

The Shadows of Type

Psychological type systems such as the Myers-Briggs are incredibly useful ways of helping people to improve their self awareness and awareness of others, however the current models do not explain how well somebody uses their type, how two people of the same type can differ greatly in their effectiveness, or how we use our own type well in some situations and poorly in others. The Shadows of Type model provides answers to these questions by placing psychological type back into its original Jungian context, 'upgrading' this to set it within the [Psychosynthesis](#) model, and then combining it with the [Paths to Insight](#) ego development levels. This allows individuals to gain more insight into how they are using their type and the traps that they can fall into, and enables coaches to use psychological type at a much deeper level; developmentally, transformationally and transpersonally.

Path to Insight Level

Example of Developmentally Levelled Type Description (ENTP)

Level of Power & Control

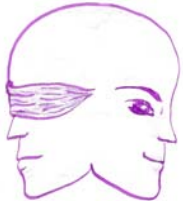
Individuals at this level are largely ineffective and are likely to have disrupted or dysfunctional relationships. They are operating from the point of view of survival of the fittest and see every situation or interaction as something they need to win. They have little to no awareness of the needs or motives of others and will not understand compromise or consultation.



At this level ENTPs are likely to react to most situations using a distortion of their dominant Extraverted Intuition preference and will often be seen as brash, rebellious, hasty and novelty seeking. They will use their auxiliary Introverted Thinking to look for flaws and imperfections, however this can lead to blunt and often inappropriately positioned suggestions as to how things should be changed to make them better. As extraverted types, they will argue and challenge relentlessly in an attempt to shout down those who they are in conflict with and can appear confrontational, unwilling to listen, abrasive and condescending. ENTPs enjoy challenging the status quo and playing devil's advocate, however, when operating at this level, they can become relentlessly adversarial and unwilling to drop an argument, often using distorted logic to try and push their viewpoint.

Level of Social Identification

Individuals who function at this level may have fairly smooth social relationships with the people and groups they choose to associate with, however they may not be in touch with their real selves and will be intolerant of those who are different. The primary concern is being seen to fit in.



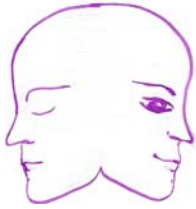
Whether ENTPs find themselves in type supportive or non-supportive groups, they will often try to get into a position of influence within the group but not necessarily want to be in the main leadership position. If they are not the group leader, they are likely to only want to follow a leader they look up to and respect. They will often take the role of leading others in the group to have fun or even get up to mischief. Often, ENTPs consider their 'group' as being superior to others. If their ENTP characteristics do not 'fit' they may suppress their natural styles and make clumsy use of their under developed non-preferred functions.

Level of Personal Identity

Individuals who function at this level have some idea of what they are actually like as a person and attempt to find their niche or cultivate relationships that are more in tune with who they are. Generally they can function fairly well at this stage when working in their comfort zone, however they will have difficulty with difference.



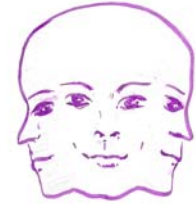
ENTPs at this level begin to channel their dominant Extraverted Intuition into their lives and work; looking for new initiatives, generating new ideas, scanning the environment for inspiration and seeking improvements in an energetic and often light hearted/humorous manner. Whatever they do, they will want to be seen as original and innovative and can be fairly competitive with others in this arena. They will prefer to work in environments that allow a high degree of independence and will often look for positions that challenge their intellect. However they may push their type preferences too strongly at times and become novelty seeking, easily bored, opinionated, impatient, uninhibited, abrupt and impulsive.



Level of Determined Action

Individuals operating at this level are concerned with achieving goals and maximising personal strengths. They are likely to have a good sense of who they are and how they differ from others, and will have some appreciation of the value of these differences.

ENTPs at this level really begin to use the strengths of their preferences and will be versatile, questioning, energetic, rational, objective and curious. They will be change oriented, aware of future possibilities, analytical and comfortable with taking appropriate risks. They will realise that they have some blind spots, and they are likely to begin to realise that there is some value to be gained from S and F ways. Therefore, they may seek viewpoints from those they see as different to them selves, however they will only incorporate these ideas if they do not go against their own preferences too strongly.



Level of Considerate Individualism

Individuals who function at this level have a very good sense of self-awareness and a genuine appreciation for the differences in others. They are able to take multiple perspectives on matters and recognise there is not always one clear answer or way.

ENTPs will move away from using the strengths of their type to look for new or different ideas, and move towards using these strengths to be innovative, creative and entrepreneurial. They will be conceptual and strategic, making good use of their auxiliary Introverted Thinking and critically evaluating their ideas. They will be constructively challenging rather than just being critical, and they will seek opportunities rather than novelty. They no longer thrive on recognition for their originality and spontaneity, and are likely to feel more content with 'what is' instead of constantly seeking 'what could be'.



Level of Integration & Authenticity

Individuals at this level demonstrate authenticity and will respond to challenge without defensiveness. They have the ability to see everything as part of a wider system and can adapt and respond appropriately to complex situations

The qualities of the ENTP preferences can shine through – they will be seen as innovative, resourceful, imaginative, enterprising, ingenious, adaptable and insightful. The ENTP can appear to be a visionary thinker; seeing patterns that may not be obvious to others, creating global solutions and being quick to respond to changes in the environment. They are no longer concerned with defending their image of originality and independence and enjoy the learning they get from being with a variety of other people. Through increased mindfulness, they will often be able to access their S and F preferences.



Magician Level

This rare level of insight enables individuals to take multiple perspectives on complex issues and generate seemingly impossible solutions. Individuals at this level have incredible self awareness and operate in a state of 'flow'.

The ENTP realises that their drive for originality, innovation and improvement is ego driven and a distraction from their true self. They will also be more accepting of others being who they are, realising that encouraging others to develop and be original is also a function of their own ego. Being able to let go of dualities, they will see that Feeling is part of the same concept as Thinking, and that Sensing is part of the same concept as Intuition, seeing the similarities in the functions rather than the differences and therefore being able to gain easy and natural access to S and F. At this stage, they may also frequently experience the Transcendent function – where from two apparent opposites a third way emerges, often in a form that is symbolic or intuitive.

These are only extracts from the full descriptions of the Path to Insight levels and the ENTP type description.

For further information contact I Potential Ltd at enquiry@ipotential.co.uk