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Real Healthy Families

By Karen Meager and John McLachlan

We all live in a family system – even if we don’t day to day have anything to do with other family members. People are often surprised at the degree to which they are powered by the autopilot of the past, created in the early family system.

The bonds created within a family are very strong, even if we don’t like them and the power of the family system is such that it shapes us all at a deeply unconscious level. It’s not unusual for perfectly respectable adults to turn into stroppy teenagers when they visit their parents as the deep anchors of childhood are activated. The unconscious bonds that are created within the family system impact and influence us all throughout our lives.

Why is this important?

Why understand the dynamics of their families as part of a person’s personal development? With so many ‘here and now’ type interventions available isn’t this just wallowing around in the past?

The simple answer is that the family system in which we grew up has shaped us much more than many people are aware of or choose to believe. The strength of the family bonds is well documented in most modes of psychology and whilst there is much debate about the causes, they are in agreement that what happens to us early, particularly before the age of 5, is critical in our human development.

It is a common mistake to assume that only traumatic upbringings or unpleasant events contribute to later difficulties for people. Most of our clients had pretty

Unconscious bonds created within the family system influence us throughout our lives
The key is to bring to conscious awareness the patterns and relational skills they learnt

normal upbringings, with normal life ups and downs. The difficult childhoods are fairly easy to unpack as the behaviour is extreme and can generally be viewed as unacceptable, the ‘normal’ ones less so because passive or subtle behaviour has more scope for subjectivity.

A mother can be caring or smothering depending on your perspective. Human beings also normalise subtle behaviour looking back because they can justify it ‘she was just being caring’, what is often missing is how they actually experienced that behaviour as a child ‘trapped or suffocating’. The link gets broken in the adult’s mind which rationalises the situation but disconnects the person from their experience, which keeps it packed up inside.

All relational issues stem from family or early dependency problems. If someone has relational issues or wants to improve their connection with others then understanding the family system they grew up in and the relational skills they learnt there is essential. Friendships, interactions with colleagues and in particularly intimate issues are all influenced by early experiences in the family system. This includes your relationship with yourself. If these are not resolved the person will unconsciously repeat their patterns.

You could learn to deal with individuals one at a time but a more effective way is to understand the pattern and help the person design better strategies for the future. For example, it is much more effective and beneficial in the long term for a person to work out what kind of parent they really want to be, not just trying to be the opposite of their mother or father (which is often extreme and unrealistic).

The key when working with people, or on your own development, is to do enough work around the family to bring to conscious awareness the patterns and relational skills that they learnt. The awareness enables letting go and forgiveness to occur and allows the development of strategies to cope better in future to similar triggers or circumstances. This is not about doing so much that the work becomes a rewrite of history or makes the person feel worse about themselves or others as a result. It’s a fine balance that takes a skilled practitioner.

The power of the family system

In talking about the power of the family system let’s look at the what early family experiences teach people:

- How to cope
- How to fit in
- How to stay safe
- How to get your needs met
- How to trust
- The balance of responsibility.

These are primitive learning strategies, stored deep in the reptilian or mammalian brain, so uncovering these is unlikely to happen easily or quickly. They are, if you review the list, the key foundation blocks of most of the later adult life skills and issues. The problem with not addressing them is that because they are so deep, they can hijack all the good cognitive work you do or cause you to develop so many coping strategies to get round them it’s exhausting.

Understanding what was learnt in the context of the family system helps someone to work out where the appropriate responsibility lies. A lot of people struggle with holding and maintaining appropriate boundaries with others because boundaries in a family system are notoriously messy, even in the most healthy family system. Enabling people to unpack this empowers them to design better healthier boundaries going forward.

We either tend to take too much responsibility for things and other people – more than our 50 per cent – or let other people take too much responsibility for things that we can do or influence – less than our 50 per cent. In families, this means at a basic level we either blame ourselves for everything that went wrong, or blame other people.

At the heart of Virginia Satir’s work was the drive to empower individuals in a family system. Virginia looked beyond the over simplistic approach of blaming the parents, and instead looked to understand the whole system, the parents’ upbringing and patterns of behaviour passed through generations. If you’ve ever done a family tree considering styles, behaviour and attitudes you will know the wealth of useful information that’s hidden there. Bringing this to conscious awareness releases people from the unconscious ties and patterns formed over generations and also drives empathy and forgiveness.
The Satir Categories

Many NLPers are familiar with the Satir Categories in NLP. They are frequently taught to assist people to give effective presentations by using conscious body language to convey powerful and appropriate messages to an audience.

