

rapport



ISSUE THIRTEEN

AUTUMN 2008

Lisa Butcher

On Cognitive
Hypnotherapy

NLP

and Motorsport

The Butterfly Effect

Michael Carroll

Robert Dilts

Generative
Collaboration

THE MAGAZINE FOR PERSONAL DEVELOPMENT

SUBSCRIPTION ONLY



Welcome to the Autumn issue of Rapport.

I'm really hoping that by the time you read this, we are enjoying some 'Indian Summer' weather, to make up for our wet Summer. Mind you, regardless of the weather outside, the sun is always shining in our office.

For those of you who do find yourselves needing that extra bit of resilience on occasions, Cait has written a beautiful article which puts everything into perspective (p12).

On page 6, Andy controversially asks whether the NLP community is really a community. I'd like to think so – I believe we can make a much bigger impact and achieve so much more by working together and supporting each other, especially in these challenging times. Am I too much of an idealist? Well, if I am, I'm in good company, because Robert Dilts is a firm believer in generative collaboration (p10)

Talking of challenging times, Teresa Reay tells us how we can develop strategies for coping with the Credit Crunch – very topical, and some really useful tips as well.

So with the credit crunch in our minds, let's bear in mind what things we may be doing now, that will have a huge impact on our future. Michael Carroll explains about the Butterfly Effect (p16)

I think I'm going to move to Ireland, where Anne Marie Ferris is doing some wonderful work transforming the prospects of young people, as Eve reports on page 18. On second thoughts, with our new home so nearly complete, and counting down the days we have to live in a caravan at last, I think I'll stay put for now!

Until next time

Karen x

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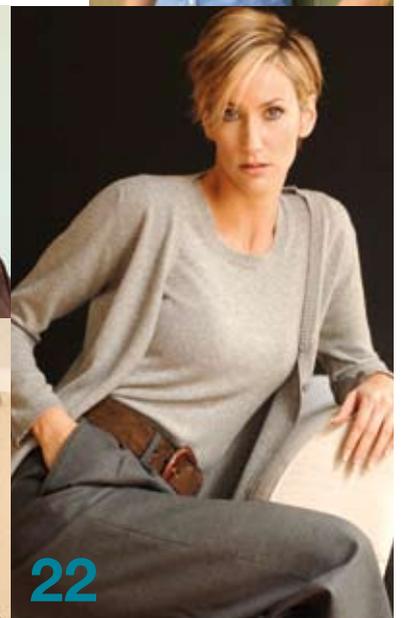
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Phoenix Publishing Ltd
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Hemel Hempstead, HP1 1LD
Rapport published by Phoenix
Publishing on behalf of ANLP.
Design: Square Eye Design

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The Presuppositions of NLP

There's no failure, only feedback

By Caitlin Collins

The NLP presuppositions are tools to help us transcend the boundaries of our limiting beliefs about ourselves and our world. The point is not to believe or disbelieve any presupposition, but rather to consider what might be the implications of acting 'as if' you believed it and imagine what differences that could make to your life now and in the future.

Unlike prey animals, predators have the luxury of learning by trial and error. A lioness who misjudges her pounce twitches her tail and thinks, 'Next time I'll try getting a bit closer before jumping; that might work better.' A zebra who goes too near the trees gets nabbed by a leopard, and dies.

As predators, we humans thrive on experiment, and, except in some instances, such as 'I wonder if this match will give enough light for me to check the petrol in this tank?', we generally live and learn.

So why are many people so afraid of failing that they protect themselves from the risk by not attempting anything? Thereby, of course, failing to make the most of their opportunities... Hmm.

Children love learning. A toddler gets up, totters a step, falls on her bum, giggles, staggers up again and has another go. Imagine if she sat there and grizzled, 'I can't do it. I'm not going to try any more.'

So what goes wrong?

Along comes conditioning, and, in our need to please others, we take on their opinions and their criteria for success and failure. And we criticise ourselves with other people's voices when we don't

meet the success criteria we've adopted.

Of course, success and failure are dualistic concepts as well as simplistic ones. Many people emphasise success, without noticing that it implies its opposite, or that they're failing to take other factors into account: their success may be at somebody else's expense. Expanding your view can help you be more relaxed about success and failure alike.

