

THE MAGAZINE FOR PERSONAL DEVELOPMENT

rapport

22

WINTER 2010/2011

**Camila
Batmanghelidjh**
Kids Company

**Jørgen
Rasmussen**
Provocative
Hypnosis

**Mirrors of
Appreciation**
Engaging
Volunteers

The
**Relationship
Dance**

**Transforming
your Critical Voices**

**Debate
returns**

Compete or
Collaborate?

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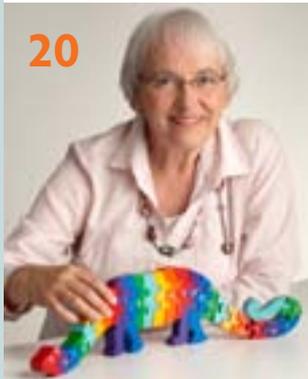
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What does it mean to have an open mind?



Publisher - Karen Moxom

Welcome to the Winter issue of Rapport.

Even before we went to print, we have had our fair share of cold weather this Winter, so I am hoping that this issue of Rapport does reach you through the snow and ice!

I have to start this issue by saying how much I admire inspirational and committed entrepreneur, Camila Batmanghelidjh (p24). The work that she has done and continues to do with Kids Company is incredible, and testament to a woman who understands the bigger picture and is prepared to act on it.

Andy addresses 'big picture' questions in the return of the debate "Compete or Collaborate" on p4. Do let us know if you have any burning topics that you would like to see debated in future issues of Rapport.

I very much appreciate Kris Hallbom's tips for transforming critical voices (p32) – I think mine work overtime at Christmas as I attempt to please all of the people all of the time and run myself ragged!

Of course, with Christmas now done and dusted for another year, and Valentine's Day just around the corner, we have two topical features this issue. Eve explores successful strategies for weight loss (p28). Thankfully, these involve

more mind related strategies than feasting on lettuce leaves for a month, so I'll be working on those in the New Year!

Joe and Melody Cheal start a series of articles exploring relationships in more detail, this time using the metaphor of dance (p14). I look forward to their next article in the Spring.

Talking about relationships, as a volunteer myself, I read Faith's article on engaging volunteers (p38) with great interest. Faith has some simple, and yet important observations to make and I would like to grab this opportunity to publicly thank those who do support ANLP in a voluntary capacity, and help us, as a social enterprise, to make a difference to the NLP Community.

These voluntary roles are important, and include those who sit on our Advisory Board and Complaints Panel, the editors of both Acuity and the Research Journal, contributors to Rapport magazine, Acuity and the Research Journal, and of course, those who sit on the Research Conference committee. Thank you all for the valuable contribution you make to ANLP.

Wishing you all the very best for 2011.

Until next time... **Karen**

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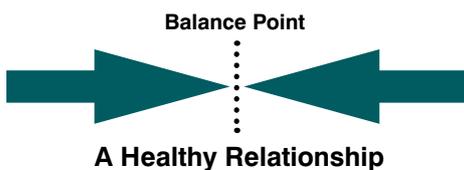
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The Relationship Dance

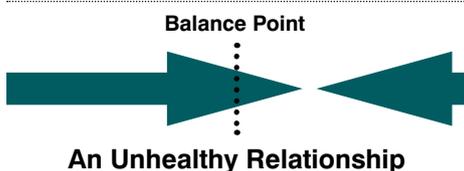
By Joe & Melody Cheal

“Will you, won't you, will you, won't you, will you join the dance?”
 Lewis Carroll (Alice in Wonderland)

In many ways, a love relationship is like a dance. When a relationship is healthy, we stand in the middle of the dance-floor and with permission we step forwards and backwards in harmony with one another, often returning to the middle. As a couple we flow, in balance, sometimes leading and sometimes following.



However, when a relationship is less than healthy, there becomes an imbalance. Sometimes only one person leads, either pushing or pulling a partner who doesn't necessarily want to go where they are being led. Alternatively, as one partner advances, the other retreats, so the first advances more and the second retreats more. They end up off the dance floor, perhaps with the retreating dancer pinned up against the wall. But all this may seem better than sitting alone by the side of the dance-floor



In NLP, we talk about the metaprogram of towards and away, i.e. we are motivated towards outcomes/pleasure and away from problems/pain. In relationships there is a related metaprogram which we (the authors)

“As a couple we flow, in balance, sometimes leading and sometimes following”

have called the advancing/retreating energy. When people are advancing energies, they do so because they need connection; they want to be with their partner, to see them, to talk with them and to sit right up close to them. When people are retreating energies, they need their own space; they want to be able to breathe.

