F- Rehearse Fr team talk" for NLP

Anchor Point

Vol.3, No.2 (February 1989) The International Journal for Effective NLP Communicators $5.00

This months issue of Anchor Point runs the gamut from a light-hearted metaphor on the beginnings of NLP to an Allergy Technique case example and hard-core information on how to use your NLP skills during an interview.

We are even giving you the opportunity to be involved. You can drop us a line and tell us about how you are applying your NLP skills in your daily or you can enter the HOT HEADLINE contest.

Any way you look at Anchor Point...It's quality, It's information, It's fun, and It's for you!

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The New Magic and... the Three Apprentices

By John A. Marszalek

In the beginning, there was light, and the people said it was good. The great centers were built where the Sayers and Magicians could come and study the light and argue about "How the light" and "Why the light" and "Where the light." And it was at one of these centers that our story begins.

Once upon a time in the Land of Never Ending Sun, the Land of Fruits and Nuts, there rose a great Center for the study of the light. There came to one of these great centers a young magician apprentice named Richard who came from Bandler (which was a difficult place for any, even the baddest and most clever of people to be from). He had come to study the light and do Transformations.

As Richard settled into the daily life of improving his skills and abilities so as to develop into a Master Wizard, he struck up a friendship with a journeyman Wizard named John who was the Grinder's son. John had been studying at the center for a while and was looked upon as a very promising wizard indeed. Why it was even said that John had the ability to turn himself into his surroundings. He could become whatever he wanted to be...a tree, or a cloud, or even a frog. Never before in the history of the great center had there been two students who showed such promise and ability for mastering the fine arts of Wizardry. The story was well told of how by combining their efforts they even could turn a Frog into a Prince.

One night as Richard and John talked long towards the bewitching hour, they became overwhelmed by a great thirst and found themselves winding their way towards the local inn. Once inside the warmth and friendliness of the Inn, and their discussion fueled by good food and spirits, there came over them the spell of a beautiful young maiden. This was the Sayer Leslie of Cameron who had come to the center disguised as a serving maid so she could study and learn without being discovered.

This meeting was no means happenstance. No, this meeting had been planned by the Gods, to bring together three separate pieces of a puzzle. Each piece by itself jagged and rough around the edges but when joined together made a beautiful picture of the light which had never been seen before.

The three became inseparable, living and working together, as they developed their understanding of the Structure of Magic and wrote the great volumes One and Two. "Who are these upstarts" and "who do they think the are" rose the cry from the older wizards at the center. "Their ideas of the Structure of Magic are evil" said the old

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masters of the craft. "But they work" said another. There arose such unrest at the great center that our trio decided to take their message directly to the people. They packed what belongings they had and began to travel through the Land of the Sun speaking and teaching to whatever groups would listen.

It was during this time of travel they came into the town of Frames. Here is where the great framers of the day worked and lived. There were house framers and picture framers and framers of every size and description. Each framer had studied his craft for years and sweated and suffered to prove their frames were right and just. Each was so proud of his frames that frames were worn publicly like nuns' habits so the world would know by looking just how each person framed in the world.

It was here in the town of Frames that the legend of John and Richard and Leslie really began to grow. It was here that the miracle happened. One day as they walked through the town, the trio came upon a very unhappy young lad. The lad had developed a style of frame that greatly impaired his vision and movement yet he had worked hard and long on the design and couldn't just give it up. He was a very unhappy lad indeed. He couldn't go forward and he couldn't go back. He couldn't move to the sides because the frame blocked his view. So he just sat where he was, he had sat so long that spiders had woven their webs from his nose to the ground and back again. Here indeed was a true test for the new magic so our heroes set to work.

Richard dazzled the young lad with slights of mouth and hand, while John remolded his body and Leslie soothed his feelings. Before anyone knew what had happened, our heroes had Reframed the lad making some small but major shifts in his old frame. The small minute adjustments at the base of the frame created major new choices because the outer edges of the frame were widened and flattened. As a result of the magic, the lad could see things that were hidden before and he had a different sense of balance so he could move more flexibly than before. He even had a different way that he could feel than before. He ran through the town telling all who would hear about the miracle of the Reframe.

Once word of the miracle of the new Magic had been spread other young apprentice magicians came to study at the feet of the trio. There came Robert, John, Stephen, and Lynn just to mention a few. These young apprentices learned what they could of the new magic and even added to and expanded upon what they saw and heard. Great books were written and each in turn would take what they knew of the magic back to their own part of the land and teach to other student magicians. Soon centers for the study of magic were set up in far off places. Each center telling it's own version of the story of the development of the magic and each stressing differently the roles and importance of John and Richard and Leslie.

While the word of the new magic began to spread, more and more people wanted to learn personally, from the discoverers of the magic. One day while traveling through the Land of the Sun, our trio came to a fork in the road. "Let's take the trail to the left" said Richard. "It will get us to our destination quickly and effectively." "No," said Leslie, "the road straight ahead is smoother and wider. It may take longer but will be a safer, easier trip." "The road to the right is the one to take," said John. "On that road, we will meet many people we can pretend to be."

Each felt that the map that they carried was the best map of the new territory. As they argued for the rightness of the maps, their tempers flared; and just as it was deemed by the Gods for these three to meet, it was also deemed by the Gods that they should part. Each in time going their own way along the path they chose.

If you stand at the fork in the road and look out over the wooded hills and valleys below, every once in a while you can see Richard or John or Leslie as their path rises above the trees and they again become visible. Each time they are seen and heard, they add to the New Magic and each one moves closer to the Emerald City which every knows is at the end of all three trails.

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ANCHOR POINT is an international monthly journal presenting recent developments and practical applications of NLP and related technologies.

Publisher: Michael L. Phillips

Contributing Editors: Gary B. Smith, David L. Calof

Production Coordinator: Diane Phillips

Anchor Point (ISSN-0895-366X) is published monthly, 12 times per year by Cahill Mountain Press, 10907 West Arkansas Avenue, Denver, CO 80226. 2nd Class postage paid at Denver, CO.

