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RAPPORT
The Magazine for
NLP Professionals

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Valerie Young
Feeling Like You're Faking It?

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RAPPORT

The Magazine for NLP Professionals

Prepare for the
holidays

By Eve Menezes Cunningham

This year, rather than buying into the marketing professionals' ideas of what you should be doing, why not simply lose all the things you loathe about Christmas and other holidays?

Be honest with yourself and your loved ones as, instead, you talk about the traditions that you and they enjoy the most. That are the most meaningful.

How can you make more of these and less of the pressures and propaganda delighting in telling you how much you should spend, how creative you should be and how much time you should have on your hands?

As early as possible, talk to everyone involved and decide which elements of previous holidays you want to repeat (maybe with tweaks so even these are more on your own terms) and those none of you will miss.

If there are things you hate but others seem to love, decide amongst yourselves who wants to take responsibility for making that element happen. Being a martyr isn't the kind of energy you want to bring to the celebrations.

If you feel stuck, maybe go through old photos. Create a relaxed hour or so in which you can reminisce about your favourite holiday celebrations going back as

> **" Being a martyr isn't the kind of energy you want to bring to the celebrations "**

far as you can remember.

Some of the traditions that spring to mind may have nearly been forgotten (and are unlikely to be unearthed at your nearest big department store).

You may have to do some research, ringing other family members and friends to get recipes or remind yourself about key elements.

Whether or not *you* believe in Santa, allow yourself to dream about the kind of day (or days) you long for. You and your family may well find that you all dream about the same kind of perfect

(for you all) holiday.

More likely, there'll be conflicting ideas about essentials and most loathed elements. Either way, you have time. You're just gathering information.

And once you have it, create a countdown or checklist that works for you. What can be prepared early to avoid last minute rushes? What can be ignored completely? What can be delegated?

What about the things you love? How can you make more time for these elements? Maybe you're not the only one who craves building and decorating gingerbread cottages. Why not combine such activities (only if you want to) with friends who feel the same way if no one in your family is keen?

Use all of your resources. Immediate family are rarely expected to meet each other's needs and yet holidays can put pressure on people who suddenly feel like they ought to be like the fictional families on TV.

Let yourselves off the hook and do things your way. ■

Helping Shy Children
To Become Confident

By Jenny Amir

Jenny Amir

As an NLP4Kids Practitioner, one of the most rewarding aspects of my work is in helping a child to overcome what is often perceived as 'shyness', and in the process enabling them to discover and connect with the confidence and happiness within themselves.

In reality, I have found that shyness in a child is actually another way of saying that they lack confidence in themselves (whether it be socially or in terms of their abilities). A shy child – or one who is lacking in confidence – is naturally going to find it hard to excel or be their best, for the main reason that they are also likely to be battling with self-doubt or negative belief patterns.
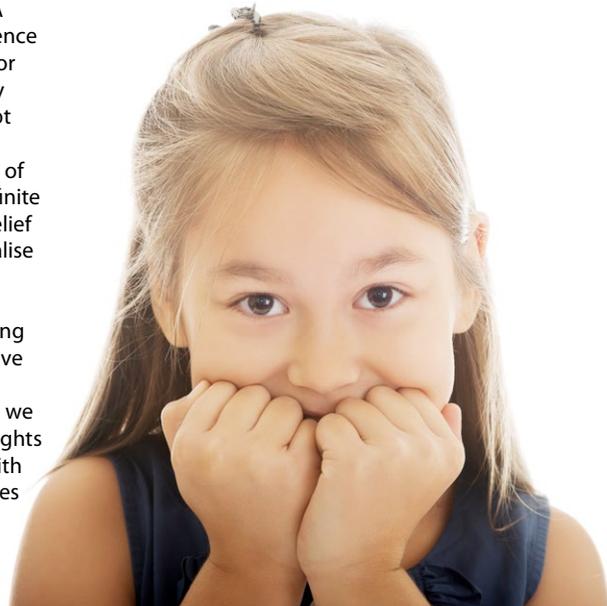
It can be helpful to know that within all of us, children and adults alike, there is an infinite capacity for happiness, confidence, self-belief and motivation – which we often don't realise is there. When we find ourselves 'lacking' in these positive qualities it is likely to be because, unwittingly, we are simply blocking our own connection to them – with negative thoughts and beliefs.