Some couples flip back and forth between these energies and so a harmony is maintained. However, the issue arises when the two become permanently out of balance. The retreating energy finds the advancing energy smothering, threatening and perhaps suffocating; they want to step back and escape. The advancing energy feels abandoned and unloved; they want to step forward and fill the gap.

In real terms, the advancing can happen physically (wanting to hold hands, touch

and hug), mentally (talking at and sharing their views, opinions, thoughts and ideas) and emotionally (expressing joy, upset, anger etc.). Retreating can also be physical, mental and emotional. Indeed it is possible for someone to be, for example, a retreating emotional energy but simultaneously an advancing mental energy. Like other metaprograms, the advancing/retreating energy can be context specific.

Where do we learn to dance and how do we choose a partner?

It is likely that we learn the relationship dance at a very early age from our parents and other significant caregivers. If the template we see and learn is healthy, we will probably have a better chance of finding and creating balanced relationships later on.

If our parents are our main role models early in life, we are likely to model our same-sex parent and hence form a partner-template based on our opposite-sex parent. Now before you get squeamish and accuse us of being overly Freudian, remember we are generalising here. Some people find attractiveness in the same-sex template and others either form a counter template or do not work from the parent template at all. However, consider your relationships past and present. Think about the physical characteristics of people you find attractive



“ It is likely that we learn the relationship dance at a very early age from our parents and other significant caregivers ”

(e.g. height, hair colour and eye colour) or their 'personality' (e.g. warm, cool, friendly, aloof etc.) Notice any connections?

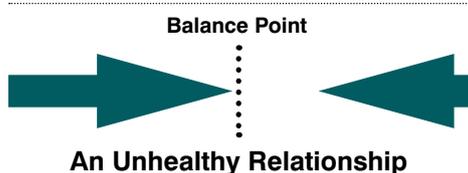
The likelihood is we will be attracted unconsciously to someone with the opposite energy to us. For example, if we are balanced, it is likely we will find a balanced energy. If we are advancing, it makes sense to choose a retreating energy. If we are retreating, we will probably seek out an advancing energy.

Of course, many couples stay together for life as extreme advancing and retreating energies. They fit each other's pathologies and so they 'fit'. However, although this may 'feel right' on some level, it may be less than rewarding on others. Consider the couples that stay unhappily married simply because they 'fit' one another.

Does this mean two advancing energies couldn't relate to one another? They can, although they may find themselves in competition with one another and bumping against each other. And two retreating energies might live quite single lives whilst being married. Both cases might work, but what if a couple want to create a balanced dance?

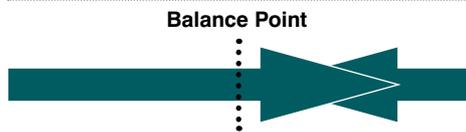
How do we dance with love, balance and grace?

The first step is to return to the balance point. If ▶



▶ you are an advancing energy, step back and give your partner space.

If you are a withdrawing energy, step forward and embrace your partner.



An Unhealthy Relationship

The interesting thing is that it only takes one person to change the dynamic. If you return to the centre of the floor, your partner will need to return back in order to continue dancing.

Of course this is sometimes easier said than done. To go against our template and conditioning may feel less than comfortable, or perhaps even a little scary. For some, it may feel like too much of a risk. What if my partner doesn't step forward, fill the space and return to the balance point? What if I step forward and embrace my partner, only to find they embrace me back and won't let go?

If the advancing steps back, it may take a while for the retreating to trust and step forward. Likewise, if the retreating steps

forward, the advancing may take a while to step back. This can be challenging for both parties. The partner who wants balance could do some pacing and leading, taking it one small step at a time rather than dashing back to the centre of the floor. It also helps if the partner who wants balance communicates how they feel and what they want: "This is where I'm at in our relationship and I'd like us to..."

What if our partner isn't prepared to change step?

Now we have the tough bit. If one partner desires change but the other partner absolutely doesn't, then the first person has options like: return to how it was before or change partner. If the relationship is working in every other way, is the 'partner-desiring-change' prepared to live with things as they are? Unless someone is in a highly destructive relationship, we might encourage them to try out a range of different moves before leaving the dance altogether. However, if the other partner is simply not prepared to change and all other options have been exhausted, it may be time to move on.

There is an important dance lesson here though. Before finding another partner, it is beneficial to learn to balance one self.

For those who are normally the advancing energy, they will need to find ways of being self sufficient and happy in their own company. For those who are normally the retreating energy, they will need to be open to intimacy and prepared to share their space. Without personal balance, a person may well find themselves with a new partner who has the same old dance moves as all their previous partners.

Where else does this apply?

