

Coach
SCHOOL

Module 12

Neuro Linguistic Programming

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Contents

Part 1.1: Neuro Linguistic Programming Techniques and Skills

Learning Outcomes

Upon completion of this module you will be able to:

1. Practically apply techniques from module 9 -12, including specific techniques and question over the course of three coaching sessions.
2. Understand the 7 Frames of NLP
3. Utilise the power of Reframing with clients
4. Describe the use of the Milton and Meta models of chunking language
5. Apply chunking in a number of situations

NLP Techniques & Skills

*Success comes from taking the initiative and following up. persisting. eloquently expressing the depth of your love.
What simple action could you take today to produce a new momentum toward success in your life?
Tony Robbins*

Introduction

Neuro Linguistic Programming is a process of changing the way individuals perceive and understand the world that they have created and live in.

The NLP modality primarily concerns itself with the process of how people do what they do. It looks at how people achieve results and the patterns behind them. In order to find out how results are achieved we have to know who is achieving the sort of results that we desire. People that achieve a large degree in life (compared to normal social standing) normally think outside the norm, act a little differently and do something that most others do not.

NLP has become increasingly popular due to Anthony Robbins' global promotion and use of the modality. By using the NLP technique you will be able to challenge and change existing beliefs that are not serving you. By being a little curious and a little inquisitive you can effectively employ these techniques. The practical application of the following technique(s) is that they can lead to great discoveries and those "aha" moments. Those "aha" moments create a ripple in consciousness, which shifts the underlying story that you hold of your life.

By breaking through our stories with a new awareness we are able to dissolve unwanted feelings, suffering, and negative emotions. We are then able to replace those with new beliefs and new supportive emotions. For a coach to carry out this form of transformation they must be patient, intuitive, curious and enquiring.

NLP was first created by John Grinder (Linguistics Professor) and Richard Bandler (A mathematician). The first book that Bandler and Grinder published was in 1975 called "The structure of magic". The information was gathered through their education from Gregory Bateson (A British born psychologist, anthropologist and teacher at UCSC). However Bateson and Milton H. Erickson (Two hypnotherapists) influenced and shaped Bandler and Grinders' viewpoints.

Both wrote further books on the study of NLP. The core of Grinder and Bandler's work has always been deeply rooted in how practical and useful knowledge is. Essentially that is what makes the NLP technique so successful. It's easy to understand and to use.

Framing

NLP involves several important aspects. The first is state management and the development of personal state. The second aspect involves questioning and challenging our interpretation of our environment. The third aspect is the communication process and the development of communication skills.

There are seven frames that underline the NLP framework. Our meaning that we derive is dependent on what frame we hold. We continually hold frames for all areas of our life. The frame you hold determines many things. It governs what you think, what questions you ask yourself, how you feel, what you do and your coping capabilities.

Questions create frames by including assumptions. Think of a salesperson (“Wouldn’t you like the luxury of wool over a man-made fiber?”) The salesperson is creating a frame in which you would choose between one option or the other. Questions have the ability to presuppose ideas as well as create new ideas. Below is a list of the seven frames that NLP encompasses as a means to employ change in ones mindset.

The seven frames of NLP to create change

1. The Ecology Frame.

The ecology frame is:

- Long term.
- Evaluates wider meaning.
- Looks beyond boundaries set in time, space and with people.
- Looks at the wider system.
- Thoughts revolving around what the wider consequences might be on a wider scope.

To reframe your perspective using the ecology frame you might want to imagine that you are in the future and look back onto your past experience to where you are now. You may then examine those steps that took you to where you wanted to go.

Ecology framing questions would entail:

- What would this look like over the long term?
- How would this affect my family/ friends?
- Are my long-term goals consistent with my values?

2. The Outcome Frame.

The outcome frame:

- Evaluates events on the basis of “does this bring me toward or away from my ideal outcome?”
- Looks at every single action and asks if that specific action brings you closer to your goals.
- Is used to plan what you do, ensuring that every task is in alignment with your bigger vision.
- Creates purpose in your living.

