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Highlights from our Social Media Outlets over the Last Few Months (page 18)



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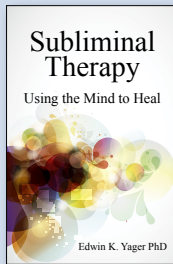
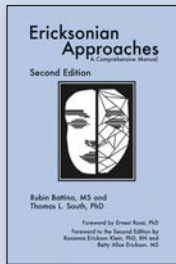
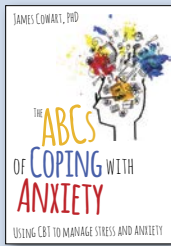
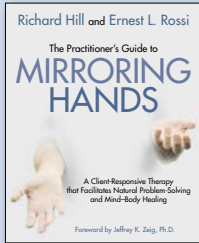
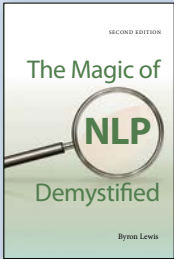


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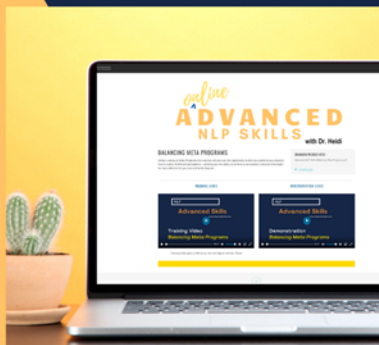
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Modelling in the Symbolic Domain: The Art of Clean Language



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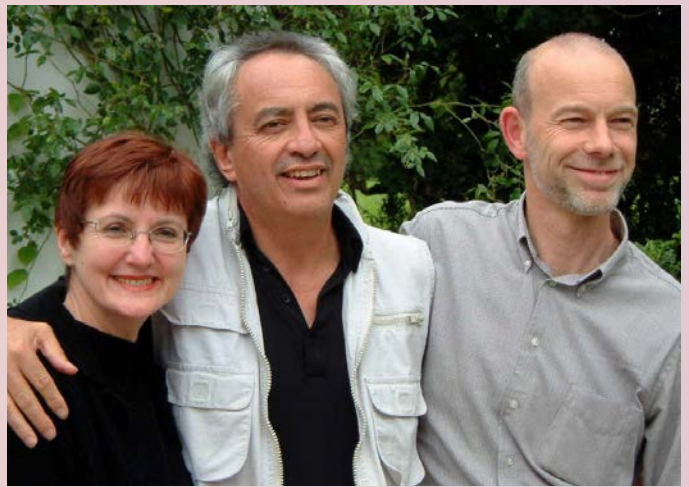
"**A**nd what would you like to have happen?" is the Clean Language question that usually starts coaching or therapy. "I would like the inflammation of my gums to stop," was the translated reply. The answer came from a member of a group of Ukrainian psychologists we have been supporting since the Russian invasion in February 2022.

Since we are not doctors or dentists we cannot provide medical advice, but we can work with the client's relationship with her symptoms. It turned out that she considered the inflammation a reaction to her situation.

Our client had been evacuated to live in the west of Ukraine with the mother and son of a soldier on the front line. Two days before our session, the mother was notified that her husband had been killed in the war and she asked for help telling her son.

Our client wanted "to tear apart with my teeth all these abusers who kill our people". Her immediate problem was that she did not know how to find the words to help this young mother tell the child his father had died.

Of course, we could have suggested any number of supportive words, but that's not how we work. Our process is strongly predicated on the presupposition that "people already have all the resources they need to act effectively".



David Grove

It's 40 years since David Grove first came up with the idea of Clean Language. He applied it as a therapeutic method for helping people suffering from traumatic childhood memories, and with military veterans returning from war with PTSD (Grove & Panzer, 1989).

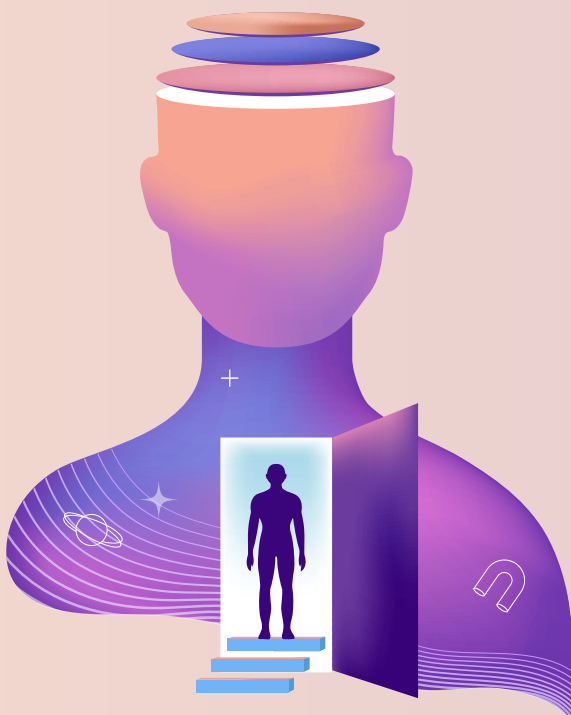
He noticed that when his clients described their experience, they would often stop just before the worst moments and say, "It was like..." and give a metaphor.

Rather than asking them to recount the details of the trauma – which was a common method at the time – he got curious and began asking questions about the metaphor they were using, rather than the traumatic event itself.

His genius was to realise that metaphors did not like being asked ordinary questions. He spent years finding the few questions that would give life to people's personal metaphors. Sometimes he even referred to himself as a midwife! And that's how Clean Language was born.

David discovered that by staying clean and not 'contaminating' his client's experience with his own interpretations and suggestions, the metaphor changed organically, healing the suffering in a way unique to each and every person. Sadly, David died unexpectedly in 2008.

Grove got curious and began asking questions about the metaphor they were using, rather than the traumatic event itself.





How can something so apparently restrictive facilitate clients to be so creative? How does less become more?

Working cleanly involves more than just asking Clean Language questions. For a start, we called our approach Symbolic Modelling for a reason – because first and foremost it is a modelling methodology. In our approach, ‘change’ is not a step in a technique; it is not even the aim of the process. In Symbolic Modelling, change happens spontaneously as an organic by-product of facilitating the client to self-model the structure and organisation of their own unique inner world (Lawley & Tompkins, 2011).