The advancing /retreating energy metaprogram has applications beyond love relationships. You can just as easily play out the dance in the workplace. A 'micro manager' who wants to know the details of everything you are doing can feel like an advancing energy. The manager who is hard to get hold of may feel like they are retreating.

As well as your love relationship, consider some of the other relationships you have. What is the dynamic you play out with friends, with family and with people at work? When, where and how might you benefit by returning to a balance point?

Enjoy the dance, for without the dance, there is nothing. ■

“ We are motivated towards outcomes/ pleasure and away from problems/pain ”



Joe and Melody Cheal have been working with NLP since 1993 and married since 1994. As well as being Master Trainers of NLP, they are also partners in the GWiz Learning Partnership www.gwiztraining.com, transforming people and businesses through the fields of personal, professional, leadership and organisational development.

Joe holds an MSc in Organisational Development and Neuro-linguistic Technologies and a degree in Philosophy and Psychology. He is also the editor of Acuity.

Melody holds an MSc in Applied Positive Psychology and a degree in Psychology.

Camila Batmanghelidjh

By Eve Menezes Cunningham



“I was seeing stabbings and shootings long before the general public were aware. Kids were using firearms, knives and dogs as weapons”

Camila Batmanghelidjh founded Kids Company in 1996. They provide 14,000 London children with a safe space. Many of them not only deal with violence in their homes but are forced into prostitution or working as drug couriers - with a safe space. First they provide practical support to stabilise the children. Then, once they feel safe enough, Camila and her colleagues help them handle their feelings and emotions. They also see the children's potential and help them achieve.

Before founding Kids Company, Camila set up the school-based counselling and psychotherapy service, ThePlace2Be. “I set that up because there was a seven year old trying to kill herself when I met her,” she says. “She disclosed that she'd been sexually abused by three men when she was five. She was going through horrific experiences with no one to talk to so I decided to set up a model based on children self-referring. The provision was available in school. I wrote the manual so they could replicate it all over the country which they have.”

An inspiration to so many, I wondered who had been her biggest role models. “Ongoing, the people who really inspire me are the kids,” she says. “And the reason I'm so inspired by them is once you get to know them you realise how much courage and dignity they have and what they've coped with. Their ability to carry the burden is extraordinary and transformatory.”

When she was a child, Camila was inspired by her grandfather. “He was a paediatrician in Iran and people would queue up in the streets to see him. My other grandfather was an entrepreneur. He was a very competent person and had made first million by the age of 21 but I admired my paediatrician grandfather more. He had a glow about him.”

I think Camila has a glow, too. She laughs, “I'm ‘cursed with empathy’ as Ruby Wax says.” I wondered how she protected herself from the pain that must come from seeing children dealing with the after effects of

abuse and neglect each day while being stigmatised by so much of society rather than protected.

“I don't defend against any of it,” she says. “Instead, I try to aspire to excellence in what we deliver. When you do a job well, you get replenished with energy. What depletes you is when you can't speak the truth or do something well. I get charged with energy very quickly. When I feel sad with the children, I feel sad. When I cry with them, I cry. It's not a cold institution.”

While Camila is well-known now, regularly being honoured for her work, it wasn't always that way. “It took a long time, a good ten years, before people in the outside world really realised the scale of the problem. I was seeing stabbings and shootings long before the general public were aware. Kids were using firearms, knives and dogs as weapons. I was saying all this five years before public consciousness caught up. That made them think, ‘maybe she's not madly eccentric.’”

She sees their efforts to “make the problem visible” as a first step: “The next stage is to make the solution visible. There are 1.5m children in the UK who don't have a functioning parent in their lives. Consequently, 1.5m children are being abused or neglected. Because resources are so low, Child Protection only takes 32,000 or 33,000 a year. And they deregister about 31,000 a year to keep costs low.

“We need to strengthen, supplement or substitute parenting. Brain research shows that the greatest healer for children is a good quality human relationship. We can't take 1.5m children into care so let's create street level centres. It's so fundamental, it has an impact on the structure and neuro chemical function of the brain.

“Why don't we, knowing this, provide quality human relationships for these children? The model of providing them with one worker is not a good model. The worker gets exhausted or has to leave. But at a centre with numerous staff, children can narrow down to one while they can build attachment to others.”

This way, if a member of staff leaves, at least the children aren't left bereft. “My vision is to have centres like this in very poor neighbourhoods throughout England, for it not to be delivered just by therapists but as corridor therapy, on the go.