Outcome frame questions would entail:

- What is the purpose of this task?
- Is what I am doing now giving me what I want now or in the future?
- Does this add value?

3. The Backtrack Frame.

The backtrack frame:

- Restates key points using the words of another.
- Matches tone of voice and the body language of another.
- Acknowledges that words are used for a specific purpose and reason centered on the values of a person.

Backtracking questions would entail:

- So what you are saying is...
- Let me summarize...
- I'm hearing that ...

4. The Contrast Frame.

The contrast frame:

- Evaluates the important differences.
- Uses contrast as a form of measuring resourcefulness and non-resourcefulness of situations.
- Naturally notices the difference that is needed to make changes.

Contrast frame questions would entail:

- How does this compare to that?
- What makes this significant?
- How does that make this different?

5. The As If Frame.

The as if frame:

- Plays make believe that something is true even if it is not.
- Pretends to be possible, roles to explore alternative possibilities.
- Is a creative problem-solving technique.
- Allows you to explore possible outcomes as well as possible difficulties.

As if frame questions would entail:

- If I was to be the person I desire to be I would...
- Suppose I was to try that, what would that be like...
- What would it feel like if...

6. The Systematic Frame.

The systematic frame:

- Evaluates by relationships as a whole instead of single events.
- Looks for connections to explain why what is happening is happening.
- Looks at removing obstacles that prevent change.

Systematic questions would entail:

- How does this fit with my existing knowledge?

- What is preventing the change from taking place?
- What is it in me that is blocking the change?
- How does this relationship affect my current results?

7. The Negotiation Frame.

The negotiation frame:

- Works on a win/ win basis.
- Looks at how you can get what you want, while not harming or interfering with another.
- Works with both parties' agreement.
- Evaluates agreement.

Negotiation questions would entail:

- Do we both agree on this?
- What can we both agree on?
- What works best for everyone involved?

“This” versus “That”

a. The outcome rather than the blame frame.

The outcomes rather than blame frame entails:

- Accepting the past and the present.
- Acknowledging the resources to get you to your desired goal.
- Choosing a course of action.
- Charting the course of action.

The outcomes rather than blame questions entail:

- Where am I currently?
- How is this my responsibility?
- What am I aiming to achieve?
- How do I get to my desired result?

b. The how rather than the why.

The how rather than why frame entails:

- Understanding that a problem must be maintained in the present to remain a problem.
- Utilizing “how” questions to uncover the structure of the problem.
- Reflecting on the past to uncover “how” something happened.
- Uncovering the values of the situation.

The how rather than why frame questions entail:

- How can I create a solution to this problem?
- How has this problem been maintained?
- How have I set this situation up so that the problem remains a problem?

c. Possibilities rather than necessities.

The possibilities rather than necessities frame entails:

- Thinking about what can be achieved versus what cannot.
- Looking at what is in your control.
- Exploring what you can do.

The possibilities questions entail:

- What can I achieve in this situation?
- What would make this possible?
- If anything was possible in this situation what would I like to happen?

d. Feedback rather than failure.

Feedback rather than failure entails:

- Focusing non-judgmentally on the situation and the results of the situation.
- Continually monitoring the situation to ensure that everything is on track.
- Measuring your current situation against your ideal situation.

The feedback questions entail:

- What have I achieved?
- What valuable learning do I need to acknowledge?
- What do I need to change or alter in me?

e. The curiosity rather than assumption frame.

The curiosity rather than assumptions frame entails:

- Being curious to explore choices and options.
- Allowing ones self to creatively lean whichever way one desires.
- Casting aside judgments and predetermined beliefs.

Uncovering assumptions questions entail:

- What do I believe about this problem?
- What have I assumed about everyone involved?
- How are my assumptions limiting me?

Reframing

Reframing is one of the most extensively used techniques in NLP. Most comedy applies reframing; your mind is heading down a road it's been a million times before, and then BAM! A reframe redirects you.

