NLP **P**ersonal **D**evelopment & **C**oaching

From 20 till 24 of May 2022

UNIVERSITY OF TWENTE.

BElink Academy

مؤسسة عامل الدولية
amelassociation International

About Belink Academy

- Founded in 2021 in the Netherlands

- Founders, Arash Kargar, Ahmad Ghorbandi and Nesar Moshtaq (ex-refugees)

- Purpose: contribute to the self-sustenance of individuals, teams and organisations

- How: using behavioral transformation

- What: trainings, coaching (mainly in NLP, personal development, project management, social entrepreneurship, coaching and train of the trainer)

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What do you expect from this training?

- What did you say to your family/friends about the training when you left your home for the training?

- How did you prepare yourself this morning?

- What did you say to yourself?

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What do we expect from each other?

Get to know each other

Name

Hobbies

3 main values (what do you find important in life)

**One condition**: nothing about your studies or work

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What is personal development and coaching?

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What is NLP?

History of NLP

NLP was developed in the 70s by Richard Bandler and John Grinder

How: bij observing some important individuals (therapist) and incorporating the findings into models and techniques and make it transferable

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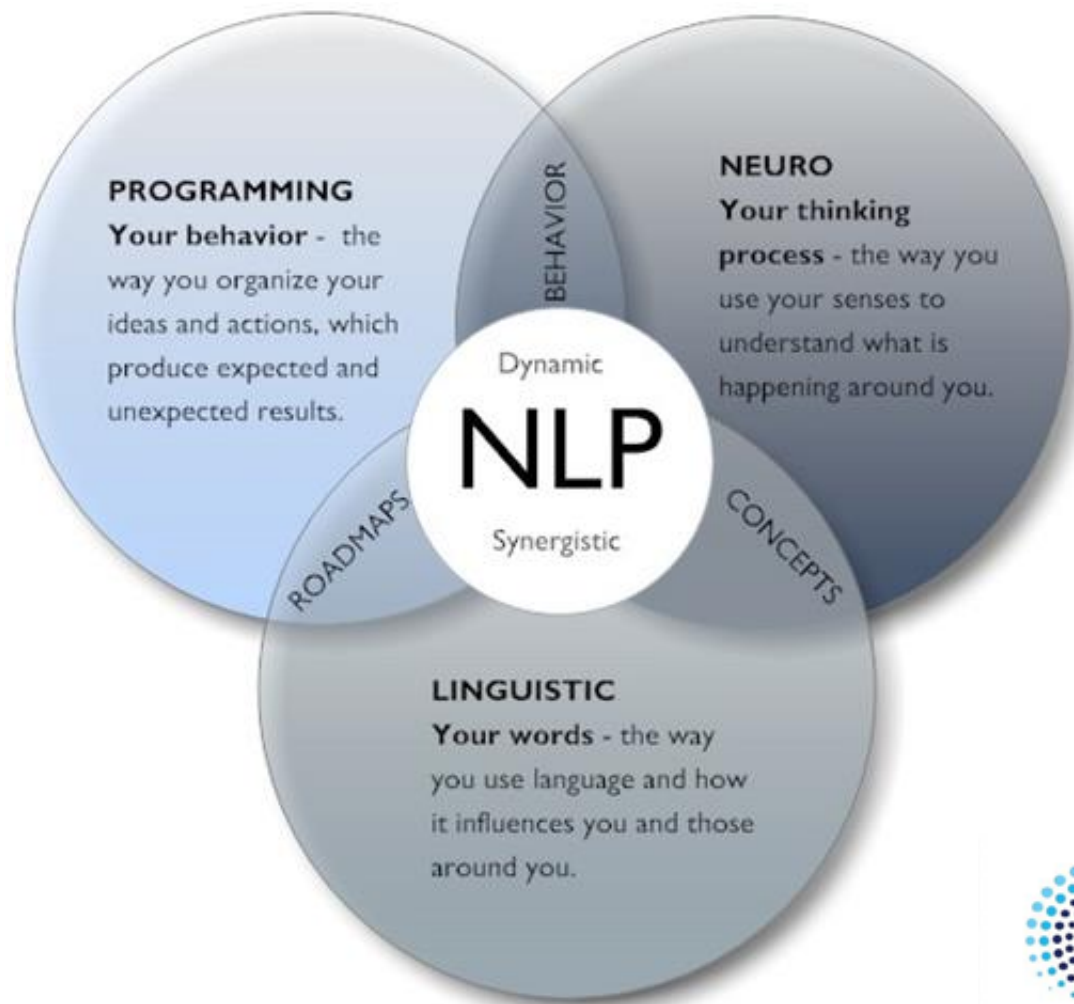
NLP is….