“Seeing the individual successes of children is still my highlight. I have lots of honorary degrees and awards but what the children achieve is the biggest gift. And their artwork that they send me.” ■



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“ Brain research shows that the greatest healer for children is a good quality human relationship ”

Do something amazing yourself

It's easy to feel insignificant when reading about people doing extraordinary things but Camila believes that everyone can make a difference. “Thinking they can't make a difference is narcissism gone wrong,” she says. “You imagine that only great people can do things but that's not true. All people are just as significant as one another. Everyone is capable of doing something amazing on their own patch, in their own way with their own resources. It doesn't have to be setting up a big organisation. Don't be impressed by what I've done.”

This reminds me of Miep Gies, the woman who helped hide Anne Frank's family, telling schoolchildren that she wasn't heroic and that it's the responsibility of all of us to do the right thing.

- Take a few moments to sit quietly and think about the issues that you feel most passionate about. Children? The elderly? A health issue? Fitness? Peace? Equality? The environment? Poverty?
- What always gets you fired up and wishing you could do more? Allow yourself time to consider how you could use your talents, contacts and other resources to actually do something.
- Are there others who feel similarly strongly about this issue? Find like minded souls in your community, online and through organisations. You don't always have to reinvent the wheel.
- Keep an eye out. Maybe a colleague or neighbour is doing something amazing that you could help with. Even in your community, there will be people who need help and who you can help.
- Stop psyching yourself out by thinking of all the world's problems and getting overwhelmed. Focus on the little things you can do to make a difference. It's like the story about the little girl on the beach picking up starfish from the sand and throwing them back into the water. When an adult saw her and the thousands of starfish she hadn't yet reached, he asked if she felt disheartened about not being able to help them all. She confidently replied that she was making a difference to this one. Do something.

Donate
to Kids
Company

“The biggest challenge is fundraising. I work 18 hours a day, everyday,” says Camila. If you'd like to donate to Kids Company or want to find out more about how you might be able to get involved, please visit www.kidsco.org.uk

Weight Loss Winners



By Eve Menezes Cunningham

People who manage to keep weight off do so because they change their whole lifestyles. Huge changes don't work if you only manage to implement them for a short amount of time before continuing with unhealthy habits that led you to the initial weight gain. Instead, look at your whole life and make sure all changes are sustainable.

"Weight loss probably has more to do with personal psychology than diet," says registered nutritionist, Ani Kowal. Ani also trained as an Eating Disorders and Obesity Master Practitioner with the National Centre for Eating Disorders. "The National Weight Control Registry in the USA looked at 15,000 individuals who had successfully maintained their weight loss for over two years (which is rare) having lost over 10% of their initial starting weight. The average weight loss for the group was 66lb. They lost weight in a variety of ways but the skills they used to maintain their weight loss were consistent [see next page]."

Rosemary Conley lost 2 ½ stone when she started eating a low fat diet in the mid '80s. She has been helping people get fit, active and healthy ever since. "Don't go back to the habits that made you overweight in the first place," she says. "Cut back on alcohol, watch your portions and become more active. As I've got older, my appetite has reduced so I find it reasonably easy to maintain my weight."

"Think of maintaining in the same way as losing, just with slightly more allowed calories," says Richard. He lost more than 4 stone with Nutracheck.co.uk. "If you have changed your eating habits from those that caused you to put on weight in the first place, it will be simple to increase your portion sizes without risking slipping into old fat-increasing habits.

"When changing from a fat loss regime to maintenance, do not panic if the figure you see on your scales increases slightly. It will. This is just due to an increase of food volume and associated

“Weight loss probably has more to do with personal psychology than diet” - Ani Kowal

