RAPPORT

The Magazine for NLP Professionals

Issue 50

www.rapportmag.com

Issue 50

Karen Moxom

the Constant Professional behind ANLP and Rapport

Only available through ANLP membership or subscription - go to: **www.anlp.org/rapport**

Editorial

RAPPORT
The magazine for NLP Professionals

Welcome to our celebratory issue 50 of Rapport...

The Magazine for NLP Professionals

Wow, as I look at this amazing redesign (thank you, Enzo), I'm not sure I would have dreamed of this moment 11 years ago, when I first took over running ANLP and publishing *Rapport*, even if I had every intention at the time of creating an empowering and valid support structure for NLP Professionals. I am still reluctant to be featuring on the front cover though, as it's all the members and ANLP team that make *Rapport* and ANLP what it is today.

As *Rapport* moves back to being a quarterly printed magazine from this issue, we thought it would be a lovely idea to ensure all members were able to enjoy this issue, so we are gifting it to all members and attendees at the NLP Conference in April – we hope you enjoy it.

The usual regular topics are joined by some new, and thought provoking features, including our Provocative Debate, 'So whatever happened to attitude?' on **page 28**, and 'Alternative Approaches' to various challenges on **page 38** – this time looking at weight loss. We also welcome the return of the Diary Events (**page 44**), so please make sure you regularly update your own events on our website, to ensure they are included.

As you know, for the first time, we are collaborating with Anglo American to host the NLP Conference in London – this is being held on 15–17 April 2016, in central London at the Millennium Gloucester Hotel. Shelle Rose Charvet and Michael Hall head the programme with Friday presentations and the programme is available on the conference website, **www.nlpconference.co.uk** – they both give us a taster of what they are presenting on **page 30**.

We continue to make progress with our planned redevelopment of the ANLP website and communications and you will be seeing the results of our enormous review, redesign and series of improvements as recommended by you. This is proving to be a project far greater than we originally anticipated, and we know the end results will be worth waiting for! Look out for updates via the Members Newsletter over the coming weeks.

When the new website is launched, we will be updating the book reviews list and featuring some more titles which are available for readers to review (**page 48**), so if you fancy some light reading, get ready to request one of the new titles on offer. We love receiving your reviews, so keep them coming via the website.

We promote your services and NLP through our social media channels too (**page 58**), so do make sure you connect with us on LinkedIn, Facebook and Twitter.

Do let us know what you think of this issue – as with all good Professionals, we know we can only improve our services by taking on board your feedback.

Until next time

Karen x

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Alternative Approaches

In this new series of articles, we invite contributors from different fields to share with us how they would use their expertise to work with specific challenges. This month, Kevin Laye, Lynne Russell and Melody Cheal tackle the ever challenging issue of weight loss

The Yes/No Technique

By Kevin Laye

Ok, we are well into the New Year and past the point where well-meant resolutions have fallen by the wayside'...failure or feedback? Or to quote the Bard, William Shakespeare, 'Tubby or not tubby? Fat is the question.'

We know that obesity is a growing problem and getting bigger all the time (do not excuse the puns, they are terrible), but a diet in its normal form is *not* the solution. Also the information is very confusing, one week this is good for you and next week it is bad. The diet industry is a 'very big' industry and in truth does not want you to succeed.

It is interesting to note in the UK the number one books sold are cookbooks, and the second on the list are diet books. Truth is there are really no bad foods, just foods that are bad for you. Our bodies want to remain in an even state, called homeostasis; wacky diets etc., just throw the body, well, out of whack. Not good, and like diet advice, confusing for our systems.

We already know intrinsically what is ok and not ok for us to eat and drink. The aboriginal tribes do this; they eat or drink something and then sit still for 20 minutes, if after this short time they feel more energised they will imbibe more, and conversely if they feel less energised they don't eat it again. 'Twenty minutes…' I hear your A/D saying '…too long. I don't have the time to do that.'

Ok, here is a 'faster' solution from my book *Positive Shrinking* from the chapter called 'So what's ok for me to eat'.

Let's go to the twilight zone and try this bit of woo-woo. What have you got to lose except weight?

The technique

To test if something is ok for you stand with your feet nine inches apart and parallel. To calibrate think of the word 'Yes' and your body will usually go forwards, then think the word 'No' and the body usually moves backwards (see Figure 1). Sometimes it does the opposite so take that as your calibration for the day. It can change daily or sometimes hourly.