They originated from Virginia’s work in family therapy though with each category being a role or posture people adopt under stress. In families these roles are adopted in relation to each other, so producing the family system.

The categories are:
• The Blamer – blames others
• The Placater – takes the blame, keeps the peace, enables the Blamer
• The Distractor – distracts with humour, erratic behaviour or simply changes the subject
• The Super Reasonable – tries to show no emotion, applies logic, doesn’t take care of the emotional needs.

For example, consider the situation where a mother adopted the Blamer role and blamed the father who adopted Placater to appease her and keep the peace. Then the children come along and need to fit into the dynamic already in existence.

The first child could adopt Distracter, being cute and funny to stop Mum getting angry, or model Dad and placate her. They could also model her Blamer behaviour if it appears to get some beneficial outcome.

When a second child comes along they have to adapt to all the existing roles present. In stressful situations this dynamic becomes fixed and predictable and many people find that there is a pattern going way back in their family tree.

As we know in NLP, the first step is getting conscious awareness of that which was previously your auto pilot. When working with individuals on their family, it’s important to get conscious awareness of which stress roles were adopted in your family and how they played out. This is not about blaming parents, who were doing the best they knew, it’s about getting awareness to decide how to break the pattern.

We are taught to revert to practising The Leveller role, the non stress role as a way of breaking this pattern. Whilst helpful, without awareness of the dynamic and the things that were previously unconsciously coded, this is both hard to do and largely hit and miss. The Leveller is easy to do in a presentation, less easy over the family Christmas dinner table. With awareness comes the space to decide how to act or intervene.

The Leveller adopts Virginia Satir’s Five Freedoms for themselves and others. Often used as a basis for facilitation, the freedoms are guiding principles to help people to understand their own power and boundaries.

Virginia adopted some useful assumptions in her family work, you will probably notice the alignment with some of our own NLP Presuppositions. Hers were specific to families and included:
• Change is possible. Believe it.
• No task in life is more difficult as the role of parent. Parents do the best they can do given the resources they ‘see’ available to them at any given time.
• The major goal in life is to become our own choice makers, agents and architects of our life and relationships.
• The most challenging tasks in life are relational. Simultaneously, relational tasks are the only avenue for growth. All challenges in life are relational.
• Most people choose familiarity over comfort, especially in times of stress.
• Appreciating and accepting the past increases our ability to manage the present.
• Coping is the manifestation of our level of self-worth.
• The higher our self-worth, the more wholesome our coping.

A lot of people struggle with holding and maintaining appropriate boundaries

At our session at the NLP International Conference in April 2017, we will be delving deeper into Virginia’s approaches, looking also at the work of John Bradshaw on families and exploring some approaches you can use in your work, and for yourself, to elegantly unpack family systems and dissolve the unconscious binds that hold us back.

No one has the perfect upbring. Even the most balanced and educated parents couldn’t see inside your head and know how you reacted or what meaning you made of your early experiences.

By understanding the dynamics of families you (and your clients) will become more accepting of yourself and others, create and maintain healthy boundaries with others and build a better relationship with your family – whatever that means for you.

The Five Freedoms for Healthy Families by Virginia Satir

1 The freedom to see and hear what is here, instead of what ‘should’ be, was, or will be.
2 The freedom to say what you feel and think, instead of what you ‘should’ feel and think.
3 The freedom to feel what you feel, instead of what you ‘ought’ to feel.
4 The freedom to ask for what you want, instead of always waiting for permission.
5 The freedom to take risks on your own behalf, instead of choosing to be only ‘secure’.

Karen Meager and John McLachlan are founders of Monkey Puzzle Training. Karen is a UKCP registered Psychotherapist and Supervisor and John is a Clinical Hypnotherapist. They are authors of the award winning Real Leaders for the Real World and their latest book Time Mastery: Banish Time Management Forever is just out.
We live in interesting times
When I first began delivering NLP training, companies were often hesitant about the perception of NLP. I was often asked: ‘Can you do this NLP thing but not call it NLP?’ But these days it’s quite different and companies will actively seek out specific NLP training in view of its known benefits.