And, whether we realise it or not, when we allow ourselves to entertain negative thoughts and beliefs, the effect can be compared with administering a toxic substance to ourselves daily, which undermines and obstructs us in all that we want to do.

❝ Shyness in a child is another way of saying they lack confidence in themselves ❞

So one of the first things I do is to chat informally to the child to put them at ease, and find out a little about them and what makes them tick. I am also looking to see what kind of things might make them anxious, why and when. More often than not, it is about helping the child to feel better about themselves, because, on some level, I find that most shy children have an underlying perception about themselves that they are not as good as others.

Unfortunately, one of the problems with having a negative (unhelpful) belief is that, because of the way the mind works, it can often produce a vicious circle of negative 'self-fulfilling prophecy' in reality. For instance, if a child forms the belief that they are not as good as others, or that others will always be better than them, the resulting effect for most children is that they will simply not even bother to put in the effort or try to do their best, holding themselves back and 'protecting' themselves from the disappointment that they feel is likely to be inevitable. This can often manifest itself as a lack of motivation

or even negative behaviours, and is entirely self-defeating. Hence, unwittingly, they are contributing to making the negative belief that they hold to become a reality.

So helping a shy child to feel better about themselves can often involve identifying and changing any unhelpful beliefs, and helping them to 'reframe' the way they see themselves and others. Reframing is a process whereby someone is helped to see things from different perspectives, and so is enabled to take a new understanding from it. Talking through and re-framing instances where they may have encountered or perceived problems, helps them to start seeing things from different angles and new perspectives. Importantly, it means they can also begin to consider alternative possibilities, where perhaps things are not as bad they had once thought them to be.

Amongst many wonderful things, NLP4Kids provides the means of helping children to understand themselves, as well being able to identify and change negative thoughts or belief patterns that are creating a problem. Helping a 'shy' child to be able to choose and create more helpful and healthier beliefs means the world has already just changed for that child in immeasurably positive and helpful ways.

In my view, using NLP with children is a masterstroke because it provides fun and exciting techniques that enables the child to feel almost as if they are playing, and yet as a result they find they are feeling better, and are more confident and in control of themselves going forward.

One of the most exciting things for any child to learn is that they have more control over themselves and the way they feel than they previously realised. Helping a shy child learn how to connect with their inner confidence in just a few moments is quite often life-changing there and then!

In fact, it was in one of these instances that I helped a shy child, held back up until then by his diagnosis of 'dyslexia', to be able to read aloud from an official press release (it was all we had in the clinic room!) in its entirety and at normal speed. His mother's expression (and mine) will stay with me for a long time to come. When a child connects with their inner confidence, infinite possibilities really can open up for them, which they are helped to recognise and experience for themselves.

Once a child can realise that how they think will affect how they feel (and vice versa) it opens the way for them to be able to feel in control, and to be able to create more on-going happiness and confidence for themselves.

When a child recognises that there is more than just one way for them to be, this in itself is liberating in the extreme. Helping them realise that they also have a choice in how they think, feel and react in any moment is empowering, and is a priceless resource that will continue to serve them well in the future. ∎

> **When we find ourselves 'lacking' in positive qualities, we are blocking our connection to them**

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Mapping **NLP 3rd generation** towards *m*BIT

By Wilbert Molenaar,
Dr Sally Vanson and Grant Soosalu

We are often asked, 'What's the difference between the innovative field of 3rd generation NLP and the growing field of *m*BIT (multiple Brain Integration Techniques)?' In this article, we explore those distinctions with you with the aim of challenging you to learn more.