Subscription rates are: $35.00 (U.S.)/year for U.S. and its Possessions, Canadian Subscriptions add $10.00 (U.S.) per annum, Foreign Subscriptions add $20.00 (U.S.) per annum; payment must be made by charge card or by check drawn against a U.S bank. Single issue price is $5.00 / $7.00 *Foreign*.

POSTMASTER: Send change of address to ANCHOR POINT, P.O. Box 26790, Lakewood, CO 80226-0790 USA.

Anchor Point invites original contributions and advertising, but reserves the right to deny acceptance of articles and/or advertising, based on the editorial views of the Publisher. Anchor Point assumes no responsibility for unsolicited materials. All materials submitted must be accompanied by a stamped, self-addressed envelop if they are to be returned. All correspondence should be addressed to Editor, Anchor Point, P.O. Box 26790, Lakewood, CO 80226-0790 USA.

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Editor's Note: The Allergy Technique below is a process of retraining the brain to respond differently and in no way is to be considered replacement for medical treatment. We *strongly recommend* that people test carefully and reintroduce substances that cause sensitivity in very small increments. If you are working with a medical practitioner, continue to do so.

Using Counter Example for Allergies

Robert Dilt's ability to use counter examples has really paid off in developing many new NLP patterns. The technique of "*counter example*" can be used to impact health issues in very rapid and powerful ways.

Tim Hallbom and Suzi Smith of Western States Training/NLP of Utah have developed some shortened, modified versions of Robert Dilts' counter example model. Smith and Hallbom originally applied the technique to allergies. They discovered that use of the technique removes allergies about 80 to 90 percent of the time. Says Hallbom, "This may be one of the most universal NLP tools because it works in so many different contexts, situations, and issues."

Coming to Terms

So, how does this universal technique work? First, think of a thing/situation which makes you uncomfortable. That situation is the *EXAMPLE*. Now think of another thing/situation, which is as close to the first negative stimuli (the *EXAMPLE*) as possible, but which does not create a negative response. That is the *COUNTER EXAMPLE*.

The *EXAMPLE* is a limiting situation where you are not as resourceful as you'd like to be:

- Public speaking— you get uptight and have sweaty palms.
- Receiving an uncomfortable phone call.
- Having to fire someone.
- Uneasiness at the dentists office.

Your *COUNTER EXAMPLE* should be "similar" to the *EXAMPLE* or from the same class of situation:

- You speak confidently to a group at lunch.
- Talking to your best friend on the phone.
- Giving an employee an award.

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Selecting The Counter Example

Isolating the most effective experiential modalities is important when selecting a EXAMPLE / COUNTER-EXAMPLE match. The qualities of the 2 experiences selected must be similar enough for your brain to generalize properly. Take the fear of the dentists drill as the *EXAMPLE*. Some *COUNTER EXAMPLE* **sounds** which would not create the same negative response could be: Mixing a margarita. The sound of a food processor or blender.

Although these **sounds** are similar, they may not be adequate as an effective *COUNTER EXAMPLE*. A major difference between mixing a margarita, and having your teeth drilled is **pain**. Pain and pleasure could be one of the areas where the match fails. Another mismatch could be the issue of who is in **control**. You control mixing a margarita, but the dentist controls drilling your teeth. Doing it yourself, verses having it done to you, can effect your reaction to the *EXAMPLE* and to the corresponding COUNTER EXAMPLE. The issues of pain vs. pleasure and control could all come into play.

It is important to isolate the most effective COUNTER EXAMPLE. If the Counter Example technique isn't working, it is likely that your COUNTER EXAMPLE is not a "close enough match." What is different when you performed effectively (COUNTER EXAMPLE), in the context where you would normally get uptight (EXAMPLE)? Experiment with other resources to discover what modifications you need to make in order for the technique to work.

"In the country of the Blind the One-eyed man is King."

- H.G. Wells

"It is of interest to note that while some dolphins are reported to have learned English—up to 50 words used in correct context—no human being has been reported to have learned dolphinese"

- Carl Sagan

The following session outlines Tim Hallbom working with a client who had a medically diagnosed allergic reaction to sugar. This is an example of finding an effective COUNTER EXAMPLE. The case also demonstrates how secondary gain can be involved in the issues.

Note: For further information and details on this allergy technique see the October 1987 issue of Anchor Point.

Case Example

Hallbom: You say you have been diagnosed a by physician as having allergies to sugar?

Client: Right—I have a very strong allergic reaction to it, headaches...

Hallbom: What typically happens with you now, when you eat some sugar?

Client: I immediately feel a big rush to my head, to my brain, and severe pain that can last for 3 or 4 hours.

Hallbom: So, the first thing that we want to do is begin to find out about the allergen itself. If you just had sugar, what would that be like for you?

Client: I would feel really sluggish. Probably want to rest and be as quiet as possible. Not move. My brain and the back of my brain would be heavy. I would have a very bad headache that doesn't go away with any aspirin or with anything.

Hallbom: Great. Now just for a very brief moment, show us what you would look like, if you had just had sugar. You notice the reaction immediately. It's not like it ever sneaks by you.

Client: It takes about a minute and a half to two minutes to digest the sugar and get it there (pointing to head).

Hallbom: (While calibrating the state) And your brain doesn't forget, it just goes ahead and does this headache procedure every time. How long has this been an issue with you?

Client: It's been identified as an allergy for about a 1 1/2 years.

Hallbom: Interesting. I don't know if you are aware that allergies are actually a mistake that your immune system has made. The way the immune system is set up, it identifies things that are potentially dangerous. So, at some point in your life your immune system came along, looked at that sugar molecule as you were eating it, and marked it as something dangerous. The immune system actually puts up a little flag to identify that "this substance" could be dangerous. That is the marker part of your immune system. Then, the Tcells of the immune system rush in and attach themselves to things that have been marked "dangerous."
So, this sugar molecule mistakenly got marked as dangerous and the killer Tcells came down and exploded whatever was marked "dangerous." Sugar included. So, your immune system just made a mistake. It marked sugar out as dangerous when it really isn't. All we are going to do with this process is retrain your immune system. Teach it a different way of responding.

Client: Okay.

Hallbom: So, what substance is very much like sugar that your immune system responds absolutely correctly to? What doesn't give you a headache?