Then ask if something is ok, for example, 'is wheat ok for me'? Notice which way the body moves to give you your answer. All questions asked must have a yes or no response otherwise you will get confused responses.

The belief system behind this is that the body intrinsically knows what is ok or not ok for it to ingest or even inhale. The alternate method is to use the finger and thumb and rub very gently (see Figure 2). Again think of 'Yes' and it should be smooth whilst thinking of 'No' will make it go rougher or feel 'different' in some noticeable way. If you have trouble with finger and thumb then use a credit card and rub it gently on the smooth side. 'Yes' will be easy and 'No' will have more friction and feel 'sticky'.

You can test pretty much anything utilising this method. Some say it is kinesiology-based and some claim it is like an internal dowsing. I do not know its origin (though I have my own theories).

All I know is I use it myself because for me it works, and not only on food and drink but on anything I choose to test. For those sceptics amongst you then there's a 'toy' called a TruTester, a hand held electronic dynamometer, which does the same thing. I have one and I demo it in trainings but as I don't carry it around with me I am happy to stick to the woo-woo.

Wacky diets, just throw the body out of whack

Figure 1

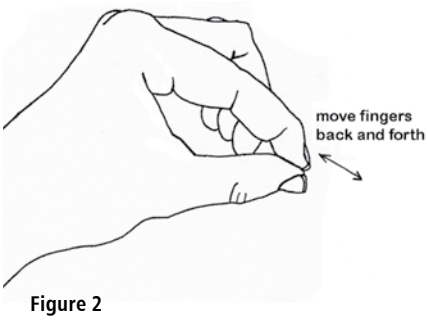


Figure 2

Kevin Laye; http://psy-tap.com.

Working with the Whole Person

By Lynne Russell

What is homeopathy?

Homeopathy is a system of natural healthcare that has been in worldwide use for over 200 years. It treats each person as a unique individual with the aim of stimulating their own healing ability. A homeopath selects the most appropriate medicine based on the individual's specific symptoms and personal level of health. Each person will have a tailor-made prescription that is the best match the homeopath can make for them as an individual. There are thousands of remedies to make our selection from, each with their own profile. We can also use a range of strengths (potencies) and dosage regimens. It is an exquisitely elegant and flexible system of medicine.

For those of you who might not have personally experienced the benefits of homeopathy, or seen it work its wonders in babies and animals (who are not susceptible to the placebo effect), you might like to refer to some of the resources I list in my blog. (*1) There are a great many trials, studies and reviews you can refer to.

One of the big questions has been around how the remedies work, and we are gradually gaining more insights into this fascinating area. A recent study by Dr Steven Cartwright demonstrated that chemical dyes can detect the presence of an ultra-high homeopathic dilution, suggesting that homeopathic dilutions are not just water. (*2)

The approach

Like NLP, homeopathy is a broad church, and there are a number of different techniques and approaches that practitioners can draw upon.

As an overview one could say that the remedies work on three levels:

1. *Acutes and specifics* – these can be remedies for self-limiting ailments, such as colds, coughs, hay fever, minor injuries or post-surgical support. Very often people have their first experience of homeopathy by using arnica for bruising. They can also be remedies that support specific organs or systems within the body such as the liver, circulatory or hormonal system.
2. *Constitutional* – arguably the holy grail of homeopathy! This is the remedy that matches you, as completely as possible as a whole person. It is a match on a physical, mental and emotional level and will fit your medical and life history as well as your current situation. We spend time with our patients listening and piecing together the jigsaw to create a picture that tells us which remedy, or remedies, might help that person.
3. *Deeper still* – there are a range of even deeper acting remedies that match hereditary tendencies for groups of physical conditions that run in families, and also patterns of thinking and behaving – family scripts. These are often used to underpin the treatment.

How can this help with weight loss?

Put simply we are looking for the block or imbalance. How is it being created, and on what level. Is there a physical element such as a sluggish liver, hormonal imbalance or thyroid issue? And, of equal importance, what beliefs, values and family scripts may be the glue holding unhelpful patterns of thinking and behaving in place? We look for the remedy that matches that profile.

Put simply we are looking for the block or imbalance

One of the great joys for me in prescribing these remedies is the absence of the downsides often associated with pharmaceutical drugs. We prefer to support a person to restore balance, and to strengthen the system. A bit like working on the soil and habitat in the garden rather than throwing weedkiller over problem areas.

