

RAPPORT

The Magazine for NLP Professionals

Issue 61

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Tim Hallbom

What does
looking up
have to do with
being visual?

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RAPPORT

The Magazine for NLP Professionals

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Build Better Lives



By Kash Falconer

Leanne McCafferty works for the Triangle Housing Association in Ballymoney, Northern Ireland. Triangle 'strives to "Build Better Lives" together by building homes and providing accommodation, individualised housing and care support. We promote social inclusion, supporting people to live independently and maintain their tenancies; we also provide support systems to enable adults with a learning disability to maintain meaningful employment.' (Triangle website, 2018). Leanne works with people who have learning disabilities.

What has this got to do with NLP?

Well, Leanne had been fascinated with the human mind and had a keen interest in mentalism – oh, and she had also heard of this 'NLP thing' AND she was somewhat sceptical of NLP because of 'bad press' from other people... Where have you heard that before?

In February 2017, Leanne was having some personal health challenges to the point where she was ready to try just about anything to give her some respite, and she was curious about how the mind could be used to help the body recover from physical illness.

Leanne met Michael Dunlop of OR Training and Personal Development (the ANLP International Ambassador for Ireland) and went on his Practitioner course. Her initial feeling about the course? Internal turmoil! Did this 'stuff' really work? Could it make a difference to her? Hmm...

Over the first few days of the course, things began to change for Leanne. She saw changes in herself and understood that she was making it happen as a result of the change work she was doing on her Practitioner course. A personal transformation began and her physical symptoms started to come under control... and the scepticism began to crumble. This 'stuff' worked.

Leanne began to use NLP in her personal life and in her language at work. Friends, family and colleagues noticed the difference and became curious themselves. So Leanne told them what had happened and began to use NLP skills to help her colleagues and the people for whom the Association had been established – those with disabilities.

Leanne was supporting over 100 people with learning disabilities to speak up about what mattered to them, and ensuring they were at the heart of the decision-making process.. She began to help them to gain confidence, find their own voice and speak for themselves, changing their own beliefs. Leanne worked with them for a few months using music anchors and presentation skills techniques.

At the Annual Tenant Conference in February 2018, there was an audience of 250 people, from within the organisation as well as from various regulatory bodies, housing associations and company sponsors. Several of the people Leanne supports walked onto the stage (whilst their music anchors played) and gave presentations about themselves and the Triangle projects. The reception for them was rapturous and the change in them



She began to help them to gain confidence, find their own voice and speak for themselves

was visibly positive and dramatic to the assembled audience.

So what has this led to?

The Ulster University School of Nursing has asked Leanne to consider studying at the Centre for Intellectual and Developmental Disabilities to research the effective use and benefits of NLP for people with learning disabilities and for social care staff, for her PhD in Autism, Anxiety and Behaviours of Challenge.

Leanne worked with Patrick Cordell (winner, 2017 NLP in Education award) to train 40 social care staff at Triangle, using Dilt's logical levels to understand their own internal systems and to answer their own questions using this model.

Leanne worked with Triangle and the people they support to put together an application to the Big Lottery. They have just found out that the bid was successful, and they will soon start work on delivering a three-year project that will further enhance the quality of life of the people they support. It includes bringing 'The art of brilliance', Makaton training and sensory storytelling to Triangle service users and the wider learning disability community. Patrick has used his NLP Awards win as part of the pitch to secure this funding.

Leanne is a massive success story showing how NLP can have a cascading positive impact.

We would love to hear from you if you have similar stories of how NLP has enabled you to be the difference that makes the difference to those around you. Please contact stories@anlp.org and submit your 600-word story. ●



Unlocking passion with NLP modelling



By Tony Nutley



NLP modelling is inevitably one of the core NLP processes I use with all my organisational clients

Recently a student on our NLP Master Practitioner course asked, just how much of the NLP that he was learning could he use in a business or organisational context?

'All of it,' I replied; I think my response was somewhat surprising to this student as he had never really considered just how the NLP toolkit could be used outside his NLP practitioner and life coaching practice.

I have been lucky enough to be involved with NLP and its applications for over 20 years, from training and coaching to applying core NLP tools and models in a business context.

One of the best NLP methodologies to use in any organisational context is NLP modelling.

For the majority of any changes or improvements that are required within an organisation – be they culture change, team development, performance improvement or even one-to-one coaching – these outcomes can be achieved using NLP tools and models, and NLP modelling is inevitably one of the core NLP processes I use with all my organisational clients.

Obviously, I use the full NLP toolkit in my professional work, but NLP modelling is the core or foundational work. I guess my working pattern is as follows.

The process starts off with some questions (meta model); what change is required (well-formed outcome); what has happened recently to highlight there is an issue, ie what pain needs to be resolved (SCORE); or if this is a new project, the success factor modelling (SFM) tools are great when working with start-ups or new project teams.

In my experience no matter what the issue being experienced, or the project being planned, there is always something to be modelled that is currently the benchmark of success.

So, with this in mind I ask questions around current success stories: what is really working, who are the best performers, which managers really seem to get things done, which team members are highly praised as customer service personnel, who in the team spots the mistakes, and the ones with a great eye for detail.

This information is like gold dust; in fact the information contained within each of the successes and the key people involved is the key to solving the problems and to building a great foundation for any new project.

There are a few models that I use when modelling best practice and success stories. The first is Robert Dilts' logical levels. By simply asking the questions for each level, I can determine two key bits of information:

Where is the issue that is causing the pain?