Working theory:

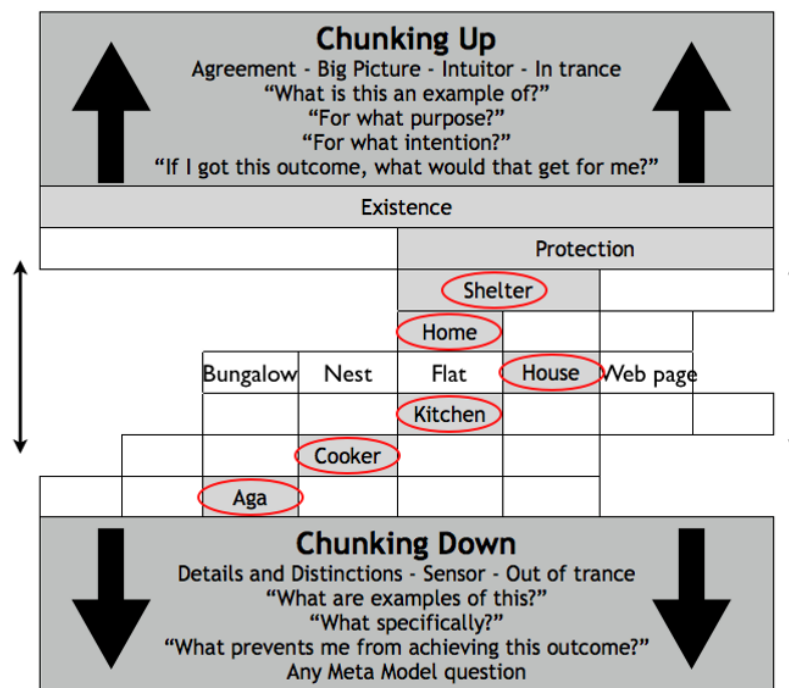
- An external event or sensory experience elicits a response to which a meaning is attached. Reframing is the ability to attach a new meaning to it, which in turn causes a new response to it.
- All meaning is context dependent. If the context or frame is changes then the meaning and response to the meaning will change.
- People tend to attach only one meaning to each sensory experience. Different people can attach different meanings to the very same external event or sensory experience.
- Every sensory experience in the world and every behavior is appropriate in some context or frame.
- Broadening a person's view through reframing will only allow them to consider making a change if
 1. The new view makes more sense to them than the old view and,
 2. The new view is an undeniably valid way of looking at the world.
- Thinking about something in MANY different ways is an important part of the understanding.
- The reframe must be congruent in all aspects of communication (verbal and non-verbal) when delivering a reframe in order for it to be effective.

Two great questions to help with reframing are:

- What else could this mean?
- What's good about this?

The Power of Language

Hierarchy of Ideas



Much of our clients' conflict is a result of individuals communicating at different levels. Some people think in terms of the 'big picture' or very abstract ideas and thoughts, while others prefer to think in 'concrete terms' and pay attention to details and specifics.

Being able to recognise the level where others are talking and being able to match or pace that level of abstraction will result in improved communication.

This tool is greatly effective in terms of conflict resolution. When it seems like there is a stalemate, chunk UP to reach agreement, then chunk back DOWN to agree the specifics.

In NLP we call chunking up, the Milton Model and chunking down the Meta Model.

How and Where to use Chunking?

Negotiation and Mediation.

Chunking up and down is a very useful tool in negotiations or mediation. Far too often in negotiations, we continue to explore solutions at a level of thought at which we do not agree. The key is to chunk up until you and the other person agree and then to chunk back down to the details only as fast as you both maintain agreement. Often in negotiation, we assume that the other person wants what we want and this may not be the case.

Thinking Laterally.

We are often encouraged to think laterally. This is not always easy to do. It is if we use chunking. To think laterally, first chunk up, then chunk down. Example, suppose you have to take a package to a particular destination and you do not wish to use your car. To identify alternatives, first chunk up, i.e. what is driving your car an example of? One possible chunk up is a mode of transportation. Now chunking down, you can easily identify many different modes of transportation, which are on the same logical level as a car i.e. bicycle, horse, train, airplane, walking, etc. And you can select the mode that meets your other needs.