We can acknowledge and address the whole person, using the consultation time to glean the information we need, and to create the opportunity for the patient to explore and update whatever level and approach to life might be helpful.

I find practising homeopathy within an NLP framework is a very positive way to approach supporting people to move forwards in their lives. And, there are times when NLP processes flow naturally into a consultation, whether as a separate technique or conversationally.

Homeopathy and NLP both share the kind and empowering philosophy that we are essentially all we need to be; simply and elegantly allowing us to access more of our own resources. ▶

References
(*1) www.chantryhealth.com/evidence-for-homeopathy.
(*2) Dr Steven Cartwright's study, 'Chemical dyes can detect presence of homeopathic high dilutions', at www.hri-research.org.
Lynne Russell; www.chantryhealth.com.

Neuro-scaping the food panorama: food for thought!

By Melody Cheal

Weight loss is a particular interest of mine and one I hold a number of beliefs around. I believe that most people with on-going weight issues also have emotional and psychological patterns that are keeping them stuck. Although education about food and the body are useful, on their own they are not enough.

In 2015, a group of neuro-scientists approached me with an invitation to provide the psychological input (primarily using NLP) on a project aimed at understanding the relationship between hormone levels and weight loss. As a result I provided the lead on a pilot study in which a group of women completed a number of psychological questionnaires and had measures taken in the form of blood tests and the use of a sophisticated body analyser.

The results were fascinating and yet, although the data was useful, I was not surprised when the results of the behavioural questionnaires confirmed that making changes had more to do with psychological interventions than knowledge about biochemistry.

Although the pilot study was small, results indicated that two thirds of the women involved had experienced extreme childhood trauma (that may have created patterns around eating that were unhealthy). All of the women in the study were intelligent and had at least a basic understanding of how to eat healthily and yet they struggled to change their strategies. This confirmed for me something I have long believed, that weight issues are seldom simple.

Most people with weight issues have emotional and psychological patterns

During the pilot I ran a regular support group using NLP principles and group processes to provide generalised help. In addition to this, each person was given the opportunity to attend one-to-one sessions. During these sessions I used a number of therapeutic techniques such as Re-imprint, Change Personal History, Time Line and hypnosis. Progress was made, however, further support is likely to be needed beyond the pilot and I am continuing to work with the participants.

The deeper work focused more on childhood issues and continuing unhelpful patterns, some of which were not obviously about food. I did develop a number of techniques to specifically manage patterns of eating and these proved to be useful to all of our participants (and to others outside the program).

Here is one such technique that can be applied easily; I call it 'neuro-scaping the food panorama'. First a context: Lucas Derks presented the idea of a 'social panorama' in his book of the same name some years ago. According to Derks we hold an unconscious internal representation of our social relationships almost in the form of a map. There are

some general patterns observed in that, for most, there is a tendency to place the people from close relationships nearer to oneself and acquaintances further away.

I started to notice that people seem to do the same thing with food, creating an unconscious spatial map around themselves to categorise food preferences. I noticed that it was possible to calibrate a number of specific locations. For example, preferred food was often close and within easy eye line while food that created a disgust reaction was often lower down and maybe slightly behind.

I started to explore this panorama to uncover other locations, including food that is healthy but unappealing (often called 'good for me food'). This location was usually in a different place to the disgust location. Some people also had a 'take it or leave it' location for food they would eat but didn't particularly desire, while others had 'naughty food' locations. Naughty food usually meant high sugar foods and these were sometimes just preferred foods. For other people naughty food and preferred foods were slightly different although usually spatially located near to each other.

The process, I developed has several specific steps and has some relationship to the standard Change Belief Process. The first is to identify, label and locate the client's food panorama. It is important to start by setting a frame, particularly with people unfamiliar with NLP, to prime the process. The practitioner notes locations spatially before moving on.

The next step is to identify foods that the client would like to eat less of or stop eating altogether. As with all NLP processes, some time will need to be spent checking positive intentions, secondary gains and ecology. If someone wishes to give up a food substance, it is critical for the practitioner to calibrate that all parts agree with such a decision. Positive intentions are likely to be more complex and may need handling with other NLP processes such as Six Step Reframe before continuing with the neuro-scaping aspect.