Trainers became increasingly curious and would advise in hushed tones, ‘You should look into this NLP thing.’ Nowadays, NLP has become increasingly mainstream and an integral part of development training for all managers and leaders.

CVs once proudly boasted ‘advanced communication skills’, but now you can impressively announce ‘NLP Practitioner’ or ‘NLP Master Practitioner’ where ‘NLP’ has become synonymous with the very best communication. I believe this heightened awareness reflects the tangible results that NLP delivers together with the rising rigour of NLP professional standards.

Achieving competitive edge
Companies now invest in NLP to secure a return on investment for their staff. In the corporate world organisations are keen to measure factors to improve their survival, prosperity and chance to excel by having that ‘competitive edge’ in:

• Dealing effectively with stakeholders
• Effective negotiations with suppliers
• Achieving positive outcomes from meetings

• Improved performance and productivity
• Innovation
• Sickness absence reduction.

‘Employee engagement’ is known to sit at the heart of staff satisfaction surveys where employees often rank personal development ahead of job security, status and salary. NLP training affords the opportunity for such personal growth by developing skills that are not only transforming, but transferable throughout a future personal and professional working life.

Couple this with rising standards of the NLP Profession to make a powerful cocktail of success. Companies now readily seek out reputable NLP training programmes that are underpinned by recognised and credible accreditation.

The drive for success
Accreditation is important because it helps determine if an institution meets or exceeds minimum standards of quality. In striving to achieve that ‘competitive edge’ the most successful companies simply want the best and it’s no surprise that tender specifications often feature ‘ANLP Accreditation’ as being pre-requisite.

Working in partnership with Jaguar Land Rover (JLR), the UK’s largest automotive manufacturing business producing
two iconic luxury British car brands for the world, it became clear that they demanded the highest standards and ethics from their suppliers. No surprise then that ‘ANLP Accreditation’ was stated as a requirement in their specification.

Having won the JLR contract, I designed a bespoke range of NLP courses to meet their ethos: ‘...driven by a desire to create class-leading products that deliver great customer experiences’. The courses were approved and accredited by ANLP before intensive back-to-back programmes were rolled out throughout the company.

Attention to detail and excellence in training within JLR, such as introducing NLP, were recognised by the CIPD (Chartered Institute of Personnel and Development) and they awarded the JLR HR team with their prestigious People Management award for innovation in training. It has been an honour to be a part of this success.

The global value of NLP
Investment in NLP training now stretches far beyond the UK boundaries and is capturing the imagination abroad.

I travel the world to train and have met with a diverse group of companies in Lithuania to explore the potential of NLP in delivering better business.

In Egypt, NLP and Coaching are becoming increasingly recognised with training organisations, banks and government agencies.

Stand and deliver
The increased prominence of NLP means that it is a perfect time for those with accredited NLP skills to stand proud and deliver your services to organisations.

For NLP Trainers and Practitioners alike, there are growing opportunities and interest in four particular areas.

1 **NLP in coaching:** NLP and coaching together is a powerful combination that works in tandem to enable the positive achievement of goals. NLP brings together the non-directive benefits of coaching and the ability to shift and change any limiting beliefs.

2 **Confidence building:** even the most skilled and talented people have occasional confidence issues. NLP can help to redress these issues to rebuild confidence and allow people to step forward into leadership and management roles.

3 **Public speaking:** to progress in any profession you need to be able speak in public and this can often be critical to success for small companies. For those seeking something special to overcome anxiety, NLP uses techniques to help people speak with clarity, conviction and impact.

4 **Team building:** harnessing the differing strengths and attributes of team members to work as one cohesive unit can bring about incredible results. NLP techniques will again help to create a dynamic and innovative team building session where content may include: spatial sorting, storytelling, board breaks, fire walking and a values elicitation exercise to determine what truly motivates people.

**Modelling human excellence**
My ‘NLP Master Practitioner’ training takes the learning to a much deeper level to achieve mastery by modelling human excellence in others.

I teach how to capture the sequence and order of thoughts, actions and physiology of high performing managers and reproduce these in others.

**The power of relationships**
‘That’s all well and good John, but how do you actually find the work?’ People’s experience will vary, but my work often arises as a result of recommendations made by ‘word of mouth’, based on a positive reputation.