Client: I could say chocolate but I know chocolate creates more or less the same reaction in me.

Hallbom: So your body doesn't know how to respond appropriately. How

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do you respond to honey? Does honey do the same thing to you?

Client: That's even worse. My reaction seems to be even more concentrated.

Hallbom: Okay, so what is it about the sugar, is it the sweetness?

Client: Yeah, it seems like the sweeter it is, the worse the reaction is. The more concentrated...even syrup for pancakes is terrible.

Hallbom: To audience— In exploring COUNTER EXAMPLES, what looks like sugar? The most similar, to me, would be salt. The same texture, etc. But there is a problem with using salt as the COUNTER EXAMPLE. The client also reacts to honey. Honey doesn't look like sugar—in texture, color or anything else. So it is possible that by using **sweetness** we can find a COUNTER EXAMPLE, something with similar sweetness which can be tolerated.

Client: If I have fruit, that seems to be okay, as long as it's not *too sweet*. An apple or orange is good.

Hallbom: Fruit would be one thing. What else? How about milk? Artificial sweeteners?

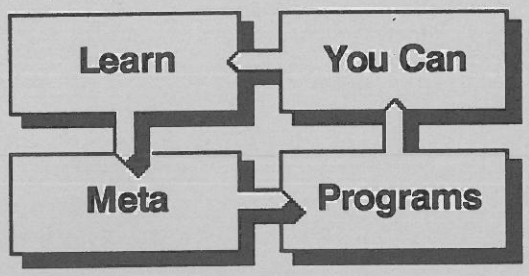
Client: No, the chemicals do the same thing but it takes a lot longer (3 days).

Hallbom: What about white flour?

Client: Well, I'd have no problem with that.

Hallbom: That might be like the salt. I think based on what you have said it might have something to do with the sweetness. We want something your brain is going to generalize as being similar. How about cinnamon-based teas that have a sweet flavor?

Client: I like the tea answer because they really are sweet without having any of the sugar in them. Apples and oranges don't seem to have the sugary taste that I would associate with sugar.



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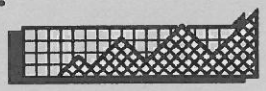
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Hallbom: Let's use that. Do you like tea products?

Client: Oh yes, I try to drink them when I can.

Hallbom: OK. So first thing I'm going to get a resource anchor that I will hold through this whole process when using the COUNTER EXAMPLE of tea. Now, think of your favorite teas that would be sweet. I want you to imagine right now that you are drinking and smelling and tasting this tea. It has that nice texture and sweetness to it. And notice how your immune system pays special attention. It knows exactly how to respond to this kind of a product and do it appropriately.

Editor's Note: When Tim notices a state shift he anchors the resource. Then he breaks state with the client momentarily and re—tests the resource anchor. When satisfied with the resource anchor he continues.

Hallbom: First, create a plexiglass screen across the whole room in front of you. Now, see yourself on the other side of that screen. The "you" on the other side has this resource that I'm holding here (of an immune system that can respond appropriately to sweet tasting teas and know just how to respond right). She has all the immune system processes that she needs. And "you" are over here completely protected by the screen.

Okay, as you are watching "her" over there, very gently, I want you to introduce some sugar and imagine. Just keep her over there. She is over there tasting a little bit of sugar. Now keep your attention over there on the other side of the plexiglass, and remember she has this resource (referring to anchor) fully available to her and she is just going to take a little bit, tiny bit of sugar. There, that's better. Okay.

Client: The only change I see is that she was smiling while drinking the tea and now she is serious.

Hallbom: Okay. What would it take for her to be able to smile, as she gently introduces a little bit of this product? Her immune system made a mistake about it at one point but now she is relearning. You want to give her a chance to relearn it.

Client: No.

Hallbom: Okay wait (pause). Alright now. So, what is she telling us?

Client: I just found out. My reaction is because sugars are associated with gaining weight and I don't want to gain weight. I know why she was smiling. It's because she knows there is no sugar so she is not gaining weight. Now that I'm here, (behind the screen) I can see her and the moment she is getting the sugar she is getting serious. She is concerned about gaining weight. "This is no good for me, this is bad."

Hallbom: To audience— Isn't that interesting? We have found this secondary gain issue in almost every case we've handled which involves sugar. Ecology issues pop out! So there are a number of options at this point. You could reframe the issue, add another anchor, or start reshaping the whole thing so that you build the ecology in "over there" so that it's fully satisfactory to her.

Okay. So let's do this. We've got this resource, with the immune system and you can see her over there drinking herbal tea. Now, what kinds of resources would she need or what do you need to do for her over there, so that she can handle everything and maintain an appropriate weight for herself, no matter what it is she is eating?

Client: Well, she says she needs to keep track of the amount of sugar or calories she has taken in during the day. To make sure that she can afford the extra sugar that day.

Hallbom: Great. So, can you tell by looking at her that she can do that?

Client: Oh yes, that's no problem.

Hallbom: Okay. Now see her eating sugar over there...now that you have given her everything over there that she needs to handle it. I mean this is one powerful lady over there. She's can handle whatever she might eat that is inappropriate. And you'll notice she doesn't take huge handfuls of sugar. She knows that that's not good for anybody. (She can have a taste.) And as you see her tasting the sugar (it's okay now) okay—or honey, (take very little)

"The believer is happy; the doubter is wise."

- Hungarian Proverb

To audience: You notice the physiology shift? Okay, this is when I know her immune system "got it."

Hallbom: Okay, now take the plexiglass shield away and come right back here. Zip right back in your body, so that you are here with me now. And imagine that I have something that has sugar in it that I'm going to let you eat. Just little bite. A little bit. Something that you would enjoy eating.

Client: A bite will satisfy me. I don't have to have all the piece of the pie or all of the desert. A bite will satisfy me.

Hallbom: Okay, great. And notice that your immune system knows just how to respond appropriately.

Client: Yeah, it's not going to kill me for one bite, right?

Hallbom: Good. Now, there will come a time in the future where you will have an opportunity to have something with sugar or honey or whatever, those kind of substances that *used to bother you*. Imagine yourself eating something of that nature. Imagine the amount which is appropriate for you and also that you have *this resource* (the anchor) fully available. What's it like now?