Once positive intention, secondary gains and ecology have been processed, the client can be directed to make changes to their neuro-scape. For example, if the client wishes to give up bread completely, direct them to move bread to the disgust location. One of the subjects in the pilot chose this change. To make the change even more compelling additional sub-modality changes were made and aversion triggers were anchored to the idea of bread. This particular subject has now refrained from eating bread since March 2015 and is steadily creating a more healthy relationship with food.

It is just as important to check ecology with healthy foods as it is with unhealthy

If someone wants to eat less of something that item can be moved to a 'take it or leave it' location or whatever is similar for the client.

To balance out the process I found that increasing the desirability of healthier foods was also important. It is just as important to check ecology with healthy foods as it is with unhealthy. The unconscious is not necessarily sorting for health when setting up patterns and many people dislike foods as a result of unintentional negative anchors. So again, sometimes additional techniques are needed to clear other aspects of a pattern before proceeding.

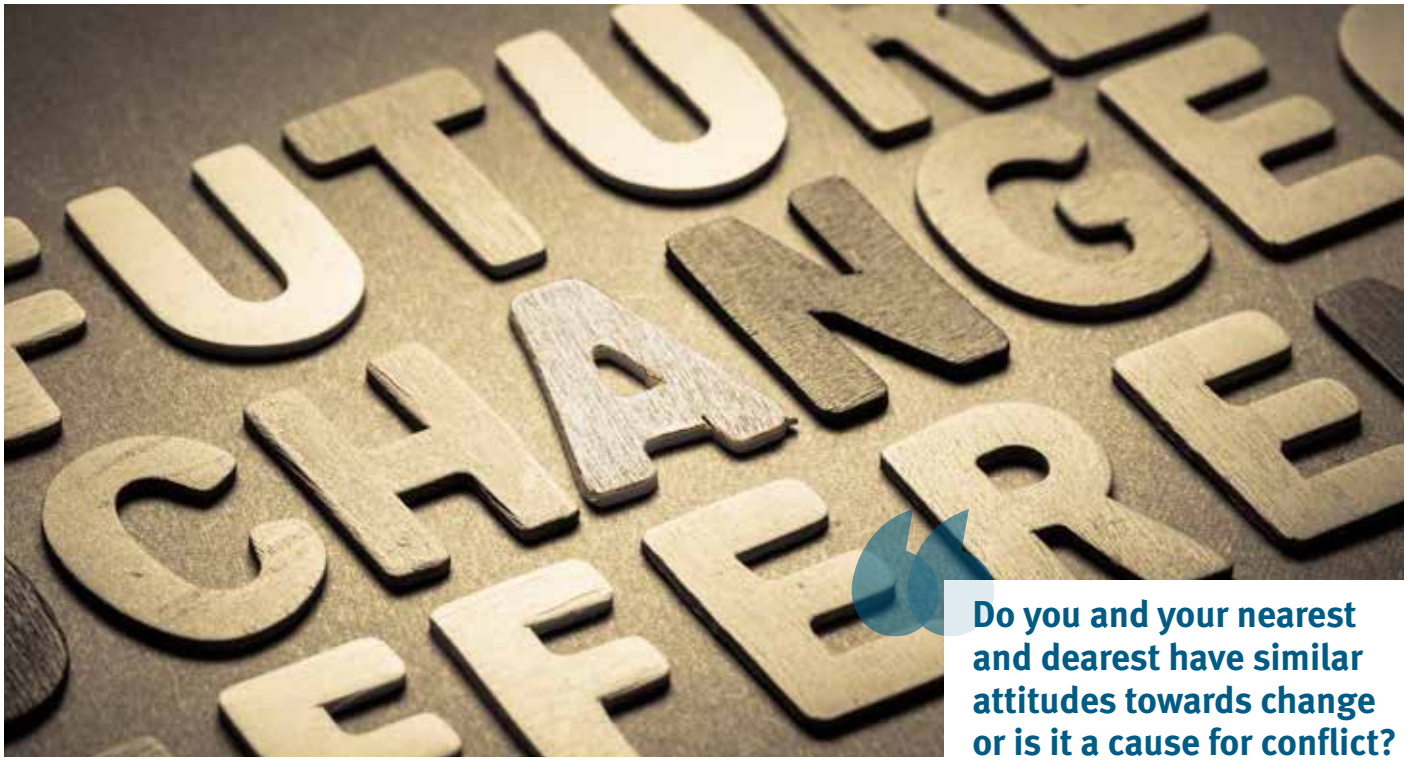
One subject in the study wanted to eat broccoli but had an aversion to a number of green vegetables. She was particularly concerned that I was going to make her eat Brussel sprouts! From an ecology perspective it was important for me to remind her that she had choices. I directed her to give herself permission to leave Brussel sprouts in her disgust location while moving broccoli to the desired foods location. This allowed the change to work and she now eats broccoli regularly.