Exploring 3rd generation NLP
First, let's explain NLP 3rd generation as a concept, its implications and applications in short: 3rd generation NLP evolved out of 1st and 2nd generation NLP through the work of Robert Dilts, Judy DeLozier and Steve Gilligan.(*1)

1st generation NLP (1975) was the original model of Bandler and Grinder from their study of effective therapists and it was primarily focused on the cognitive mind that emerges from the head brain and works with the individual. NLP was considered something which one 'did to other people'. This led to some NLP applications as seeming to be manipulative when used in non-therapeutic contexts. Most of the first generation tools and techniques were focused on problem solving at the level of behaviour and capabilities.

2nd generation NLP (1985) combined working with the cognitive mind and the somatic mind centred in the body. At this time, NLP was expanding to include other applications beyond the therapeutic context. While still focused on individuals, second generation NLP emphasised the relationship between oneself and others, and application

> **❝ 3rd generation NLP emphasises whole system change ❞**

66 Some exercises and practices take a long time to learn and are complicated to follow 99

widened into other areas such as business, education, health and sport. The tools of NLP also expanded to include higher level issues, such as those related to beliefs, values and 'meta-programs'. 2nd generation NLP techniques integrated the use of new distinctions such as timelines, submodalities and perceptual positions, and this is where many schools of NLP stop their teaching today.
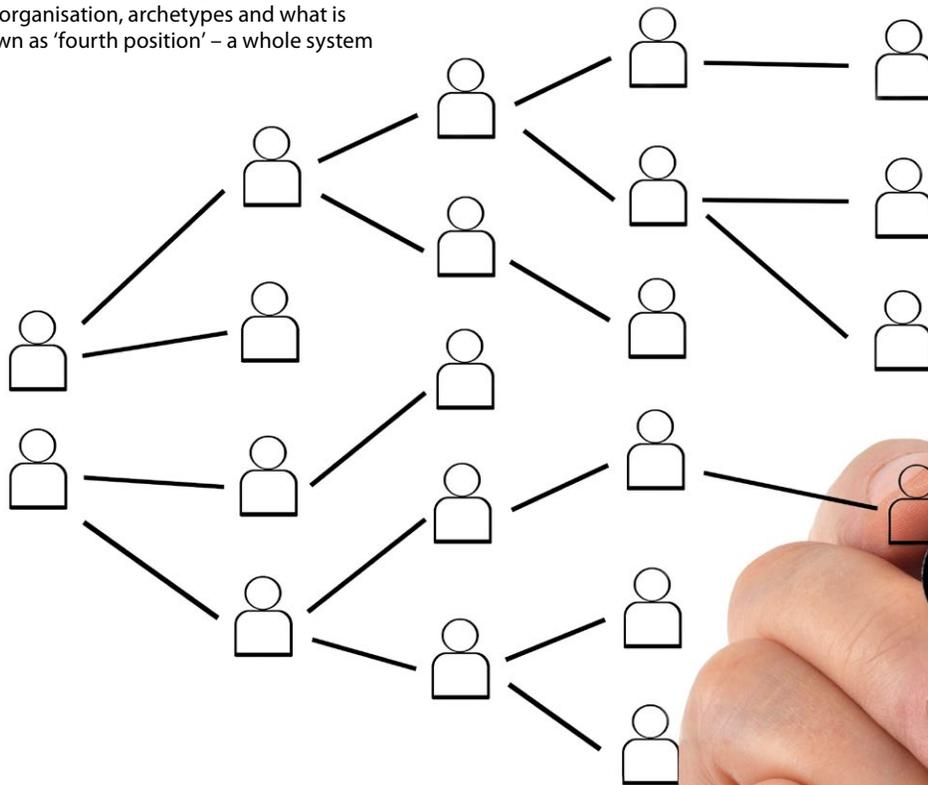
In the early 1990s, Robert and Judy started to work with Steven Gilligan's self-relations therapy and 2nd generation NLP evolved into 3rd generation NLP where the 'field mind' was introduced. The field mind according to Robert and Steven is the 'mind' that emanates from our connection to and relationship with larger systems around us. The applications of 3rd generation NLP are generative and systemic and focused at the highest levels of identity, vision and mission.