Creating a Passion for Your Outcome.

By chunking up and down, you can size your outcomes so that they are doable and you have excitement, motivation and passion for achieving them.

Overcoming Disinterest.

Why do we get bored? Often because what we are doing does not excite us. We are mired in the details. If you have an outcome and you are not excited about it, ask yourself the question, “This outcome for what purpose?” i.e. chunk up. Get a bigger perspective or the big picture. Having an outcome and not knowing the larger purpose can be demotivating.

Addressing Feeling Overwhelmed.

Sometimes we may feel overwhelmed. This can happen if the chunk size is too large. Here we need to chunk down and be more specific or focus more on the details or be more realistic. After all, how do you eat an elephant? One bite at a time!

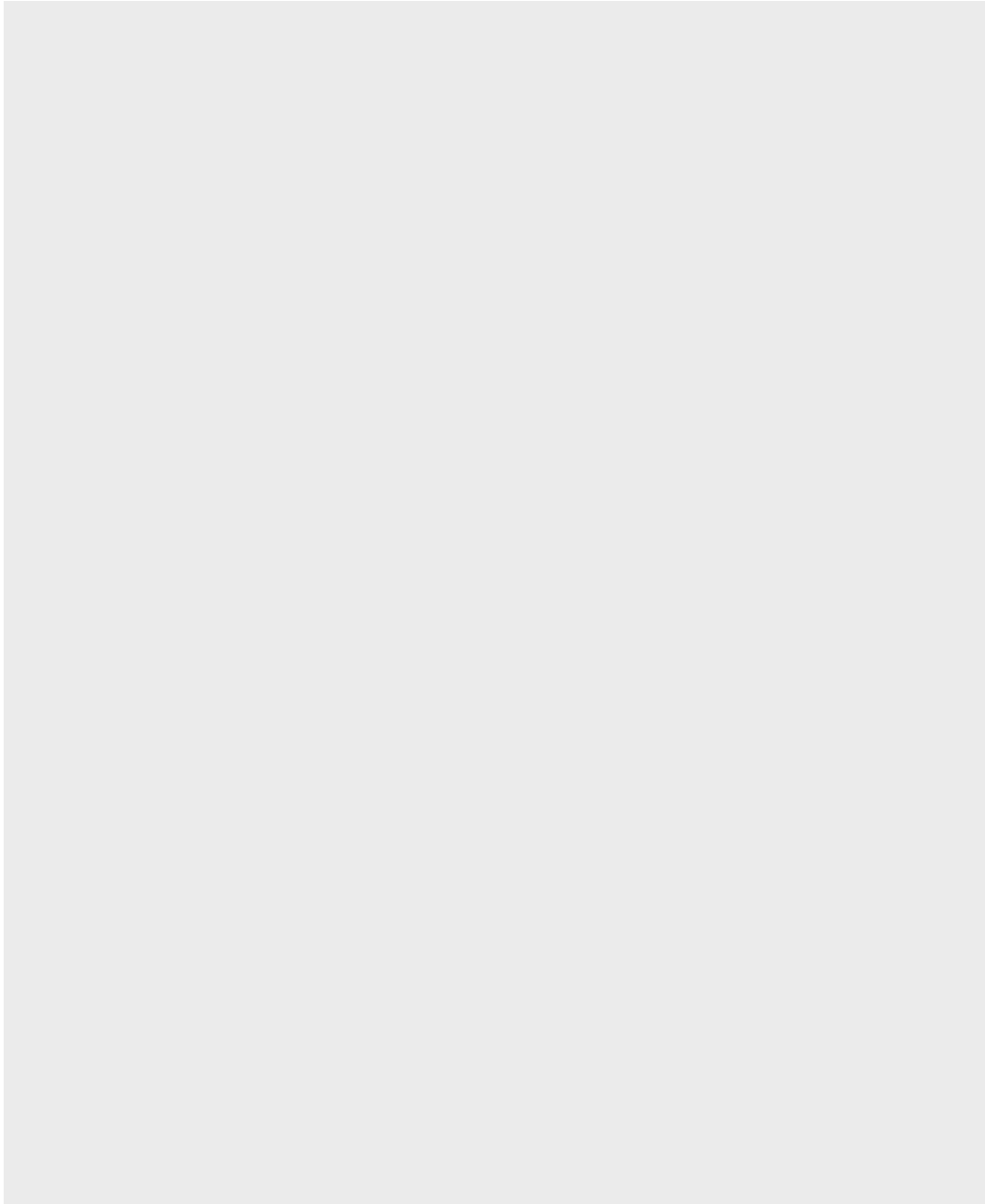
If you feel overwhelmed or do not know where to start when you think of your outcome; chunk down to be more specific and identify manageable tasks.¹

