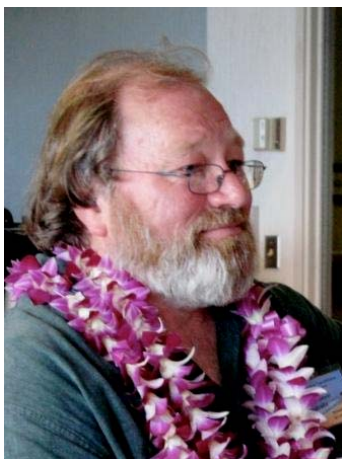


6th Psychological Type and Culture Conference

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Smiling faces ... bring you flowers ...

Steve Winwood

Setting off

These days I mainly just talk to plants and dogs.

Peter Hammill

Apart from presenting courses or speaking at conferences, I hardly speak to anyone at all. There can be several days between conversations with anyone, apart from some practised niceties in supermarkets and the like. Any sort of travel, then, involves some unpractised interactions, welcome and otherwise.

Travel also involves selection of what will accompany you on the journey: a somewhat easier task when driving, more constrained with air travel, particularly discount airlines, where the weight and number of bags are considerations. Selecting a book to read on the way becomes more about kilos than heavy text, and you think about the type of clothes (easy for Hawai'i) and extra footwear, and decide to leave the spare pair of glasses.

After all that, you're on your way.

Flights to Hawai'i all seem to depart from Sydney, so checking in at Melbourne was a little uncertain. In this age of brands, where one aeroplane has several flight identities, the first part of my Jetstar flight was via Qantas. My documents gave no indication as to which queue I should head for, and I

eventually was sent by Jetstar to a Qantas transfer counter.

The confident woman at the counter didn't see it as a problem that this place wasn't mentioned in my information. It seemed to me that, because *she* knew where the counter was and its purpose, that it should be clear to everyone else as well. I think I was fortunate to have had a bit of time up my sleeve.

Leaving from Sydney was fairly straightforward. I found myself seated next to a young man experiencing his first overseas flight, and we had a genial chat on and off during the flight. He was genuinely excited at his first sight of a foreign land in the dark early morning shadows of Honolulu and Diamond Head, and I wished him well in his few weeks at a university campus on the 'Big Island' of Hawai'i.

The flight itself was interesting for the way the staff managed Jetstar's requirement that you pay for everything additional to the seat. I recall paying specifically for meals, something that I wouldn't do on a domestic flight. Video access was also restricted, and small screens were plonked down on the tables of those listed on the passenger manifest. The same occurred with the meals.

These processes were labour-intensive and took a very long time. I thought that it was hard to justify them from a cost perspective until I realised that the staff didn't have anywhere else to go, so they may as well be occupied. Extra meals were also sold on board, but the videos seemed limited to the numbers pre-ordered.

It was a pleasant trip overall.

Arriving

Welcome back.

US Immigration

US Immigration and Customs had its regular formalities of fingerprinting and retina check, albeit in a quieter and more relaxed manner than elsewhere. It was nice to be welcomed back to Hawai'i as a regular visitor by the person who processed my documents.

After collecting my bag, I went in search of an ATM for some local currency. There seemed to be only one, much different from Australian airports. Conscious of finances, I decided to get one of the buses that serve the Waikiki hotel area, rather than a taxi. This took much longer, but I felt relaxed, and observed where others alighted before my hotel came into view.

Appropriately enough, the Hotel Renew was being renovated, reception being on the second floor. Other people coming for the conference were supposed to be staying there and it's at the end of the Waikiki area closer to the venue.

I arrived at breakfast time. While registering, I was welcomed by **Jamie Johnson** from CAPT, who had heard my distinctive tones. It's always good to see Jamie: she has the spirit and ideals of Isabel Myers and Mary McCaulley in what she does. It's something you don't get to experience much these days.

After chatting and meeting others there with Jamie, I headed to the other side of town for my customary visit to Borders and Barnes and Noble in and around the Ala Moana area. Tower Records used to be included in my journey, but they closed not long ago; a pity, as there was always the chance of finding something essential or unusual there.