I have now used this technique successfully with a greater number of people. The success rate is high, provided ecological issues are managed. In conclusion, NLP has much to offer people who want to live a healthier life style (including changing their relationship with food). For many people, support needs to last for several months as they consolidate internal changes to their map and belief systems. Measures such as hormone levels are useful to mark the journey in an objective way and provide a fuller picture than just stepping on the scales.

Melody Cheal (MSc psych, Master Trainer NLP) has an MSc in Applied Positive Psychology, a degree in Psychology, a diploma in Psychotherapy and is a certified NLP Master Trainer. She delivers NLP training from beginner through to Master Trainer and also offers individual sessions. Additionally she runs an Association for Coaching accredited Diploma called 'Psychological Approaches to Coaching'.

Embracing change

By Eve Menezes Cunningham



Do you and your nearest and dearest have similar attitudes towards change or is it a cause for conflict?

As *Rapport* changes back to a better than ever print format, why not ponder changes in your own life? Have you ever resisted change because it felt like a backwards step even though it would have propelled you further forward?

In an interview with Oprah, Billy Bob Thornton recounted his first attempt to make it big and things not working out in New York. He returned home and an ex said she thought he was leaving to make it big. He just said he was. But not yet.

It takes courage to be honest, using our sensory acuity and discerning the best thing to do at any given time, especially when it's a big dream and emotions may be running high.

When you think about changes you've made in your own life, do you have a tendency to resist change? Maybe you're so comfortable with change you overdo it.

And, of course, we might be change averse in some areas and not in others. For example, I moved nearly 6 years ago and have no intention of moving again for the foreseeable future. Yet I've been doing a lotof work redesigning my website this week.

Having moved to a different hosting company and making big changes last year, a loved one accused me of 'just wanting the change'. But I had just learned a new tool which meant that it could make the whole site better and (I hope) more user-friendly *and* beautiful. Having made one tweak, the rest looked awful in comparison (like painting one wall in a house) so the whole site *had* to be redone.

Are there areas you change up too often? Would you prefer to actually stop (or at least pause) to gather a little moss every now and then? Do you and your nearest and dearest have similar attitudes towards change or is it sometimes a cause for conflict?

Notice your reactions as you ponder change in general. Does it feel good? Maybe it feels anxiety inducing? Exciting? Simply inevitable? What does the word change make you think of? Which areas of your life spring to mind first? What do you notice in your body? Any tension? Nausea? Change in body temperature (getting cool or warmer)? Sweating or palpitating? Tingling?

What have been your happiest changes so far? How do you feel when you go back and relive them using all your senses? How did you feel about them at the time? Did you change your mind about any of these changes?

Do you have any changes coming up? What have you learned from past changes to implement for extra support now? If your attitude towards change is holding you back in any way, are you willing to change your mind about change?

Seasons change, governments change, everything changes (including you, no matter what Take That might have tried to resist). How can you take a more celebratory attitude towards this inevitable cycle? ●

Eve Menezes Cunningham is a freelance writer and an NLP Master Practitioner, accredited counsellor and integrative coach-therapist. She has been part of *Rapport's* editorial team since 2007 and you can find out more about her NLP and other services at **www.feelbettereveryday.co.uk**.

So whatever happened to attitude?

By Marie Faire

It is reported that Richard Bandler once said: 'NLP is an attitude which is an insatiable curiosity about human beings with a methodology that leaves behind it a trail of techniques.'(*1)

Sadly in much of the NLP world, the emphasis seems to have shifted to learning techniques. It seems that this is also the case in most of the (western) world; we are obsessed with quick fix techniques and instant stardom, ways to get rich quick, a pill to fix everything…

'Insatiable curiosity' is not a technique, nor time bound. There are Master Practitioner programs that apparently don't *do* modelling; there are Practitioners who don't know how to reframe for themselves and many NLPers, who are supposed to be qualified, who seem to have had empathy and rapport surgically removed during their training (assuming of course their mirror neurons were working in the first place).