Metaphor

David Grove discovered that people’s inner worlds, their mind-body maps, are fundamentally metaphoric in nature and have their own coherent logic. This was a revolutionary idea in the early 1980s – and still is today! It is rarely appreciated that people commonly use six metaphors a minute, even in everyday conversations (Tosey, Sullivan & Meyer, 2013). Mostly these metaphors are not recognised as such, and those that are easily recognisable are often highly idiosyncratic. Here are a few from our sessions with the Ukrainian group:

Initial description	Metaphor
Feeling the movement of life	The ignition key in a car
The impulse before searching	Sparks of Bengali fires
When my body functions	Sweet honey
A feeling of independence	Dark red, like raspberry
My attention	A small white rabbit sleeping in a hole in the forest

The field of Clean

Today, a whole field under the umbrella of Clean exists. Clean approaches are used in coaching, education, organisational change and group facilitation, to name but a few. Perhaps the fastest growing application is as a research methodology. There have already been several articles published in high-quality academic journals as well as a groundbreaking book, *Clean Language Interviewing: Principles and Applications for Researchers and Practitioners* (Cairns-Lee, Lawley & Tosey, 2022). Almost every week we receive notifications of another academic or project that has used Clean Language in one way or another. The proliferation of Clean Language into more and more applications can be traced to our modelling of David Grove in the late 1990s.

Modelling excellence

In the 1970s, Richard Bandler, John Grinder and others modelled exceptional therapists, giving rise to the field now called Neuro-Linguistic Programming (NLP). We adopted a similar approach to study and codify Grove’s innovations. While we thought it would take a year to model David, it took us four years – in part because we only had access to Grove every six months and because in each intervening period his method had evolved. Eventually, we realised we needed a model of the essence of what he was doing that included his past innovations and could encompass likely future changes to his way of working. We documented the results of our modelling in *Metaphors in Mind: Transformation Through Symbolic Modelling*.

Symbolic Modelling

Symbolic Modelling didn’t simply recapitulate what Grove was doing. By including the latest developments in cognitive linguistics, self-organising systems theory and evolutionary dynamics, we gave the approach a solid theoretical underpinning and a wide remit.

On any introduction to Clean Language you will be given 8-12 of the ‘basic’ Clean Language questions. After thirty years, these exact same questions still form the core of all we do. And yet our level of mastery has multiplied many times. How are we and others able to facilitate clients to experience such transformative changes with so few questions? How can something so apparently restrictive facilitate clients to be so creative? How does less become more?



Perhaps because of his Māori heritage, David Grove was highly attuned to his client's metaphors and he took them as a perfect description of their inner world. He developed Clean Language as a way to facilitate the client to engage directly with their symbolic domain – a process David called 'a triologue'.

Metaphors are vital to 'the study of the structure of subjective experience', one of the earliest definitions of NLP. Grove discovered that personal metaphors do not respond well to leading questions – those that attempt to reframe or change the client's experience, or otherwise suggest an answer. Whether intentionally or not, they introduce the coach or therapist's beliefs, values and presuppositions.

Approaches based on leading questions and suggestions can be very effective. However, something special happens if, as a therapist or coach, you don't use them for an entire session. In other words, you only use Clean Language.

Another component of Symbolic Modelling is a particular kind of outcome orientation that we brought to the field. David Grove was at heart a problem solver, a healer and, some would say, a shaman. Until we arrived on the scene, little attention had been paid to using Clean Language to develop embodied desired outcomes. Outcome orientation involves more than SMART goals or NLP's well-formed outcome conditions. We see it as a process that continually orientates the session to the client's desired outcome. It is a way of using the client's desires, wants, would likes and needs as dynamic reference points that act as beacons or signposts for a process that doesn't know where it is going to end up.

We arrived at this approach in two ways. We modelled expert therapists who worked 'bottom up' – David Grove, Steve De Shazer, Robert Dilts, Steve Andreas (and ourselves) – and we borrowed from the work of Robert Fritz. This led to our Problem-Remedy-Outcome model and 'vectoring'. A vector is a cluster of questions which together head in a process direction determined by the logic of the client's information and in particular their desired outcomes.

Together, Clean Language, metaphor, modelling and outcome orientation are four components that enable a facilitator to model symbolically and facilitate clients cleanly. However, there is plenty going on in the background that may not be obvious to an untrained observer, which we'll cover in future articles.

Finding words in a spiral galaxy

Our Ukrainian client with the inflamed gums was now deeply emotional. She said: "I don't know how to find the words" to help the mother tell her son his father had died. This statement implies that the words are not the problem; the problem is the client does not know how to find them. It might seem paradoxical, but we take clients' metaphors (like this one) literally.

As the session progressed, the client accessed the state of "a warm and trembling love that wants to support" the bereaved mother and child. Through a series of Clean Language questions, this resource developed into a metaphor of "two oval spots" located in

her solar plexus. Spontaneously, the spots morphed into two connected galaxies. We asked:

So, when it's like those two galaxies are connected, there in your solar plexus, and that's a warmth and a trembling of a love that wants to support there, what happens to words in a memory?

After a pause, she answered that the words she needed to find "can be put together" like "planets in a galaxy that go one-by-one ... in a spiral [gestures depict the metaphor]."

And so when those words are put together like planets in a galaxy, then what happens?

"The words help the child to experience ... a kind of connection" to his father and "to have an opportunity to experience joy and happiness even though there is also grief."

The client didn't need to find the words there and then. Instead, she had access to a resource metaphor that meant the appropriate words would come when she needed them.

At the end of the session we enquired, "And what happens in your gums?"

After a while, the client reported, "Right now I don't feel any negative feelings or sensations." (Full transcript available at: www.cleanlanguage.com/finding-words-in-a-spiral-galaxy/)

And finally ...

Clean Language questions allow clients' untarnished experience to be revealed – first to them, and then to you. The art is in recognising that a metaphor holds a corresponding organisation and structure to what it represents. As Clean Language questions are asked and a metaphor landscape is developed, psychoactivity occurs, the metaphor spontaneously changes, and these changes will be reflected, isomorphically, in the client's experience and behaviour. ■

Clean Language questions allow clients' untarnished experience to be revealed – first to them, and then to you.



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Less is More: A Clean Approach to Mind, Metaphor and Modelling

by Penny Tompkins
and James Lawley

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Penny Tompkins and James Lawley's major modelling project of renowned therapist David Grove led to the creation of Symbolic Modelling, a new modelling methodology based on Grove's Clean Language, his unique approach to working with client-generated metaphors and his 'clean' relationship with clients' inner worlds (subjective experience).