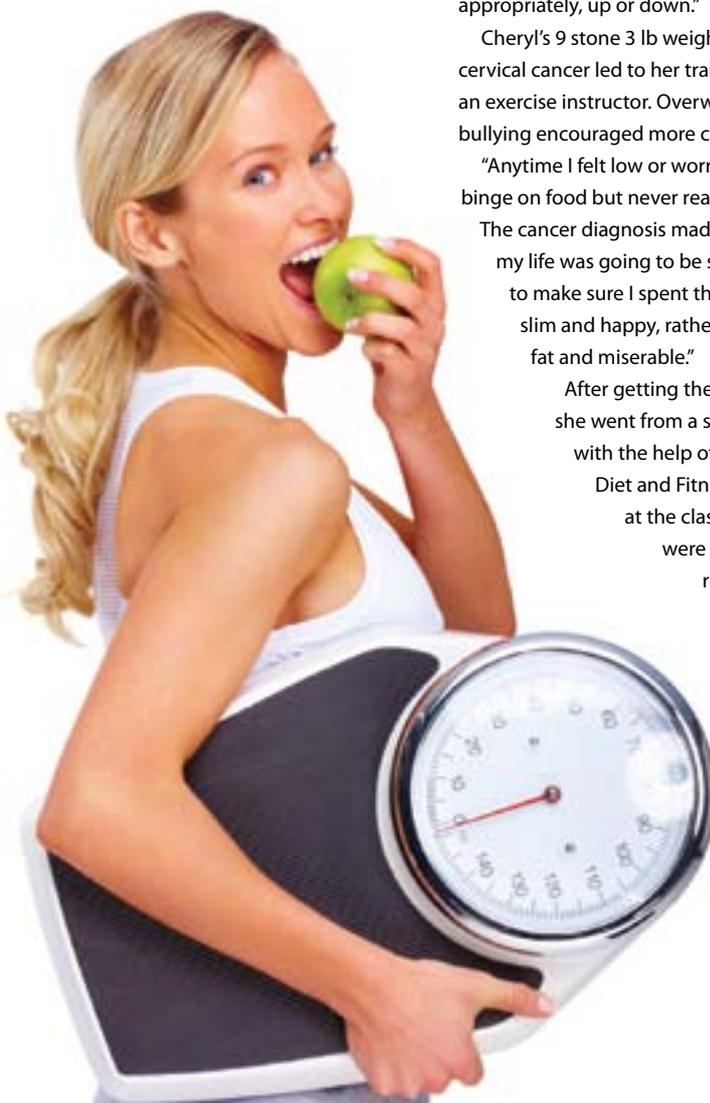
water. Your weight should stabilise quite quickly as your body adjusts to the new levels of food it is processing.

"Set yourself an upper (and lower) weight figure on your scales, half a stone either side of a weight you are happy with. Stick with maintenance until either of these figures are breached, and then review your eating regime. If you are sure that your weight change is not due to gaining (or losing) muscle mass, adjust your calorie intake appropriately, up or down."

Cheryl's 9 stone 3 lb weight loss after battling cervical cancer led to her training in a new career as an exercise instructor. Overweight from childhood, bullying encouraged more comfort eating.

"Anytime I felt low or worried, I'd graze and binge on food but never really felt full," says Cheryl. The cancer diagnosis made her take stock. "If my life was going to be shortened, I wanted to make sure I spent the rest of it healthy, fit, slim and happy, rather than unhealthy, unfit, fat and miserable."

After getting the all clear health-wise, she went from a size 28/30 to a 10/12 with the help of Rosemary Conley Diet and Fitness Clubs. "Everyone at the class was so friendly – we were all there for the same reason. I made new friends and, week by week as my weight went



“Don’t go back to the habits that made you overweight in the first place” - Rosemary Conley

Strategies that work for weight loss (and maintenance)

The National Weight Control Registry in the USA recommends, “Planning, problem solving, small changes, Having no specific weight goal, breakfast, lifestyle / exercise and high nutrients”:

Planning – Use your NLP to help you create a well formed outcome. Why do you want this? You know yourself best. What will motivate you? How will you know you’re on track? What might get you off track?

Problem solving – Future pace it. What problems might you come up against? By thinking about potential obstacles in advance, when they do crop up, you’ll already be better equipped to handle them.

Small changes – Making small changes into long term habits is far more effective than going too fast, overwhelming yourself and giving up.

Having NO specific weight goal – Forget some mythical magic number. Instead, check in with how you feel (naked and in clothes). Notice your increased fitness and the way that favourite pair of jeans now fits better.

Ani suggests tracking changes in your blood pressure or even monitoring how long it takes to walk a certain distance.

Breakfast – Studies consistently show that eating breakfast aids weight loss and maintenance. If you’re really not a morning person, make it easy on yourself by doing what you can to prepare it the night before.

Lifestyle/exercise – Schedule in exercise sessions as you would other important meetings. And get more active every day. Walk or cycle where possible. Walk up that escalator. Arrange to walk with a friend instead of sitting in a coffee shop or pub. By making changes fun, you’re more likely to stick with your new lifestyle.

High nutrition – “Aim for a nutrient dense diet and minimise empty calories from refined foods,” says Ani. “It’s important to balance blood sugar levels since this impacts mood and cravings. A healthful diet is rich in a variety of vegetables, fruits, wholegrains, unprocessed protein (with every meal) and healthy fats.”



down, my mood went up. I began to feel in charge of my body for the very first time.” Her reflection still surprises her. “I’m a whole new woman.”

“I used to be 16 and a half stone, 42 inch waist, until, aged 25, I took up weight training and sensible eating,” says Michael. He blames, “Several years at university, and then living on my own. I used to eat out because I couldn’t cook. When I say ‘eat out’ I mean takeaways and similar junk food. I also used to down about six pints of lager a night, which didn’t do my figure much good.