Client: It's fine, I can have a bite. I have no problem with one bite. I have no problem whatsoever. One bite.

Hallbom: What about three bites?

Client: No, No.

Hallbom: What about three small bites? The ecology is very important. I don't want her to trade in her an allergy for a worse condition such as pigging out on cake and ice cream. Alright thank you.

A Summery of Steps Where Counter Example is Used for Allergies

The Allergy Technique (from the Oct. 1987 issue of Anchor Point)

1. Calibrate the client. Establish what it is like when you have the reaction, and what it is like without the reaction
2. Find the appropriate resource
3. Create an associated response to the item that does not create a reaction. Hold that anchor.
4. While still holding the resource anchor, have the client dissociate, seeing themselves at a distance with their immune system functioning comfortably without a reaction. Then have the client imagine reintroducing the allergy substance. (Dissociated, still holding the resource anchor).
5. Have the client imagine that they are exposed to the substance they are allergic to, while you are holding the resource anchor the whole time. continue holding the anchor and begin to use hypnotic language metaphor about re-educating your immune system on how to now properly/appropriately respond to the problem substance as a neutral substance.
6. Test your results.

The Counter Example Technique can be used in many contexts where someone has some kind of unpleasant experience when they don't think they should have to. The process is applied basically the same.

Suzi Smith and Tim Hallbom have been training together for over 10 years. Since 1981, they have run Western States Training in Salt Lake City, Utah. They are currently finishing a book with Robert Dilts on who is the primary developer of the patterns. Tim and Suzi can be reached at Western States Training/NLP of Utah - P.O. Box 21506 - Salt Lake City, UT 84121 or by calling (801) 278-1023.

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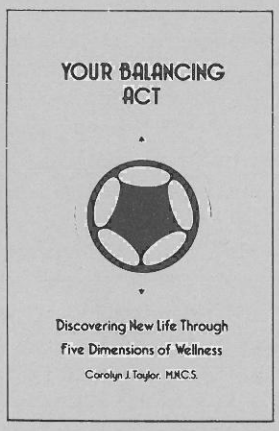
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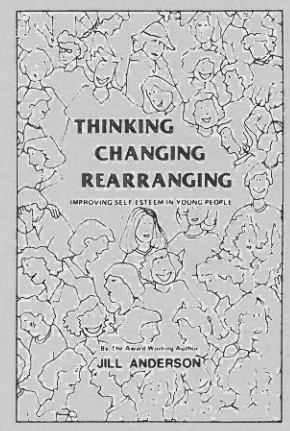
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The Lost Soldier

By Steve and Connirae Andreas

During World War II, at the height of Japanese expansion in the Pacific, there were Japanese garrisons on literally thousands of tiny islands scattered across an enormous expanse of ocean. When the tide of battle turned, many of these were over-run and defeated, but some were entirely missed. On other islands small groups of soldiers or isolated survivors hid in caves in inaccessible areas. A few years later, the war was over. But since these survivors didn't know this, they continued to struggle on, maintaining their rusting weapons and tattered uniforms as best they could, totally isolated, yearning to be reunited with their command.

In the years immediately following the war, many of these soldiers were discovered, often when they shot at fishermen or tourist boats, or were found by natives. As the years passed, these discoveries became less and less frequent. The last one we can recall was about 10 years ago, some 30 years after the war had ended.

Think of the position of such a soldier. His government had called him and trained him and sent him off to a steaming jungle island to defend and protect his people against great external threat. As a loyal and obedient citizen he had survived many privations and battles through years of war. When the ebb and flow of battle passed him by he was left alone, or perhaps with a few other survivors. During all those years he had carried on the battle in the best way he could, surviving against incredible odds, and despite the fact that the jungle moisture had rotted his uniform until it fell off, ruined his meager medical supplies, and rusted his weapons. Despite the heat, the insects, and the jungle rains, he carried on, still loyal to the instructions given to him by his government so long ago.

How should such a soldier be treated when he is found? It would be easy to laugh at him, and call him stupid for continuing to fight a war that had been over for 30 years.

Instead, whenever one of these soldiers was located, the first contact was always made very carefully. Someone who had been a high-ranking Japanese officer during the war would take his old uniform and samurai sword out of his closet, and he would be taken on an old military boat to the area where the lost soldier had been sighted. The officer would walk through the jungle, calling out for the soldier, until he was found. When they met, the officer would thank the soldier, with tears in his eyes, for his loyalty and courage in continuing to defend his country for so many years. Then he would ask him about his experiences, and welcome him back. Only after some time would the soldier be gently told that the war was over, and that his country was at peace again, so he would not have to fight any more. When he reached home he would be given a hero's welcome, with parades and medals, the crowds thanking him and celebrating his arduous struggle and his return and reunion with his people.

We offer this story with thanks to Greg Brodsky, who first told it to us in 1977. This story is adapted from the NLP Comprehensive 24-day Practitioner Certification Trainer's Manual where it is used as a metaphoric introduction to 6-step reframing. Just as with the lost Japanese soldiers, *unconscious parts* often continue to carry out their assigned tasks long after they are needed, or long after better alternatives are available.

This story is also included on our new videotape "Six Step Reframing," (70 minutes, $65) available from NLP Comprehensive (303) 442-1102.



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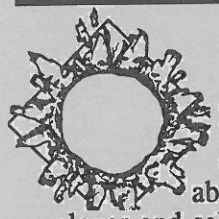
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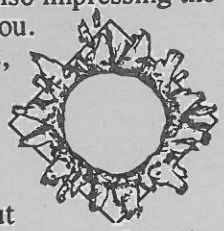
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Anchor Point recently discussed the finer points of interviewing for a job with Teresa (Terri) Robbins. Terri developed her expertise in interviewing while working as a Training Specialist with the Idaho State Employment Agency. This article shares some of her valuable insites.

The Bullet Proof Interviewee

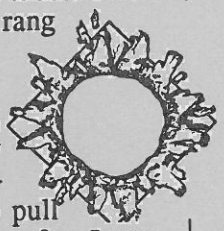


In the past, interviewing for a job was always a snap, right? All you had to do was convey your entire wealth of skills, experience and shining personality in about 15 minutes while also impressing the employer and selling them on hiring you. A feat just short of juggling three anvils, an avocado and a live squirrel. This article is about being effective as an interviewee.



