Neuro Linguistic Programming

NLP is a process oriented methodology which deals more with the “how we do what we do” if a situation and why (outcome) than with the what (content) and the “why we could not do what we could have done” (excuses), the last two getting us nowhere to the solution.

‘An attitude of insatiable curiosity about human beings with a methodology that leaves behind it a trail of techniques.” - RICHARD BANDLER

At the heart of NLP is a wide range of methods and models it offers for understanding how people think, behave and change. It offers a flexible approach which brings about positive, fast change in individuals and organisations and empowers them to adapt to an ever-changing world.

Neuro Linguistic Programming describes the fundamental dynamics between mind (neuro) and language (linguistic) and how their interplay affects our body and behavior (programming).

Neuro refers to the neuro-logical system and is based on the idea that we experience the world through our senses and translate the sensory information into thought processes, both conscious and unconscious. These thought processes activate the neurological system, which affects physiology, emotions, and behavior. NLP is about learning how to manage our neurological system for optimum results.

Linguistic refers to the way human beings use language to make sense of the world, capture and conceptualize experience, and communicate that experience to others. It is the study of how words mediate and influence human experience. Much of NLP is about learning how to think more effectively and communicate more effectively with yourself and others.

Programming draws heavily from learning how we code (mentally represent) experience. Our personal programming consists of our internal processes and strategies (thinking patterns) that we use to make decisions, solve problems, learn, evaluate and get results. NLP shows people how to re-code their experiences and organize their internal programming so they can get the outcomes they want.

Neuro-Linguistic Programming was first defined by Richard Bandler (a mathematician) and John Grinder (an Associate Professor of Linguistics) working together at the University of California, Santa Cruz, in the early 1970s at a time of rapid development in the humanities field. They asked the important question “What is the difference makes the difference between somebody who is merely competent and someone who excels at the same skill?”

It just so happens that three people they chose to model were the outstanding therapists, Fritz Perls (Gestalt Therapy), Virginia Satir (Family Therapy) and Milton Erickson (world renowned psychiatrist who gave his name to a form of hypnosis and brief therapy) They could just as easily have modeled outstanding business people or scientists.

Bandler and Grinder modeled their language, physiology and mental processes and identified patterns which could be coded and explicitly taught. NLP also drew on many existing fields of study including the work of Chomsky in linguistics, of Korsybski in general semantics, Ashby in systems thinking and many, many others.

How do we know what we know? Understanding our map of the world

Our sense of reality is like a TV outside broadcast transmission where the camera and microphone take in pictures and sounds, encode and edit before transmitting the signals to your television. Likewise in humans the brain records feelings as well and processes the broadcast before it is played on our internal TV.

Our perceptions are gathered through our senses and we filter and interpret our experiences based on our beliefs, interests, upbringing, preoccupation and state of mind so that they fit in with what we know. Our map of the world is like a copy of the outside world and since this cannot be exact in terms of measurement, and other statistical data, only a model is made.

The main filters used are:

• Generalization Constructing a generally applicable rule from a very limited amount of information.

• Distortion Basing our perceptions on subjective opinions rather than objective observations. As we build our models we inescapably distort things by deleting and generalizing data.

• Deletion Ignoring everything we don't like or can't be bothered with.
We delete because we cannot possibly process all of the millions of bits of information (2.4 approx) that impinge upon our nervous system at any given moment. Our mind at a given time can process only about 7 plus or minus 2 items at one time. Once the external information has passed through these filters, it creates a state of mind in response to the internal representation and internal dialogue, which will then instantaneously translate into an observable physiological response (our behaviour). We therefore do not live in reality but in our perception and interpretation of reality.

In human communication, the five senses are like five doors we open to take in information. What is particularly interesting about human communication is that each of us seems to trust one door more than the others, just like we are familiar and comfortable communication in one particular language compared to the others we may know. The door (sense) we prefer affects our choice of words, our breathing, body posture, and the way we move our eyes. We tend to use the visual (seeing), auditory (hearing) or kinaesthetic (feeling) channels more in our communication. The olfactory (smell) and gustatory (taste) are for all practical purpose attached to the kinaesthetic group. The visual person selects pictures from memory to make sense of what is happening. His eyes may be up, sometimes-defocused staring two feet ahead, and if you happen to be standing in that pace, it interferes with his pictures and thinking. The visual person while describing a holiday would describe the scenery, the colours of the buildings, the colourful dresses of the people etc.

Musicians, radio announcers and even accountants are usually auditory. They are proud of their voice and the correct accent. They talk to themselves a lot (Internal dialogue). Vocal speed is medium.