What are the critical factors that are being used to create success?

The first three levels (environment, behaviour, skills & capabilities) are like building the foundation of a building; asking the right questions I get to know if the actual space the people are working in is either a hindrance or a supporting factor in their overall success.

I recall one client who hired me to do some consulting work. They were having major issues with staff retention, and after a very short amount of time walking around the office and interviewing just a few people it was clear to me that the big issue here was the office building and the office set-up. After a few fairly basic changes everyone felt better, and the client reported back after a few months that staff retention was much better. They became a long-term client.

The behaviour and skills & capabilities levels give me loads more information about how the teams work. Questions about a team's general behaviours tell me a lot about the culture of the organisation; is it a friendly place to work with open and constructive conversations taking place? Does the team have the right skills, is there a solid training programme in place, is some focused coaching required?

Again, issues for these two levels are fairly easy to diagnose and to fix. The next few levels (beliefs & values, identity and mission/vision) are trickier and usually involve a much larger intervention.

If team members do not believe in what they are doing, do not believe in the aims of the project, do not believe they are good enough or have the skills, or have some other limiting belief then some deeper change processes are required. That said, higher-level issues are often symptoms of something else, often deficient leadership and management with poor communication and team building.



If team members do not see the vision of the organisation, they will be unlikely to be motivated to go the extra mile; simply put, they do not have a mission mindset with regard to the overall success of the team or the organisation.

Once again, NLP has the tools to make a massive difference in these training and development areas.

Last year we (UK College of Personal Development) were invited to a meeting with one of the country's leading home care provider agencies. They were having issues with some of their branches, poor financial performance, less-than-ideal standards of care and a massive staff turnover.

We made some suggestions about how to diagnose and develop a solution. At first, they were unsure as our proposal seemed 'odd' and even 'radical' to a couple of the guys on the management team. However, in the end they said yes and got behind the process.

So, what did we do?

We asked to be introduced to a couple of the poorly performing branch managers, and a few of the successful branch managers.



Questions about a team's general behaviours tell me a lot about the culture of the organisation





► Over a period of a month we interviewed these with a questionnaire based on logical levels, and some additional models from the SFM toolkit. We also used the iWAM profiling tool to get a clear picture of the NLP meta programmes from which both the successful and poorly performing branch managers operated. Lastly, we asked each person to complete a short questionnaire to highlight their preferred communication style.

We spent a considerable amount of time analysing the information, cross-referencing the reports, the interviews etc. The outputs proved to be exactly what we had predicted: all key success factors were clear, and we were able to build a model of excellence for the branch managers.

We knew that the successful managers had good leadership skills, were outcome focused, their leading meta programme was procedural, they were good with detail and they made sure the teams they managed understood *what that detail meant*. The beliefs and values they all had were around the reasons for being in the care industry in the first place. It was not just about the salary; they had a sense of a mission to care for people, to do the 'right thing' for the older and vulnerable members of their community.

This 'care factor' shone through in the reports and in clearly unambiguous statements such as:

'I act as if all the people we care about were essentially my relatives.'

'If this client was my grandmother, what would I want to happen?'

'If I don't care, then who will?'

They had very good communication skills, and they were strong and brave, I would say fearless even, in their drive to ensure the individuals they cared for were given the best possible care.

It was clear that they saw it as a part of their role, their mission to ensure the right thing was done, not once or twice, but consistently, even when this meant standing up to local authorities and saying NO, or even giving fairly honest and pointed feedback to their own boss and the company senior management and leadership team.



The process highlighted their values and it clarified their mission and vision for their work

So, with this information we were able to achieve two outcomes:

- 1 Develop a management and leadership training programme to be rolled out to all branch managers, set core competencies and a clear management and monitoring process to ensure behavioural change was implemented and was maintained to deliver ongoing positive measurable improvements in the branch network performance.
- 2 Develop a clear and robust recruitment process that filtered candidates for the right skill set, motivation, beliefs and values and general attitude toward the working environment and branch expectations.

We delivered our reports, the training course and the recruitment process to the management team, and to say they were impressed would be an understatement. NLP once again opened doors to new opportunities. They engaged us to deliver the first few training workshops, in the process training up their internal training and development team to deliver the training and develop a clear outcome-focused coaching and mentoring programme to support all the managers in the branch network.

One other effect this NLP modelling process had on those we interviewed was that it unlocked a hidden or unspoken passion. The process highlighted their values and it clarified their mission and vision for their work and their individual branches.

They became ambassadors for the very highest standards within their industry; the process lit a fire of desire for positive ongoing change that adds value to the work and to the overall success of the business.

What organisation would not want this kind of employee engagement? I'm guessing none. ●



What does ANLP do for you?

It's the new year and so we thought we would share our vision, mission and aims...

Our vision

Our official vision is *'To collectively make a positive difference to society by promoting the positive benefits of NLP and encouraging individuals and training organisations to deliver their NLP in a professional, responsible and congruent way.'*

In a nutshell, we want the world to benefit from 'great NLP', because we know that NLP can make a difference to individuals, organisations, within education and even within clinical settings.

Our mission

Within society, to have NLP recognised and accepted as a valued tool for personal, organisational and educational development.

Within the NLP community, to maintain our reputation as the independent and impartial voice of NLP, fair and unbiased, professional and respectful; to create a spirit of unity and cooperation within the NLP community, whilst abiding by the philosophy and presuppositions of NLP.