There is such a difference between *doing* a NLP technique and *using* NLP. For instance, people might know how to *do* a Collaborative Outcome, but it is not there in their 'attitude of mind' at a meeting.

At the end of a NLP Conference presentation, a (Master Practitioner) delegate that I didn't know, came up and asked: 'May I ask your advice about a challenge I am facing in an organisation with whom I work?'

He described to me a typical organisational scenario of people with individuals. From his description, I could hear conflicting outcomes, people running different meta programs and generally holding dissimilar maps of the world. By his own admission he was siding with one of the protagonists and deemed the other 'unreasonable'.

He ended with the 64 million dollar question: 'What would you do in these circumstances?'

'Before I answer that, and I am happy to share with you my thoughts, let me ask what you have done so far?'

Sadly in the NLP world, the emphasis seems to have shifted to learning techniques

He mentioned a few activities he had done.

'I assume you have second positioned…'

As I said this he looked quizzical, frowned and said, 'Run that by me again.'

At this point I probably looked a little bewildered too. 'Perceptual positions…' there was a long pause as he looked everywhere for what he had lost. I said, 'Stepping into the other person's world...'

'Oh that!' he interrupted. '*You* mean the 3 chair exercise. Goodness me, I had forgotten all about that.'

In talking with him further, he said that he thought of NLP as a toolkit, with techniques to be pulled out and he would 'do a bit of NLP' to someone. Perceptual positions was lying, forgotten, like a rusty spanner at the bottom of his bag.

Sadly this is not an isolated experience that I could relate.

What a waste and no wonder so often NLP gets a bad rap.

In my opinion, too many opportunities are missed when people simply come away from any NLP training with a toolkit, with techniques which may be forgotten. We need to live and breathe it. We need to understand how it all fits together, embody the spirit and fundamental principles, apply NLP to ourselves and to our worlds on a day-to-day basis.

It is not that the techniques aren't useful – they are, and neuroscience is

If we see NLP as a collection of techniques, we ignore the very best in this field

now showing how and why what we do as practitioners of NLP works. However, if we see NLP as just a collection of techniques, we ignore the very best of what has emerged over the last 30 years in this field. As William James (allegedly) said, 'The greatest discovery of my generation is that a human being can alter his life by altering his attitudes.'(*2) NLP shows us how to do that.

To my knowledge any study or model of happy and successful individuals shows that the crucial factors are based on attitude. The ability to build and maintain relationships is based on attitude. Personal responsibility, self awareness and self esteem are based on attitude. Positive presuppositions and collaboration, you've got it, are based on attitude.

And it is not (just) techniques that we need to solve the problems we face individually and in the world right now but shifts in attitude.

We work with a paediatric neurobiologist and he says that 'we become the person our parents are willing to nurture' and then 'we practice being that person'. He reckons that the best thing any parent can do, to offer secure attachment and the consequential sense of self and self worth, is to find out who their child is and support them in becoming who they truly are.

Insecure attachment in all its forms, shows up in the board room and the bedroom, so it seems the best thing that therapists, coaches (and probably good friends too) can do, is to help release us to be who we truly are. And NLP has so much to offer and not just about neat techniques to change personal history or limiting beliefs – but in day-to-day awareness and shifts in how we think and feel about ourselves and others around us. This is the moment-to-moment choosing of our attitude and *using* sensory acuity, presuppositions, 2nd positioning, outcome thinking, reframing and acting 'as if' to do so and thus improving our daily lives and the daily lives of others.

Similarly on a global scale – most policies appear to be short term and at best parochial and at worst just plain self serving. Whether it is religious fundamentalism, poverty, investment banking, climate change or the NHS, what we need is a radical change in attitude that encourages 'multiple perspectives',(*3) long-term and systemic thinking. (There is another article here!)

For most of the 30 years that I have been in the field, I have used the metaphor that NLP is like a sharp knife. A sharp knife can be used to cut up food, open a letter, kill someone or save their life. The attitude is not in the knife. It is in the person who uses it.

If we only provide technique we miss the opportunity for the truly transformational.

If we encourage people to *live* NLP, living out of the presuppositions, there is a very different outcome. ●

He thought of NLP as a toolkit, with techniques to be pulled out

References
(*1) Cited in many places including the ANLP website. (*2) This quote was attributed to William James. (*3) Gregory Bateson.