3rd generation NLP emphasises whole system change and can be applied to organisational and cultural development as well as to individuals and teams. The techniques of 3rd generation NLP are 'field based', incorporating principles of self-organisation, archetypes and what is known as 'fourth position' – a whole system

perspective, e.g. '*creating a world to which everyone wants to belong*' (*2). A big emphasis within 3rd generation NLP is an internal state of centredness, openness and awareness within an individual which when aligned will open up the connection to the 'field mind'. The assumption of 3rd generation NLP is that the wisdom needed for change is already in the field and can be discovered and released by creating the appropriate states.

Each of these states arises or is facilitated in different parts of the body. Centredness arises in the Hara (or belly), openness arises in the Heart region and awareness emerges from the Head brain.

In 3rd generation NLP, while the heart and gut brains are mentioned as part of the somatic mind, these complex, adaptive and functional neural networks, or 'brains', are not explored in any scientific depth. Unfortunately, NLP as a methodology is often slated as having a lack of scientific evidence even though in the last 10 years the NLP community has been gathering evidence through post graduate research projects, the NLP Research and Recognition Project (*3) as well as assembling grounded theory and narrative studies from what NLP as a

66 Using both together creates systemic cultures which allow everyone to flourish 99

technology has been doing for decades.

3rd generation NLP implies that we as human beings have a choice that is described in the presuppositions of NLP II – the next generation (2010). Through this dynamic methodology and practices we are able, if we choose, to create a better world. Understanding and exploring 3rd generation NLP involves looking back to the beginnings and evolution of NLP as well as looking to future developments and hence those being recognised as 'Master Trainers' being tasked with developing the field further. Robert Dilts is often heard quoting Isaac Newton as having said, 'If I have been able to see farther than others, it is because I have been standing on the shoulders of giants.'