The hotel was 100 metres or so from Waikiki Beach itself, so it was an agreeable walk of sun, sand and quiet surf, hotels and other businesses appeared on both sides of the path after a while. There was a pleasant intermittent drizzle, with a horizontal rainbow visible across the road itself.

Conference

The venue was **Kapiolani Community College**, an institution roughly equivalent to a TAFE. It was located at the back of Diamond Head, the crater defining Waikiki Beach at one end. I thought I would walk; that seemed more enjoyable than taking a bus or taxi, even in the humidity. When I arrived I looked around the pleasant campus for the right building, eventually locating it and the small group of people attending.

The Psychological Type and Culture: East and West Conference, to give it its full name, isn't the sort of event you attend because you want better training exercises. The practicalities this conference presents involve research into the use of the MBTI and associated ideas in various cultures, sometimes *across* cultures.

It's an idea essentially started by **Mary McCaulley**, in collaboration with **Ray Moody** (which is why it's in Hawai'i). Since her death, Ray and **Jerry Macdavid** (who worked with Mary for several years) have been the core organisers. It's never been a conference of large numbers, which has its benefits in that the casual seminar style allows for discussion. It also fits in with the relaxed atmosphere of Hawai'i.

Ray Moody quietly opened the conference, then introduced **Jamie Johnson**.

Jamie spoke on 'Mary McCaulley on Type and Culture: A Retrospective Collection'. Jamie's been at CAPT since 1978, and so worked with both Mary and Isabel Myers. She presented type table data from various countries (not much from Australia), and about MBTI translations. Jerry and Mary were the people who had helped out on those translations, rather than CPP, and the interest was seeing type in different cultures around the world.

Jamie alluded to 'Mary's fantasy about type helping save the human race' – a worthwhile goal that would have gained approval from C G Jung. Interestingly, although Mary was interested in cultures and, from my observation and experience, understood a lot about the approaches of psychology and sociology, she didn't have either a driving licence or a passport until after the death of her INFJ husband, L J.



An agreeable walk
of sun, sand and
quiet surf

Photo: Peter Geyer

I'm a bit goofy. I aspire to be a little bit goofy.

Bernie Ostrowski

Bernie Ostrowski followed Jamie in his own style. Bernie, a conference regular, is a well-respected teacher at Hawai'i Pacific University. His theme was 'Belongingness – Usefulness – Competence', and he paced around throughout, keeping broadly to his topic – but if something came to mind, he shared it immediately.

Bernie referenced the work of Art Pearl in talking about how social aspects of life (e.g. poverty) impact on personal development. This may seem obvious, but lots of work in psychology and elsewhere (including type) is presented without this consideration.

One of Bernie's streams of thought was teaching. One lot of 'difficult' students might be quite different in their perspectives and needs from the next group of similarly identified people. The best way to educate SPs is to use programs invented by SPs. The dilemma is that after a while those teachers go off somewhere else and the program is taken over by SJs. So the method is more important than the program, something easily missed.

Bernie provided many more insights, and his radical social perspective made sense to me.

Tiina Hautala and **Vesa Routamaa** from Finland are conference regulars (and also attended the 2002 AusAPT Conference).

'Linking Type and Archetypes' described their research using the MBTI and the work of Carol Pearson, available as a questionnaire, the Pearson-Marr Indicator (adapted for the Finnish culture). A brief but comprehensive introduction to archetypes was followed by Pearson's individuation process of 'Preparation ... Journey ... Return' and the archetypes she associates with each.

University students comprised the sample. Vesa acknowledged that their expression of archetypes was limited because of age. Factor analysis identified six archetypes as important in Finnish culture: Caregiver, Destructive Orphan, Ruling Warrior, Lover, Magical Creator and Ruling Sage.

Ts, STs and TJs were found to be under-represented as Caregivers, for instance, and all of the feeling types, especially ESFJ, were overrepresented as Lovers. This was a very interesting study, particularly as many seemed unfamiliar with archetypes.