Something about NLP seems to put people into transitions. Fortunately if *your* transition includes a change of employment (or promotion) you now have the tools to make you a more effective interviewee.

Terri Robbins, first began developing effective patterns for *successful interviewing while* looking for a job. Terri's experience began during one of her state's heaviest economic recessions. "I was looking for jobs paying more than $5.00 an hour because it's difficult to feed four kids on less. After 6 months of seriously looking for work, while everyone was laying people off, I was devastated. My self esteem and confidence were going down the tubes. I had just about given up hope when the phone rang offering another interview."



"When I walked in, the interviewer observed, 'you're a nervous wreck,' as I promptly melted into a pile of jello on his floor. Fortunately, he gave me about 15 minutes to pull myself together just chit chatting. Finally, after I was relaxed, he began the interview. I lucked out. He was a skilled interviewer who knew how to establish rapport and get me to a place where he could really judge if I was going to be a good employee."

A skilled interviewer is a rarity. So it is doubly important to hone your skills as an interviewee. By putting the employers at ease and helping them to *lead you where you want to go*, you will be ahead of the crowd. For a quick attitude adjustment consider the employer's position. If they make the wrong hiring decision, they could lose money, clients, customers, their reputation, other employees, and so forth. To continue the reframe, as the interviewee, you have the enviable position of having a lot to *gain* by finding the right job.

Shake and Bake

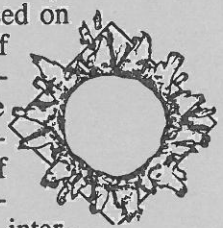
A favorite technique of some interviewers is the "shake and bake" method. This is where the interviewer shakes up the prospect with stress producing questions and then lets them stew in their own ego. The idea (besides the cheap thrills) is to see how well the interviewee responds to the rigors of stress. This style does not necessarily present a true picture of what's going on.

"The job I got from the *skilled interviewer* led me to conducting job finding workshops. She found recurring themes among interviewees, regardless of their skill level, education, social standing, or qualifications. How well applicants performed in certain areas, indicated whether or not they were viewed as employable by the prospective company. If the applicants were consistent in these three areas, they got hired:"

- The ability to value oneself and one's skills. To present both in a positive light.
- The ability to convert a negative from their work history and turn it into a positive.
- The ability to create a positive state and maintain that state during an interview.

Self-Image

It is always easier to get a job when you already have one. Being employed adds a dimension of confidence to your abilities. However, you can know all the job finding techniques in the world, be skilled at filling out applications, have a great resume, etc., and still fail miserably if you cannot project a positive image. Self image is the kind of pictures you think about yourself based on past feedback. People who like their self image will be congruent and present themselves well in an interview. Your attitude suffers when the pictures you create (internal representations) show feelings of failure, nervousness, presupposing mistakes during interviews, knowing the interviewer will not like you, etc. Begin monitoring your self talk. Become aware not only of the pictures but the tonalities and messages that are going on in your head.



"Suffering isn't ennobling; recovery is."

- Christiaan Barnard

When you go into a job interview with self talk like, " I'm really going to have a good time and I'm going to learn something," your internal experience shifts. Thoughts of "I'm going to perform to my very best" begin to emerge. Become aware of what types of messages are you delivering, what kinds of pictures are they creating, what kinds of feelings you are putting into your attitude.

Be Prepared

Before you start interviewing, create a *personal paragraph* by accumulating statements about how you function as a person. The type of question most often asked in an interview is usually a "non-specific" one such as, "Tell me about yourself." You can be prepared for this one with your *personal paragraph statements*. Don't fall into the trap of saying, "Well, I'm married and I have three kids, and I need a job..." or some equally mushy (soft) information. Work with facts,

- Fact, I deal effectively with people. (have examples ready)
- Fact, I have a high energy level. (explain how this benefits the employer)
- Fact, I really enjoy music, I sing well.
- Fact, I perform well under pressure.

These statements show you in a positive light as a person.

By using these statements, you become *real* to the employer not just a statistic. Employers are not mind readers and will not know about you unless you tell them about yourself. Personal paragraph statements are also a a great way to close an interview. Say, "By the way, before we finish, I'd like you to know that I'm really energetic and I function in this way and that way, and this is how I think I'd be appropriate in this job, etc.."

Be prepared to speak for at least 2 full minutes positively about yourself. A personal paragraph gives you a lot of information to draw from. Use this information on job applications under Additional Comments and in your resume. *Let your personal paragraphs sell you as a person.*

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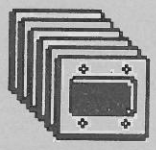
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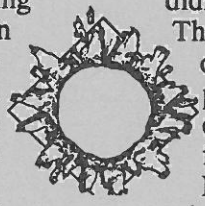
Rodger Bailey, Language And Behavior Institute

You are More than...Just...

Value your skills, your attitudes, and your ethics. Start by eliminating the word **just** from your vocabulary. **JUST** is one of those esteem killing words. Consider, "I'm *just* a brain surgeon." Would you allow someone who is **JUST** a brain surgeon work inside your head? This one word totally demeans your skills and abilities. Substitute the words, ***I am***, instead. Even JUST a newspaper boy has wonderful skills. Say "I am a newspaper boy, and what I've learned from that is I am dependable, I am punctual, and there has never been a person on my route that didn't receive their paper on time..."

Using Camouflage as a Maneuver

Have you ever been fired? You could have been the hapless victim of the Turkey Boss of the Month Club or perhaps you made an honest mistake. Irrespective of the reason, the experience made it's mark on you. You have "a history." Normally, you would do fine until this dreaded spot is detected in an interview. Then areas of your body tighten, your voice decides to go back through puberty again and becomes forced and colored with emotion. Suddenly, the employer begins to sense "trouble." You could be wounded forever if you didn't know about NLP skills. The first thing -- get a handle on your feelings about the problem situation. Then come up with stock answers for "THE QUESTION" **BEFORE** any interviewer interrogates you.