3rd generation NLP focuses on the structure and function of 'mind' while expanding to include both somatic processes and larger system dynamics (field) in the total 'unit of mind'. 3rd generational NLP works with the interaction between *three* different intelligences or 'minds'.
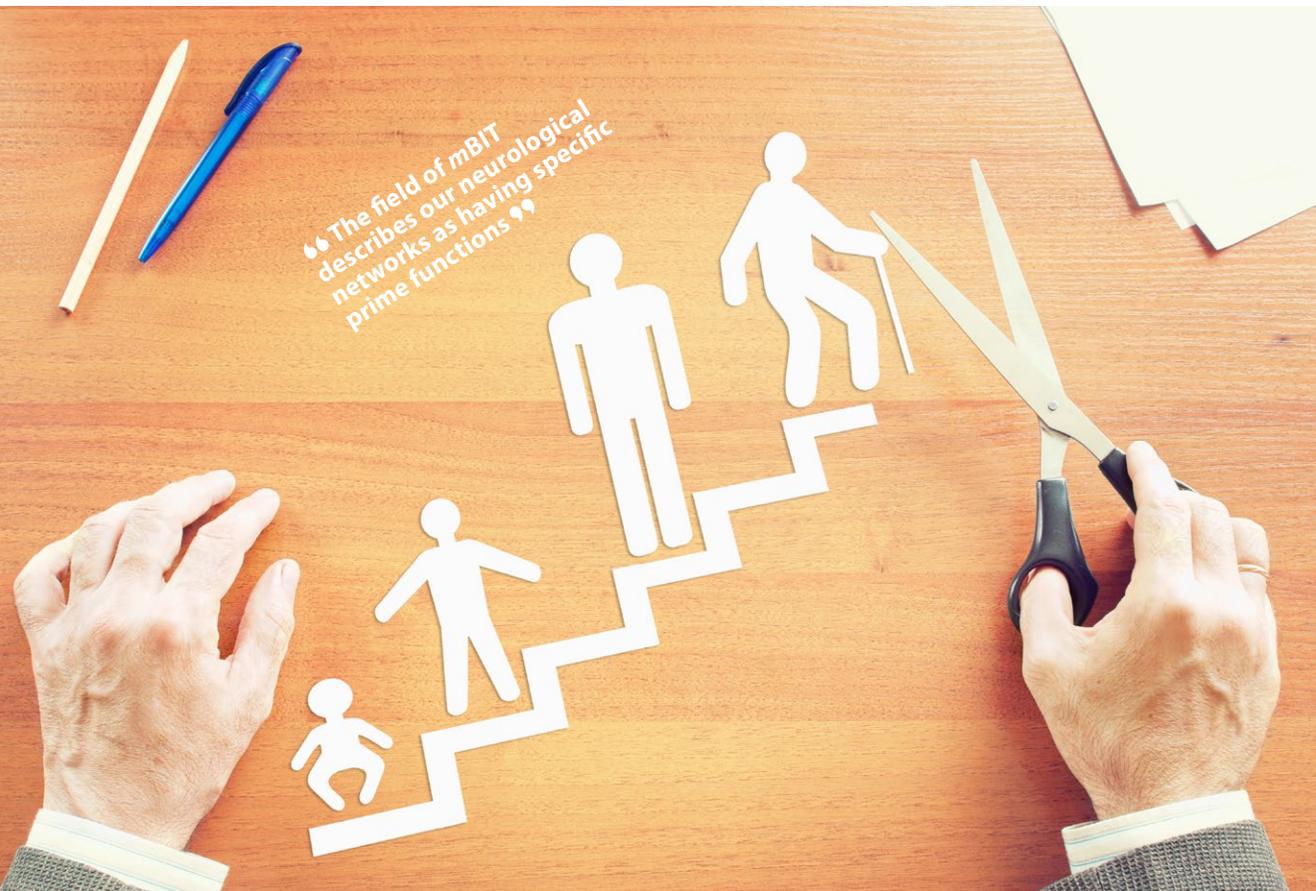
- A *cognitive mind* that emerges from the brain.
- A *somatic mind* centred in the body.
- A *field mind* that comes from our connection and relationships with larger systems around us.

3rd generation NLP aspires to develop and sustain an organic relationship of balance and alignment between these three minds in order to produce a deeper and more multidimensional intelligence. Techniques derive from centring in our somatic core, sponsoring the development of a greater wholeness within people, and connecting through relationships to the wisdom and guidance within the larger systems (collective intelligence) around us.

3rd generation NLP also adds other frames and values to those applied by earlier generations of NLP and places more focus on issues such as:

66 The field of *mBIT* describes our neurological networks as having specific prime functions 99

- generativity and empowerment
- connection and relationship
- aesthetics and harmony
- purpose and transformation.

The applications are a variety of practices, techniques and exercises through which organisations, teams and individuals may improve their lives, work more effectively with others and grow personally. It helps people communicate better, solving problems more easily and responding to life challenges with more creativity and flexibility. Recent developments have taken this into the business arena through Dilt's Leadership and Success Factor Modelling initiatives.

Having said all this, 3rd generation NLP is for masterly NLPers (those who have been actively working in the field for several years and have developed a systemic expertise, often from the corporate and change management environments). Some of the exercises and practices are processes that can take quite a long time to learn and are quite complicated to follow, especially for those coming from the more technique and 'script' based schools of NLP. Of course after lots of practice these exercises will become integrated and in 'the muscle', but still it takes a while to have the courage to discard the scripts and achieve this real mastery of NLP.
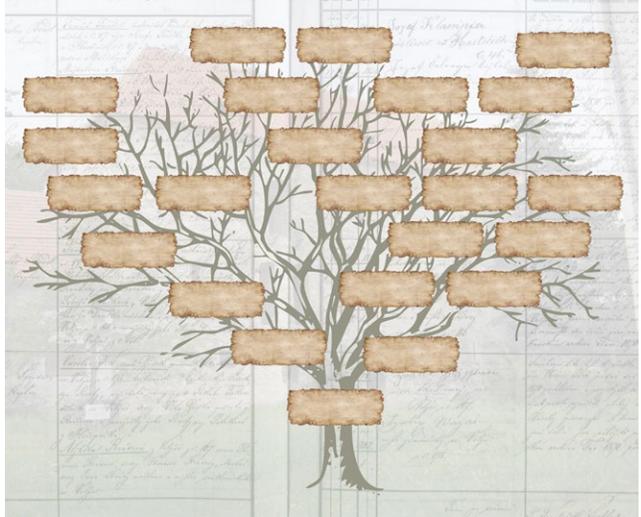
Exploring *mBraining* and *m*BIT
Second, we explore *mBraining* and *m*BIT as a concept, its implications and applications.