¹ By Roger Ellerton Phd, ISP, CMC, Renewal Technologies Inc. < www.renewal.ca >.

Worksheets

Awareness

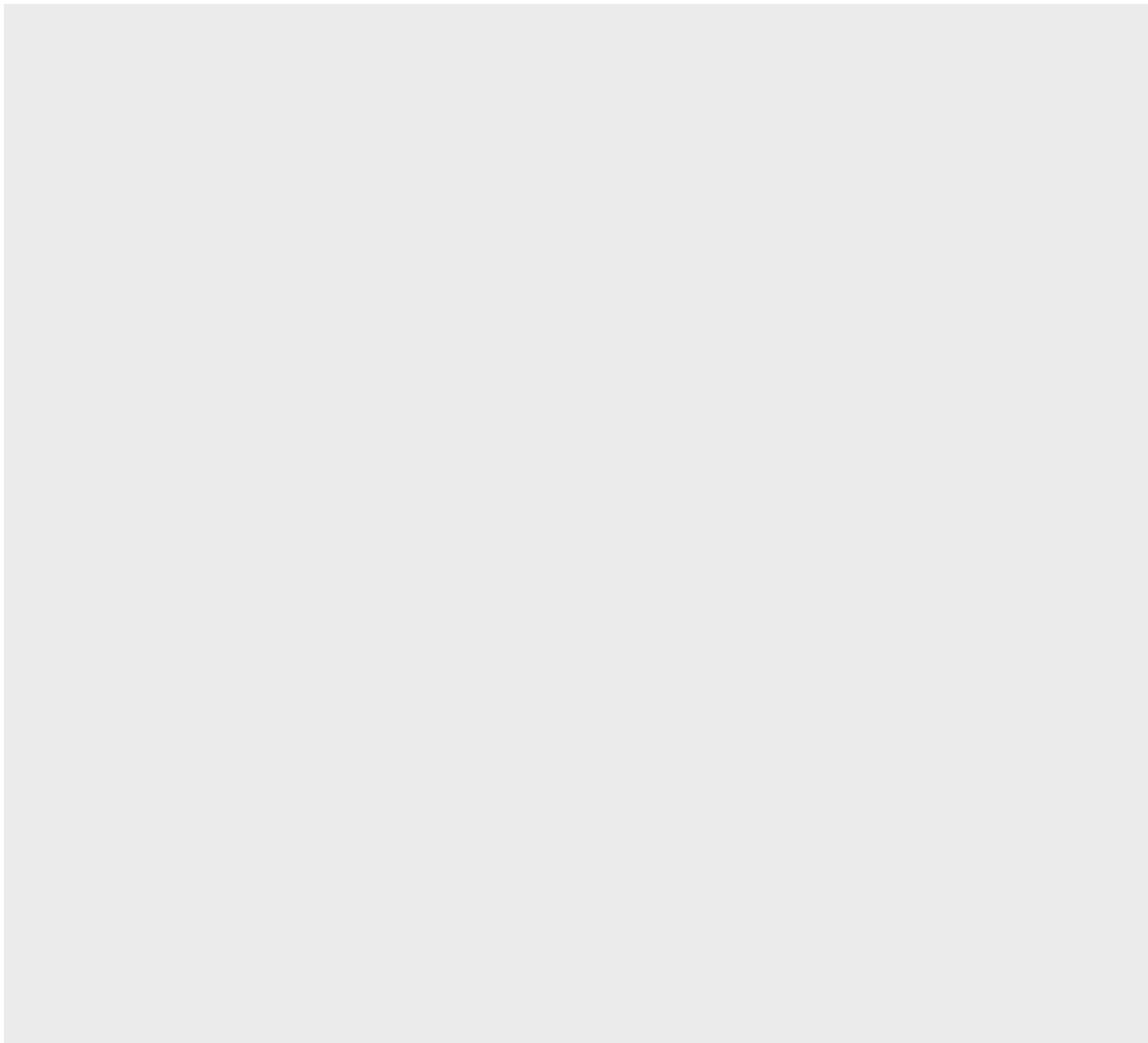
Spend ten minutes a day for seven days sitting in silence. Allow yourself to feel, see, smell and hear your environment. Observe your mental chatter as you are doing this. Keep a journal for the seven days, list the observations that were made.