‘How do you build a positive reputation?’ That’s a loaded question, but there is a concise response based on the simple premise that you must prove yourself first.

It’s all about building and maintaining sustainable and trusting relationships. I diligently use a range of media options available to create and foster relationships over time, i.e. being a member of ANLP, contributing to the wider NLP Community online via websites / forums, writing newsletters and blogs, creating and uploading inspiring videos to YouTube, using the most effective social media platforms, and devising interesting podcasts to share my knowledge and learning.

**A golden age**
Increased awareness in NLP has allowed the profession to become more widely accepted and valued internationally in achieving the most extraordinary success.

Do you suppose that the Olympic 2016 gold medal haul for Team GB may have been influenced by NLP techniques?

We live in interesting times with a growing NLP global community, rising professional NLP standards and the need to secure that competitive edge for success.

Now is the time to become a professional NLP Practitioner.
Given that, with modern technology, we now have access to information and people at our fingertips, you may question the benefits of attending a professional conference. Why would you take time out of your busy schedule to travel to a conference to listen to speakers talking about subjects that you can find on the internet, and meet people that you can converse with via discussion forums and networking platforms?

Does it even make any sense to attend conferences these days?

Well, the answer is… Yes! Even more so now than ever! Here are 7 reasons why you should get up out of your chair and join other members of your profession at a live event.

1 Meet online colleagues / friends face to face
You can have an amazing online relationship with a client / business colleague / friend but nothing beats meeting them face to face.

   Yes, we have the ability to make connections, to negotiate and collaborate, to share information quickly and easily, yet there is something powerful about building rapport with someone face to face that connects you on a level that technology is unable to. Something that will enhance your relationship even further and serve you well in future interactions.

2 Stay ahead of the game
Learn about the leading trends in the market place. What are the latest products on the market that have the potential to make you and your organisation market leaders that stand out from the crowd?

   Professional Conferences such as the NLP International Conference, specialise in sourcing premium speakers for their sessions to bring you the very latest news and information which could just be the difference that makes the difference for you.

3 Evaluate and source premium providers
Most conferences include service providers that want to connect with you and share their latest and greatest products and services.

   This is a great opportunity for you to evaluate their fit with your needs. You may find products that you were unaware of that may provide solutions for business or your customers.

   While undoubtedly, most products and services can be found on supplier websites, conferences are a great way to get a hands on demonstration or be able to ask questions that are specific to your needs.

4 Re-ignite the excitement for the work that you do
We can all sometimes feel like we are on that metaphorical hamster wheel at work and things can sometimes begin to feel a little staid and, with a million ways of working without moving away from your desk, this is becoming more and more of a problem for many.
7 Reasons Why You could Still attend professional conferences to discuss challenges and solutions.

New relationships also always have the potential for future collaborations.

5 Make new connections
Professional Conferences are a great way to meet new people and to expand your network. As well as Industry Leads, Speakers and Suppliers, you will have an opportunity to meet with and connect with others in your field to share ideas and thoughts, to discuss challenges and solutions.

Getting out and meeting and hearing from people who do what you do, just differently, can be just what you need to re-ignite the excitement and passion for your work.

6 Invest in you – because you’re worth it!
Perhaps this one is obvious. But getting yourself out of the office and attending a conference is investing in yourself. It’s a statement that says that you’re worth it. It says that you are open to learning, that you have things to learn, that you want to be and can be better.

It’s an investment in yourself, your career and even in your company.

When you purchase that conference ticket, you are saying that you are investing in your growth.

7 Have fun!
Yes! Conferences can be fun. It’s all about attitude.

When you attend a conference, you should arrive with an open attitude for learning new and exciting things and meeting lots of new and interesting people.

The environment in most good conferences tends to be high energy with a constant buzz of activity and a wealth of resources for your pleasure.

Like a kid in a candy store, pick and mix what you like and make the day yours, so that when you leave, you leave happy and buzzing with excitement from whatever you have taken away with you.

There is no substitute for attending live, face to face professional development conferences relevant to your profession / business.

Your investment of time and money will enable you to return to the workplace with a renewed sense of purpose, armed with new knowledge and tools, as well as valuable new contacts that can turn into long-term relationships.