*m*BIT originated in 2012 through the groundbreaking work of Grant Soosalu and Marvin Oka. (*4) Coming from an extensive NLP and scientific background, they gathered all the neuroscience research, ancient wisdom traditions and behavioural modelling evidence and created a model they called *mBraining* and a new field called *m*BIT which stands for multiple Brain Integration Techniques.

In short, *mBraining* is the way we are using our multiple brains as well as how we integrate and align these brains in our daily life and work, *m*BIT is a set of tools that will support you do that.

mBraining describes the relationship between the three brains based on a whole range of research including neuroscience, neurolinguistics, cognitive linguistics, embryology, philogenetics, pathology, developmental, evolutionary, surgical science and ancient wisdom traditions. It discusses how this plays a vital role in the decisions we make. It also describes the process of highest

expressing of the three brains, based in Compassion (heart), Creativity (head) and Courage (gut) – what we need in the world right now, on a global scale as well in our own communities.

The field of *m*BIT describes our three brains or neurological networks as having specific prime functions, meaning that each of these intelligences do different things.
The prime functions are:
- the Head:
  1 cognitive perception
  2 thinking
  3 making meaning
- the Heart:
  1 emoting
  2 values
  3 relational affect
- the Gut:
  1 core identity
  2 self preservation
  3 mobilisation.

Each brain also has different core competencies. Furthermore, the autonomic nervous system (ANS) plays a vital role in what shows up in our life and how the ANS influences the mode and competencies that the brains operate from. We can also get access to our ANS through gateways or bridges in our somatic nervous system.

The implications are huge. Based on Grant and Marvin's models we have a methodology and toolkit that will allow people to make decisions while tapping into their inner wisdom based on these highest expressions. It's simple, easy to use and to learn, and the ultimate goal is to create a wiser world.

In summary

Both fields are concerned with flexibility and emergent wisdom and making the world a better place. The contemporary challenge is to move away from focus on self and release our connectivity and inter-dependence. People and planet are connected and addressing the system will bring ethical and motivational benefits and greater success on a longer term, more sustainable basis.

Both have deep psychological underpinnings although *m*BIT has been more cognisant of the need to reference and link all appropriate research and to carry on developing this. Dilts and DeLozier completed a four-year project to source all the research behind NLP in the *Encyclopedia of NLP* and yet apart from pockets of university based post graduate education (*5) and the NLP Research and Recognition project (*6) the NLP world seems loath to build on initial findings and take the field further, preferring to teach and reteach the original 1st and 2nd generation work.

3rd generation NLP is a powerful modality and brings some really important distinctions to the overall field of NLP, especially with the systemic dimension.

However, while it highlights the importance of the somatic intelligence and the ability to entrain into the field in which we are all embedded and interacting, it brings very little specificity to working with, leveraging and understanding the competencies and emergence of head, heart and gut brains. *m*BIT on the other hand, is a complementary modality that brings the power of working deeply and directly with the multiple brains through a simple road map which adds value to whatever form of NLP is practiced. It integrates beautifully with 3rd generation NLP and adds an incredible richness to its models.

Using both together creates systemic cultures which allow everyone to flourish everywhere, building capacity to deal with change for the good in our planetary eco-system. At the heart of both are ethics and sustainability, social responsibility and care for people and the planet.