A large, empty rectangular area with a light gray background, intended for journaling observations during the awareness exercise.

Responsibility

List all of your problems that you currently have in your life below.

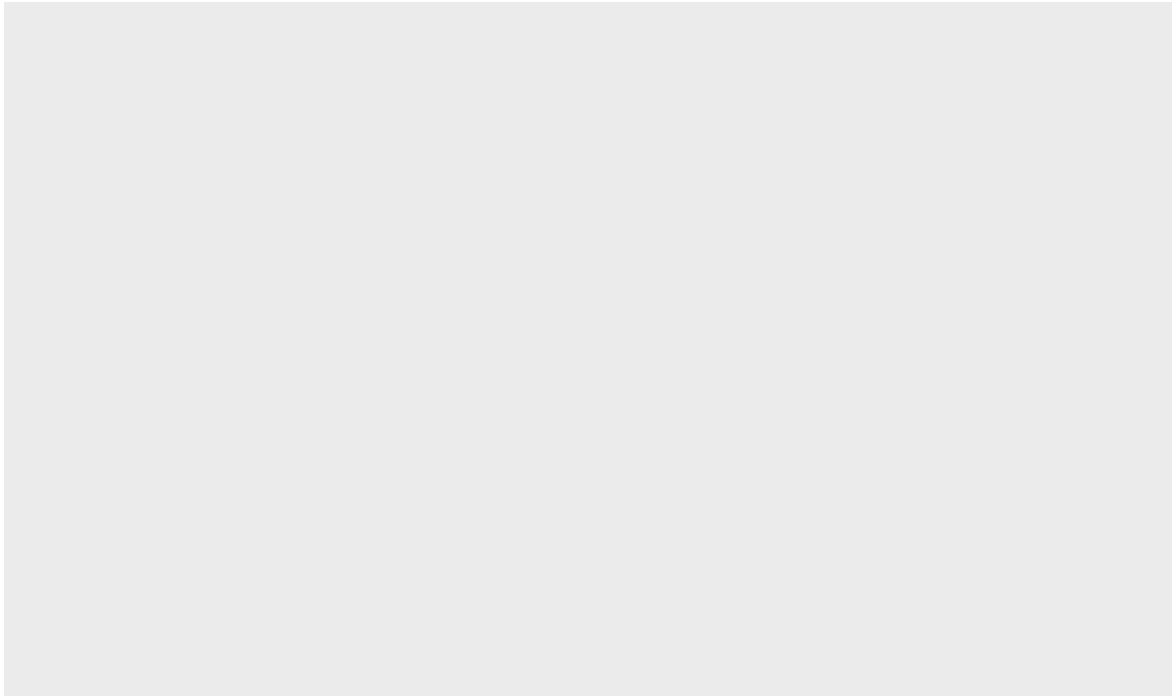
Next to each problem, write what you can do write now to solve a part of the problem of fix it all together.