Two techniques you can use to deal with your feeling are a change history and using submodalities to change the way you "experience" the problem situation. Briefly (if you don't know these skills, there are many books, tapes, and classes available to learn from):

Change History - Go back to the occurrence as you remember it. Now, give yourself the positive resources

[Continued on Page 13 ►]

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that you did not have at the time. Now give the other individuals involved, the resources they needed at the time. Change the meaning. Clean up those abandoned closets of your mind so anyone can inspect them without being offended.

Submodalities - Use submodalities to alter the negative situation. Maybe you got fired and every time you think about the situation you go into a negative state. Change your image of it by sending it off into the distance. Turn it black and white, shoot it onto an outdoor movie screen and make it speed by. Make it smaller. Turn the volume up or down if you hear voices or change them into a silly chipmunk soundtrack. Move it into the past so it's behind you instead of occupying your present moments etc.

Anchors AWAY

Employers like people that sin, suffer, and repent...so to speak. So, admit and assume responsibility for some of what happened, and while you are explaining - anchor the comments somewhere away from you. Glance to a neutral place or object in the room and say "Yes, well that did occur." You can even motion towards it and put it over there, *off of you*. Continue anchoring away from yourself as you talk about the situation saying, "I was very young then and I didn't have the skills that I have now." Indicate all the positive learnings that you have extracted and how it serves you well now and in the future. Anchor the positive things to a different location (to use later). During the interview, you want your focus to be *now* and in the *future*. So separate your past, present, and future by using representational anchors for each (to help sort things out for the interviewer).

Anchor every positive comment to your right hand. This anchor could be fired when you want the interviewer to think positively and is especially effective at the conclusion of the interview. Your anchor will fire when you shake hands. You can also anchor by assigning a specific facial expression to the employer's positive states when you notice them. If the interviewer is laughing at something and is in a good state, anchor that to your right hand. Not only will you fire off your positive qualities when you close the interview with a hand shake, you will be taking the interviewer back to their positive state again.

Circle of Excellence

Create a circle of excellence containing all of the resources you ascertain you will need during an interview. Practice stepping in and out of this circle to bring your resources to attention. For further details see the article "Are you the Capital of you Excellent States" (Anchor Point, Vol. 1, No. 3, Dec. 1987) for a step by step procedure.

During the Interview

Try to arrive at the interview alone (no kids, pets, etc.) at least 10 minutes early. The first 10 seconds are rapport-critical. The employer decides whether he will further consider hiring you. Pay attention to your carriage, appearance, physical and emotional state and SMILE. Don't let your face go deadpan. People respond in kind. If you smile at them, they tend to smile back. If they are feeling good, they will associate that good feeling to you. Rule #6 in the Human Nature Manual - If filling the job comes down to two applicants (even if one is slightly more skilled) the employer will go with the one they like. Big Shock? You haven't been reading your Manual!

If the employer's attention is directed elsewhere when you come in, respectfully pace the situation and submit that you reschedule. For example:

Pace: "I can see that you are busy now" or "This is not a good time for you, etc."

Lead: "This job is important to me, as having the right person in this job is important to you. I'd be happy to return at a better time."

Don't be afraid to say "I'm nervous." it can break the ice.

Employers tend to look for things to screen **you out** as a prospect vs. screen **you in**. Have positive answers prepared for the following:

- What did you like best/least about certain jobs.
- Your strengths/weaknesses. Obviously you want to put your weaknesses in positive frames. Comments like "I want to stay busy and being bored was the thing I liked least about that job," will have you coming off as a positive person. You have created a positive picture in their mind and yours.
- Achievement/failure. When asked, "What's a failure you've had?" Again, assume responsibility. Let them know what you have learned and how you apply it now and in the future.

Paint yourself into that job. Have questions prepared that literally have the employer see you in the job. Use comments like, "What specifically will be my primary duties, what will I be doing?" "Where will my work station be?" "Will I be wearing a uniform?" "Who precisely will I be working with?" "Will I be working alone or as a team member?" Anything that gets them to visualizing you in the position, in the job, doing the job.

Clean up your sloppy language by using the word YES instead of yeah, yeah, yeah. This immediately improves your presentation. Even if they bring up a negative, "yes that occurred," then anchor it off to your dead spot. Never use language considered vulgar, even if they do. It may be a test.

Next Page ►

"Stupidity is an elemental force for which no earthquake is a match."

- Karl Kraus

"Conventional people are roused to fury by departure from convention, largely because they regard such departure as a criticism of themselves."

- Bertrand A. Russell

Be prepared to answer for gaps in work history. Have answers that show development of skills and useful activity even if it was not **work**. "I took that time to study and do .... That time was spent in community involvement..."

Use silence effectively. Don't blurt out an answer immediately after being asked a question. Don't be afraid to pause for a moment and gather your thoughts. This shows that you can think and prevents you from compromising information you may regret bringing up.

Remember, employers are gathering their thoughts and it's okay to sit quietly and let them do so. Don't hang yourself in an interview, wait quietly. *Some interviewers use silence as a tool, assuming the interviewee will get nervous and fill the space with babbling personal data which a calm person would not offer.*

Avoid (at least for the first interview) questions on money, benefits, fringes, hours, etc. By not dealing with those issues, you are on an equal basis with the employer. Remember, you are also interviewing the company. The employer doesn't hold all the cards. You have the right to choose not to work for the company. Go for the job, and let them want you. Once they've decided yes we want you - benefits, wages, and hours etc. are negotiable. Negotiate terms after they've decided they want you.

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Answer the intention behind their questions. Determine what is it they are seeking. Their question may actually be interest in loyalty, productivity, stability, image, safety, problem avoidance, risk-taking, dependability, punctuality, etc. The following are discreet ways of discerning an *employer's criteria* when you walk into the office.

- Scan inner and outer office, company literature, advertising, what reality does it presuppose?
- Is there past or future orientation?
- Do they display productivity charts or art?
- Are motivational slogans visible?
- Is sports orientation visible?
- Are civic awards, diplomas, or achievements displayed? Do they stress achieving goals or overcoming obstacles?
- Notice the words contained on company advertising, internal publications, job descriptions, wall plaques, conversations, etc.
- Some criteria can be assumed the from type of work (accuracy, persistence, creativity, cleanliness, energy, speed, people skills, performance under pressure, etc.)