This conference masterclass will include:

- Why Clean Language is even more useful than you may have thought
- How working with metaphor is fundamental to the structure of subjective experience
- A new way to model the embodied mind
- Why self-modelling is key to a 'clean' change process
- How to work with the unpredictable, emergent nature of organic change
- What goes on in a symbolic modeller's mind

In this masterclass you'll see Penny and James demonstrate their approach and describe how their modelling of the structure and process of the client's inner metaphor landscape informs their choices. You will also have the chance to acquire a new way of facilitating that is particularly suited to working with complex problems, the big issues of life and the spiritual domain of experience.

About the presenters

NLP has been a significant part of Penny and James' lives since 1991 when they met on an NLP practitioner training in London. They were even married by Todd Epstein at NLP University in Santa Cruz at the end of their trainer's training in 1992!

They helped found the Neuro-Linguistic Psychotherapy and Counselling Association (NLPtCA) and establish NLPt as a psychotherapy recognised by the United Kingdom Council for Psychotherapy (UKCP).

Their book *Metaphors in Mind: Transformation through Symbolic Modelling* was the first comprehensive model of David Grove's work up to 2000. More recently, James co-edited the academic book *Clean Language Interviewing: Principles and Applications for Researchers and Practitioners*.



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I would overhear someone talking about a phobia and I'd feel anxious and guilty, knowing I could help them and feeling I should make the offer but not quite having the nerve to do it.

The Banana Phobia



Jacqui Flavell

Jacqui@2ndcupoftea.co.uk
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Some businesses and people have incredible, true, heart-warming, tear-jerking, inspirational origin stories. The FedEx Wedding Dress story is one of them (<https://www.linkedin.com/pulse/fedex-story-empowered-service-excellence-ajay-gomes/>), and Chris Gardner (The Pursuit of Happyness) is another (<https://brightside.me/articles/the-story-of-chris-gardner-the-man-behind-the-pursuit-of-happyness-796740/>)

NLP has perhaps thousands of examples of narrative evidence where an NLP-led transformation is life-changing for the recipient. We see fewer of these in print or talked about than we might and when we do, we seem to be quite blasé about them: "Another positive change performed... Next!"

So, here's an inspiring story from Jacqui Flavell. FedEx had the wedding dress – and we have...the banana!

I remember the very first NLP event I ever went to. There was a whole team of coaches ready to support us. The host introduced each person in turn, along with their level of certification: James, master practitioner of NLP, master practitioner of Timeline Therapy, master practitioner of hypnosis; and Tina, master practitioner of NLP, master practitioner of Timeline Therapy, master practitioner of hypnosis...

I remember thinking, "Wow! These people are impressive. I can't imagine how amazing it must be to be qualified in all that."

One year on, I was standing at the front being introduced as a master practitioner of all those things, thinking: "Oh my God! What if someone out there is thinking I'm amazing when clearly I'm not? I'm still just me, with a bunch of certificates."

Bring on a big old case of imposter syndrome.

It seemed to all be too much pressure. As a coach, I was very clear that my role was to help facilitate change in my clients. I wasn't the one with the answers; I just had to ask the questions that helped them find their own solutions. As an NLP coach, the suggestion was that people would come to me with problems and an expectation that I would 'fix' them – and in just one quick session.

What if it didn't work? I wasn't sure I believed it myself, so how would I convince someone else? I started to play with techniques

with people who felt safe, dealing with friends and colleagues who had phobias with great success. In fact, to date I have a 100% success rate for helping with phobias.

And yet my confidence would fade if I didn't do it for a while.

I would overhear someone talking about a phobia and I'd feel anxious and guilty, knowing I could help them and feeling I should make the offer but not quite having the nerve to do it.

I used my NLP language skills all the time in my coaching and training workshops but shied away from using overt change patterns. To me, this felt safer. I even wrote a book with my best friend and fellow NLP coach about choosing your own life story. Did this make me an expert? Hmm maybe, maybe not yet!

I knew NLP worked but still did not put myself in the same category as the 'rock stars' of the NLP world that I saw at NLP conferences.

"I can do that!"

Then something unexpected happened. I was at the NLP International Conference in 2023 as a steward. I had watched the fabulous Dr Phil Parker show how he transforms the lives of people living with severe pain. He was awesome. At the same time, I realised many of the techniques he was talking about were things I already knew. It felt good. I thought, "Yes, this is impressive, and he explains it brilliantly – and I know much of this already."

The next day, I was sitting at the back of the room, manning the roving mic as a conference steward and overhearing a conversation going on between a fellow steward and the person assisting with the AV set-up. The AV person was talking about her phobia of bananas. She said it was having a real impact on her life because she was a teacher and couldn't do playground duty in case a child wanted a banana peeled. My colleague said there were a few master trainers in the room and he would set her up with someone to help her if she wanted. I thought, "It doesn't take a master trainer to delete a phobia. I can do that!"

I still have no idea where it came from inside me to say, "Do you want to work on it right now?" But she agreed and we popped out into the corridor. I ran a quick timeline process with her. Knowing she had been in the room when Phil Parker talked about going on

a magic carpet, I utilised that metaphor. Ten minutes later, she was looking for a banana to test it out.

This is always my favourite part – when the person thinks it hasn't worked and goes from doing everything to avoid the trigger to actively seeking one out...

Eventually she found one and spent the rest of the day carrying it around like a pet. She kept putting it against her face, as if this was the ultimate proof.

Chatting to her after, I said I was surprised she had got as far as coming to the NLP conference without having had an opportunity to work on her phobia. She explained that she was nothing to do with NLP. She'd never heard of it before; she was there as part of the AV engineer's support team!

As all good imposters do, I still managed to put myself down and tell myself that she'd had a whole day of being wonderfully convinced of the efficacy of NLP by watching Phil's presentation. It couldn't simply be that I knew what I was doing.

What was unexpected was the rest of the team's reaction to it. Everyone seemed to be very impressed. I kept thinking, "How impressive is something that simple among a body of people who, surely, could all have done what I did?"

So, I became massively impressed myself! It wasn't so much that I was amazed it had worked – after all, I'm still at 100% success. What impressed me most was that, surrounded by some rock stars of NLP, I decided to make the offer.

A few weeks later, I was on a training course and one of my fellow delegates mentioned a phobia of heights, lifts and escalators. I said, "Do you want to work on that?"

Ten minutes later, we were in the lift heading to the top floor...

So, if you're living under the shadow of imposter syndrome,

remember to embrace your own inner rock star. The results can be amazing! ■



Embrace your own inner rock star. The results can be amazing!