We have tried to provide you with a balanced exploration of the overlaps, differences and synergies between *m*BIT and 3rd generation NLP, and to challenge you as an NLP professional to take your personal, professional and ethical development seriously and to take your work to the next level. ■

3rd generation NLP	*mBraining* and *m*BIT
Based on mainstream psychology Emerging scientific background	Based on multiple fields of research Extensive scientific background
Little specificity on prime functions and core competencies of Head, Heart and Gut neural networks	Extensive specificity on prime functions and core competencies of Head, Heart and Gut neural networks
Small reference to autonomic nervous system	Strong reference to autonomic nervous system and its links to core competency modes of the Head, Heart and Gut brains
Rapportful and aligned coach state	Balanced breathing and coherent ANS mode and highest expression as a coach
Centredness – Gut and Core identity	Courage and core identity/still calmness (motility) – Gut
Openness – Heart (values and relationship)	Compassion and Emoting/valuing/relational affect – Heart
Awareness – Head and facilitating meaning	Creativity and perceptual awareness/meaning making – Head
Cognitive mind	Head brain
Somatic mind	Heart and Gut brain
Field mind/emergent wisdom and systemic impact	Highest expression/emergent wisdom and entrainment of field with others
Multiple levels of complexity in exercises	Simple exercises and tools and roadmap
Teaches participants to connect with world through a relaxed state, modelling selves and others	Teaches participants to model themselves into a balanced coherent state and wiser neural syntax
Is focused on towards and problem states	Is focused on towards emerging wisdom
Works with the whole person and is not necessarily sequential	Provides an explicit neurological based 'foundational sequence' heuristic for working with Head, Heart and Gut

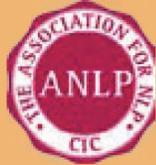Figure 1. Mapping 3rd generation NLP to *mBraining* and *m*BIT

References
(*1) **www.nlpu.com**.
(*2) DeLozier and Dilts, 2000.
(*3) **www.researchandrecognition.org**.
(*4) **www.mbraining.com**.
(*5) **www.theperformancesolution.com**.
(*6) **www.researchandrecognition.org**.

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Dr Sally Vanson is a Master Trainer of NLP, Dilts and Eco-Leadership Coach and Trainer; **sally@theperformancesolution.com**.

Grant Soosalu is the Co-founder of mBIT and *mBraining*; **mbraining@gmail.com**.

the nlp conference

Millennium Gloucester Hotel
Kensington London
April 15-17 2016

The NLP conference is an annual event held in London. It brings together some of the foremost NLP trainers in the world to share recent innovations and developments in the field. It is an outstanding opportunity to meet and network with like minded people who are using NLP to make a difference to people's lives in areas as diverse as therapy, health, education, business and coaching.

We are delighted to announce that the next NLP Conference will be held on 15th - 17th April 2016 at the Millennium Gloucester Hotel in Kensington, London and that it will be a collaboration between Anglo American Books and ANLP. We have had lots of positive feedback regarding a change to a spring conference and we're very excited about the new joint venture.

"We are delighted to be working with Anglo American Books and David Bowman on this important event which provides continuity and ensures the future of this important national and international event."
Karen Moxom, ANLP

"It's great to be working with Karen and ANLP to ensure the future of this unique conference. Karen has been flying the flag for the NLP community for many years and I cannot think of anyone I would rather be working with to make the next conference the best ever."
David Bowman, Anglo American Books

Confirmed speakers include:

Loes Bon	Janey Lee Grace
Michael Carroll	Judith Lowe
Shelle Rose Charvet	Dianne Lowther
Joe Cheal	John McLachlan
Melody Cheal	Karen Meager
Art Giser	Aart Pijl
Michael Hall	David Shephard
David Hodgson	Robbie Steinhouse
Jeremy Lazarus	Janet Thomson
Fran Burgess	Wendy Sullivan
Frank Daniels	John McWhirter
Marie Faire	Caitlin Walker
Sue Knight	