When you're relaxed, it's easier to learn; this is one of the reasons why NLP is intentionally entertaining – you're more open

to learning when you're enjoying yourself. It's hard to learn in an atmosphere of fear which engenders tension and resentment – I wish my maths teacher had known how her destructive feedback paralysed her students.

Notice how you give feedback to yourself. Do you accuse yourself of being a schmuck who always screws up? (If you do, who's talking? It isn't you – it's a voice from your past.) Instead, try asking yourself constructive questions. What have you learned

that will help you do better next time? What would you like to do differently? If you were a wise mentor advising somebody in your position, what possible options might you suggest?

And above all, remember – you can always model yourself on a lioness, graciously waving her tail!

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Is NLP a Community?

In the last issue of Rapport, we reported that ANLP had become a Community Interest Company earlier in the year. NLP is often referred to as a community, but is it really – and should it be working harder at being one? Andy Coote had some interesting conversations on the topic.

The first question that needed answering was what a community is. I chose a working definition from Wiktionary which seemed to be a good starting point for the question – is NLP a community?

Community - a group of people sharing a common understanding who reveal themselves by using the same language, manners, tradition and law.
<http://en.wiktionary.org/wiki/community>

Karen Moxom would like to think that NLP is a community and is doing her best to make it so. “I would like people to understand the value of working together to make a bigger difference.” She recognises that there is work to do, “chunk it up enough and there is a common understanding but underneath that we become too involved in differences rather than commonality”. Alan Jones agrees, “In the recent past NLP has not been a community,” he says. “It has been divided by professional differences and personality clashes. There is a lot to do to bring it back to any sort of community.” Melody Cheal emphasises the value of a shared language. “It is easy to achieve rapport quickly,” she suggests. Values are also shared, “there is a shorthand to get people onto a more intimate level of communication.” “NLP as a discipline lends itself to community,” suggests Daryll Scott, “but it is communities at present.” Mark Underwood is also uncertain about the concept of NLP as a single community and

wanted to add to our working definition. “In my experience, communities gather around a cause and I can’t see a universal apparent cause for NLP to gather around. Different sectors within the NLP ‘community’ have their own causes and they are different,” he suggests.

The market in which NLP operates has commercial issues to face. As Moxom points out, “people are trying to make a living and may view what they are doing as competing with each other. Most people come to NLP to make a difference but that can get forgotten in the commercial reality.” Jones sees that “commercial necessity may drive a polarising of opinions.” Scott talks of “the need to differentiate. People do have to make a living, after all”.

Commercial interests can drive innovation in the market, too. In other industries, research and development is often carried forward within firms, sometimes working with academic interests as well. It raises what Scott refers to as a matter of “commercial advantage versus community interest”.

Getting information shared across the whole community is currently an issue. “People who have trained in the last 5 years with Richard Bandler have been exposed to advances in his thinking. John Grinder’s approach has also moved forward in fairly big leaps. Both communities are not benefiting from these advances. There is no mechanism for sharing across boundaries.”

Cheal sees the market opportunity as collaborative rather than competitive. “Competition depends on the trainer’s personal philosophy”, she says, “I believe that there is plenty of business to go around and I am friends with other trainers. We held a NLP Trainer Playday with ANLP which was very successful in building community and trainers came from quite some distance to take part. There is a large potential market and no scarcity in my view. It is better to support others and I do recommend other trainers when it is appropriate.”

Moxom agrees that there is enough work to go around and that we need to “come together to promote benefits of NLP. We need to adopt an attitude of abundance and work together to create it. A recent survey of 1,000 people attending the Farnborough AirShow found that 80% had never heard of NLP.” Underwood has a slightly different take. “In the business world, which is where I work, most HR people think they know what NLP is but most Board Directors will not.



Corporates don't care what label you put on it. They see no intrinsic benefit in a label and tend to buy the 'safe' brand rather than the method." Jones has experienced a similar resistance to NLP as a brand in business. "The commercial circuit has become wary of NLP. As a result, many NLP based suppliers to that market are packaging what they do into new brands that are based on NLP but expressed in more generic terms. Companies buy what you are going to do for them, not the method you intend to use."