Yukie Tsuzuki, another regular, presented on 'Cultural Values and Type in Japan', using the MBTI and the Schwartz Values Survey with students in Japan and Hawai'i. Yuki observed that the Schwartz measures 'desirable trans-situational goals' using a nurture approach, and cultural behaviours might not represent type.

The Schwartz categories are *benevolence, self-direction, universalism, achievement, security, conformity, stimulation, hedonism, tradition* and *power*. Yukie presented tables for both Japanese and Hawai'ian samples, listing the five most important values for each type, demonstrating a lot of variance. Interestingly, *hedonism* was listed as the highest value for 12 of the 16 types in the Japanese sample; only the INTJs failed to mention it in their top five values.

Maria Järnlström joined Yukie to report on a study that asked whether type played any role in levels of supervisory support. Leader-Member Exchange Theory was one idea used with the MBTI, issues of personality similarity and reciprocity. Low supervisory support could of course mean that various types don't want or need support, or want different support from what is offered. This could be an explanation for all IN types reporting low support.

The day ended with **Brian Evans**, an ex-diplomat, and his 'Consulting Model for International Negotiations'. Brian set up a scenario of businesses from two cultures (Eastlandia and Westlandia), looking at type at four levels:

- individuals in the management and negotiating teams
- the teams themselves
- organisational type
- cultural type.

Brian facilitated a very good discussion on the similarities and differences of type and culture in these negotiations.



Is type different across cultures?:

Yukie Tsuzuki

Photo: Jamie Johnson

In the evening, some of us met at a Thai restaurant recommended by Jerry Macdaid, which had excellent food and discussion. The menu stated that curries were attuned to the American taste (very mild). I spent some time negotiating with the waiter (who was a little bit worried by the request) for something resembling hot, and what was presented met the bill.

Next day was significant for the conferring of the Mary McCaulley Cross-Cultural and International Research Award. **Jamie Johnson** was typically modest about her achievements in maintaining and seeking out research and researchers across the world and her contributions to a variety of type conferences.



Low career planning relates to IP and NP: Maria Järnlström

Larry Miike opened the day with Walter Lowen's systems science explanation of personality types. Lowen, who died recently, initially presented his ideas in his book *Dichotomies of the Mind* (1982), which was also reframed for a series of articles in the *Type Reporter* in the late 1980s.

Larry is a man with impressive academic, medical and management qualifications and experience. He had known Lowen for decades, and encouraged him to complete a new work on his theory.

This was a very engaging session, demanding lots of concentration, which probably could have gone for a day at least. I thought Larry, an INFP, struggled with expressing an INTJ idea and it was clear he was trying to be true to his friend's work. Larry gave me a preprint of the new book for review.

I presented next, following up a previous paper I'd presented on MBTI accreditation courses. This one reported on data about participants' age, gender, education, etc. It's an incomplete study. A couple of interesting things I discovered were that although the modal and group types for the people I had taught were ENFP, more males in my sample preferred I to E, and 60% of males preferred T, with the same percentage of females preferring F.

Sandra Chesborough followed, with a study of Native American students and their learning styles. Known as Ojibwe, these people call themselves Anishinaabe.

The study was in Minnesota, but the tribe itself covers adjacent states and a good part of Canada. Anishinaabe identify themselves through tribe and their band, rather than as individuals. Sandra got them to complete the MBTI (Form F) anonymously, so they wouldn't think she used their type as an influence in grading.

Apparently, studies of Native American learning styles are deficit-oriented, so type can help to look at what the learning style *is*, rather than what others say it should be. This research indicated that the natural style is IS/NFP or introverted feeling: very similar, in my view, to Aboriginal culture here. The study also reported similar problems in getting indigenous peoples to take up higher education, and the significance of elders in that process.

Jean Kummerow then reported on differences and similarities between Caucasian, Hispanic and Native American community leaders, using Step II data from the Blandin Community leadership training program, for people nominated from small towns and reservations in Minnesota.

Among the data that Jean presented was that the least-frequent types are ISFP for Caucasians, INTP for Native Americans, and INTJ, INFJ and ISFP for Hispanics. Native Americans were more likely than Caucasians to prefer ISFP. The modal type for all three groups was ENFP. There were also some interesting facet results.