"Very enlightening, insightful, skilful presentation"

"Excellent experience"

"Dynamite"

Shelle Rose Charvet

Michael Hall

Jeremy Lazarus

Judith Lowe

Fran Burgess

Art Giser

David Hodgson

Ian McDermott

Michael Carroll

Marie Faire

David Shephard

Early Bird prices*

Friday .... £100 *full price £120*

Saturday .... £110 *full price £130*

Sunday .... £100 *full price £120*

Friday & Saturday .... £200 *full price £240*

Saturday & Sunday .... £200 *full price £240*

Friday & Sunday .... £190 *full price £230*

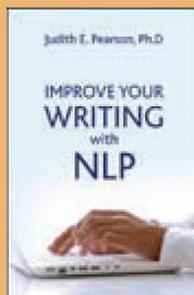Friday, Saturday & Sunday .... £270 *full price £320*

*until 30th November 2015

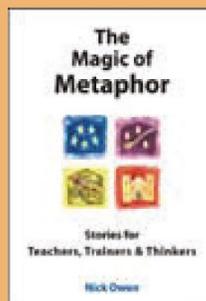For further details and to book go to nlpconference.co.uk

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How The X Factor Shows
the Value of Honest Feedback

By Andy Coote

❝ **Time spent on self-improvement in a safe environment is never wasted** ❞

*T*he X Factor may be Marmite to *Rapport* readers, but given its immense audience and the coverage it receives in the press, you will probably have seen some of it. If not, then think of *Dragons' Den* or *The Apprentice* (just starting again), for they demonstrate the point I want to make, though maybe not as powerfully.

Each new season of *The X Factor* begins with the auditions. The team visit a number of places and get to see hundreds of hopeful acts who believe that they have the X factor – the ability to be the very best in show business – if only someone would see it and give them their big break. The problem – for them – is that they are in many cases simply awful. What raw talent they have appears to be storable in an egg cup with plenty of room to spare. We can see this, the panel can see this but they, the hopeless hopefuls, simply can't.

When the judges tell them how it is, they can get angry and emotional but their internal self-belief often appears to be unchanged. The feedback is honest and, often, brutal, too. Much of it is deserved. How do those contestants reach that point in their lives – some of them quite a long way in – without someone telling them honestly what anyone can hear? Or have they done that and it is simply deleted and distorted?

Giving and getting honest feedback is not an easy process. Giving good feedback depends on our objectivity in giving and receiving it. We must consider the behaviour and performance, and feedback on them, not on the individual who is responsible for them. We also fear that if we are 'brutally' honest with someone that may change the relationship we have with them. That is not a groundless fear, either. When receiving feedback, our ego often gets in the way and we do, in the old cliché, go on to 'shoot the messenger'. Even when acting as our own critic, we may be too easy on ourselves in some areas and too hard in others.

What does this have to do with *Rapport* and NLP Professionals? We, too, may have unrealistic beliefs about our own performance. I've met leaders in many walks of life who believed that they were comedians and yet were totally unfunny (like David Brent, the 'chilled out comedian' in *The Office*) and others who indulged in 'once more unto the breach' motivational speeches that were laughable. This mismatch between belief and reality affected their performance and their credibility. They were less effective as a result.

As professionals we need to be realistic about our strengths and our weaknesses. We know that 'there is no failure, only feedback'. But where can we get it from? The level of objective feedback we need to achieve this is unlikely to come from ourselves and those close to us. What we need is a place where we can give and receive feedback as peers with people who understand our problems and can help us know the real us and can help us to work on developing the skills and understanding that will change that reality for the better. These may be supervision groups, peer learning groups or training courses. Even practice groups are opportunities for feedback. If there is no such group, start one.

We are all imperfect works in progress. Time spent on self-improvement in a safe environment is seldom wasted. ∎

Andy Coote is a professional writer. As a commentator on leadership and networking, Andy writes for a number of Business Leaders. He is part of the *Rapport* editorial team. You can reach him at **andy@bizwords.co.uk**.

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