Jones is also concerned about the image that NLP has of being a pseudoscience. He talks about Carl Sagan's differentiation between science and pseudoscience and finds that NLP currently seems to fit in the pseudoscience category. "Sagan suggests that pseudosciences tend to publish their own magazines rather than seeking peer review in mainstream scientific publications and depend on testimonials and press releases rather than engaging in academic debate. I'd like to see a move towards science. We seem to be defensive about our territory, more like a new age community. We need to set up two way dialogue and challenging debates with other areas of science that are working on the same issues." Cheal would like to see the labelling of NLP as a cult finally put to rest. "We need to look at other related disciplines and applications and incorporate new things into NLP, acknowledging their heritage. If NLP is about modelling excellence, we need to do more modelling to develop the toolset we have."

Alongside increased engagement with the academic world (see report of the first International NLP Research Conference elsewhere in this issue), Moxom would like to think more about the needs of people researching NLP as a possible solution to their needs. "We can be too busy focusing inwards on the community and we need to focus more outward on to the general public. I'd like to see more case studies, preferably with measurable results, that show practical applications of how NLP has worked." Promotion works, as Moxom points out, "The Daily Mail published an article on NLP and Coaching about ANLP Member Martin Weaver. He had been coaching a journalist who then wrote the article. Web visitors to the ANLP website doubled on the day of the article and have remained double since. As a result all ANLP members have benefited from the publicity."

The structure of qualifications and the spectre of regulation also came up during the conversations. Underwood commented that

there had been talk of regulation since he first came into NLP. Moxom, however, suggested that, whatever the status of enforced regulation, working towards self regulation could not be a bad thing. "The HPC looks certain to be regulating psychotherapists and counsellors later this year or early in 2009. We think that it is sensible to build a framework for self regulation. This includes a code of ethics, an independent complaints procedure and Continuous Professional Development (CPD)".

I would like people to understand the value of working together to make a bigger difference



Jones would add to this by changing the structure of qualification. "We train people to use NLP to help themselves and then we make them practitioners," he notes. "Most of them are not ready to practice on others. I believe that there needs to be another level which I'd call 'registered practitioner', perhaps with an extra module on professional responsibility, a code of ethics and CPD and with an evidence based record of practice." Underwood suggests that regulation, "may have some uses in the business world but they would still want to be assured that they were using a provider with a proven track record."

If NLP is not yet a community, how might it improve on that position? Scott talks about intention. "If the field had a single intention, it wouldn't matter which school you had been to, you would be moving towards that intention. Everything you did would be consistent with that intention. Whispering in the Wind sets out operating principles for the field of NLP and, whether the field accepts or rejects them,

it needs to be aware of them." He admits to being a little pessimistic, though, "There are hundreds of individuals with different intentions. I'm not sure how this fractured thing could be unified".

On the contrary, Moxom is looking to unite the community but not to standardise it. "We should celebrate the flexibility that NLP offers us. If we apply the presuppositions of NLP to the community maybe we would respect other peoples' maps of the world and work together to generate a more positive image. I'd like for it to still be possible to practice NLP in 5 or 10 years time and be proud of being part of a community."

Community growth can come from industry bodies and companies building a framework but it can also come from individuals working together to build small communities which can link and grow together. All of the interviewees recognise the value of practice groups whether they are geographical, based around a trainer or around a sector. As Jones notes, "When you start a local practitioner group, you start to grow something very interesting. Active practice groups can begin to connect with each other and you could find that you go from practice groups inwards to a central core, rather than outwards from one. But you do need the framework to be there."

Whether NLP develops as a single community or several, there seems to be a consensus that people need to work together to open up the market and to position NLP for growth and credibility. As a community, if we are one, there is a tendency to debate features – which, Cheal points out "is only natural" – when our clients and potential clients are more interested in benefits – in what's in it for them. ●

To get involved in this debate go to the ANLP website at www.anlp.org/forum/default.asp and go to the 'General Interest' section or write to the Editor

Participants

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www.anlp.org

Robert Dilts

Helping different kinds of groups work well together with NLP

By Eve Menezes Cunningham

Robert Dilts has been involved with NLP since its very early days. As well as studying and working with John Grinder and Richard Bandler, he studied with Milton Erickson and Gregory Bateson.

