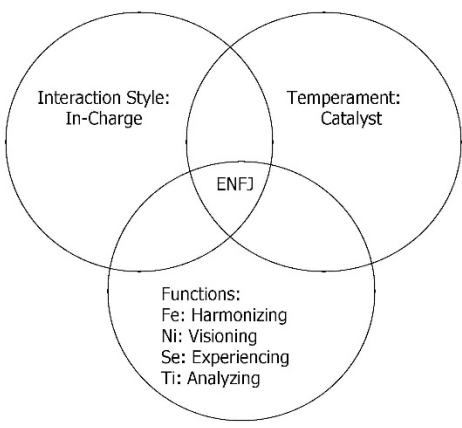
	<p><b>Tensions</b></p> <ol style="list-style-type: none"> <li>1.</li> <li>2.</li> </ol> <p><b>Talents</b></p> <ol style="list-style-type: none"> <li>1.</li> <li>2.</li> </ol>
---	--



	<p><b>Tensions</b></p> <ol style="list-style-type: none"> <li>1.</li> <li>2.</li> </ol> <p><b>Talents</b></p> <ol style="list-style-type: none"> <li>1.</li> <li>2.</li> </ol>
---	--



# Practice

	<p><b>Tensions</b></p> <ol style="list-style-type: none"> <li>1.</li> <li>2.</li> </ol> <p><b>Talents</b></p> <ol style="list-style-type: none"> <li>1.</li> <li>2.</li> </ol>
---	--

---



---

## Personal Reflection: Survey your Type Pattern

- Where are the “Talents” in your Type Profile between Temperament, Interaction Style, and Type?
- Where are the potential “Tensions” in your type Profile between Temperament, Interaction Style, and Type?
- How can you use this information to optimize performance?

---



---



---



---



---

- What have been your key learning points from exploring Tensions and Talents?

---



---



---