Our aims

To achieve this we have five main aims:

- 1 To develop internationally recognised accreditation programmes and nationally recognised qualifications in NLP.**
- 2 To promote and protect the reputation of NLP by:**
 - Encouraging an ethos of professionalism and self-responsibility within the NLP community

- Continuing to provide reassurance and a safety net for the public
 - Providing a self-regulatory framework for members and continuing to grow and develop an already established public profile and reputation for promoting standards, professionalism and good practice in NLP
 - Promoting the positive power and flexibility of NLP
 - Being the leading promoter of NLP practitioners and trainers, having an impact on all sectors of society.
- 3 To nurture and encourage individuals to be the best they can be by:**
 - Developing community spirit through forums, peer support and events
 - Developing reliable and reputable resources for NLP professionals
 - Providing a safe environment in which new and established professionals alike can explore theories and techniques, communicate with like-minded people, and find business support to promote their work
 - Listening to our members, so we can continue to be the best we can be, by managing feedback quickly and professionally to ensure that we continue to deliver the best possible service.
 - 4 To encourage NLP-related research and the further development of NLP models.**
- To increase membership of ANLP, both nationally and internationally, so NLP professionals have the voice they deserve** and NLP can be independently represented in the global arena. As a CIC, increased membership means we have the financial resources to promote great NLP services, develop NLP qualifications and support NLP research projects. ●

Welcome to new ANLP accredited trainers



Congratulations to Andy Coley and Jo Wilson from Beyond Training Solutions Ltd, who are delighted to join the list of accredited training organisations that have been approved by the accreditation panel at the ANLP.

Andy and Jo have been providing NLP training since 2012 and are also accredited with the Association for Integrative Psychology (AIP) in the US.

Over the last few years, they have both become part

of the wider NLP community and, having met Karen and the ANLP team during the NLP conference a few years ago, they knew that attaining accredited status was an important step in continuing to ensure that they provide the highest standard of NLP training for the many professionals who attend their courses.

They attract many practitioners in the fields of healthcare, business and personal development, and incorporate aspects of clean language alongside neurolinguistic programming. 2019 is already a very busy year with two Practitioner courses, a Master Practitioner and even an in-house NLP Practitioner booked within an NHS Hospital Trust to look forward to facilitating.

You can find them both at the 2019 International NLP Conference in May, something Andy has helped to organise over the last few years as a member of the organising committee. Andy is also really pleased to have become the ANLP ambassador for London in 2018.

If you'd like to know more about their accredited Core NLP Coaching Skills Diploma, NLP Practitioner, NLP Master Practitioner or any of their master classes and workshops just visit beyondnlptraining.com. ●

Tim Hallbom – What does looking up have to do with being visual?



By Kris Hallbom

It is a rainy, cloudy afternoon in Tokyo, Japan. The view from the 35th floor window of Tim Hallbom's apartment is stunning, even with the dark grey skies. Looking outside you can clearly see the Imperial Palace where the Emperor of Japan lives, as well as a nice view of Prime Minister Shinzo Abe's residence off in the distance, plus hundreds of high-rise buildings dotting the vast Tokyo skyline.

Tim has been living part-time in Japan for the last five years, where he does a variety of NLP and coaching trainings for the NLP Japan Learning Center with his training partner and wife, Kris Hallbom.

Part of being an international NLP trainer involves spending a lot of time on aeroplanes and in different countries. To date, Tim has trained and taught NLP in more than 20 countries around the world. In more recent years, he has been mostly working in Europe, Asia, Mexico and of course through his own institute, the NLP Coaching Institute of California, which is based in the San Francisco Bay area.

Despite having such a busy training and travelling schedule, Tim still finds time to work privately with clients on a one-to-one basis, at his other home in the beautiful mountains of Holladay, Utah. Tim started his career as a licensed clinical social worker and therapist, and has always loved doing change work with people.

He first found out about NLP in the late 1970s, when he worked for the Utah Department of Human Services as a trainer and therapist. A big part of his job was doing trainings which focused on teaching people stress reduction and mindfulness-based techniques.

One day he was doing training for the faculty at the University of Utah, and a woman walked up to him on break and declared, 'You are visual.'

'Oh yeah, how do you know that?' replied Tim.

'Well, you keep looking up while you're doing the training,' she said in a matter-of-fact tone.

'What does looking up have to do with being visual?' Tim asked with a curious look on his face.

The woman then handed Tim a pile of crumpled pages from an unpublished book that would later become *NLP Volume 1*, which Robert Dilts published in 1980. Tim voraciously read through every word of the tattered pages and to his astonishment one of the pages talked about the NLP eye-accessing cues, which he found very intriguing.

Of course, he wanted to test it out right away. So he asked a friend some questions (with the intent of getting her eye-accessing cues) and noticed immediately that there was



I saw a clear pattern to the way her eyes were moving, and this utterly fascinated me

a pattern to the way she moved her eyes. However, her eye-accessing cues were different from the happy face diagram that he'd studied so closely on the crumpled pages. He would later discover that his friend's eye-accessing cues were reversed...

'Sometimes people are reversed from left to right, and their eye-accessing cues are the *opposite* of the typical person. After doing eye-accessing cues with many, many people, I don't find that many people are reversed. So, it is kind of funny that the first person I did this with was reversed. However, I did see a clear pattern to the way her eyes were moving, and this utterly fascinated me,' says Tim as he sips on a cup of ginger tea.