The feeling people. Eyes often to the right and down. They breathe from their lower part of the chest. Their voice is deep, speed slow, with gaps as they go inside and feel what they are saying, they are unable to keep still, and gestures a lot, like the hands on approach and they enjoy the company of others.

There even seems to be a fourth group known as the cerebrals (digital), the ones who seem to use a lot of technical jargon, philosophical terms. They are never specific and seem to hide behind these high sounding words. Perhaps there is an element of insecurity or lack of depth in their knowledge.

The words i.e. the process words or predicates that someone uses, reflects their preference when thinking of using their Visual, Auditory or Kinaesthetic systems and this gives us an insight into how their brain is sorting the information at the time.

Sub-modalities comprise far more than the content of a thought and are the descriptive details that control the primary mode of sensory perception. In each of these modalities there are elements, which increase or decrease the intensity of the experience and so the more detailed your description of one or more of your five senses and what happens with it, the more you can affect the persons perception of reality. These have the effect of accentuating or decreasing or even altering the effect of the behaviour depending on whether they work at a level above or below the particular behaviour.

Rapport
It is the ability to hold someone’s attention and create a sense of trust by making them feel that you are like them. It means implanting the feeling that you understand each other. It is not that you necessarily agree with what is being said, you attain the ability to go fully from your map of the world to their map of the world and create a common map and so an atmosphere of mutual confidence and trust.

Anchoring
How do we get into the ideal state of mind?
NLP recognizes the importance of physiology in changing and sustaining internal states and therefore getting into the ideal mental state is vitally important to be effective. Someone once said, “The greater part of our happiness or misery depends on our dispositions, and not on our circumstances.”

Imagine being in a “not so good” state of mind, your work is suffering due to that, and suddenly you hear a favourite song, which reminded you of a fantastic time in the past, or it could be a picture, smell or taste, which evoked such memories. Won’t your mood suddenly change to something very similar to how you felt at that time in the past? This is therefore a trigger to bring back the old experience.
Meta-Programs

Meta-Programs are perpetual filters, often unconscious, that we use to determine what information gets through. They are important in the areas of motivation and decision-making and by using language that matches another person’s meta-programs, one ensures that the receiver can easily make sense of it. They are useful when recruiting, for placing the right people in the right places, to provide the right incentives and to achieve rapport.

Below are a few examples;

Proactive-Reactive The proactive person initiates, and gets on with it, will tend to use complete sentences with a personal subject “I am going to”. The reactive person waits for others to initiate an action, will tend to use passive verbs and incomplete sentences. e.g. “I wonder if it is possible”.

Towards-Away People with a towards meta-program stay focused on their goals and know what they want and create their own motivation to reach their outcomes. Away people recognize problems easily and they know what to avoid and are excellent at finding errors and work well in job like quality control and as art critics.

Internal-External An internal person will have his standards internalized, becomes motivated only if the ideas is his, and will resist someone else’s decision on their behalf, even if it is a good one. External people need others to supply the standards and direction, need guidance from outside.

Time Line and NLP

It is interesting to note that we seem to place events, past and future in different places in relation to our body. For example when we think of the past we see things in one direction and the future in another direction. The virtual line that connects the two is like a Time-line for us. People’s perception of time and its relationship to their decision are important. Time line also enables one to change past memories and install new ones and to create a state of experiencing a desired future.

One of the prime areas where NLP has had an influence is in the field of creativity. Walt Disney’s cognitive strategy of creativity, which has influenced many a management training manuals, consisted of three phases, the “Dreamer phase”, the “Critic Phase” and the “Realist Phase”. The “Dreamer Phase” allowed for the creation of idea, is locked into imagination, looking for possibilities of what could be, with no constraints and no evaluation (something like Brainstorming). The “Critic Phase” analyses the ideas and is one of logic and consequences. The critic looks for problems using the “what if” fame and needs to sufficiently removed to be effective. The critic is concerned with getting it right; is not a negative stance and can be just as creative as a dreamer by identifying the missing or inappropriate element of the plan. It is an away from thinking.

The “Realist Phase” is concerned with the “how” of implementation; to explore the alternative ways of the dreamer’s vision a reality. The key to being effective is the ability to associate with the different characters and different perspectives. It is valuable in checking out the ideas and ensuring they meet the established criteria. Outcomes

NLP is an outcome based behavioral technology which believes, as Stephen Covey says “Start with the end in mind” Human beings act as goal achieving systems. If we can have an outcome before we start and esp, if we can imagine the sight, sound and feeling of the fulfillment of the outcome, then it will be well directed, effective, and unlikely to get sidetracked. Well-formed outcomes are positively stated, resourced and realistic. The well-formed outcome gives you a structure like a blueprint. You are in control and so you are responsible.