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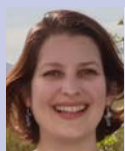
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When Deleting, Distorting and Generalising Exacerbates Pain



Eve Menezes Cunningham

eve@selfcarecoaching.net
www.selfcarecoaching.net

Pain is a cue from our body to pay closer attention and do something differently.



We all know we need to delete, distort and generalise the gazillions of bits of information and sensations flying at us all day, every day in order to stay sane. But what happens when you become so used to something that you don't even recognise you're contributing to increasing amounts of pain?

I've had shoulder issues on and off for decades. It started when I did a backbend after a massage in my 20s. I'd recently relearned how to do backbends (I loved gymnastics as a kid) and quickly became addicted. The abdominal stretch offered wonderful pain relief for the endometriosis pain, too. So, when I saw the mat outside the massage room, I couldn't resist before heading back to work.

But that day the massage had loosened up my spine so much I didn't have the usual control. I landed on my head, jarring my neck and shoulder. After that, it felt like I had YEARS of pain with one shoulder, then the other.

The realisation that ever-bigger shoulder bags were literally weighing me down meant I switched to backpacks and that helped a bit. But I still had an enormous amount of shoulder pain.

Getting an orthopaedic pillow meant at least it stopped getting worse every single night and while I've never found the magic from that first pillow, my current orthopaedic pillows help a fair bit.

Riding my bike is fine but I know locking it up often means yanking it up (with full bags) and THAT can put strain on my shoulder.

Physiotherapy years ago pointed to one leg being longer than the other and orthopaedic insoles helped the shoulder issue AND a tilted pelvis (easing some of the then endometriosis pain). Was I still wearing those insoles, a loved one recently enquired. (I dug them out and am again.)

But I KNEW all the causes.

I'd gone even lighter with my cross-body bag. (Addition to backpack. Slippery slope, I know.)

I mentioned it (moaned) enough to a few loved ones and then, one day, the thing that was different and making it all So Much Worse became crystal clear: Rainbow MagnifiCat had a cat flap installed in the window and while she's reluctant to learn how to use it, I've been using tape to hold it open for her for extra encouragement. This means opening the window next to it, reaching out, opening the cat flap from outside and inside and taping it up and holy *macaroni*, that hurt my shoulder!

How had I not even noticed the pain every day until that day?

Once I became aware of it, I could walk further over to the window and be more careful and controlled in my movements.

No additional pain.

And this is it with so many situations.

Once we have awareness about the unconscious decisions and habits and beliefs that are happening every day, we get to choose how to make even the teeniest of tweaks to them.

What are your current pain points?

When you think about your own body, your life, your work, your home, your relationships and anything else, what are your current biggest pain points?

List them all.

Listen to the stories you've been telling yourself about why whatever pain is inevitable. (I'd been excusing my shoulder pain for decades when there's no NEED to keep making things worse!) Pain is a cue from our body to pay closer attention and do something differently.

What stories are keeping you stuck in various kinds of physical, mental and emotional pain?

What won't you even *try* as a tiny tweak that *might* make a difference?

Be honest with yourself (if you want to): Is there something loved ones have been suggesting that *might* actually work for you?

They *might* have more of an insight into whatever's been ailing you because they delete, distort and generalise in a different way. What's obvious to you might not occur to them, and vice versa. And we can use this to our advantage by just getting curious. ■

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The Power of Mindset Change: Building a GPS for the Mind



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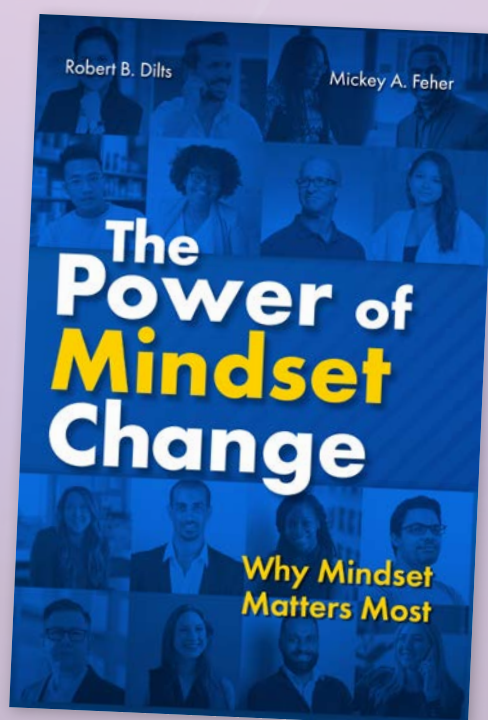
Our new book *The Power of Mindset Change* is the culmination of a fascinating journey for both of us. Robert's odyssey began in the mid 1970s when he first met NLP founders John Grinder and Richard Bandler and understood the profound significance of mindset and mental programming on our lives. Robert has been studying the power of mindset to transform our health, relationships, professional careers and collective potential ever since.

Through the years, Robert has done coaching, consulting and training related to mindset change for a wide variety of entrepreneurs and organisations (Apple Inc. was his first corporate client in 1980). In 1999, Robert created the process of Success Factor Modeling with his late brother John in order to identify the 'differences that make the difference' for highly successful individuals, teams and organisations. These years of experience and research into what creates individual and collective excellence and success are a key part of development of the Success MindsetMap Inventory.

In 2013 in Budapest, Mickey attended a programme that Robert was giving on coaching and The Hero's Journey. During the programme, Mickey was a coachee for Robert for a demonstration of an alignment process focused on what we have come to call Meta Mindset. During this process, Mickey, who already had a successful coaching and training business in Central and Eastern Europe based in Hungary, experienced a significant breakthrough with respect to his 'big picture clarity' for the future, and connected with an greater vision and sense of purpose. He realised he had a calling to take his work to a more global level and with a special focus on being a bridge between cultures. As a result, he has since worked with many leadership teams of Fortune 500 companies, training over 2000 leaders and executives.

When Robert launched a major phase of the Success Factor Modeling initiative,

Mindsets can be thought of as "lenses or frames of mind that orient individuals to particular sets of associations and expectations" which, in turn, shape our thinking, feelings and behaviour.



Mickey participated in an extensive modeling study of next generation entrepreneurs, conducting numerous interviews. It was during this period, in late 2014, that the first seeds for the Success MindsetMap Inventory were planted.

What is mindset?