These benefits will not only help you grow personally, but professionally as well.

The next NLP International Conference takes place on 28–30 April 2017 at The Park Inn by Radisson, Heathrow. For details of presenters, schedule, venue, ticket prices and to book, please visit www.nlpconference.com.

Daksha Malik is a member of the 2017 NLP International Conference Committee.
Our Social Media presence is increasing and it’s great to interact with you on Facebook, LinkedIn and Twitter... Keep communicating with us on any of the social media sites on which we are represented and to allow us to give you the space to publish your thoughts and views. Your feedback is crucial to the growth of ANLP and NLP in general. We seek to extend our research and the media coverage of our industry and get your thoughts and views to a wider audience at the highest levels of International Government and Business in order to passionately and independently promote our subject matter.

We are still evolving our Social Media links and as an organisation and we look to our ANLP Members, LinkedIn “followers”, Facebook “likers” and @ANLP “Tweeters” for feedback on how we can increase the awareness of NLP in the Public and Private sectors, with the general public and how we can improve our service as a membership organisation. Thank you for your continued support.

Recent Social Media Activity from ANLP includes:

Twitter (@anlp on https://twitter.com/ANLP) @nlpconference on https://twitter.com/nlpconference *NEW* @nlpawards on https://twitter.com/nlpaward


LinkedIn (ANLP International CIC Company www.linkedin.com/company/anlp-international-cic?trk=biz-companies-cym) and the ANLP LinkedIn Group www.linkedin.com/groups/2464853.

The NLP Awards are our chance to shout from the rooftops, to be proud of the profession we represent. Pls get voting ow.ly/VanE306y7Z

@anlp International CIC

Just I want to go give your Super Early Bird tickets. Prices include free parking. 3 course lunch is Included.

The NLP Awards are Launched!

ANLP Blog - NLP - Neuro Linguistic Programming

Welcome to ANLP - All about NLP - Neuro Linguistic Programming
Try One New Thing Every Week

In this article for Rapport, Nick Thorpe explains how trying new things expands horizons and gives life shape and meaning.

Hello? Is that Mr Thorpe? I’m calling from the Official Music Charts Company. It’s about your song…

There are very few things that truly make me ‘spring’ out of bed. One is the smell of a bacon sandwich cooking early on Saturday morning. The other is that sixth sense that I’ve almost certainly slept through my alarm. But I can now add to that list a call from the people behind the music charts with news about your song. My song!

Twelve months earlier and you would have found me in a very different state of mind. I was a 20-something young man, slowly getting to grips with his career as a writer / journalist / scribe for hire. I’d graduated in something spectacularly meaningless from Exeter University a few years previously and was now busy trying to put some sort of framework around my life.

The problem, I now know, is what the media call ‘the millennial issue’. I had the world at my feet and more opportunities than any previous generation, and yet I was stricken with a paralysing sense of aimlessness topped off with that most lamentable of acronyms (forgive me) FOMO, or fear of missing out. The agony of choice and a narcissistic obsession with me meant that rather than living my life, I was constantly worrying about what I was missing out on.

This came to a head on New Year’s Eve when I spent the evening at one party texting some friends at another and managed to miss midnight. Suffice to say my partner was deeply unimpressed.

So I vowed that night to change things. I needed to stop looking backwards at what could have been, and start looking forwards to what I could achieve. I decided I needed to try some new things, expand my horizons a bit, and give my life some shape and meaning. And probably apologise to my girlfriend too.

Rather than build a bucket list of expensive, probably unachievable ideas, I decided to try one new thing every week – just one, simple thing. It didn’t have to be jumping out of planes or walking to the North Pole, but it had to be something I hadn’t done before.

And so, in the corner of a grimy flat in Hammersmith, the 52 New Things project was born. I toasted my great idea with a warm can of lager, and then immediately resolved to make my first new thing to not drink crappy warm beer anymore.

My early weeks were spent doing fun, easy things I’d always wanted to try. I gave up eating crisps and sweets, bought my first adult bicycle, planted a load of vegetables on my windowsill, grew Sea Monkeys, tried my hand at curling, and walked 12 miles home from work. I soon realised that to keep the momentum up I’d need to house it all on a blog, which quickly evolved into a website where people could suggest things for me to do.