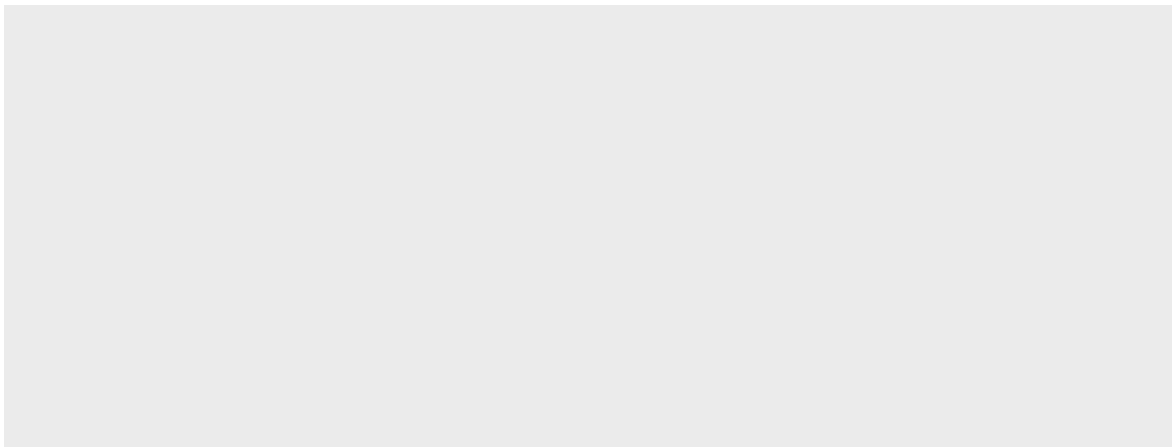
Fresh Eyes

Imagine for a moment, that your role model (lets say your role model is Marie Forleo for the exercise) switched lives with you. She suddenly finds herself in your body, living your life. What would Marie think of your life? Your work? Your cleanliness? Your health? Your environment?

Run through this exercise below discussing how your role model might view your life.



As a result of completing the above exercise, did you uncover anything that you want to change with your life?



Reframing

This method is a helpful method use to gently guide behavioural change.

This NLP technique is more hypnotic than others, and as such goes to the clients unconscious mind.

Complete the following exercise for yourself below:

1. Identify the pattern of behavior that you want to be changed.

2. Establish communication with the part of you that is generating this behavior. You may want to ask yourself “Will the part of me that is generating the behavior of _____ please communicate with me on a conscious level. (Be aware of any sensations and tingling within the body, as well as images or sounds that arise).

After you have established communication with the part generator the behavior, ask that part if it will clarify a ‘yes’ signal for you, as well as a ‘no’ signal.

3. Ask the part of you if it is happy to share why it is generating this behaviour with you. If the part of you answers with a ‘yes’, ask it politely to reveal the intention of the behavior to you.

4. Go within and creatively generate alternative solutions that may assist in satisfying the behavior. Gain feedback from the part of you that was generating the behavior that you want to change and ask that part of you if it is willing to consider any of the new behaviors.