Maria Järnlström and **Yukie Tsuzuki** returned with a joint paper on type and career planning, use of career strategies and job satisfaction. I like to hear about this sort of thing, even though it's something completely oblivious to my psyche, as I've never understood the notion of career planning, or career anything for that matter, which probably explains a few things.

It came as no surprise, then, to learn that low career planning related to IP, NP and INFP, while ENJs were high in this activity. Career strategies seemed of particular interest to Es and ESs, rather than Is, IPs and INs. Ss, STs ESs and ESTPs reported high job satisfaction; NTs, N-dominant and INTJs weren't satisfied all that much.

Photo: Jamie Johnson

Katja Korpela-Penttinen ended the day with a very small case study on ‘Cognitive Styles and Adjustment Challenges for Finnish Expatriates’. A graduate student, she was clearly nervous, which you don’t see that much with ENTJs; then again, she wasn’t presenting in her native language.

In the study of ST, SF and NT expatriates in Italy, the STs reported challenges with hygiene, Italian bureaucracy and the locals. The latter were also a problem for the SFs, who also worried about work relationships and the chaotic Italian traffic, and missed friends and relatives. NTs were challenged by local management and hierarchy and language skills, but didn’t seem to take it personally. It’d be good to see a larger study.

Day’s end saw me congregate with Alice Sherrod, Jean Kummerow, Jamie Johnson and Marianne Luken for a pleasant time at the Tiki Bar, with splendid fringed sunsets.



Alice was to present the next day; Marianne is a local regular at this conference. Led by Jean, a session by the sands followed with Hawai’ian singers and dancers in costumes telling warm stories about community life.

Next morning, Jean and I walked together up to the college: a suburban walk in many ways, a reminder that Hawai’ians go about their life and work in the real world, alongside the tourism and scenery of the islands.

Somebody knows who I am!

Charles Meisgeier

The very idea that a teacher can carry an unconscious ‘picture’ of an ideal child into a classroom suggests there may be children present who are perceived as less than ideal.

From Charles Meisgeier’s presentation

Charles Meisgeier, a co-author of the recently-revised Murphy-Meisgeier Type Indicator for Children (MMTIC), brought some Texan culture to the proceedings. Charles, an INTP, started by getting people to say their names. I hoped he wouldn’t ask mine, as it was too early for that sort of thing for me.

The first part of his talk about ‘Opening Children’s Gifts Early’ was a polemic of sorts about the parlous state of education: particularly ‘No Child Left Behind’, a testing-based program with rewards, bonuses, etc, which he said had resulted in stress and fear in students. Recess times had also been eliminated in some schools. One wonders why people do these things to children, or to anyone, really.

Research was presented suggesting that SPs are the only types amongst graduate teachers to choose students from all four temperament groups as ones they would enjoy teaching. These teachers also chose NT and SJ children as having the greatest potential for success in school; the others all chose SJ children.

NFP is the type profile considered likely to have problems in school (Es chose I; Is chose E). The ideal ‘all-round student’ was identified as ES/NTJ (Ss chose S; Ns chose N). There was much more in what Charles said, but this is still a bit of food for thought, particularly with regard to school leadership and education plans.

Alice Sherrod spoke on ‘The Cultural Mandala’, a work in progress that focuses on mandala symbolism and the design of gardens over the ages. This is something Jung was interested in as an expression of the unconscious, particularly in religious/spiritual settings.

Alice got us to draw our own mandalas, providing sheets of paper and coloured pencils and crayons for our work. I’m not very spontaneous in this sort of thing, but I selected some colours and then let the hands move. The idea was to see whether there were similarities between a person’s type and the mandala they constructed.

There was a bit of history and philosophy in Alice’s talk, which I appreciated.



Seeking out research from across the world:
Jamie Johnson

Photo: Vesa Routamaa

Vesa Routamaa returned with an investigation into midlife using the Finnish MBTI and a questionnaire based on Maslow's hierarchy of needs. He found that only the need for self-actualisation grows over time, and he suggested that different types had different Maslovian needs:

Maslovian need	Highest	Lowest
physiological	ISTP	ENFJ
safety	INFJ	ISTP
social	ISFJ	INTP
self-esteem	INTP	INFP
self-actualisation	ENTP	ISFP

Most of this intuitive sense. A different way of looking at midlife: one I wouldn't have thought of, anyway.