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NLP Conference

This year, the NLP Conference keynote workshops are being run by L Michael Hall in the morning and Shelle Rose Charvet after lunch. Here, they both give readers a taste of what to expect on Friday 15 April…

Conversational Coaching© with the LAB Profile®

By Shelle Rose Charvet

The key to the Conversational Coaching process can be found in paraphrasing Einstein: People don't create solutions with the same patterns as they created them. In fact, in my work I have discovered a typical set of LAB Profile® patterns for people in a *stuck* state and a very different set for a *solution* state.

Since much coaching also happens outside of the official 'coaching session', in the hallway, on a phone call, or as a 'by the way' at the end of a meeting, it is useful to have an informal way to help people solve problems. This is when I use this approach – to help someone solve an issue.

Here are the steps in the Conversational Coaching© Process:

1 Get in state
2 Establish framework: rapport and credibility
3 Get permission and anchor resources
4 Agree on 'problem' and outcome
5 Present state – desired state
6 Intervention
7 Ecology check and sanity check
8 Future pacing.

You will notice that these steps are similar to the standard NLP-type intervention:

1 Rapport and credibility
2 Anchor resources
3 Agree on 'problem' and outcome
4 Intervention (any developmental process)
5 Ecology check
6 Future pacing – test for commitment and ease of accomplishment.

But there are also some significant differences in-between

It is useful to have an informal way to help people solve problems

these approaches!

Since one of the presuppositions is that it is an *informal* kind of coaching, it is especially important to get oneself in an appropriate state to be of help to someone while maintaining the casual conversation aspect. (Opinion alert: I find that in a conversation, many people are more relaxed and can easily take in pertinent information, than in some formal coaching situations.) So I have an anchor for '*Coaching Shelle*', since my goal is to engage the following: a feeling of calm; a mild caring about the other person (i.e. not overly invested in their problem and solution); alert; and grounded.

I call this my state of grace and it helps me listen, converse and do what I need to do be of help.

The second step is to establish the framework and create rapport and credibility. It is important at this point, early in the conversation to ensure that the person actually believes there is a solution, and that he/she could in fact make it work, and that you are indeed the right person to help him/her. This step is about creating faith, since there as yet no solution in sight! 'I'm really glad you came to me about this – no point in letting this continue like this.'

As in a regular NLP intervention, then you help the person access a resourceful state. Now is also a good time to check that the person actually wants help with the issue (inside of merely wanting to moan about it), getting his/her permission to work with him/her, make suggestions, etc. 'You really want to look for solutions to this?'

Using the NLP Outcome Strategy questions you can identify both the desired outcome and the present state. And you can find out which LAB Profile® Patterns are present for someone when they are having an issue or a challenge and which patterns might they use for their 'solution state'.

See Figure 1 for the grid I mentally use.

Join me for the pre-conference workshop at the NLP conference!

Often people have a combination of Away From, Reactive LAB Profile® patterns in the present problem state, but on top of that each individual has his/her own patterns for staying in the problem. In the Conversational Coaching© Program we practice how to elicit these patterns conversationally – what is the stuck state of the person? And likewise, which patterns will they be using when they are implementing the solution.

The only real *intervention* in this process, consists of overlapping the language of the present state patterns into the desired outcome patterns. This is a skill and takes some mastery of the LAB Profile® pattern languages.

'So you've been thinking about all of the ways (*Options*) things were out of your control (*External*) and seemed to happen to you (*Reactive*) and how much you dislike that and want to get away from that situation (*Away From*) and of course thinking about it now (*still Reactive*), you realise that (*slightly Internal*), number one (*start of a Procedure*), you make your own decisions one way or another (*more Internal with a bit of Options*), two, that once you know what is important to you, you generally know how to proceed (*Internal and Procedures*). Lastly, just jumping in to get started figuring out what you want, isn't so hard at all. (*Proactive, Procedures and a little Away From*).'

This much abbreviated verbal pattern-overlapping is an example of how to start from the patterns in a given problem present-state (in this case, Reactive, Away From, External and Options) and overlapping into the desired state patterns previously uncovered (in this case, Proactive, Internal and Procedures). It is desirable here just to use patterns and not suggest a concrete solution, since the person can probably figure it out his/herself as long as they are operating from the patterns of their desired outcome.