Within weeks I was being inundated with suggestions from all over the world from people fascinated to see what this strange man from South London would try next. Someone in New Zealand suggested I tried brewing my own beer (harder than it looks and much less delicious than the stuff in the pub), someone in Argentina wanted to see me swim 52 lengths of a swimming pool (is it just me or is that a lot of swimming?) and one lady in America convinced me to try wool spinning (I’m still not quite sure what this is).

Before long I found myself travelling all over the country, meeting new people and trying new things every week. I walked alpacas across the misty South Downs on a cold September morning. Four friends and I drove from Land’s End to John O’Groats and back down to London again in a Red Bull and Monster Munch-fuelled Bank Holiday weekend road trip. I went hovercrafting with a group of travellers in Worthing, flew microlights with a merry man called Mike, and ate a new food for every meal for a week.

Some new things pushed me to the limits of my comfort zone. I can honestly say I don’t need to have an intimate male waxing...
again. I was really too young to appreciate the full benefits of Viagra as it turns out. Walking over broken glass was uplifting, and surprisingly un-lacerating. And doing an African dance class with twenty lovely African ladies in Kilburn was the single most terrifying thing I tried, yet also the most exhilarating.

But for all the random and ridiculous things I tried, it was the little things that truly impacted my life. Volunteering for local charities filled me with a sense of purpose and belonging that I had never experienced before. Travelling to Spain with my brother to take part in the Tomatina food fight brought us closer together than we’ve ever been. And resolving to speak to my grandfather every week unlocked a side of our relationship that neither of us had ever considered, and was made all the more poignant when he passed away as I was writing the book a few months later.

Blogging about my experience helped me focus, both on what I wanted to achieve but also what legacy I wanted from the project. I learnt quickly to be ultra-organised after spending one fruitless Friday night trying to find someone to paint my portrait. Time management was key to ensuring I made a success of the project but not at the expense of my working or social life.

Ultimately, it was the realisation that new things are not something to be scared of, and that change is something to embrace, not fear. We live in a time of unbelievable plenty and opportunity. Travel has never been cheaper, experiences never so accessible. And yet, for all its promises, technology so often makes our world feel small and defined and relentless, rather than open and limitless. It shackles us to an existence that we feel we should have, rather than one we want.

My final new thing was to write, record, and release a Christmas single. I am no musician, and my singing voice makes small children cry. But with the help of random strangers, we recorded a wonderful, moving song on one December night called ‘Christmas Day TV’. And it was a magical, unforgettable experience.

It didn’t make number 52 like I hoped, but the charts company did ring me to say it had sold more copies than the solo effort by the ginger one from Girls Aloud.

How do you top that?
We are stronger together

...how many situations could we apply this phrase to right now? Our own family or local community, perhaps. Our attitude as a nation as we prepare to leave the EU. Witnessing the debacle that is the US election...and potential demise of world politics!

In my book, I talk about the Daffodil Principle:

‘Imagine, for a moment, a daffodil. One daffodil is unique, individual and beautiful when captured in solitude, where its beauty can be focused upon and magnified; notice the colour combinations and perfect tonality between the trumpet of the daffodil and its petals; notice how it stands in magnificent splendour, tall, upright and proud.

‘Now think about a whole field containing 50,000 daffodils, all standing tall and proud, their brilliant yellow petals catching the spring sunshine, and a ripple of movement as the slight breeze catches them. Collectively they form a sea of bright yellow which seems to stretch as far as the eye can see – and for a moment, the impact of this magnificent yellow ocean completely takes your breath away.

‘To get NLP noticed and making an impact in society, we do need to combine our individual strengths always, and pull together our unique talents so NLP creates the same impact as the sea of daffodils.

‘This works well for daffodils, but does it work with people?’

As we watch politics and religion worldwide tearing communities apart; as we witness the media over-influencing our attitudes and behaviour; as we observe the annual competitive rituals, such as the ‘X Factor’, ‘Strictly’ and ‘The Apprentice’...I would like to believe that the Daffodil Principle does work just as well with people.

I do believe we can pull together, we can make a difference, we can be an influence for good.

‘Unity is strength...when there is teamwork and collaboration wonderful things can be achieved,’ – Mattie Stepanek, American Poet, 1990–2004...and yes, this wise young man was only 14 when he died.

We are stronger together...
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