As he continues to speak, the clouds disappear from the Tokyo skyline behind him, the sun comes out above his shoulders and the view from his apartment window is spectacular.

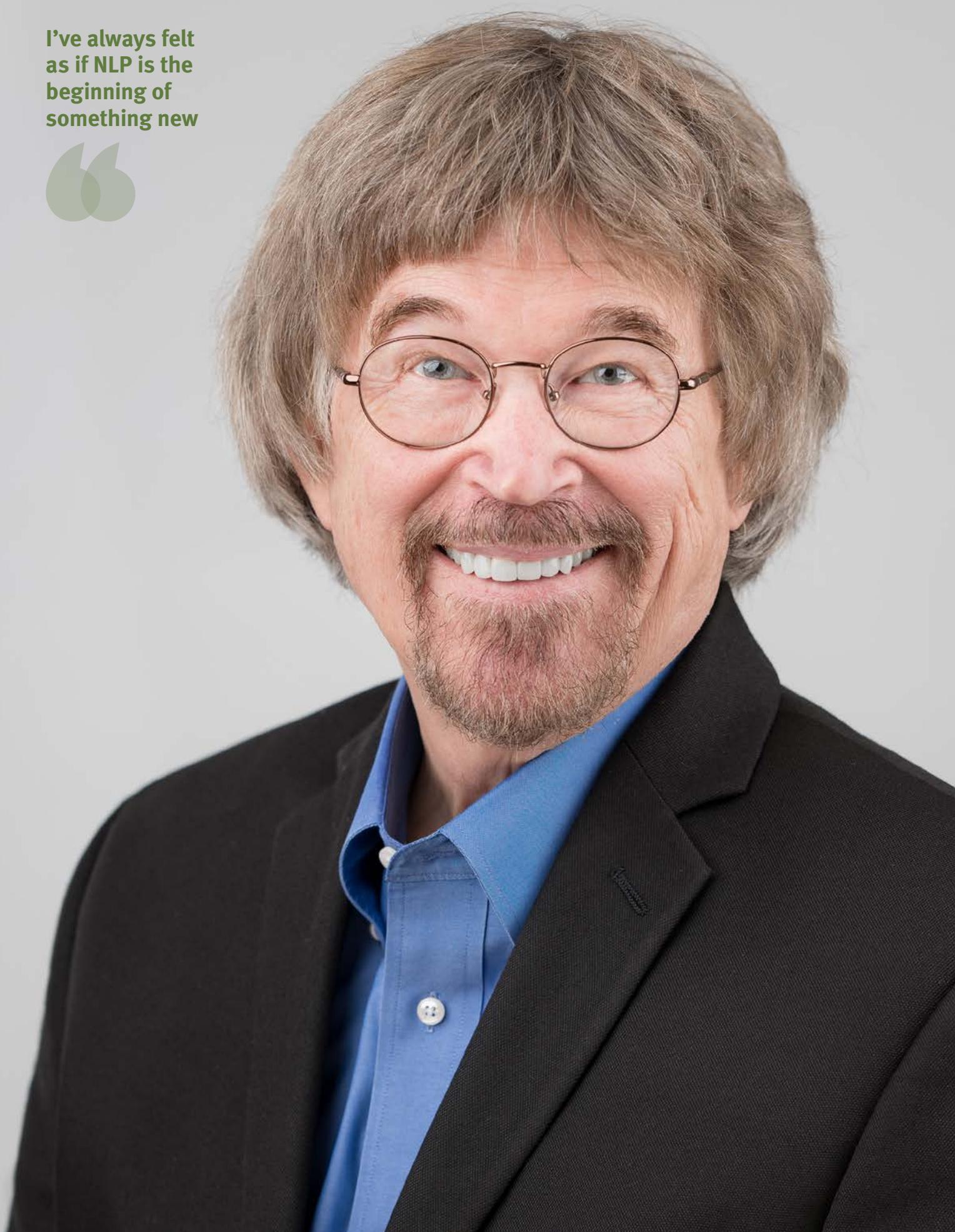
'As I began to discover more and more about NLP, I was electrified by the promise of this new field. I bought every NLP book I could get my hands on. However, there were only six books written on NLP in 1979 – which is quite interesting to think about, considering that there have been thousands of books written on NLP since then,' says Tim, reflecting on just how far NLP has come through the years.

One of the first books that he read was *Frogs into Princes* by Richard Bandler and John Grinder, edited by Steve Andreas. There was a page in the back of the book that referenced the NLP Institute of Colorado, which Steve and Connirae Andreas co-founded in 1979.

'It was exciting to me when I discovered that there was a training centre in Boulder, Colorado where you could actually learn to do NLP. So, I went there to do a weekend seminar with Steve and Connirae Andreas. Steve did a visual–kinaesthetic-type dissociation phobia process with a woman in the training who had a fear of driving through tunnels. I was utterly amazed at how well and how quickly it worked,' Tim recalls.

He finally did his NLP practitioner certification training with the Andreas and John Grinder in 1983. Shortly thereafter, he started his own NLP Training Institute with his business partner at the time, Suzi Smith, in Salt Lake City, Utah in connection with Steve and Connirae Andreas. ►

I've always felt
as if NLP is the
beginning of
something new



- ▶ He would then go on to write a number of books, become the President of the International Association of NLP, and become the publisher of the most widely read journal in the world, *Anchor Point* magazine, which was mailed out to over 35 countries every month. Of course, this was all before the internet and before *Rapport* ever existed, so *Anchor Point* was the go-to journal for what was happening in the field of NLP at the time.