“I went to my usual kebab house one night to pick up a doner and a soft drink. The guy behind

the counter suggested I take a Diet Coke, rather than the usual, because he reckoned I was looking a bit porky.

“I had a personal trainer who was also a very good dietician. So as well as taking me through the weight training routines, she gave me a diet sheet which she insisted that I adhere to. Perhaps unsurprisingly, pork pies, doner kebabs, fish and chips, and burgers didn’t figure heavily on it. Fish and leans meats did, however. She also included recipes, which meant that I had to start cooking for myself and seeking out the healthier ingredients in the supermarkets.”

Soon, Michael was “going to the gym at least three times a week, religiously, switching from lager to wine, and buying decent (and, therefore, comparatively expensive) clothes. When I got down to a 32 inch waist, which I still am, the thought of having to fork out more money for larger sizes were I ever to put on weight again was a major disincentive to do so.

“Forget about weighing yourself regularly. It just makes you depressed because weight fluctuates naturally over any given period of time, anyway, due to water retention and other factors. In any case, when you start any form of exercise, initially, ►

“ A mind shift is needed. It's about believing that you are changing your eating habits to be kinder to your body - it's a lifestyle change ” - Rachel Hartley

Rachel's tips for maintaining a healthy weight

- It's quite normal that your weight will fluctuate. A great rule for maintenance is to set yourself a 'ceiling weight' that you don't exceed - usually 3 - 4lbs above your goal weight. Once you hit this upper limit, it's an immediate trigger to take extra care. If you watch the pounds, the stones will take care of themselves.
- The odd treat, glass of wine or takeaway is perfectly okay, but remember it's all about balance. Think of it as 'off-setting' the calorific with something not calorific. For example, if you fancy a special coffee with cream, skip the cake. If you'd love a cake, have it but choose a simple filter coffee instead. If you're going out for a meal in the evening, choose a lighter breakfast and lunch. If you're on holiday and eating a bit more, then add in some extra exercise each day, say a lovely walk.
- For special times of year still stick to the rule of balance. If you overdo it one day, make a point to actively cut back the next. Our bodies will try and tell us if we listen. Notice how you feel after a day of indulgence. Not as hungry as usual? Then don't be a slave to meal times. Your body will naturally regulate how much energy it needs, so if it says "go easy", listen to your stomach and opt for something light and healthy.
- Try our service. There's a free trial so no commitment or credit card is needed. See if this method could work for you. Members have even said it doesn't actually feel like a diet as you can still eat food you like.



▶ you'll actually put on weight because lean tissue weighs more than fat. The best thing to do is to study not your weight, but your shape in the mirror. Also, if you can, invest in one of those bathroom scales, such as those by Tanita, that measure your fat percentage. It gives a fairly accurate digital readout of the main thing you're trying to get off: the fat. But don't get obsessive about it. And don't try to take things too quickly. If it took you several years to look like Orson Welles, it's going to take you some time to achieve a more slimline look. It isn't a diet you're embarking on, it's an entire lifestyle change."

"I heard this guy on Radio 4 who had nearly 20 stone to lose. I thought I'd got fat," says Sadie. "It felt like a huge mountain. He said, 'I just aimed at 1lb a week, that's 52lbs a year.' I told the radio, scornfully, 'Well that's nothing. Anyone can do that.' Then I thought, well if anyone can do it, do it yourself. So I did."

Sadie is ready to start exercising again now but

has lost the weight so far just by changing the way she eats: "I cut out bread completely. I'd been told that lots of people have a yeast intolerance which sends the brain messages about hunger even when their stomachs have food in them. I know if I have a slice of toast in the morning, I end up grazing all day but if I start with beans, veggie sausages or egg, I'm OK.

"Apart from that, the only change I've made is no longer eating rubbish. But I went to a dinner party last night and there were eight desserts. I tried four of them. If you tell yourself you can't have something, you want it more.

"It's changed my whole way of eating. It's not a 'diet'. I just lose 1lb a week. Some weeks I lose 1 ½ lbs and others, I lose ½ lb."

"You would only be looking to lose weight at a rate of 1 - 2lbs per week - this is safe and sustainable," agrees Rachel Hartley from www.nutracheck.co.uk. "As our medical advisor, Dr Ian Campbell says, 'All diets work while you're

doing them'. If you are eating substantially less than you were - even if it's just cabbage soup - you're going to lose weight. The key is how long you can realistically keep it going for.

"You have to break the thought process about 'going on a diet' because that implies you'll be coming off it at some point and returning to eating 'normally' which is what led to the weight gain in the first place. A mind shift is needed. It's about believing that you are changing your eating habits to be kinder to your body - it's a lifestyle change.