According to neuroscience, mindsets can be thought of as "lenses or frames of mind that orient individuals to particular sets of associations and expectations"

which, in turn, shape our thinking, feelings and behaviour. Mindsets can be likened to the inner software apps we are using to address a particular circumstance or accomplish a particular goal. They are what ultimately determine our degree of success at whatever we are attempting to achieve. Therefore, our awareness related to being in the right mindset is crucial for success in whatever we do.

Mickey believed it was important to have a way to actually visualise the key qualities of a person's mindset. This idea intrigued us both and we began to explore possible ways to do that. This is where the idea of using well-known entrepreneurs (Steve Jobs, Richard Branson, Anita Roddick, etc.) as iconic examples of where particular mindset qualities originated.

Levels of mindset

As we developed the project further, we realised there was actually the potential for a very powerful tool, and the current version of the inventory began to take shape. Our interviews and studies of successful entrepreneurs and business leaders reached into the hundreds, and more and more key patterns began to emerge. This led to us making the distinction between meta, macro and micro mindsets:

- *Meta mindset* is our big picture clarity about what we are doing. It encompasses our fundamental attitude toward our world, the work we do and the way we see our roles and goals.
- *Macro mindset* relates to the mental disciplines and practices we have adopted to bring focus to our big picture and put our personal and professional visions into action.
- *Micro mindset* produces and guides the specific actions necessary to build a sustainable path for our venture, project or team.

In the book, we go into each of these areas of mindset in detail and illustrate them with case examples of notable entrepreneurs such as media mogul Oprah Winfrey, Covid vaccine developer Katalin

Kariko and Apple founder Steve Jobs. Starting or building a project or venture is very much like the journeys taken by the early explorers. They needed to have a certain mindset and tools in order to arrive at their desired destinations. So, we also chose to use a number of legendary explorers, navigators and leaders to symbolise key aspects of the meta mindset as well as icons related to the resources necessary to successfully complete a major ocean voyage for key areas of macro mindset.

A GPS for the mind

The Success MindsetMap Inventory integrates the various key qualities of meta and macro mindset with the nine critical practices of micro mindset into a type of 'GPS for the mind'. Given where you want to go – i.e., what crucial business outcome you want to achieve – it shows you where you are and what path you need take to most effectively reach your destination.

Our first version of the Success MindsetMap Inventory was a smartphone app. We enlisted Antonio Meza, who illustrated the three volumes of the *Success Factor Modeling* book series, to help us create the images and icons to be used for the map. We soon realised, however, that a phone app alone would be

too limiting and switched to developing the web-based app we are using today, which can be readily translated into other languages.

As we introduced the Success MindsetMap Inventory to our clients and colleagues, it became evident it was an extremely useful and powerful resource that provided a type of feedback and support that was not available in any other form. The ability to identify and shift patterns of mindset in order to reach desired outcomes provided key breakthroughs for our users that no other methodology was able to achieve. We also began to realise that, in the hands of trained coaches, the inventory could

The Success MindsetMap Inventory integrates the various key qualities of meta and macro mindset with the nine critical practices of micro mindset into a type of 'GPS for the mind'.

be a powerful instrument of growth and transformation when linked to the relevant professional development coaching tools and processes.

These realisations led to the creation of the 20-page *Success MindsetMap Premium Report*, which gives users and their coaches a detailed analysis of the different levels of the user's mindset and access to 49 unique online coaching tools designed to support the enhancement of specific qualities of meta, macro or micro mindset. Our hands-on work with the *Premium Report* also provided the basis for the six-step *COACH+* process for implementing the results of the Success MindsetMap Inventory. It has also led to the development the 28-page *Success MindsetMap Team Inventory Report* and our forthcoming *Success MindsetMap Conscious Leadership Inventory*.

As you can see, our journey is well underway and is continuing still. We both consider the developments associated with the Success MindsetMap Inventory to be part of a larger movement to bring greater awareness and transformation into the world of business. We hope readers will find it as fascinating, exciting and practically useful as we have and will consider joining us for more of this journey in the future. ■



Highlights from our Social Media Outlets over the Last Few Months



The NLP International Conference
22 August at 10:00 · 🌐

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ANLP International CIC
Published by Shannen Marsh · 1 August at 21:01 · 🌐

It was an absolute pleasure to virtually celebrate and talk all things ANLP and the NLP Conference with this wonderful group of people!
Another inspiring moment we were honoured to be present for!

Sarah Fletcher is with Kate Brindley and 10 others.
9 July · 🌐

Celebrating all of these incredible NLP practitioners today certifying with an ANLP International CIC SEAL of approval 🙌
👉 Another fantastic group of heartfelt pe... See more

ANLP International CIC
Published by Loomly · 2 July · 🌐

NLP Virtual Workshops starting from September!
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Upcoming NLP Virtual Workshops

	21 SEPTEMBER 15:00 (BST)	TAKING BACK THE CONTROLS OF YOUR LIFE WITH EMMA MCNALLY
	11 OCTOBER 15:00 (BST)	USING NLP FOR RESILIENCE WITH CAT TREBILCO
	14 NOVEMBER 13:00 (GMT)	FREE YOUR MIND! ARE YOU REALLY RUNNING YOUR OWN BRAIN? WITH MELODY CHEAL
	14 DECEMBER 12:30 (GMT)	HOW TO DESIGN YOUR VISION AND ALIGN YOUR LIFE WITH CAROLINE MARTIN

REGISTER TODAY!

ANLP International CIC
Published by Loomly · 6 d · 🌐

Last weeks Community Café had such a great turn out!
We love connecting with everyone and holding the space for the community, come along next month and join in the fun!
<https://anlp.org/news/anlp-virtual-community-meetings>

3RD WEDNESDAY OF THE MONTH AT 10AM

ANLP Community Café
www.anlp.org

Dynamic Communications- The World of NLP
27 August at 12:12 · 🌐

NLP Master Practitioner Certification - Day 6.
We had the privilege of being joined by @karensfalcoer, the CEO of ANLP International CIC .
She spoke about the benefits of becoming a member of the Association of NLP and how the participants can assimilate their learnings into different business models and position themselves as Global Coaches.
It was an engaging and interactive session.
Thank you once again @anlpinternational for providing us with this fabulous platform.
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👍❤️ 3

ANLP International CIC • You
Professional Association at ANLP INTERNATIONAL CIC
1mo •

So often, we hear inspirational stories and wish the storyteller would understand the impact their words have...

...see more

We're working on a book "NLP from the Heart"

Send in your stories of the impact NLP has had on you...