Through the years, Tim contributed significantly to the fields of NLP, coaching and hypnosis. He refined and championed such processes as re-imprinting, integrating conflicting beliefs, and using eye-accessing cues for discovery and change. He created and developed a number of popular NLP techniques, including ones for: changing limiting beliefs, working with double binds, physical health, forgiveness, trauma, and using eye-accessing cues for discovering the origins of any issue.

In 1990, Tim co-created the 'graduate school' of NLP with Robert Dilts and Suzi Smith – the *NLP Health Certification Training Program* – which is considered to be one of the most advanced NLP training programmes in the world. He also co-developed several other popular NLP programmes such as the *Wealthy Mind* programme, which helps people quickly release their limiting beliefs around money and prosperity, and *Dynamic Spin Release™*, which is a powerful set of processes that allows users to release their negative thoughts, limiting beliefs and physical pain rapidly – as well as dozens of other behavioural change programmes related to NLP, hypnosis and coaching.

The people who have been attracted to NLP are pretty evolved and in touch with themselves

'I've always felt as if NLP is the beginning of something new, and I'm grateful to have found my way into the field so early on. When I look at the whole of my life, it has been incredibly rewarding to know that I have been able to make a positive difference in the lives of so many people across the globe, through the training and one-to-one work that I have been doing for so many years,' says Tim.

As the interview comes to an end, the Tokyo skies are now a beautiful shade of blue, the green trees covering the Imperial Palace grounds are more vivid than ever, and Tim becomes somewhat reflective as he thinks about his long career in the field of NLP.

'I feel grateful to be in the field of NLP. Even though people talk about the baggage of NLP, my experience with NLP is that the people who have been attracted to it are pretty evolved and in touch with themselves. At least that's what I have seen in the students and people I have worked with, in all the countries where I have taught NLP.

I really like that you can meet NLPers across the planet and have deep and meaningful conversations with them right away. I love the connection that I feel with them, and I love that most NLPers operate at a higher neurological level,' he says, with a twinkle in his eye. ●



NLP is making a difference ...
and the difference is

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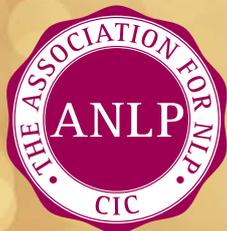
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**Empowering NLP
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The wisdom of our bodies – there’s knowledge in the muscle



By Judith DeLozier and Judith Lowe

Have you ever danced your worries away? Have you ever intuitively sensed that certain kinds of movements, breathing patterns and body rhythms have helped to change your mood and your perspective?

Movement is so simple and straightforward, isn’t it? Our human bodies are built to run and jump and gesture and touch and hold.

And of course movement regulates our overall physiology and wellbeing; everything from circulation to digestion to metabolism to immunity.

And movement also helps us to integrate our new ideas and new experiences, and primes our most creative thinking. It’s the genius pattern.

NLP and movement – shall we dance?

Physicality, movement and expressive dance have not always played much of a major role in NLP! Although we have a keen focus on observing, calibrating and producing many types of non-verbal communication, there’s also the meta model and a lot of language patterns to learn. There are quite a lot of NLP techniques to practise too.

And of course there’s the life-changing ‘mind shift’ that happens when we take on board the core NLP presuppositions. Really? A ‘*positive intention*’? The meaning of my communication is *what* now? How come there are different *maps* of the world? What even *is* a map?!

So sometimes we can get all up in our heads, trying to follow the process, and then perhaps we’re not so attuned to what’s going on in the rest of the system where we live and breathe in the present moment.

However it turns out that we really do have bodies too, as well as minds. And that our bodies have quite a lot to say.

For both of us, movement, dance and connection to the body as a source of joy and intelligence have always been core to our lives and to our NLP practice.

In this second article for *Rapport* magazine we want to share some of our own inspirations and practices around body awareness, movement and touch. And we invite you to join us in some explorations into how this approach to working with and through the body might help you develop some meaningful distinctions and choices.

We want to offer you some questions, practices and activities that you can explore for yourselves and that can enhance your core NLP skills as a coach and practitioner.



‘The life of the body is our real life, the only life we have’ *Morris Berman*



Maybe being more in touch with our bodies can help us love and heal and honour our bodies more. And yes, we might even one day get to dance like nobody's watching! Or at least fall back in love with our bodies and ourselves, and each other, and our lives.

The 'somatic mind' is the mind within your body

Soma is the Greek word for body. When we are in touch with our bodies and aware of our physical aliveness we have more access to what is called our 'somatic mind'. This experience of being more in touch and attuned with our bodies is sometimes described as a kind of *mindfulness* of the body, *mindfulness* of breathing and *mindfulness* of movement.

Being in touch with our bodies like this is also a kind of foundational intelligence for us. It's our mammal mind. We are alive and present in the here and now. Here we are. We inhabit our bodies. We are anchored in this present moment. There's a natural liveliness and vitality to all our thoughts and actions.

We have this subjective 'felt sense' of our body that is like a purely physical awareness of our whole ongoing life process. We can pay attention to our inner sensations and we can learn how to invite these other parts of our nervous system to reveal their information in ways that we can hear.