He says, "I use NLP for everything except breathing. In some ways, NLP is my daily life. I'm constantly modelling language patterns and I'm constantly eliciting people's values and preferences. I have my own metamodeler inside so when I say something, I ask myself 'how specifically?' So really, it's not something I do it's something I have. To me, NLP has always been a description of what works. One of the things I try to teach people is that it's not something you just do in exceptional circumstances. It's something you do all the time."

Anyone who knows anything about NLP will be familiar with at least some of Robert Dilts' contributions to the field. He is largely responsible for techniques and developments in neurological levels, allergies, "sleight of mouth" (also known as criteria utilisation) patterns, re-imprinting and gentling exercises and many more.

He also did a lot of work around beliefs and values. When his mother, Patricia, had cancer, her doctors said that nothing more could be done. Reluctant to give up and figuring at least he couldn't do any harm, Robert did some NLP work with her himself.

He didn't want her to visualise the cancerous cells as violent or to have any war metaphors. Instead, he asked her to

think of them as overgrown grass and to see her healthy cells as a sheep gently grazing and keeping any cancer in check. Ultimately, she lived another 13 years (longer than some of those doctors) and wrote a book about her recovery.

I interviewed Robert when he was in London delivering some training. It was pretty amazing to watch him be so generous with his time with so many of the participants. One person, who had attended the whole course with him, told me that he'd been taking time to talk to people like that throughout. He always seemed to be smiling (I was beaming myself after the interview) and it was lovely to see that someone so

focused on other people is doing well for himself.

His interest in other people and a more systemic approach means it's logical that Robert should be very interested in Generative Collaboration.

He says, "Collaboration' is about working together and 'generative' is about creating something new.

Ultimately, generative collaboration is about working together creatively. It is different to basic collaboration where everyone knows there's something to do and you assign roles. The result is the sum of all the parts. But in generative collaboration, we don't know what we're going to do when we get started.



“I was showing a video of some musicians spontaneously improvising together and it is quite different than saying ‘OK, here’s the piece we’re playing, you rehearse your part and I’ll rehearse mine. You do what you’re supposed to do and I’ll do what I’m supposed to do.’ In this piece, they created something new that had never been played before. There’s excitement and it’s uplifting. So the idea of generative collaboration is to help people in all kinds of different teams work together in that way – whether it’s at work or in families or even in NLP associations.”

Dilts is excited about NLP’s potential in areas like politics. He remembers, “I got involved in NLP through politics. I studied Linguistics and John Grinder was my professor. I’m still in touch with Grinder and the others. The biggest challenge with staying in touch with people like that is that we all travel. John and I both live – or shall I say, we both have houses – in Santa Cruz. Last time I was there, I phoned John but he was in Saudi Arabia. But John’s a mentor. I also keep in touch with David Gordon and Stephen Gilligan who was there at the beginning. I keep in touch with Richard from a little more of a distance.

“One of the problems with NLP, frankly, is that John and Richard were brilliant but they were rebels. They were revolutionaries. And the people that they studied were loners and so there wasn’t work as a community or in teams. NLP was definitely generated collaboratively - there was a group of us. But the focus wasn’t on getting along. It was a very individualistic approach. One of the great challenges for NLP is finding structures that work and fit the NLP type of person.”