Jacci Wright and 4 others
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Most relevant

Jacci Wright (She/Her) (She/Her) • 1st
1mo (edited) ...
NLP Trainer and Coach - supporting the potential you.
NLP saved my marriage. Having learned how we all have our own unique map of the world and how we process information in our own unique ways, I stopped being irritated by my husband, understood why he behaved the way he did and changed my state and responses. As I changed he changed too. I ...see more

Love • 2 | Reply

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2mo •

Our mission is broadly to find practical routes and strategies for how NLP can be introduced into the Education system...

...see more

Current ANLP Projects

NLP in Education Project

A new collaborative project has recently been initiated by ANLP to take NLP in the Education sector.

www.anlp.org/nlp-in-education-project

Sarah Fletcher and 3 others
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Sarah Fletcher (She/Her) (She/Her) • 1st
2mo ...
Unlocking your coaching, leadership and personal potential | NLP...
I have a very exciting project starting in September. It's my mission to reach more schools/colleges and share the incredible benefits of NLP for Education 🙌

Like • 1 | Reply

Kate Brindley @Kate.PTMWA - Jul 17
Excited to be a part of the Professional body of @ANLP #NLP #coaching



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39

Richard Bolstad
17 August at 22:07

This year was another great experience at the NLP International Conference in London. I'm planning to teach "Transcendence" at the 2024 NLP International Conference. Join us there online or in person.



I'M ATTENDING IN 2024

NLP International Conference

The NLP International Conference
17 August at 14:49

Re-post if you're joining the NLP Conference in 2024!
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#nlpconference #2024 #imgoing

Caroline Martin • 1st
No. 1 Best Selling Co-Author of Determined to Rise. Leadership Coach ...
3mo •

Karen Falconer What a fantastic blog 🦋

These community cafe's are the highlight of my month to learn and grow with others and explore creative ways we use NLP in every day life.

We have laughed and laughed and I always go away feeling inspired by the incredible giving NLP community.

To say these tools have helped me in life is an understatement.

NLP tools can help in every aspect of life and business because to me its about being an effective human and navigating situations in the best possible way. When teaching NLP its always with pure intention to help others grow.

🦋

ANLP International CIC
Published by Shannen Marsh • 1 August at 20:39

It was an honour to celebrate with this wonderful group of people as they graduated from their NLP Master Practitioner! Part of what we love to do is getting out there in the NLP community and answering your questions about ANLP, it's always so inspiring meeting new people and sharing those moments as they embark on their journey with NLP!

NLP is making a difference and the difference is you 😊




Emma McNally is with Barbara Beales and 13 others.
1 August at 09:30

Huge congratulations to this amazing group of new NLP Master Practitioners. They graduate yesterday and all did so incredibly well. I feel privileged to have be... See more

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@CasemateIPM

Karen Falconer brings her vast experience of running successful companies and her skills as a certified @ANLP Trainer to this book. It gives easy-to-follow, practical advice on how to start, run and grow an efficient, professional NLP-led business.

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Karen Falconer
Foreword by Ian McDermott and Robert Dilts
How to Create a More Professional, Effective and Successful NLP Business

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6:00 PM • Jun 24, 2023 • 10 Views

Rocking the Crone: Using NLP to Support Mindful Ageing for Women

New international resources on the ANLP website



Jan Russell

jan@yourbusinessinmind.com
www.yourbusinessinmind.com

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or click
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video



We distinguish between getting older and ageing. The former is non-negotiable as long as we have a beating heart. The latter refers to how we get older.



Several years ago, I invited my first NLP mentor, then aged 75, to guest present on one of my courses. Over dinner, she leaned in and said, with a smile and a twinkle: "Well, Jan, let me tell you about my long-term future plans..."

If we are fortunate, we get to grow older. Getting older is nature's way, the impermanence of life most vividly illustrated, entailing, in some form, a more or less gentle physiological degeneration of mind and body. Blessed with the facility of reflection, humans mark out stages of that life journey through various means. In western countries, birthdays ending in a zero are ascribed significance. In some parts of the world, people don't know the date of their birth. Cultures differ across time and place. For example, coming of age might be marked by the physiological onset of puberty, or by socially constructed notions of 'teenage' and adulthood. Biological and social

frames of reference abound.

Humans are blessed with the capacity for retrospection and future planning, within which resides a whole imaginarium through which we filter the inevitable time-related transformations through which we shall pass. As we imagine 'older', so we construct images and mental rehearsals of what that may mean. We distinguish between getting older and ageing. The former is non-negotiable as long as we have a beating heart. The latter refers to how we get older.

I consider life a cocktail, created from genetics, environment, experiences, attitude, competencies, beliefs and perspectives. We cannot control everything. Yet, to quote Viktor Frankl, "Between stimulus and response there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom." (Frankl, 1962)

What better practices to support our choices than NLP and mindfulness?

Over the last three years I have enjoyably and passionately created programmes to support women through various aspects of the ageing process. While all people age, and are welcome to use the programmes, I focused on women to recognise the idiosyncrasies pertinent to the gender.

My approach is discursive, sharing ideas, information and the tools, philosophies and practices of NLP and mindfulness. The programmes aim to bust unresourceful myths and entail creating and affirming intentional futures, discovering and harnessing internal resources, and empowering attitudes around what ageing can mean. It is about co-authoring your long-term future.

Myth busting

Many women, as they age, feel trapped by narratives in which they are object rather than subject, and which repeat in diverse contexts. Narratives matter, impacting neurological pathways, reverberating somatically, influencing how we make meaning. How we speak about ageing, whether to ourselves or others, shapes expectations, confidence and well-being.

In the big picture, narratives are embedded in cultural mythologies, both traditional and new. I intentionally named my signature course *Rocking the Crone*. (You can find an audio overview to the thinking behind the course at bit.ly/447TICq) The term 'crone' in the English-speaking world originated in the 13th century, and equates old women with cantankerous, dangerous and ugly. We might wonder what filters dominated to arrive at this conceptualisation. For now, we might simply ask, "According to whom?" I chose 'crone' to reclaim the notion of the old woman as being wise and of value.

In contemporary western society, the old equivalence is exploited on a vast scale within a global market. Old women in their natural state are often presented as physiologically unappealing and are marginalised in many ways. The presentation is subliminally sustained through the language of avoidance. Looking old or having wrinkles is discouraged, while retaining lifelong youthful looks is positioned within a powerful 'anti-ageing' culture. My programmes sit within an emerging body of work that challenges this discourse. Within them, we work with the deep structural construction of our self-perception and build resources to put us at cause of our own natural process and well-being.