Specifically…. when, where and how do you want this? Conceptualize resources- do you need- time, advice, information, money, training?

Neuro-Logical Levels From the psychological point of view there seems to be five levels at which mind deals with subjective experiences and understanding the levels at which they occur, life then appears to be easier to handle. The basic levels of your environment i.e. your work place, your home or where ever you are. In this level, you are among others and things that are not within your control (your external constraints). Now if you go one level up and change your behaviour, you become more effective in the same environment where previously you were not as effective. Go one more level up, improve your capabilities and this automatically effects a change in your behaviour and so further affects your performance in the environment.
Perceptual positions and problem solving imagine how you feel when you are on a roller coaster or a giant wheel or in a very fast car. You are associated; you are experiencing things through your own eyes, feeling your own physiology, and thinking about things with your own values and through your own mental filters (self position). This self-position is your perspective of the world. Dissociation provides you with another perspective in which you are an observer, watching yourself and the others. It’s a neutral, detached point of view. The third perspective is being in another person’s position, in which you take on someone else’s experiences.

The power of your mind

The brain has been described as the only super computer manufactured by unskilled labour but nobody thought about an instruction manual. It is like a one billion gigabyte neck top PC. The brain is made of billions of neurons and the efficiency of the brain is not on its size but on the number of connections that the dendrites make. This is improved by repetitive use, which increases the amt. of myelin being deposited on the axons, which in turn increases the speed of transmission of impulses. This is why simple acts, which are difficult at first, become easy with practice. ...

Brain Gym activates full mind/body function through simple integrative movements, which focus on specific aspects of sensory activation and facilitate integration of function across the body midline. The activities work both sides of the body evenly and involve coordinated movements of both eyes, both ears, both hands and feet as well as balanced core muscles. Because both hemispheres and all four lobes are activated, cognitive function is heightened and ease of learning increases. When you raise your right hand you are using the left lobe and when you raise the left knee you are using the right lobe and so when you use both together, both the lobes and the cross lobar connections (corpus callosum) are triggered.

The Principles/Presuppositions of NLP

The principles which form the foundation of NLP have been modelled from key people who consistently produced superb results, as well as from systems theory and natural laws. As well as a set of powerful skills, NLP is a philosophy and an attitude that is useful when your goal is excellence in whatever you do. It is up to you to discover what happens in your life if you simply ‘act as if’ the following statements are true ...

Mind and body form a linked system. Your mental attitude affects your body and your health and, in turn, how you behave can change your thinking.

The meaning of your communication is the response you get

While your intention may be clear to you, it is the other person’s interpretation and response that reflects your effectiveness. NLP provides you the skills and flexibility to ensure that the message you send equals the message they receive.

There is no failure, only feedback.

What seemed like failure can be thought of as success that just stopped too soon. With this understanding, we can stop blaming ourselves and others, find solutions and improve the quality of what we do.

Behind every behaviour is a positive intention.

When we understand that other people have some positive intention in what they say and do (however annoying and negative it may seem to us), it can be easier to stop getting angry and stuck and start to move forward.

NLP is about modeling excellence

NLP processes/strategies are a result of discovering how experts or excellent leaders do what they do so well; it is then possible to teach these skills to others. Modelling skills, based on detailed observations and careful questions around beliefs and values, are the key to competence in NLP. NLP is about mastering your mind. Research shows that emotional intelligence (understanding yourself and others) can be more important than your Intelligence Quotient (IQ) in many work and home situations. NLP provides us with the equivalent of a user’s manual for our brain. NLP techniques demonstrate how we ‘code’ our experience. When we understand the specific ways that our brains make distinctions, then it is easier to make changes, to learn and to communicate effectively.
Stress can be likened to electricity. In adequate quantities, it is beneficial, but in excess, it blows up everything (Distress). The beneficial type is called Eustress and is what gets you up and going, without which there is no motivation. Peak performers use stress to help elevate their performance to new levels. Stress therefore is a good servant and a bad master. The trick is to make stress work for you by looking for the positive intention behind the stressful act. In order to understand the process of stress, it helps to refer to the Triune Brain theory, which divides the brain into three functional parts. The first one is the outer cortex called the Neocortex or the thinking part. The second is the mammalian part or the Limbic system, which deals with the emotional function. And finally the Reptilian part consisting mainly the brain stem, which deals with security.

Under stress, the reptilian part takes over (the fight or flight reaction) and so that is why under stress our thinking and planning capacity is limited.
Common forms of Stress are; anticipatory stress, situational stress, and residual stress. Anticipatory stress is otherwise known as worry. It is feeling bad in advance of something that may or may not happen. There is lot of thinking but no action. Situational stress is stress of the moment, demanding immediate attention. For instance, when you are called suddenly to address a gathering, it is the external vision which is usually a moving one that stresses you. Residual stress is the stress of the past. It represents our inability or unwillingness to let go of old hurts or bad memories.