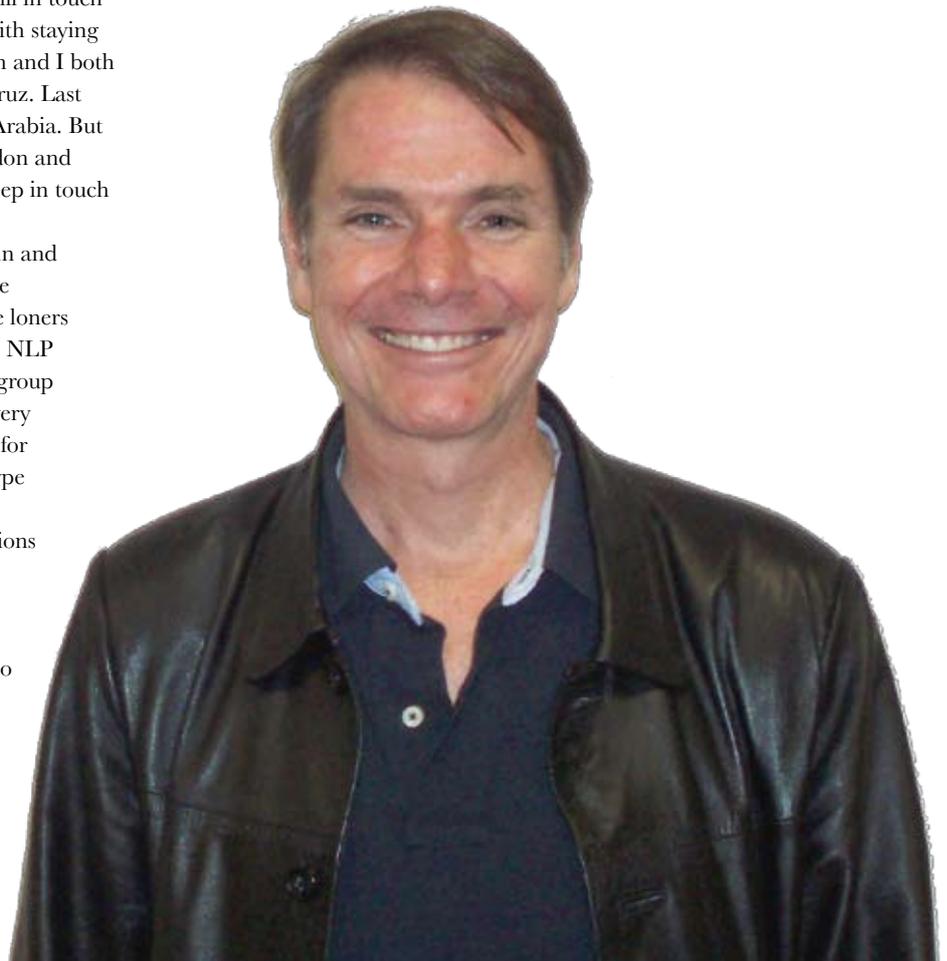
Robert has recently been coaching in NLP associations in France and Germany and says he’s really enjoyed the work. He says, “I’ve seen, of course, a lot of NLP associations come and go over the years. They’ve worked the best when they’ve been places for people to come and share ideas, to network and to generatively collaborate. They start to cave in when they start rigidifying standards and controlling the market place. But I know they have a positive intention.

“When it started, NLP was such an innovative field but many people are still using organisational structures from the 12th century. Structure is needed to give benefit to the associations. But it can run into difficulties when it becomes exclusive. Like saying, ‘You can’t do that; you have to do this, only this is allowed.’ Let’s have a strong sense of identity but then reach out from there.

“One of the associations I’m founder and still a director of is the public Institute for the Advanced Studies of Health. Part of the goal is not just to say ‘this is the only correct way to work in health’ but to ask ‘How can NLP help make people healthier?’”

For anyone who has ever worried about NLP being manipulative, I would refer them to Robert Dilts to help them see NLP at its best. ●

To me, NLP has always been a description of what works. One of the things I try to teach people is that it’s not something you just do in exceptional circumstances. It’s something you do all the time.



Resources

Robert Dilts has written several books including: *Neuro-Linguistic Programming Vol. I* (with John Grinder, Richard Bandler and Judith DeLozier, 1980), *Changing Belief Systems with NLP* (1990) and *Beliefs: Pathways to Health and Well Being* (with Tim Hallbom and Suzi Smith, 1990), *Tools for Dreamers* (with Todd Epstein and Robert W. Dilts, 1991) and *Skills for the Future* (with Gino Bonissone, 1993), *Effective Presentation Skills* (1994), *Strategies of Genius Vols. I-III* (1994-1995), *Dynamic Learning* (with Todd Epstein, 1995), *Visionary Leadership Skills* (1996), *Tools of the Spirit* (with Robert McDonald, 1997), *Modeling with NLP* (1998), *Sleight of Mouth* (1999), *The Encyclopedia of Systemic Neuro-Linguistic Programming and NLP New Coding* (with Judith DeLozier, 2000), *Alpha Leadership: Tools for Business Leaders Who Want More From Life* (with Ann Deering and Julian Russell, 2002) and, most recently *From Coach to Awakener* (2003).