Next, I made a few observations about psychological type, evolution and culture, similar to my symposium presentation in Baltimore, although here I spoke less to the paper I'd presented and ranged around a few topics in presenting my point of view.

Essentially, psychological type should be spoken about in the context of evolution and culture. Development, however defined, is a natural process of which type is a part and for which 'evolution' is a label for a process, not an indication that there are 'evolved beings'.

David Bechtold's topic was 'The Effect of Perceived Risks on Trust Decisionmaking'. David, from the University of Hawai'i, was looking to see how type might impact on risk and trust.

This was a most interesting paper. David was well-presented and knowledgeable, and a number of questions and comments were made, which pleased him immensely. Given the current economic situation, the way that different types respond to risk and trust seems especially relevant. And it's an election year in the USA.

Ray Moody closed out the conference with a critique of the 5-Factor model based on his type perspective and his current studies in psychology. He'd come to a number of conclusions and shared them with us. In

some ways, this presentation illustrated a gap between the conventional way psychological data is interpreted (represented by the 5-Factor Model) and a psychological-type-oriented perspective.

There were various cleaning-up tasks to do, and the group then dispersed. Some of those who hadn't flights to catch met again at the Tiki Bar to enjoy the sunset and the drinks and food on offer. I can recommend the Kona group of beers, something local to enjoy.

I never know what to do when the sun goes down, and it goes down early in Honolulu. My hotel room is usually a place of reading and sleeping, although the hotel provided a free internet connection, unusual in the USA, and that enabled me to keep up with emails.

Television isn't a relaxation for me, but one evening I found the Comedy Channel, a place for satire and irony and my kind of politics. Jon Stewart's program has been on SBS and I caught the end of his show, which was followed by the *Colbert Report*, a conservative/right-wing show which isn't exactly what it seems.

Presidential candidate Mike Huckabee was interviewed by host Stephen Colbert and acquitted himself well, deftly sidestepping questions about evolution and the like (he's a Creationist), so he earned my respect, notwithstanding my disagreement with his perspective.

Author Andrew Keen followed. His book *The Cult of the Amateur* is a critique of today's internet and the notions of truth, creativity and freedom that go with it. I had it at home, unread as yet. Keen was attacked vigorously by Colbert from the libertarian perspective, a position more culturally prevalent in the USA than here, and responded in kind. Colbert satirised himself in an allusive way; the quality of the exchange of words was high indeed.

Essentially, though, relaxation was through the *Honolulu Star-Bulletin*, a newspaper provided free by the hotel. A continuing story over the few days that I read it was the growing profile of Barack Obama, born in Hawai'i and so described that way in almost every edition.



A critique of the 5-Factor model: Ray Moody

Photo: Vesa Routamaa

But the main story without doubt concerned football coach June Jones – the University of Hawai'i's 'winningest' ever coach, and popular with all and sundry. However, as a consequence of his dissatisfaction with university management, as well as an offer too good to refuse, he left the position, notwithstanding a campaign for him to stay that included the state governor.

Opinions about this dominated the letters pages, mostly supportive of Jones, although that declined a little after it became known he'd accepted another post; some thought loyalty to the university team shouldn't be compromised. In the midst of all this, one letter writer considered that the simple and direct management style of football coaching was appropriate for being President of the United States. No complexity here.

Aftermath

I had an extra day before flying home and decided I'd just wander around, but in the direction of the post office so I could get the right stamp for a postcard. Stamps are sold at a profit from machines in the USA, but the sellers leave the rates of postage, particularly those overseas, to the intuitive knowledge of the customer.

The post office itself, bleak in a dirty grey, was a humourless place, with customer service hidden by the provision of machines that required you to buy more stamps than might be needed. It was probably just a functional response, but I thought it showed contempt for the customer who required something different, particularly as a long queue snaked around inside the building inadequately served by unenthusiastic staff. Better to use the machine, I thought.