Ask questions which can determine the interviewers criteria or their decision strategy so that you can utilize the information in your closing remarks. Some recommended questions to determine criteria/decision strategy are:

- How is it you decided to fill this position at this time?
- I'm curious. What is it that interested you in calling me in for an interview?
- Tell me about the best employee in this position the company ever had.
- As your employee, what would be the most important thing I will I be accomplishing in this position?
- In hiring me, what will let you know I am doing the job to your full satisfaction?
- It is important to me in deciding to come to work for an employer to get a sense of employees I'd be working with. Please tell me about the people I will be working with...and particularly ones you think are doing a great job.
- What factors are considered before the company invests/spends a substantial sum of money or time in projects?
- As your employee, what will be the most important thing I will be accomplishing in this position.

Again, you're painting yourself into the picture. The interviewer has a movie of you accomplishing in this position. You will be armed with the ammunition to fire the criteria/decision strategy back at the interviewer.

Winding Down

Find out *how and when* your next contact is going to occur, *before* the interview is finished. Know how and when they are going to contact you. Ask when the decision on the position will be made. Ask the question "If I don't hear from you by such and such, when can I contact you" or "When would be convenient for me to get back to you?" Take the lead if they don't offer it.

Shake hands with the employer before you leave (fire off those positive anchors). The physical contact will help you become *real*. It is hard to say no to a something that is real.

Remember to maintain your integrity by not lying or misrepresentation by stretching the truth in your interview. You are meeting and matching the employer's goals and outcomes, in an attempt to achieve your own. Successfully meeting the criteria for BOTH parties is your objective. GO GET UM!!.

Terri Robbins is currently a behavioral consultant with The Human Solution. She works with private clients, does consulting work and presents training workshops. You may contact her at: The Human Solution, 6933 Emerald - Boise, ID 83704 or by calling (208) 343-8827

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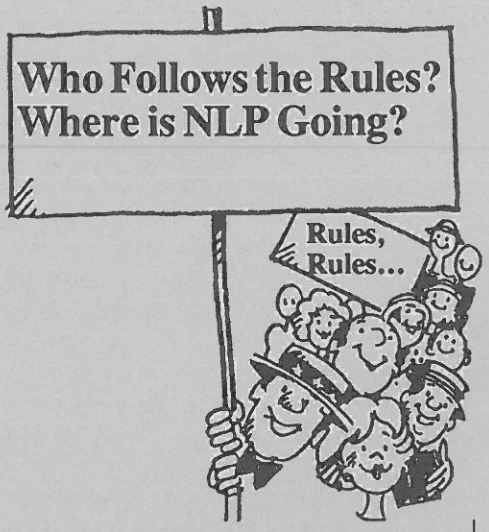
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Who Follows the Rules? Where is NLP Going?



By Rodger Bailey

NLP developers are turning out new techniques. Many NLP practitioners simply use the techniques they have been taught. **How are we supposed to be using NLP?** Is there a best way?

NANLP has developed a suggested NLP training curricula. Yet, NLP Trainers offer Practitioner training ranging in length from 10 to 30 days. Which programs are right? Is it possible that a Practitioner program could be just 10 days? Must the training be 24 or 26 or 28 days?

What's Really Behind These Questions, Really?

Some people are good at following the rules while others seem to always be modifying the rules. People either tend to be good at creating alternative options or they tend to be good at following procedures. Those who are procedural make up about 40% of the work population. Those who cannot follow procedures in the work context make up another 40%, or so, of the population. The other 20% are those who do both.

Options people are good at developing new procedures, but not good at following them. Whether or not a procedure works, they are compelled to alter the procedure or try some other way. They believe that they can come up with a better way. Options people are motivated when they are developing procedures or alternatives within a procedure.

Procedures people are good at following procedures. They enjoy doing their task the right way. When the procedure fails, they don't know what to do next. They cannot conceive of a better way. Procedures people are motivated when they are following the procedure. When following a procedure, the most important thing they can do is to complete the procedure.

Of course, these behavior patterns relate to a person in a context. A person will be Procedures in one context and Options in some other context. Yet, for that context, the person will maintain that behavior pattern. So, once you discover the pattern for a person in a context, you can predict with high accuracy that this person will continue those behaviors in that context.

You recognize which pattern the person will display in a given context by asking the question, "Why did you choose. . ?" You establish the context in the question (Why did you choose your last job?).

The Procedure person will answer as if asked, "How did you choose. ?" So a Procedure person would say, "I got out of high school, read the ad in the paper, and came here to work." The person answers the question, "How?" Procedures people are the ones who talk about their known ways. They do not talk about choosing, they often refer to having fallen into their current situation. They tell stories about how they got to this job, they don't tell about the choice.

The Options person answers the question that was asked. An Options person might say, "It was the most challenging situation I could find." The person answers the question, "Why?" Options is recognized because the person talks about choosing in order to expand their options. They often use Criteria in their responses to the 'why' questions.

So What? How do these patterns relate to the questions about NLP and its direction? We need to discuss more about the patterns to relate these patterns to NLP's direction. Let's review these patterns in a variety of contexts to help grow our understanding.

Management

The use of these patterns in management is simple and effective. When talking with an employee, use the kinds of language that the person best responds to.

If the person is an Options person, use the following words and phrases, "think of the possibilities," "expanding," "what are the options," "other ways," "alternatives," or other phrases that refer to expanding one's options. Options people do not like to do the same routine over and over again.

If the person is a Procedures person, they will respond best to the following kinds of words and phrases, "procedure," "the right way," "when it's not broke, don't fix it," "It's always been done this way," and other words and phrases that refer to keeping the correct way as the only way.

Task Assignment

In a few kinds of jobs it doesn't matter whether a person is Options or Procedures. But for most tasks there is a need for one kind of person or the other.