becoming conscious about our unciouse mind

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NLP principles

- All actions have a purpose
- Every behavior has a positive intention
- We already have all the resources we need or we can create them
- There is no failure, only feedback
- We process all the information through our senses
- The map is not the territory
- If what you are doing isn't working, do something else
- We are always communicating
- Mind and boy form a linked system
- The meaning of your communication is the response you get

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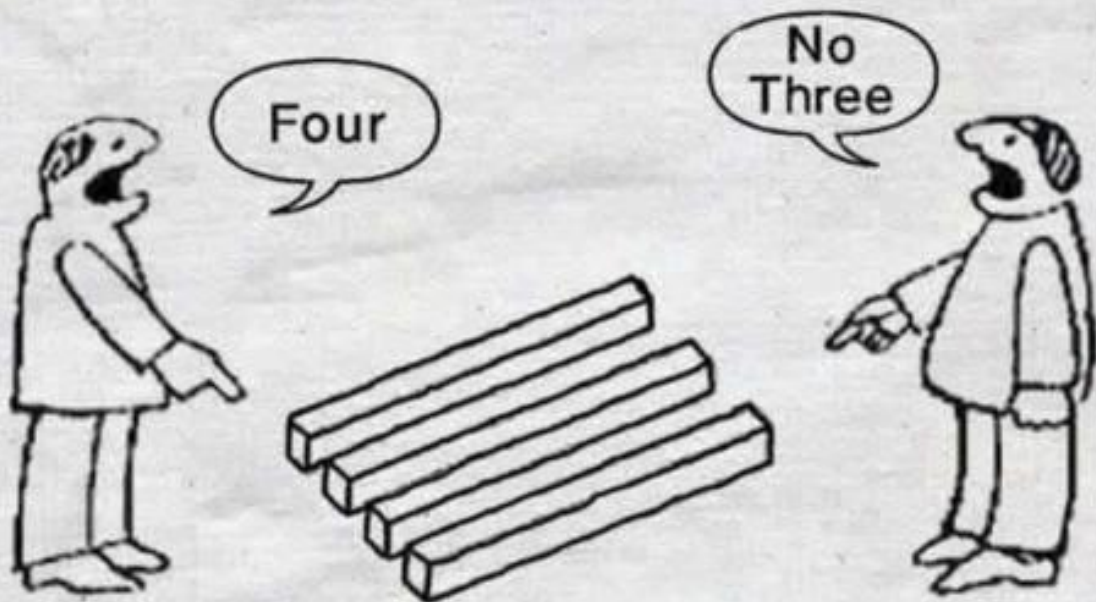
Exercise

- Group of 4/3 person

- Take for each principle max 3 min (total 25 min)