How useful and practical is NLP in our lives

NLP has a wide range of practical applications in business (e.g. management, personnel, sales, consulting), training and development, education, law, medicine, health, farming, writing and the arts, sports, parenting, hobbies and personal development - anywhere communicating and excelling are important. The more you are interested in communication, personal effectiveness and development the more NLP has to offer.

In Business

Basic NLP skills which improve and enhance communication, rapport building and goal setting are all immediately applicable to the business world and have a proven effect on the bottom line. Many leaders and consultants in businesses have turned to the creative and innovative aspects of NLP for inspiration in organisational development, total quality management, team building and strategic planning. NLP skills underlie much of what is taught in negotiation courses. It enables sales persons to sell the fantasy and make the customers want to buy the product than having to sell it to them. Presentation skills and public speaking are an integral part of corporate life today. NLP self-management techniques, language patterns and goal setting are vital to effective speaking and peak performance.
NLP offers the tools for: Building rapport with a variety of clients Understanding the structure of beliefs and identity Understanding the power of language, metaphors and frames Content-free processing, making lasting change easier for you and your clients.

In Health

The applications of NLP are important both to those in the medical field and to individuals interested in good health. In today's rapidly changing field of health care, medical professionals need more than technical abilities. They are increasingly called upon to demonstrate strong interpersonal skills and flexibility, as well as abilities in the area of negotiation, business management and conflict resolution. NLP provides these necessary skills for relating effectively and communicating clearly with patients and co-workers.

In Training and Education

NLP's practical applications include understanding how we learn, developing strategies for both students and teachers, using our five senses, and making use of accelerated learning techniques. Through NLP, trainers, teachers and parents can gain concrete methods for helping students to do well. For example, the NLP Spelling Strategy encourages learners to visualise the spelling, omit the sounding and develop the feeling check that most good spellers have naturally. Classroom teachers are incorporating key pieces of the NLP approach into their teaching methods and classroom management. NLP enables the students to know how to learn what they learn.
For Personal Change
Many people come to NLP for relief from limitations. The NLP attitudes and techniques can provide freedom from old habits, fears and limiting beliefs and give structure for new and empowering ways of being in the world. NLP offers more choice in the way you communicate, how you respond and how you feel. When you have more options you can make better decisions. If you have not been living the life you want, NLP offers you a path to new and satisfying alternatives.

Parenting
NLP skills and principles help foster productive communication between child and parent. You will discover how to define what you want in a positive manner and then communicate clearly so your child understands and responds appropriately to the choices.

Really listening to your child and working with their descriptions of life can reveal how they construct their own world. Teaching them to visualise can help them to excel in today’s education system. You will learn ways to manage your own ‘states’. Parents who learn NLP can teach the skills to their children and leave them with a legacy of good habits for clear and effective communication; tools for learning and for building self-esteem.

Learning NLP is, for many people, a new way of coming to terms with what you already know. By applying the very simple techniques provided, you can make changes that lead to new thinking and new behaviour. Within ourselves, there are more possible choices than you can imagine: numberless ways to represent our thoughts, infinite distinctions and shades of meaning, unlimited forms of behaviour.

Imagine yourself being able to:

- Influence more people, ethically & effectively with greater consistency of performance.
- Get them to forget objections & obstacles, as they listen to you and see them as challenges.
- Find ways to create motivation and confidence in unfamiliar situations and with the resources they thought only others had.

If you decide you want to learn to use NLP methods, we suggest you to get through ‘hands on’ experiential training.

“Mind dynamics and personal excellence” programme provides an exposure to the Magical world of NLP and associated self-empowerment methodologies available to enable one to actually experience the power and so believe in its power and ability to transfer the knowledge to others. The participants will become aware of the HOW of what is happening and as they subsequently practice it till becomes unconscious process (habit). It is a form of accelerated learning as involves all the senses and intelligences.

The Facilitator
Dr. A. Abraham MD, Director training, Mind masters, India, is a certified practitioner in Neuro - Linguistic programming, certified by the ANLP of London, a certified practitioner in Meta NLP and Master Practitioner in Meta NLP, certified by the International Society of Neuro Semantics and HIA NLP of Australia.

He believes that any training gets a quantum leap in its efficiency by empowering the participants with the realization that they have all the ingredients required for success. With the know-how of how their mind works, all they need is to believe in themselves and in their dreams.

This program comes with a statutory warning...
BEWARE, YOU MAY IMPROVE YOURSELF!!!