Often the person looks confused once you have overlapped the patterns and you can see that they are processing, questioning and reframing all at once. Just wait. They will often come back to you with new insights, a solution in mind, or a way to fix the problem.

Then check the ecology, and the sanity test – maybe there are no negative consequences but is it a good idea? Future pace and voilà! Bob's your uncle.

Hope you can join me for the Conversational Coaching© pre-conference workshop at the NLP conference where you can see a live demo and try out the process for yourself! ▶

	Present state	Desired outcome
Problem-outcome		
Criteria		
LAB Profile® patterns		
Cause-effects		
Other		

Figure 1

Neuro-semantics and NLP

By L Michael Hall

I am often asked, 'What is Neuro-semantics?' 'What is the relationship between NLP and Neuro-semantics?' 'How does Neuro-semantics differ from NLP?' These questions have even come up at the London NLP Conference over the years. And while I have presented some new developments in Neuro-semantics at the Conference for the past 18 years – developments that arose from my modelling projects: Meta-States, Meta-Coaching, the Matrix Model, Inside-Out Wealth, Systemic Coaching, etc., I have never explicitly presented 'Neuro-semantics.' That will change this April.

This April, for the very first time, I will present 'NLP and Neuro-semantics' at the NLP Conference. After all, Neuro-semantics arose in 1996 from within NLP as a development as several of us sought to 'take NLP to a higher level professionally and ethically'.

What is Neuro-semantics? Neuro-semantics is the study of how our *meanings* (semantics) influence, show up, determine, and are created by our nervous systems and brain (neurology). Arising from NLP, it focuses on the structure of meaning – how we construct meaning, and then how we express our meanings in our performances or are prevented from expressing those meanings.

What is the relationship between NLP and Neuro-semantics? In terms of the NLP foundations, Neuro-semantics is based on, and trains, the complete NLP Practitioner and Master Practitioner courses. You can see this in the two volumes that Dr Bob Bodenhamer and I wrote, *User's Manual of the Brain* in 1997 and 2000. Using 'the competencies' established in the 1980s, we have created behavioural benchmarks for those competencies. The design is to standardise and stabilise NLP practitioner competency. To this we have only added the 1994 Meta-States Model and for that reason we title them Meta-NLP and Meta-Masters.

How does Neuro-semantics differ from NLP? It differs in two ways. First at the heart of Neuro-semantics is the Meta-States Model which provides a meta-perspective to all of the meta-models of NLP. Because of this, it explains in detail how the NLP meta-models work – how the Meta-Model of Language works, how Meta-Programs work, how Sub-Modalities work, and how the Strategy Model works.

What's unique about the Meta-States Model is that it models the most unique factor of human consciousness – *self-reflexive consciousness*. This adds a new dimension to the basic NLP Communication Model, which is a description of *representational consciousness* and explains how we construct our sense of reality using a step by step strategy of representations. Modelling our self-reflexivity enables us to *explain* the structure and framing in the basic NLP models. This will be demonstrated in the pre-conference workshop.

As a result the Meta-States Model has led to many new models – the Matrix Model for systemic processes; Axes of Change (based on four meta-programs) for facilitating generative change, the Meaning–Performance Axes and the Self-Actualisation Quadrants for facilitating the process of unleashing potentials, and much more.

Second, with the discovery of 'the secret history of NLP' in 2005, Neuro-semantics has recovered the original focus of Humanistic Psychology (the first Human Potential Movement) to its focus. That 'secret history' concerns the fact that Perls, Satir and Bateson were at Esalen from the beginning, worked together, and were second generation leaders of 'The Third Force' of psychology that Maslow and Rogers created. That's where Perls, Satir and Bateson got their basic orientation and what has come down to us as the NLP Presuppositions.

The pre-Conference workshop, 'NLP and Neuro-semantics', is designed to show how the Meta-States Model goes beyond 'representational consciousness', how it models the structure of 'self-reflexive consciousness', and how this mechanism expands how we can model complex, systemic states. As this explains 'the meta-function' it leads to multiple ways that one meta-state can interface with other meta-processes and generate all sorts of experiences.

This tremendously influences how you experience your emotions and how you can manage your self-reflexivity to apply NLP patterns to yourself. This will enable you to follow-through on what you know to translate knowledge into muscle memory (the Mind-to-Muscle Pattern).

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