- Dialogue with each other how each principle resonates to you
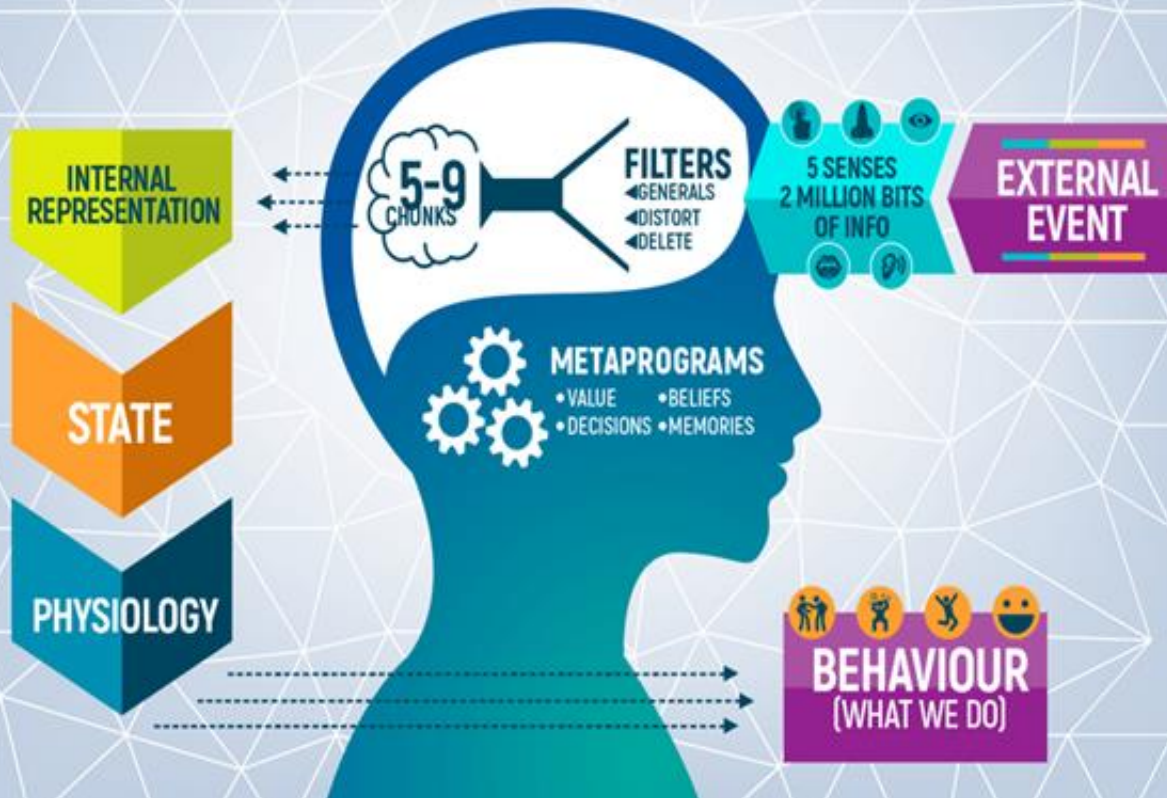
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How do you see the world around you

THE **NLP COMMUNICATION** MODEL

INTERNAL REPRESENTATION

STATE

PHYSIOLOGY

5-9 CHUNKS

FILTERS
◄GENERALS
◄DISTORT
◄DELETE

5 SENSES
2 MILLION BITS
OF INFO

EXTERNAL EVENT

METAPROGRAMS
•VALUE •BELIEFS
•DECISIONS •MEMORIES

BEHAVIOUR
(WHAT WE DO)

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NLP Communication model

Generalization is the process of taking something specific and applying it more broadly

Example: if you experience that a few politician are corrupt, you might start thinking or saying that all politicians are corrupt.

Example: If you have went for a few interview and did not get selected. You may create a generalisation that you always fail in interviews.

Generalization include words like always, every time, every one, no one, never and so on.

Generalization can be a starting point for your beliefs… examples: children need discipline or nobody loves me or you- can't run a family and work full-time

NLP Communication model

Deletion is a process by which we selectively pay attention to certain dimensions of our experience and exclude others

Experiment: try to find everything in the room which has a yellow color?

Focus!

NLP Communication model

Disortion occurs when something is mistaken for that which it is not, when things are incorrectly included in our internal representations.

Experiment: if you a see from a far a tree that looks like a bear, you might get scared and run while in reality if you look carefully it is just a tree.

So with distortion we draw conclusions and make assumptions as it is true. It is twisting the truth.
Examples: he never buys me flowers so he doesnt love me or my children are driving me crazy.

Internal representation

Internal representation is the content of our thinking or the confirmation of information.

- seeing (visual)

- hearing (auditory)

- feeling (kinesthetic)

- self-talk (auditory digital)

All outside information turns into our own individual perception of life
What you focus on is your internal representation!

Secondary filters (1)

- Memories

- Values

- Beliefs

- Decisions

Secondary filters (2)

Values: respect, health, honesty

Beliefs (--> thoughts) are rules attached to the values. Beliefs acts as **permissions** as well as blocks to what we can do. It creates our social world.