Within this process I use NLP to support individuals to uncover and re-shape distortions. There is evidence, for example, that young women's expectations of what ageing will be like are surprisingly negative, much more so than the expectations of young men; while there is also evidence that single women over the age of 75 suffer less from depression than any other group. Yet to live a life with the expectation that walking nature's path will necessarily be an increasingly negative experience seems to me to be paving the way for unnecessary obstacles. The mood of the programmes is to help reduce internal conflict. Women can create more resourceful personal narratives.

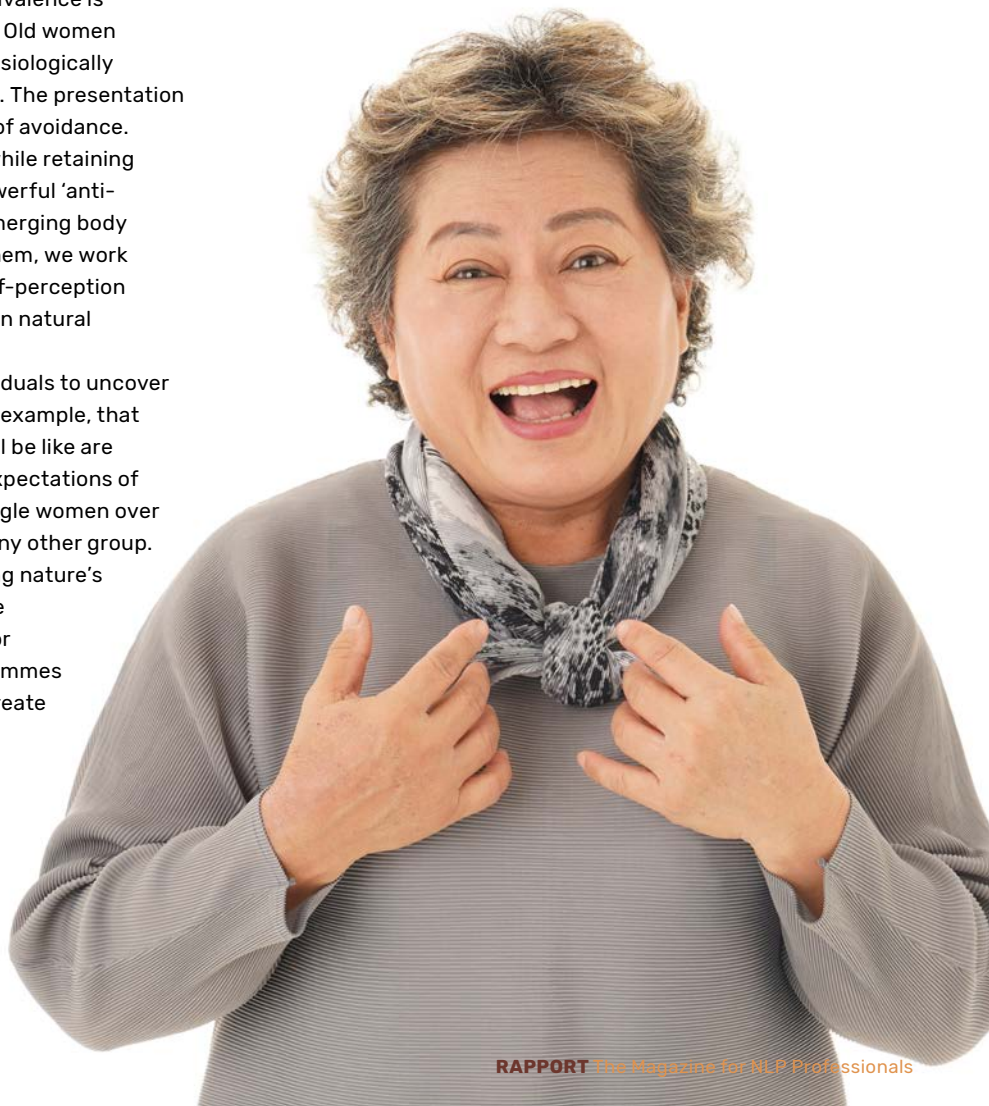
The map is most definitely not the territory: a mindfully created map can emerge with flexibility and creativity.

Within the myriad beliefs that surround the process of ageing, some of the most disabling for women are associated with guilt. It has long been my perception (prepare for a generalisation) that women take more responsibility for the care of others than men, often over and above their own needs. Such responsibility often generates guilt, both in terms of what they have or haven't done, and what it is now, in later stages of life, okay to do (Torstveit, Sütterlin and Lugob, 2016). Time to chip away at limiting beliefs. Meta Model presents naturally as an excellent tool, and I have enjoyed combining metaphor into the meditative practices to stimulate unconscious take up, to loosen the deep structures and beliefs around guilt. Many women who respond to the programme find the ability to shift guilt is liberating, recognising that guilt is dynamic rather than a 'thing': "Session Two was an epiphany for me, aged 77... shifting so many aspects of guilt and responsibility that I have carried my entire life."