We actually even have a physical heart-mind and a belly-mind, both of which contain neurons and have complex intrinsic nervous systems that operate independently from the head-mind. We know our hearts can take us along a life path, and our gut feelings often help us to make our best decisions.

So rather than seeking solutions to our problems purely from the cognitive mind maybe we can connect with, work with, and truly speak from that subtle, underlying felt sense of life, held within our greater nervous system.

The body as a representational system – somatic intelligence

In NLP we work with the idea that human beings have five basic senses and that information and experience is somehow processed and managed by these sensory systems. We use our senses in complex ways to represent our world and to create our 'maps' of situations and relationships, both literally and figuratively.

We know we can use our bodies to make models of the world too. We can express movements that are the literal response to a particular situation, or create expressions that are more metaphorical, as through dance and mime.

Our bodies unconsciously move and gesture and 'dance'. Our bodies are processing for us and with us, telling us something, expressing something, and knowing something that we can't put into words. Our bodies are a great source of intelligence to us.

So how can we further awaken our 'somatic intelligence'?

'If I could say it I wouldn't have to dance it.'

Isadora Duncan

Embodied knowledge is sometimes known as tacit knowledge. We sometimes say we know more than we can tell. In NLP this kind of learning is at the very core of our practice – the modelling of expert performance.

Our most basic way of learning is through deep and often unconscious imitation of others. This is how we learnt as babies and as small children. We now know we even have specialised nerve cells called mirror neurons that do this job for us and



Movement helps us to integrate our new ideas and new experiences, and primes our most creative thinking



activate our motor systems when we deeply connect to what another person is doing.

In NLP we learn to engage this process in building and maintaining rapport with someone through deliberate, subtle, matching and mirroring of their out-of-conscious-awareness expressions of posture, gestures, facial expressions and key tonalities and words. We get into their rhythm and join them in their dance.

It brings information into our bodies, another world, news of difference. We need to dance it to know it.

Then you're a mile away and you've got their shoes

Judith DeLozier learns about a culture through movement first. How do people in this culture move through the world? How do they hold themselves? Is there a special rhythm to the way they walk? How loose or how tight is the stride? How open or constrained is the torso? How is the head balancing on the body? How deep or shallow is the breathing? How are the arms and hands coordinating?

Then she starts to sense where people systematically place their attention in this culture. What seems to draw the gaze, the turn of the head, the focus of the eyes? In other words, what's important? What are people filtering for? What is visible to them? What's going on in their world?

Her intention is to allow her body to fall into sync with the people around her, to use her body to absorb information in a natural way, without evaluation and judgment. She's building tacit knowledge and understanding, empathy even. She's entering a reality that's patterned and organised differently to hers and bringing it into herself, into her own body.

You may have done an activity like this early in your NLP training – *Walking in someone else's shoes*. It's an everyday expression that means we want to understand someone else's

- ▶ experience, see things through their eyes, feel something of what's happening for them, their perspective, and what a situation or issue means to them. Here we take it literally. Don't judge someone until you've walked a mile in their shoes. Literally go for a walk.

Acting, smiling at babies, and looking at the moon

Many actors work like this too. Part of their process is to inhabit the movement of the character and find the essential postures, rhythms and stride. They allow the feeling and the nuances of their performance and the inner life of the person to be expressed and emerge naturally from the way the body is held and moves. You could even say they are talking the walk.

The way someone moves is like their signature, unique and personal. Sophisticated movement-analysis software is



We can use our bodies to make models of the world

currently being developed as a way to identify potential criminal suspects. Frame-by-frame analysis of exceptional sportspeople allows us to see something of the magic of their mastery and artistry. Watching Simone Biles in her World Championship and Olympic title routines in slo-mo is an example of the wondrous beauty of the human body in motion and of her artistic control and supreme somatic intelligence.

News of difference teaches us about ourselves. We get to learn more about our own personal habitual movements and filters on the world. We find out something about human possibility. The other person is quicker, more focused than us. They have a kind of staccato pace, and maybe we are more languorous and easy. This is a difference that makes a difference.

Maybe they notice motorbikes and we don't. They don't smile at babies and we do. And then I'm looking around for the restaurant and you're looking at the beautiful moon.

So what's somatic syntax?

There is a relationship between the deep structure of our experience and the surface structure of our movement. This is

like the metaphor we use from transformational grammar in the NLP meta model about the relationship between spoken language (surface structure) and experience (deep structure).

Language has a structure called syntax. The word 'syntax' means to put in order or arrange. In language when the syntax is changed it changes the meaning of the communication. The mat sat on the cat.

This is also true of somatic syntax. There is an order and an underlying structure to physical movement, and when that changes you can sense the changes in the meaning of an experience, as well as changes in your emotional state. So somatic syntax is literally 'body language'. It's the speech and wisdom of the body, the brain in our body, our own mind-body-spirit, speaking to us, and through us.

A practical experiment – step in, move, play, change, integrate

'All that is important is this one moment in movement. Make the moment important, vital, and worth living. Do not let it slip away unnoticed and unused.'

Martha Graham

Here's a practical experiment for you in the form of an activity designed by Judith DeLozier and Robert Dilts (adapted from *NLP II: the next generation*).