NLP and nutrition

We all know that certain foods and drinks are much better for us than others. But at what point do we decide that consequences like bloating, pain or bad skin are more important than taste? And how can we tell what our body is trying to tell us about certain food?

By Eve Menezes Cunningham



THE NUTRITIONAL THERAPIST

Sanna Anderson combines nutrition with coaching skills. She says, “It is useful as part of the nutrition consultation. It is often not enough just to tell clients what they need to change in their diet to achieve their goals. Some coaching and motivational work is also needed to ensure those changes happen.

“I’ve always been passionate about food – cooking and eating mainly. Being a nutritional therapist you get to talk about food a lot. But you can also make a huge difference to

someone’s health and wellbeing.”

Most of Sanna’s clients seek her out for help with “Stress related issues such as low energy, digestive complaints (the good old IBS, which is such an unhelpful diagnosis), skin complaints (such as acne that hasn’t responded to antibiotics) and hormonal issues.”

When it comes to her own health Sanna says, “I’ve never eaten really badly, but my eating habits have certainly changed since studying nutrition. Food used to be mainly about taste and texture. Now I also think much more about its nutritional content and what it’s providing my body.

“It has a huge impact on energy levels, can boost immunity, improve mood, help with chronic conditions like asthma, hayfever and eczema, stop you from feeling bloated and having indigestion – the list is actually quite endless.”

Sanna’s Top Tips

- Not everything that says ‘low fat’ or ‘diet’ in the box is good for you.
- Real food is often better when you know what you are looking for.
- Have a good breakfast – it can make a huge difference to your energy levels throughout the day. And often, it will stop you snacking on extra calories during the day.
- By “good breakfast” I don’t mean any of the commercial cereals, most of which are high in sugar and salt. Choose “real” food such as porridge, scrambled egg on rye toast or natural yoghurt with berries and muesli.

To find out more about Sanna, please visit www.thenutritioncoach.co.uk

THE AYURVEDIC NUTRITIONIST

Ayurveda is one of the worlds oldest medical systems. Literally translated, it means “the science of life” and it goes back more than 5000 years. Louise Cashin says, “Before people come along for a consultation I ask them to keep a ‘food diary’ for a week and complete a constitutional questionnaire and a short ‘lifestyle’ questionnaire. This gives me some background but it is really when I meet the person that I can get the full picture.”

Louise pays attention to the way they look and sound as well as what they say to identify their Ayurvedic constitutional type. She listens to “the depth as well as the speed of their voice. Sometimes I ask to look at their tongue. A lot of information is available if you know how to ‘read’ someone’s tongue. I take their pulses and sometimes look at their nails/hands and eyes.”

If the person can’t come to Louise, they can send a photo and do the consultation by telephone or, if they have the facilities, video conference. Louise says that when she knows their constitutional type, she can advise them on all sorts of things: “What foods to enjoy and those to avoid, times of day best to eat and things likely to disturb them (i.e. specific foods, stress, eating on the run and all sorts of things related to lifestyle).

“I provide general recommendations. Remember, in Ayurveda, it is not just food that we digest, but the air we breathe and the emotions we feel. Exercise to increase oxygen levels in the blood and lifestyle considerations are as key to a healthy digestion and absorption as the food we eat. I try and keep it simple and easy to fit into their existing routines as much as possible. Otherwise, even with the best intentions, it won’t be maintained.”

Louise uses some coaching skills, too. She asks her clients a range of questions about their health history, jobs, hobbies and lifestyle. She says, “I am trying to ascertain the levels of stress or conflict in their lives as this is often the source of the problem.” She also asks about what they’d like to improve and prioritise. That is, she says, “What’s their number one thing? Loosing weight, making more time to meditate? What are they happy about in their life, appearance or health? What are they not happy with? What would they like to change? I also ask lots of subtle questions to gauge their commitment. Ayurvedic nutrition is very much a two way thing. I can only help them if they are willing to work at it a bit too.

“Usually people come to me to find a better way to eat and be healthy. But actually, they hate their job or eat because they are bored. Or they crave sugar as they feel unloved and so on. Someone who came to me just wanted a bit of advice on managing her weight but actually she was desperate to get pregnant. So we worked on some ideas around that and yes you guessed correctly – a few years later she has two beautiful children!”