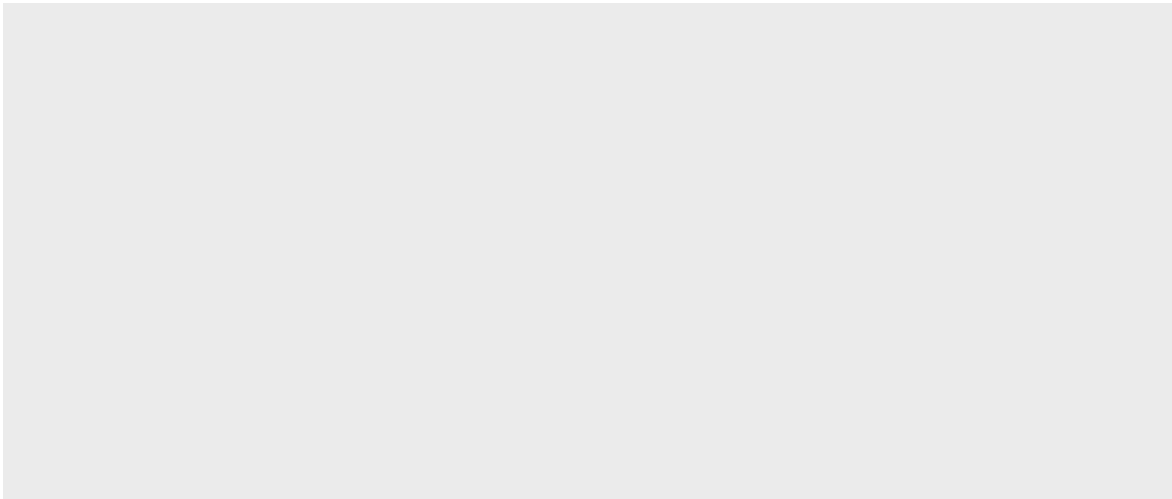
5. Ask the part of you if its ready to produce any of the positive behaviours created in step 4 and act on those behaviours when the intention comes up and needs to be fulfilled.

6. Thank that part of you and ask for stillness/ silence.

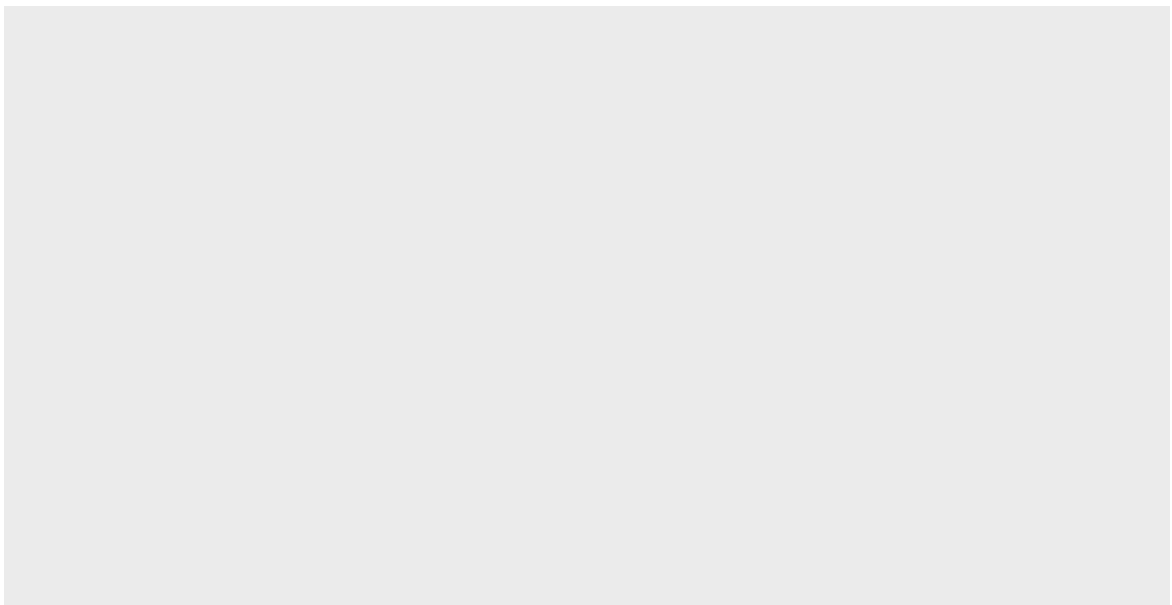
7. Go within and now check in with the other parts of yourself and see if any other part objects to this behavior. If not proceed with the proposed new behavior.

Chunking

Think about a goal that you want to achieve, can you chunk this goal down into smaller pieces?



Think about a single task that you want to achieve, can you chunk this task up into bigger pieces?



Notes