This activity is in two parts. In the first part you identify some patterns of movement that are associated with a resourceful internal state. In particular you're invited to become more aware of the kind of physical patterns that either enhance or diminish the resourcefulness of the state. In the second part you can explore how best to incorporate those patterns that enhance the state into your everyday actions and behaviours.

1. Getting a positive resource state 'in the muscle' – experiential activity

What positive, resourceful state would you like more of in your life? Would you like to be more confident? Would you like to be more creative? Would you like to be more centred and grounded?

Discover how you can most fully step into that positive resource state. Maybe you'll have a strong memory of a time you felt like this? Maybe you can strongly imagine what it feels like?

As you step into the whole-body, present-moment feeling of this positive state, pay attention to any spontaneous physical movements, that for you are a natural way of expressing and deeply feeling this resource state.

Notice your body posture, any movements, any gestures, breathing patterns, etc.

Now you can start to play with the 'somatic syntax' of this resource state. You can explore the 'deep structure' of these physical expressions by changing the 'surface structure' of different aspects of them.

- Can you change the quality of the movement?
- Can you change the speed and rhythm?
- Can you change the parts of the body involved?
- Can you change the sequence and order?
- Can you change the direction?
- Which of these changes *intensifies* and makes *more* of the resource state?

Which of these changes actually *change* this state to a different state?

2. Taking this resource state into everyday life – experiential activity

This second part of the experiment helps you transfer the positive resource state from the first exercise into the actions and activities of everyday life.

Firstly, choose three everyday actions or behaviours that you do frequently. You could choose walking, or carrying something, or sitting, or cooking.

Now create the very best version of the positive resource state you have been exploring in the previous exercise.

Begin one of your chosen actions (walking, sitting etc.) and adapt the physical expression of the positive resource state to blend and fit with that activity in a way that is most natural. Check that the way you do this also preserves the full experience and strength of the positive resource state. What difference does this make? What else can you do with these ideas and possibilities?

Healing and releasing a ‘stuck state’

This is just one of many ‘somatic syntax’ activities you can play around with and adapt. If you are already moving in a state that is useful and resourceful you can bring awareness to those movements in a similar way. Also you can experiment with a ‘stuck state’ in this way.

(JDL) *‘I love the way Moshe Feldenkrais thought of a “stuck state”. He went directly to the body and held the question, “What movement is the body trying to complete?” The body is in a “vegetative state”. A state of non-movement. From the point of view of somatic syntax if we begin to bring awareness to the movement we can bring awareness to where the movement stops and also allow for the completion.’*

This kind of thinking is now central to many mind–body contemporary approaches to PTSD. Allowing the body to tremble and shake, to move more freely to complete the rigidified moment of shock and freeze, seems to have some healing benefits in releasing the tensions of the ‘held’ experience. In NLP meta-model speak it’s also like a kind of de-nominalisation of the body, getting things moving again in a sympathetic and skillful way.

I could have danced (NLP) all night

Of course there are many NLP models that can be enriched by movement and by physicalising the whole coaching space. The *perceptual positions* model – in which you occupy the perspectives of yourself, another person (or persons), plus an ‘observer’ position – can be laid out on the floor and the appropriate physiologies can be stepped into for a deeper understanding and effect.

Similarly we often walk our *timelines*, literally laid out on the floor. We’re able to step on and off, in and through time. We’re able to get to the end and turn and look back at ourselves. We can even offer ourselves gifts and blessings, offering and stepping in, and accepting. There’s something about physically moving in these structured coaching spaces that allows for more of ourselves to get engaged in this deep process of learning and change.

Other familiar NLP models which can be coached like this include the *logical level alignment* process, the *Disney creativity* model, and the *SCORE* model. You can even literally *dance* the SCORE!

Stepping in and out of problem and solution spaces, expressively moving limiting beliefs into a space of doubt and then into a space of openness to new beliefs, shifting states along a stepping-stones pathway to resourcefulness – all these learning activities are enhanced by movement and physicality.

You can even use your body to choreograph the NLP meta model and to play ‘Guess the NLP meta programme.’

Because there ain’t no party like an NLP party.

Bringing joy into the moment– new coding NLP

So here is Judith DeLozier recalling her thoughts and her personal experimentation as she created, with John Grinder, the *Walking edit*. It’s one of the new code NLP practices to help people become more congruent, integrated and wise in their approaches to personal growth and evolution.

She describes a kind of ‘Aha!’ creative moment when she realises that you can *move* in a resource state and that movement itself profoundly enriches the experience. Here she brings dance into the NLP classroom.

‘The walking edit was the first time I remember bringing movement into the process. Meaning that before it was more the static calibration of elements of a state. The edit involved walking in a non-resourceful state and noticing the elements and then walking in a more aligned state and then contrasting and noticing the elements of difference between the two states. The person was then asked to exaggerate some portion of the non-resourceful state...really exaggerate it! Then allow the body to come to a new homeostasis.

‘The use of African dance in the new coding was from my perspective to give the participants a time to move, integrate and actually bring some joy into the moment. It also allowed for the harvesting of ideas generated through doing a set of movements that were not quite usual in our everyday lives. This stretch of the body released many great possibilities that fed the group as a field and brought awareness to the individuals.’

Encountering non-habitual movements like this and bringing them into your own body allows for a kind of somatic ‘re-think’ of how you are organising yourself. Our physical postural habits define deep aspects of our experience. ▶

The way someone moves is like their signature, unique and personal





The skilful touch of a teacher or friend helps to bring awareness, release and integration to the whole way we stand and move

► Poise and presence – sitting and standing – the use of the self

We get so used to ourselves that this kind of profound engagement with difference, with 'not me', can feel weird and uncomfortable. Our everyday movements just feel right, don't they? It's just normal to walk like this and gesture like this.