An army museum was close by, something I'd not really noticed before. The museum itself was closed, so I browsed in the shop and looked at the war machinery outside. Small tanks from both sides of the Pacific War were of most interest; I'd never thought of Pacific Island conflicts in World War II as involving tanks of any sort.

A seaside brunch followed, at a pleasant place in the hotel that had been the venue for the 2002 conference here. Sitting there brought back some fond memories.

Later in the day I returned to the Tiki Bar for more sunsets. There I had an engaging discussion with a waiter who was interested in Australia and politics. His politics were not of the conservative kind, more like what you might have heard in 1968. An Obama supporter, he explained how younger voters, particularly students, were registering so they could vote for him. Be interesting to see how that goes.

Leaving / Arriving

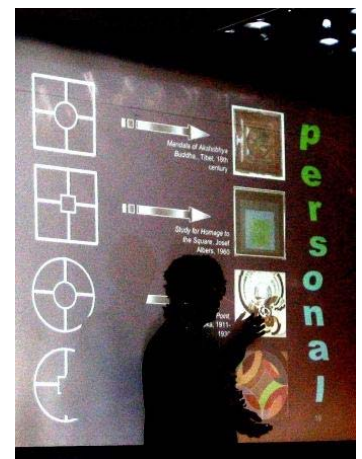
One of the consequences of the Age of Terror is that you have to get to an airport for an international flight a lot earlier than might be expected. I left the hotel in the dark, at 5.30 or so, in a white limousine, the only passenger. The way to Honolulu Airport is via several side streets before entering the freeway, a curious procedure, but interesting nonetheless.

Early attendance didn't mean the plane was on time, however, so I whiled away the time in the cosy Qantas Club lounge, much smaller than I would have expected. The Club served as a reintroduction to the quieter tones of Australian speech, with the not-unpleasant background muzak of Hawaiian singing: relaxing, reflective, not intrusive. In short, the sort of thing you don't hear from most airlines.

While reading and reflecting on this and other things, my glasses came apart: not an impediment to reading, but in everything else. If I'd packed a spare pair it wouldn't have been any good, as they would have been in my suitcase, so I continued on, expecting a fuzzier world.

Without glasses my hearing is also less sharp, so I'd manage that as well. I found this easier said than done as, although I don't really have bad eyesight, I couldn't focus well enough to read signs clearly in the airport light.

But the walk to the airport gate was readily negotiated and the right seat easily found. In the air, I could see the jagged mountains behind the airport and elsewhere. Passing by Waikiki Beach, Diamond Head at one end standing sentinel in the glare of the morning sun, disappearing as we turned right, and south, towards Sydney.



Work in progress on
mandala symbolism:
Alice Sherrod

Photo: Jamie Johnson

Music appeared on touchdown, but not the relaxing tones of Honolulu's Qantas Club. Instead, a woman sang amidst standard rock tones, experiencing *anomie* of some sort as she sang, 'Is this the end for you and me?' – not the best thing you need to be hearing in a plane. No thought seems to be put into this part of the journey, not even whether music is required at all.

I wandered fuzzily around Sydney airport looking for directions and asking for help, just to confirm I was doing the right thing. A Qantas Club woman was very helpful. It doesn't help if you're not adept at looking for sensing clues anyway.

Please enjoy the flight.

Qantas



There's an aspect of the Hawaii conference that feels like home

On the flight to Melbourne, delayed because of a computer/hydraulic problem, I heard new general instructions, or at least a new voice I hadn't noticed before. It sounded like a *Big Brother* ad: terse, bossy, directive, female, but with the same improbable words and syntax Qantas provides.

Suitably chastened and admonished, and commanded to enjoy the flight, we moved on into the air, cabin lights extinguished, alternative lighting suggested, bright sun outside.

In the end, Melbourne airport was reached, baggage was found, and I reached my car, spare pair of glasses included, and headed off home – although there's an aspect of this conference, and of Hawai'i itself, that also has that kind of feeling. ❖

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Photo: Peter Geyer