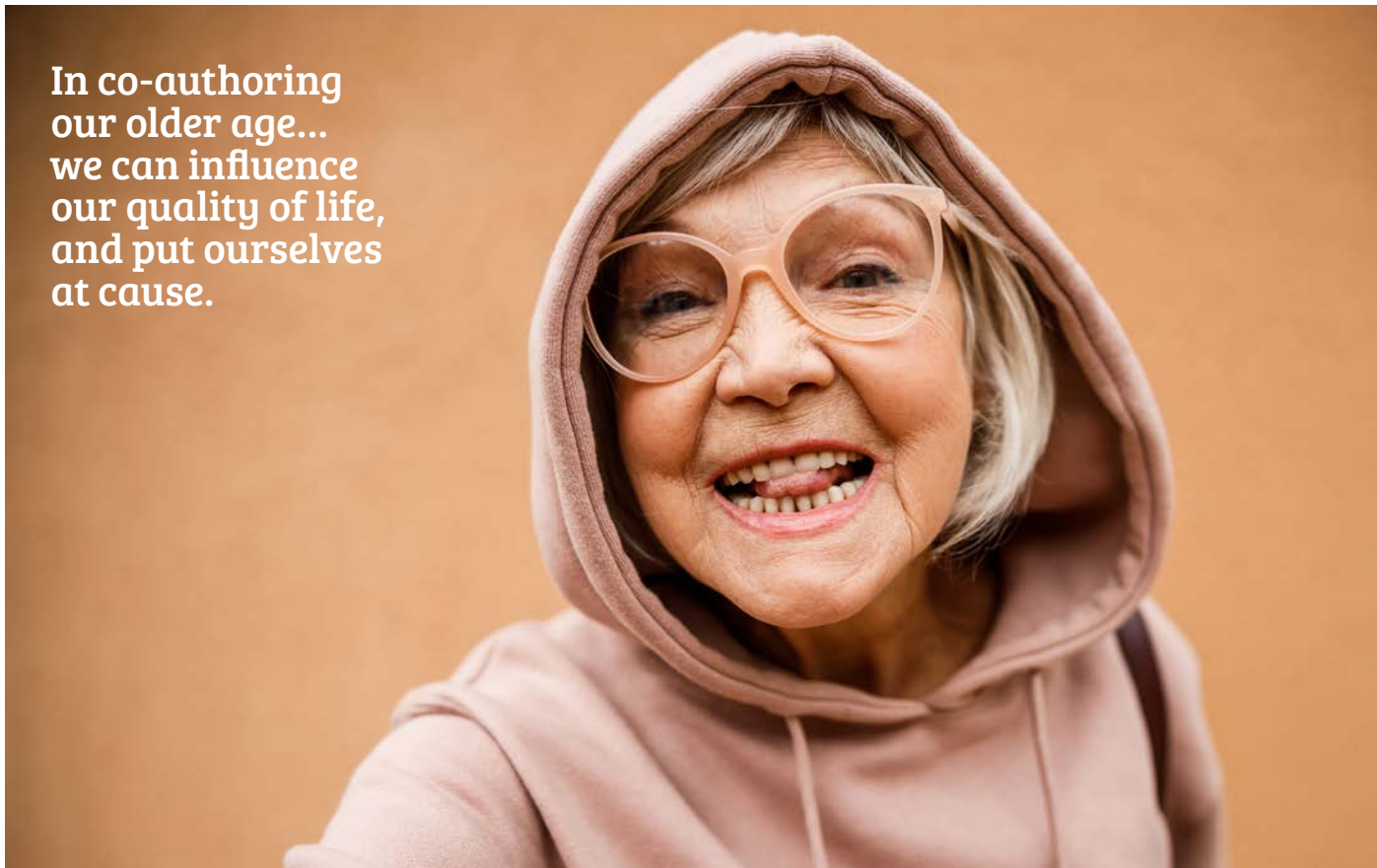
Framing and reframing

Frames-wise, I position the transition to old age as a psychosocial event, a predictable crisis of adult life, after Erickson (1958, 1963) and Sheehy (1995), entailing significant change and decision making. Neither intrinsically negative nor positive, crisis suggests a punctuation mark in the life narrative, an organic space to navigate. While Erickson saw old age as a time of assessment and wisdom, Sheehy proposes old age as a generative life stage, heralding a 'second adulthood', rather than a time of decline. The map is most definitely not the territory: a mindfully created map can emerge with flexibility and creativity.

While physical and mental health may change along the way, when we are mindful, we notice what we can do, develop new capabilities, or re-kindle lost or forgotten capabilities. We may



In co-authoring
our older age...
we can influence
our quality of life,
and put ourselves
at cause.



▶ even be better than ever before at some things, for example effective decision-making. When you consider older age a generative life stage, what might you really dare to plan? The invitation to be daring, to live life with adventure, is a thread that weaves throughout my work, always within the valued outcomes of each individual.

In our now selves, it can be easy to be whimsical and to make social and personal comparisons that feel unresourceful: “I used to be able to,” or “My skin looks so much older.” Using anchoring and time travel, I invite women to propel themselves to a future date, sensory channels blazing, and look back at themselves now: what might you appreciate about your now self, which at some time will become your younger self? What would your older self say to you now? What do you need to listen to? Time travel is a wonderful tool to anchor powerful states, or collapse powerful states, creating acceptance of one’s self in the ‘now’, and forging future versions of that same self as valued, vital human beings.

And we can mentally travel through time to revisit the footfall of the past, to honour and rediscover the hidden gems of knowledge and experience that have maybe become buried within the hurly burly of living, uncovering long forgotten dreams and possibilities, filtering through older eyes and mixing into the cauldron to become our wisdom.

What of biological rhythms? Nature marks our reproductive function with a finality and inevitable certainty, which, within an ageist cultural context, can be challenging to accept. Menopause is a powerful end to reproductive capability, often concomitant with shifting domestic roles and decreased access to professional roles. Personal identity can feel precarious. Some women feel they are fading from view, their voices unheard, their value diminished, a sense of invisibility slipping under the skin. This can be coupled with social encouragement to minimise the physical signs of ageing.

It can be empowering to consider invisibility in a different way. What other meanings can we develop for ourselves during the change process to feel more powerful, to walk in our own boots of

confidence? Within my work, I encourage women to step into their own agency, to create their own meaning. If invisible, invisible to who? In which circumstances? Are there any means by which a degree of invisibility can be resourceful? When grounded in confidence, who might you want to be visible to, and why? And who and what might you want to stop paying attention to, what and who do you no longer want to attract? Through reframing at depth and becoming mindfully aware of who and what we really want in our lives, through anchoring confidence and courage, women can move mountains.

We all know language is powerful. On a fun fact note, in Portugal, where I live, there is no verb in the language for retire. The closest word is reformar – to reform. I find this a useful notion, that in re-formation lie many opportunities of how to shape the next stage, the structure of my internal and external environments.

Conclusion

There is much more to be said, not all of it here. Involving myself in this area of work is a passion and a privilege. As we know, we are always neuro-linguistically programming. Meaning and equivalents lurk and surface in the trail we leave from the words we choose, our beliefs and repetitive thoughts carving our neurological pathways. It is so easy to fear ageing, yet equally, it is easily possible to embrace it. With some attention and intention, why not programme ourselves into a mindful older age, choosing our beliefs, perspectives and expectations, and living with compassion? It is a great gift to self to create one’s own internal space of infinite possibility, and in the Crone work, my intention is to support women to tap into that gift for themselves. Each moment is no longer or shorter than it ever was.

In co-authoring our older age, knowing that navigating any life stage will include change, loss, acceptance and openness, we can influence our quality of life, and put ourselves at cause.

We can even believe, as my old tarot reader used to say at my annual reading, that the best is yet to come. ■

"We feel that this is an important and fantastic community project conceived and being run by the NLP for Health team and fully supported by ANLP"



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