For example: respect: in order to apply respect 'I respect everyone older than I am'

Exercise:
- Write down your 3 values.
- Make group of 4 person.
- Discuss what does your values mean to you and how do you apply this
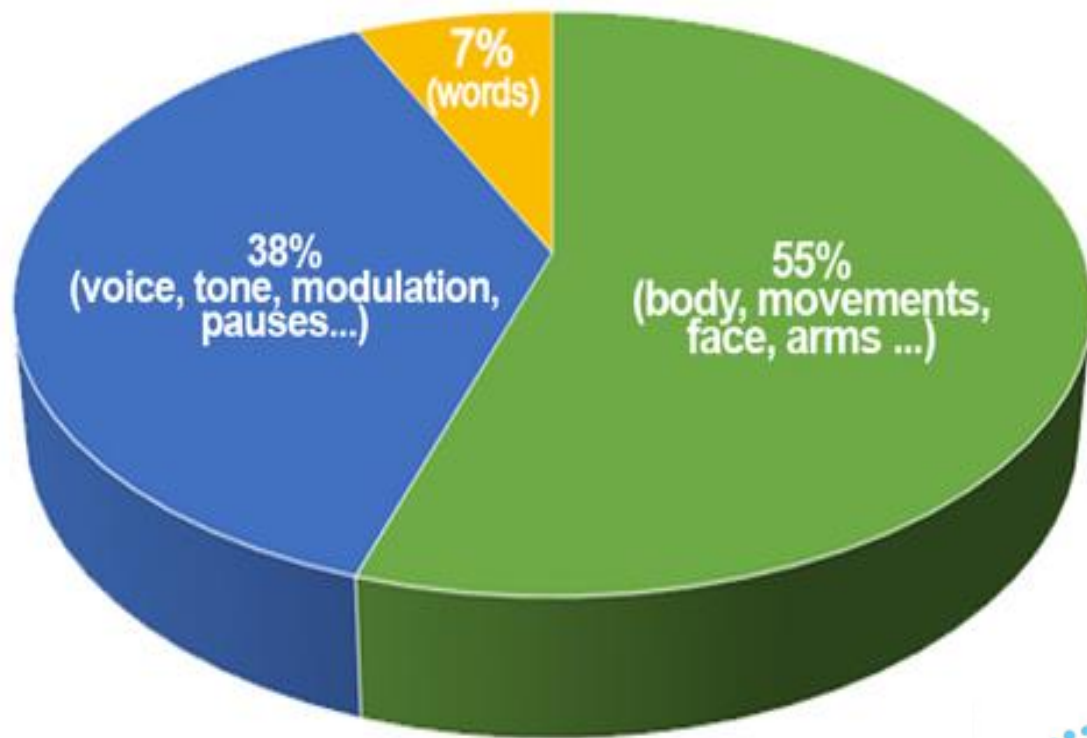
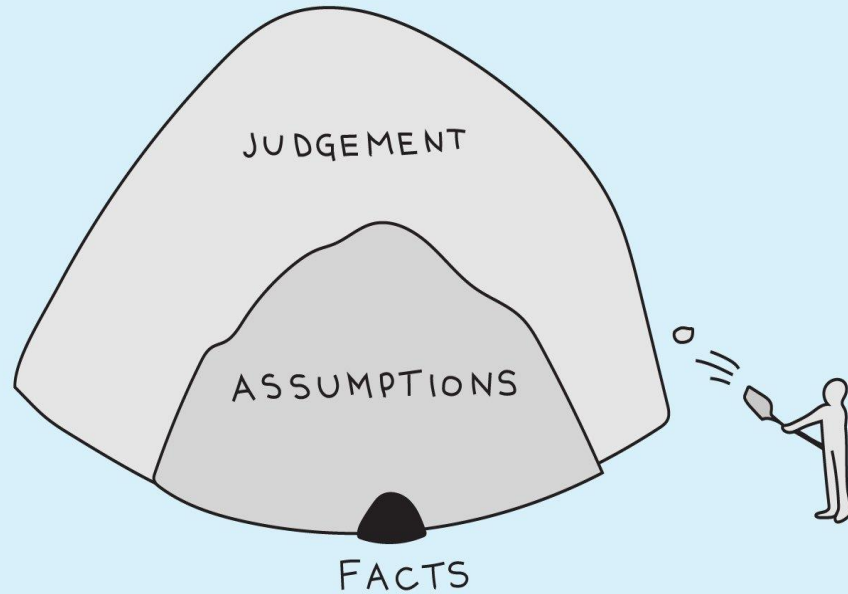# NLP **P**ersonal **D**evelopment & **C**oaching, day 2