"Our food and exercise diary system shows members the simple maths behind weight loss (calorie deficit needed to lose) and then explains how to balance food intake with more activity to lose weight and then maintain it. People who are successful in losing weight really 'get this'. They see how calorie choices impact on what their body needs - and how balancing this means you can eat anything, just in moderation (smaller portions and not every day)." ■

How to Coach **with NLP**

Robbie Steinhouse talks about synergy, space and his latest book.

By Caitlin Collins

A few months ago I went along to a meeting of a personal-development coaching group in my local town. Having vaguely assumed that coaching and NLP were, if not actually married, at least engaged I was in for a surprise. The group comprised just two NLP practitioners, a large number of coaches apparently indifferent to or ignorant of NLP, and one woman who stated that she disapproved of NLP and then annoyingly clammed up when I asked her to tell me more. Following that experience, I'd like to recommend Robbie Steinhouse's latest book 'How to Coach with NLP' as the perfect introduction agent: NLP, meet Coaching; Coaching meet NLP. I'm sure it would be a lasting love match if only they'd get to know each other.

I found 'How to Coach with NLP' to be a great model of how such a book should be: clearly set out, informative, and full of easy-to-follow practical exercises. Comprehensive and cohesive, it spans an impressively wide range of interests and coaching contexts, including business, life, sports and performance, while carefully distinguishing between coaching, mentoring, therapy, consulting, and friendship. The presentation of the coaching relationship, including establishing the client-coach contract and setting up the first session, provides a widely applicable professional structure. I especially liked Robbie's use of analytical models to understand the wide range of possibilities of coaching, such as correlating levels of coaching with Robert Dilts's Logical Levels and coach to awakener model, and with Spiral Dynamics.

The field mind and therapeutic space

Robbie, who has trained and worked with Robert Dilts, has dedicated the book to Dilts, who wrote the preface. While applying Dilts's Logical Levels and coach to awakener model to coaching provides a great holistic approach, it also gives us a good springboard from which to begin our conversation: heading rapidly beyond the

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further reaches of the Logical Levels, we take off into the field mind...

'I owe a lot to Robert Dilts, and to Stephen Gilligan,' says Robbie. 'Stephen was of course one of the early greats in NLP. I find his model of somatic mind, conscious mind and field mind very useful. The field mind refers to some kind of intelligence beyond the individual: you can find it in the synergy that occurs when two or more people meet. Robert Dilts interprets this field mind as a meditative space: you can clear yourself as a vessel, trusting that guidance will come and

surrendering to that. This fits with coaching: at the cognitive level, you're listening to the client and trying to work out what to do; however if you can let go and relax into that meditative space, trusting that something will come out of that space, then what does come will surprise you! It's about trusting the NLP presupposition that people have the resources they need. The client will come up with something; or you'll come up with something; with two equals in discussion, something will emerge! If you're too strongly operating at the cognitive level, it doesn't happen; somehow you block it.'

In his book Robbie puts forward the intriguing suggestion that the field mind could offer us a content-free form of faith. That sounds a helpful idea to me – a common ground – or in this case common space – free from doctrinal disagreements must be

The Rescripting process

Part 1: The story

- Set the mood for story-telling: what's your favourite childhood story?
- Find a positive character, maybe fictional, maybe in real life, you can identify with.
- Tell your own story from that hero character's perspective; base your story on your own family story, from your grandparents to the present day. This means that a character you feel wholly positive about takes your role, rather than yourself – who you probably feel ambivalent about, thanks to the family curse!
- Give the story a title.

Part 2: The curse

- Identify a family curse (some families have many curses – just choose one!) and phrase it as a negative double bind ie If X then Y; if not X then Z – where Y and Z are both 'loser' outcomes (eg If you do what you want you'll let others down; if you don't do what you want you'll let yourself down)

Part 3: Distilling the good of the curse into a metaphor.

- Find the positive intentions behind the curse

(there's always at least one!) and find a metaphor or symbol to represent them.

Part 4: The curse buster

- Continue the story into the future with the curse transformed, bringing the metaphor along with the hero character; the metaphor may either destroy the curse or be a support for the hero that helps them to move forward.
- Give the new story a title.

Part 5: Putting the new show on the road

- Identify where your past and future appear on a timeline. Point to all occurrences of the curse; if any appear in the future, move them back into the past. If this is difficult, remember that you can keep any positive aspects of the curse; you're only moving the negative aspects.
- Put the title of the new story onto your future timeline in your own way.
- Notice how things are now you have made these changes.