Judith Lowe is an ongoing student of the Alexander Technique. She makes it sound exciting by saying that after thirty-plus years of lessons she nearly knows how to get in and out of a chair. This is because Alexander lessons focus on very simple everyday movements like sitting and standing and taking a step forwards. The goal is to be able to direct more consciously your own psychophysical activity, and to be in a position to choose the way you function in your moment-to-moment, living, breathing mind-body. This is in contrast with letting our habits just unconsciously run us, outside our awareness.

It's another mindful, conscious approach to being with ourselves in new ways and tracking in detail the overall state of our being. Robert Dilts in his leadership work talks about the high-value performance states of 'relaxed readiness' and 'focused spaciousness'. Working with the Alexander Technique helps you to calibrate to these types of states.

The Alexander Technique is about what's called 'the use of the self.' It's about training your awareness and applying certain key principles around how you are moving in all the daily activities of your life. It's founded in ideas about the unity of mind and body, the functioning of sensory perception, and the awakening to the awareness of our choices at every moment. This effects how we respond to our situation – physically and emotionally.

Feedback and learning through touch

There are no exercises, just the guiding hands of your teacher. This feedback of the teacher's touch is somatic, through the body. You get feedback on your degree of coordination in a moment-to-moment way. You learn about the interferences you are running, your contractions, gripping and tensing. You are made aware of your own habitual patterns and you learn how to inhibit and free yourself from your usual responses. You can inhibit and transform a particular reaction to a given stimulus.

Your body is like a map that over time has settled into its own ways, its own survival programmes and stimulus-response patterns. This subtle, somatic way of working relates to the idea of NLP anchors and to 'stuck states'. Our resources and creativity are sometimes held in a kind of 'neuro-muscular lock'. This tension feels normal to us as it's what we know.

Our posture reflects our inner state. The skilful touch of a teacher or friend helps to bring awareness, release and integration to the whole way we stand and move. It puts us in touch with our potential, with what might be possible.

Get up! stand up! stand up for your rights!

Bob Marley

The Alexander Technique focuses particularly on the subtle relationships and coordinating movements of the head, neck

and shoulders, and spine. It's always hard to explain what really happens in a lesson, but here's a simple experiential activity, lightly based on the idea of helping another person to have an experience of this kind of body awareness.

Bringing awareness to the neck, shoulders and posture – experiential activity

In pairs, both people stand or sit. Begin to tune into your body – move your attention around your body, from your feet to your legs, your belly, your chest, your back, your arms, your neck and shoulders, your face and head, etc. Tune in to your breathing. Make adjustments to the way you are sitting or standing as you notice where you are tense, or where you are asymmetrical, or not as upright and poised as you could be.

When both of you are in a more physically aware, awake and present state you can give yourselves these types of guidelines: *let my neck be free, my head forward and up, my shoulders can let go and relax, allow my spine to lengthen, my back to broaden and widen, let my weight be evenly balanced – and may I be breathing in a way that supports me to be upright in my length, and in a relaxed way, taking up my space in the world.*

Gently move and make any adjustments you want to in order to optimise this way of being in your body.

Now one of you gently let your hands rest on your partner's shoulders from behind them. There's no pushing or manipulating – just this gentle feedback through touch.

You can do this while your partner is thinking of a goal, or thinking of a problem.

Another thing you can do is gently take the weight of your partner's arm from the side, as they bend it and relax into your hands. You can do this in a sequence for both arms. Allowing the weight of the arm to be held like this often gives people the feedback they need to be able to let go in their shoulders. Sometimes people find they really have been holding up the world all day!

What's that like? What does it do for you? What does it make more possible?

The life of the body is our real life

It is a miracle to be alive. Our human bodies are a miracle. As Judith DeLozier says, 'Try living without one!'

So if I were a musician how would I take care of my instrument? If I have a dog or a horse will I feed and nurture them better than myself? Do I get the nourishing meals for others but not myself? Am I truly caring for myself?

Looking after, loving and caring for our bodies is about saying a big yes to life. It's about respecting our lives and taking pleasure in being alive. It's so amazing we are even here.

See you in May 2019 for the Passion in Action masterclass

We are so looking forward to meeting you in May 2019 at our Masterclass at the NLP International Conference. ●

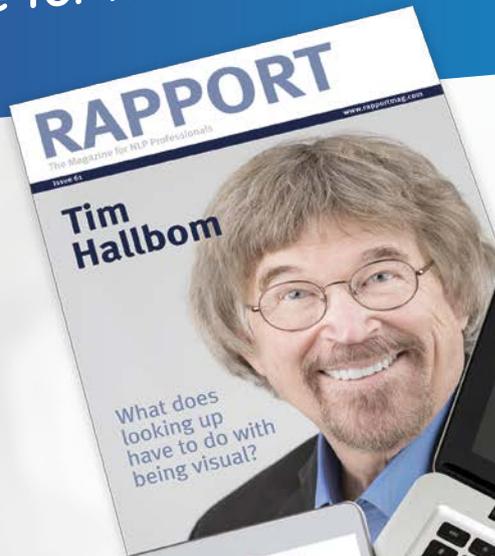
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