We are always communicating

Verbal and non-verbale communication

What is the percentage of verbal communication and non-verbale communication?

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Observation

- Collecting facts

- Use your senses
  - what you see?
  - what you hear?
  - what you feel?

- Being in 'now' (concious)

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Observation and interpretation

Exercise

Observation

Visual changes
Color of skin (light, dark)
Facial tension
Breathing (vast, slow, high, low)
Eye contact

Auditory changes
Volume of the voice
Intonation
Tempo

Exercise

Think of someone who you really love, admire, like, trust.

Think of someone you do not like, almost hate or hate, that just makes your crazy if you think about this person?
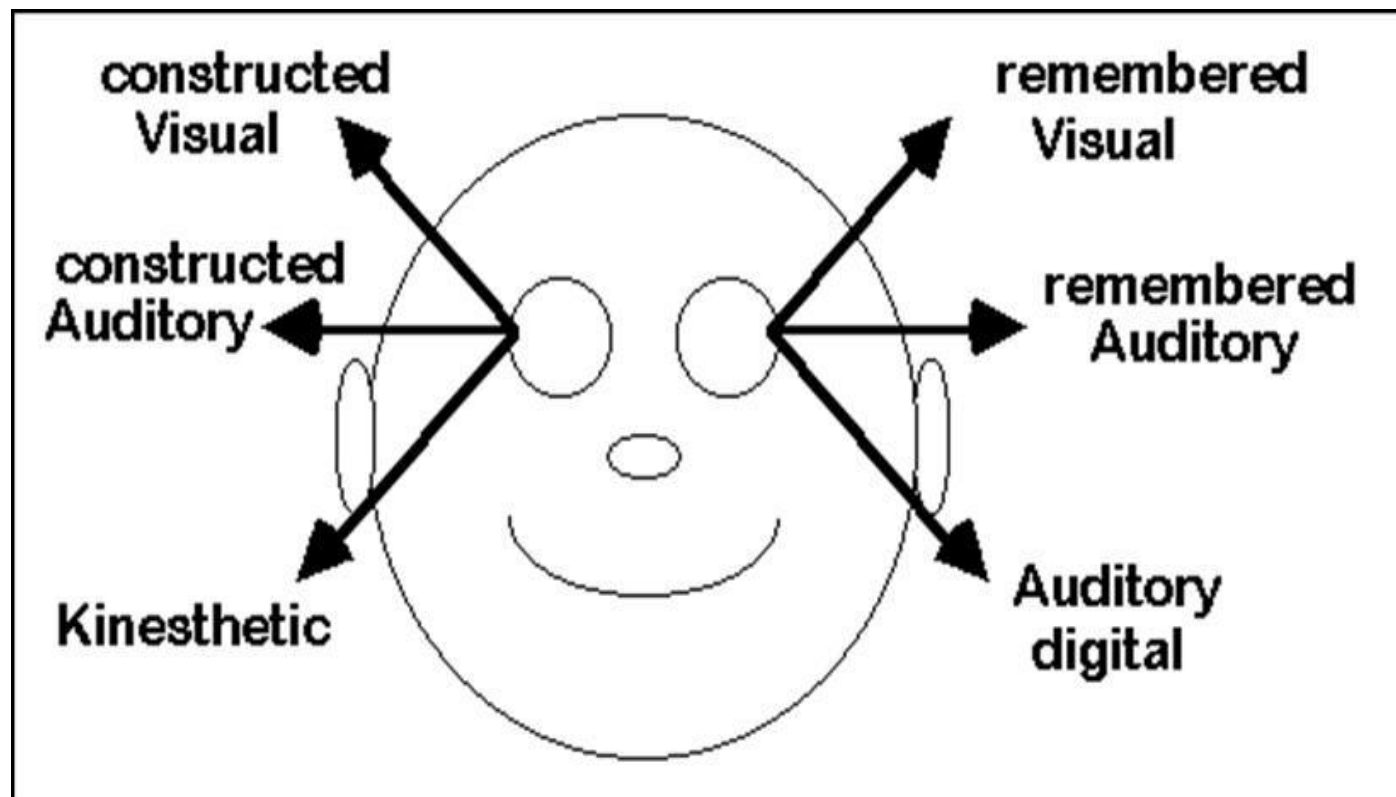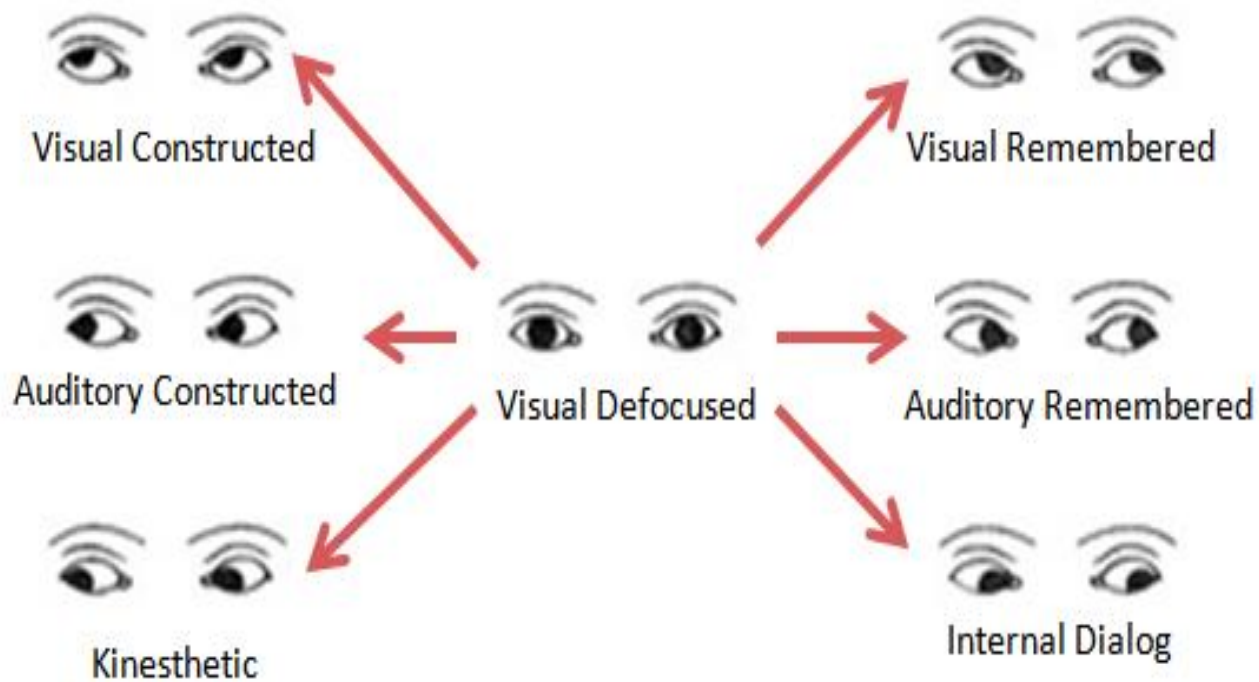
Fact questions:
- Who is older?
- Who is taller?
- Who lives close to you?
- Whom did you see the last time?

Now count till 10 while you are thinking about the person you like?

Now count till 10 while you are thinking about the person you do not like?

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Eye patterns

constructed Visual

remembered Visual

constructed Auditory

remembered Auditory

Kinesthetic

Auditory digital

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Visual Constructed

Visual Remembered

Auditory Constructed

Visual Defocused

Auditory Remembered

Kinesthetic

Internal Dialog

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Exercise: coach with no words

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THE ALPHABET GAME CHART

| a	b	c	d	e
l	r	t	t	l
f	g	h	i	j
r	l	t	r	t
k	l	m	n	o
l	r	t	l	r
p	q	r	s	t
l	t	l	l	t
u	v	w	x	y
l	l	t	r	t

l = left

r = right

t = together

Model: Neurological levels (1)

A model to analyze communication at different levels and identify behavioral changes

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Neurological Level (2)

Gregory Bateson developed the logical levels. An anthropologist and researched on human
 behavior: why we do things the way we do?