She says, “I am continually surprised by how many people are so unaware of their physical body and how they react to certain foods. They keep eating things that clearly upset their stomach or irritate the bowel. Certain foods can also affect our moods - chocolate being the most famous. If you are serious about wanting to improve your health and wellbeing, manage your weight or fight fatigue, you must take more notice of what’s going on in your body and your mind.

“Watch out for the affects of caffeine, alcohol, excess sugar, really salty foods and things like wheat and nuts. Just take note of what you have eaten next time you feel down

and depressed or have tummy upset. You may be inadvertently causing yourself illness. I know I am a little intolerant of milk but often love to have a few flat white coffees from my favourite coffee shop. Yet so many times I then suffer from irritable bowel!”

VATA, PITTA AND KAPHA

There are three constitutional types in Ayurveda. Louise says:

Vata, in general, will feel happier eating little and often, they tend to have variable appetites and need to eat wholesome, warm foods. Cooked foods - things like a hearty stew are good for them with lots of vegetables and rice. Breakfast

is very important for Vata and a cooked breakfast is recommended or a nice warm bowl of porridge. (Unfortunately they are the least likely to want it.) Skipping breakfast is not good for Vata. Things with little calorific value are not helpful for Vata. Eating cold salads all the time aggravates Vata.

Pitta, in general, can eat most things without upsetting their constitution. They can eat at any time of the day, even late at night. Pittas have good appetites generally but can’t skip meals. They get very irritated if they miss a meal. Cool drinks are better than hot drinks. Too much spicy food can give Pitta too much heat – they don’t need to be heated up – they are hot enough to start with! Too much tea and coffee is bad for Pitta as they don’t need much caffeine.

Kapha in general needs to eat things which are ‘dry’. Avoid rich, saucy food and cooking in oil. They can skip breakfast and get away with it. Hot spicy food can be helpful for Kapha loosing weight. Kapha should avoid sweet things, processed foods with a lot of sugar and fizzy drinks. Avoid fried foods at all costs. Kaphas are inclined to water retention so should not drink excessive amounts (and especially not lots of beer!).

In Ayurveda, it is not just food that we digest, but the air we breathe and the emotions we feel

Louise’s Top Tips

- Eat seasonal fresh food rather than irritated/ processed/preserved food.
- Prepare it lovingly. Consider the place and atmosphere.
- Don’t eat when you are upset and always sit down to eat.
- Eat only when you are hungry.
- Don’t talk while you are chewing food. And don’t talk about business or important decisions.
- Wait until one meal has digested before eating the next.
- Don’t “stuff” yourself. Leave a third to one quarter empty to aid digestion.
- Sit quietly for a few minutes after your meal.

To find out more about Ayurvedic Nutrition, visit: www.yoga-yoga.co.uk and contact Louise to ask for details about her online questionnaire.



THE KINESIOLOGIST

Kinesiology is often known as “muscle testing” or even “the arm thing”. You’ve probably seen it demonstrated when someone gets a volunteer to raise their arm and hold it firm while they push it down. When saying something true, the arm holds steady but when

they’re lying, it’s very easy to push down.

Andrea Ward became interested in kinesiology through a yoga workshop. She says, “We did kinesiology in the afternoon and it was jawdropping.” When Andrea sees clients, she suggests having a full treatment as it may involve more than nutrition.

She says, “All the meridians link to muscles. If someone comes to me with digestive problems, I start with some basic checks and then ask about digestive muscles, large intestines, small intestines, digestive enzymes and so on. My role is to decide what to look for. To ask the right questions. I try to narrow it down to find out what the problem is. Once narrowed down, I check by asking the body if that is the priority to fix.”

To find a qualified kinesiologist in your area, visit the Kinesiology Federation www.kinesiologyfederation.org

If you’d like to find out more about Andrea’s practice or book with her, please email: andrearward@hotmail.com



Andrea’s Top Tips

- If you’re buying any vitamins or supplements don’t always go for the cheapest one. The nutrients aren’t always easily absorbed and some (e.g. cheap vitamin C) might be hard on the stomach.
- Be careful, particularly if you’re taking individual supplements. Taking an all round mineral can be pretty good but when you start taking high doses of certain vitamins, they can have side effects.