“ You can trust the presupposition that people have the resources they need ”

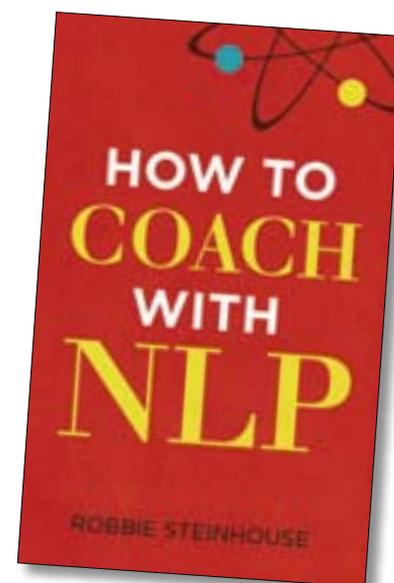
through obvious processes; in fact it can alienate someone if you keep pushing them through NLP processes. In the coach to awakener model, you embody the beliefs and values of your client's outcome. And you find that the presenting problem is never the real problem! If a client comes up with outcomes you find unpleasant or strange, probe deeper: there's always something else. Remember the NLP presupposition of a positive intention underlying even an apparently negative behaviour or desire.

Family stories, family curses

Out of the many practical exercises in the book, I really liked the Hero's Journey, a process designed by Robert Dilts based on Joseph Campbell's studies of the structure of myths, that 's a great way to set up a positive future. However, when I ask Robbie about his own favourite processes in the book, he answers immediately: 'The Rescripting process. The Hero's Journey is about accepting your calling; it deals with your future. Rescripting helps you to deal with your past, so you can go forward on your journey.'

I know it's naughty to boast, and I know that most people can claim the dubious distinction of a more or less dysfunctional family, but since the death of my parents recently some spectacular skeletons have clattered out of my family's closet. So naturally I had, um, overlooked Robbie's chapter on identifying family curses and gaining new perspectives on one's personal history.

'It works at the Logical Levels level of Identity,' explains Robbie. 'The idea that everyone has a script, usually inherited from their family, comes from TA [Transactional Analysis]. With the Hero's Journey, you enter the journey with your script already in place, which can create obstacles on the journey. Your script shapes your destiny, so it's a good idea to identify the destructive elements in it so you can change it. What I've called the



family curse is a double bind that you take on as a child: for example something like "If you succeed you'll be alone and if you don't succeed you'll be unlovable". We're entering the area of therapy here – it can be very useful for coaches to be a bit more grounded in psychology.'

It's not like 'The Fly'!

What about a last word of advice for coaches? 'You know those science fiction films, where the scientist experiments on himself and swallows the potion – with terrible consequences? Well, it's not like that in coaching! Start with yourself! If you can't coach yourself, you can't expect to coach anyone else! Coaching isn't something you do 'to' someone else; it's 'with' someone else – so you have to do it with yourself, and work through the processes with yourself first.' So this advice fits in with the necessity for authenticity and integrity? 'Yes!' agrees Robbie, adding, 'I can understand the scepticism of the coaching world towards NLP. It's more than just a naivety in failing to credit NLP; it's also about people's negative perceptions of NLP. There's a shadow side to NLP, for example the dubious guru stuff, NLP used for seduction, and no unifying body so lots of myths around. There's also an element of academic snobbery – NLP isn't in the club!'

It seems to me that there are 'shadow sides' to many fields of human endeavour; knowing how to spot the valuable and steer clear of the dodgy is a necessary part of our life-learning. So let's hope the scepticism in the coaching world can be transformed into a wise discernment that recognises the genuine contribution to be found in NLP – and let's hope they read this book! ■

a good thing. 'That's right,' agrees Robbie, 'and of course, from an NLP point of view, it's extremely useful to recognise that forces beyond the conscious mind can produce outcomes! It ties in with so many things, for example the concept of unconscious competence. You can have the confidence that what you need is in the body, in the muscle, and it will avail itself to you when you need it: if you need an NLP process, you can relax in that space and trust that it will appear! There's also the concept of limbic resonance – there's a lot of research going on in this area, showing the changes that take place when people operate as a team, or somebody is stroking a cat, or with a horse and rider.' So something emerges out of such a connection that is greater than the sum of its parts? 'Exactly: something happens that is greater than just one person, or two people – and that space or field or whatever you want to call it has healing properties.'

Robbie emphasises the importance of integrity in coaching. 'I think that sometimes in the NLP world we can see a difference between someone 'on-stage' and 'off-stage'. State-management can be effective and professionally necessary at one level, but it can also mean a lack of authenticity. I believe it's a mistake to underestimate people: you can't fool them – or at least, if you can, they're naive – you'll alienate anyone intelligent! Once you master coaching, you embody it. You can trust that whatever you need will appear out that therapeutic space, and you can use the principles of NLP discreetly – you don't necessarily have to put somebody