Later on Robert Dilts, trainer, coach, introduced this model
as neurological level to NLP.

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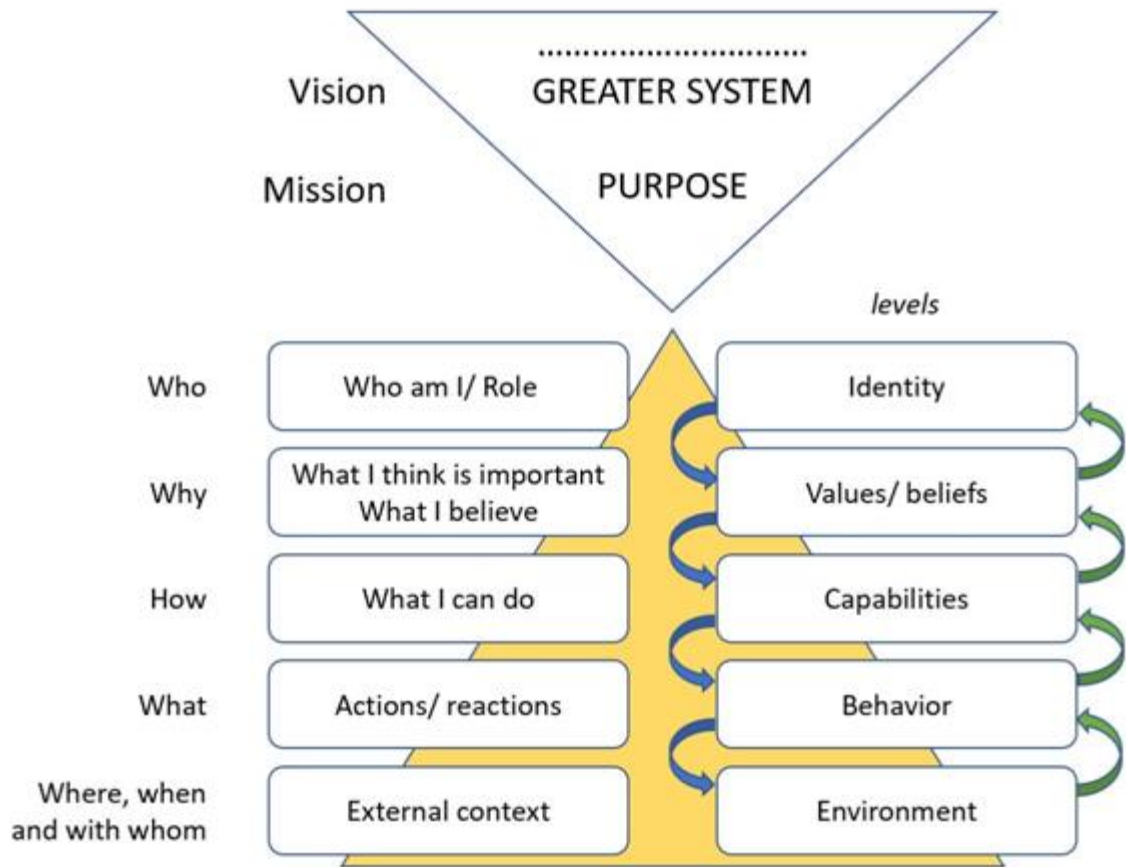
The Neurological Levels Model of NLP

Neurological alignment (3)

Demonstration

NLP **P**ersonal **D**evelopment & **C**oaching, day 3

Rapport (1)

What is rapport→ mutual influence and respectful relationship

''satisfying relationships are built by rapport, not agreement''

How do we build rapport:

-Genuine interest in another person

-Being curious about who they are and how the think

-Willing to see the world from their point of view

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Rapport (2)

Matching or mismatching

- Body language (breathing pattern, eye contact, non-verbal)
- Voice tone (speed of speech, volume of voice)
- Language (back-tracking: using similar words to summarize and clarify a message)
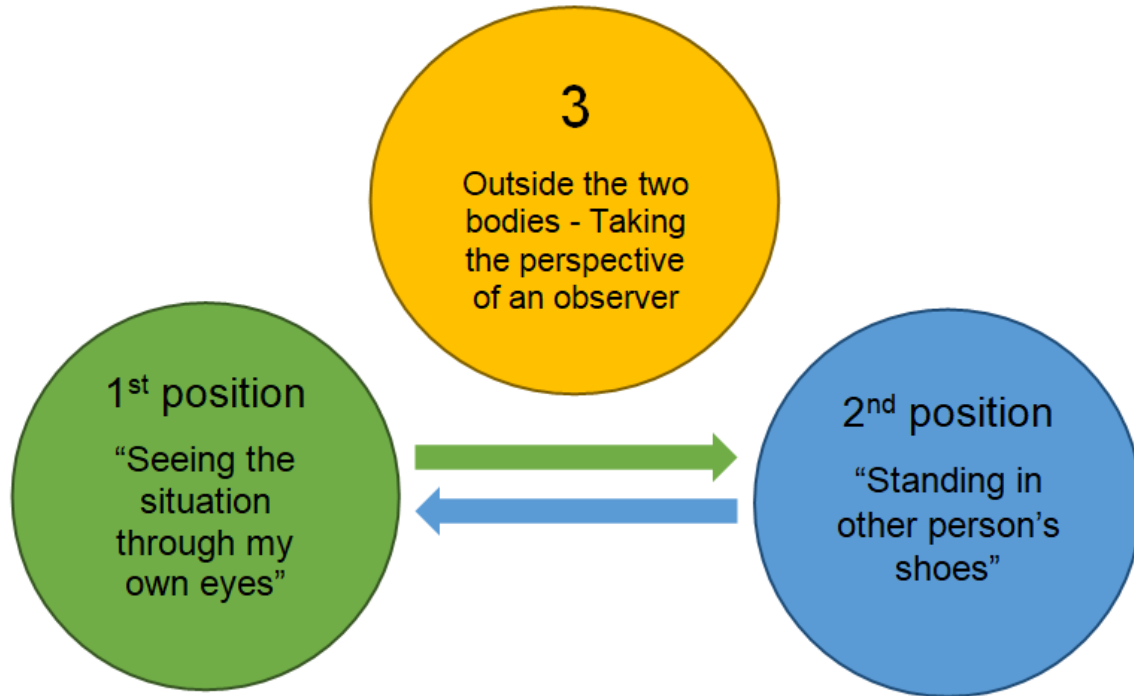
- Exercise

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Rapport (3)

Pacing and leading

- Pacing is when you enter the other person's model of the world on their terms

"You can not lead people unless they want to be led".

Exercise

Perceptual positions

Questions to ask:

1ste position

- What makes it difficult?

- What are you thinking and feeling in this relationship?

- If you feel challenged, what does this challenge seem to come from?

- Is it about your environment?

- Is it about behavior – what you do?

- Do you feel your skills and competence are being challenged?

- Do you think your beliefs and values are being challenged?

- Is the other person saying one thing, but conveying something else in their body language?

2nd position

- As the other person, what do you think and feel?

- How do you see yourself in the relationship?

- How do you react?

- Does the other person (you) in this relationship seem to be congruent?

- What are you beliefs and values in this relationship or situation?

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Questions to ask:

3th position

- Are the participants showing the same or different behaviors?

- How is each affecting the atmosphere of the meeting(for example, are they both being aggressive, friendly, respectful… or is one being friendly and the other unfriendly, or is one being aggressive and the other passive?)

- Then, ask him to go back to the second position and play the movie again from the other's perspective. Has anything changed?

- Finally, let her/him think about what she/he could do to improve the meeting, then play the movie in the first position again, but incorporating her/his improvements. Now, what has changed?

Exercise: perceptual positions

Outcome model

- Desired situation

- Current situation

- Obstacles

- Resources

- As if

- Plan

Making questions!