Options people are not satisfied with the way it has always been done. You will find that Options people will follow the procedure the first time through, but after that they will begin to alter it. They cannot help themselves; they cannot follow the procedures. They might not break the rules, they may just find ways around the rules or bend the rules. So, their best assignments are in situations where no procedures exist or where the procedure doesn't work and new ones need to be developed. We have found, for instance, that lawyers in big law firms are almost all Options people. They find ways around the rules to take care of their clients.

Procedures people are only satisfied by following the rules. They are excited by following the rules. They have difficulty creating procedures because when procedures or rules don't exist, they don't know what to do. They are stumped. So they are good at doing things *the right way.* They respond best in situations where they are provided with a clear-cut, proven set of procedures. An airplane pilot is an example of someone who has to follow the rules and procedures. A filing clerk needs to follow the procedures. An accountant needs to follow procedures. Procedures people are horrified at the thought of altering or not following the procedure.

Sales & Marketing

There are some powerful ideas built into this category for sales and marketing applications. The first has to do with the language that these populations respond to in marketing promotions. The second has to do with how you close a sale with each of these kinds of people.

Options people respond to promotional ideas that expand their options, they respond well to the same kinds of phrases listed in the Management Section above. When closing a sale with Options people, they will respond best if you tell them that you are going to break the procedure just for them. They get excited and energized when they are involved with altering or bending the rules.

Procedures people respond to promotional ideas that indicate what they get to have, or get to use, some clear-cut, proven procedures. They respond well to the phrases listed in the Management Section above. When closing a sale with a Procedures person, remember that they are excited and energized when following a procedure. When you know that you are selling to a Procedures person, stop trying to convince that person about the product. They will be more excited about procedures. Tell them about the procedures that are used, tell them about the procedures that they get to use. Tell them, "The way to buy this is..." (First I tell you the procedure for buying, then...) Procedures people are excited about being in a procedure. As soon as they know that they are in a procedure, they want to continue until it's *conclusion.* If they know the procedure and they think that they are in that procedure, they are compelled to complete it.

Psychotherapy

Here's where the information about these patterns gets interesting. A Procedures psychotherapist needs to know 'how,' and wants techniques to use with clients. An Options psychotherapist wants to know 'why,' and will adapt the technique for each client.

When the client is Options, the client will respond well to metaphors and verbal and visual reframes. The client will be driven to know 'why,' and is more likely to ask questions about the process of the therapy. The Options client may respond well to other kinds of NLP techniques (depending on other factors).

When the client is Procedures, the client will respond well to techniques and will have few revelations and insights. They want well-defined steps with concrete examples. They will not

Next Page ►

MASTER PRACTITIONER CERTIFICATION
10-Day Residential Intensive (Pre-requisite: Practitioner Certification)

Southern Institute has designed a new model for this level and has validated the **Master** track at International NLP in Holland. Since the model was so successful, we have decided to use it in our training this year.

The **Master's** level is an opportunity to integrate and add to your skill level. The function is to implement the concepts of modeling.

The format will include:

- Identifying individuals' frames of reference and expectations
- Review of the model — submodalities, modalities, strategies, sorting styles and sorting gates (beliefs)
- Exercises for distinguishing between form and content
- Identifying personal sorting styles
- Identifying group sorting styles
- Eliciting styles and gates of others
- Pattern recognition of micro and macro patterns
- Time lines
- Utilizing video tapes of experts for pattern recognition
- Modeling participants for therapeutic and business applications
- Developing behavioral flexibility
- Giving and Receiving constructive feedback for modeling

The group will serve as a resoure model to test new patterns that you may wish to take back to your workplace or home.

COST: $1800. *This includes training, room (double occupancy) and board for ten days.*

LOCATION: Tampa

DATES: April 28 - May 7, 1989

TIMES: 9-12, 2-5 and 7-9 pm

TRAINERS: Reeses and Staff

If you register before January 1989, you may opt to participate in one or all of the Practitioner trainings and be given supervision as you assist with training .

Because of limited space and hotel commitments for this intensive, we will require a deposit of $500 by January 15; a second payment of $500 by March 15 and the balance due by April 15.

If you plan to attend Practitioner training, your first deposit will be due at the start of the training you attend.

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recognize that you are using metaphors (and may not respond to them). The real kicker is that they will not respond well to visual and verbal reframes; the techniques just don't work when the client is in a Procedures context.

Summary

Both of these patterns are needed for our world to continue. Architects are Options, building contractors are Procedures. It is inappropriate for the architect to attempt to act like the contractor; it is also inappropriate for the contractor to attempt to design the building. Both patterns have an important function to perform for ultimate success of the project.

I would not like for the airline pilot to modify the procedures. There are important reasons for those procedures to be used.

I would not like for John Grinder or Richard Bandler to have followed the procedures. Their compulsion to develop alternatives has given us important ideas and techniques.

Now, how does this relate to the questions about NLP's direction? If you will review the opening two paragraphs:

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"NLP developers are turning out new techniques. Many NLP practitioners simply use the techniques they have been taught. How are we supposed to be using NLP? Is there a best way?"

"NANLP has developed a suggested NLP training curricula. Yet, NLP Trainers offer Practitioner training ranging in length from 10 to 30 days. Which programs are right? Is it possible that a Practitioner program could be just 10 days? Must the training be 24 or 26 or 28 days?"

These questions relate to the Procedures and Options patterns. Some of us are Procedures and some of us are Options with reference to our use of NLP.

Manufacturers face this same problem. What is development and when is it released to be punched out on a machine (over and over again, every time the same)?

Of course there is no 'right' answer to all these questions. Procedure people need techniques and Options people need to modify those techniques. Both patterns are needed.

There is a need for some techniques to be performed over and over, again and again, each time the same. When your telephone stops working, you want it fixed the right way, right away.

There is also a need for developments. Telephone technology is improving and will continue to improve (video telephones are already on the market).

Both patterns are 'right.' Both patterns are needed.

Rodger Bailey, MS, has specialized with metaprograms in business since 1979. He developed the Language and Behavior (LAB) Profile to teach business applications of NLP to business people. He is now developing a nationwide group of LAB Consultants and a computerized database of LAB Profiles.

HOW MUCH CAN YOU SAVE?

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Advertising in **Anchor Point** is an effective and inexpensive way to reach the NLP community. Deadline for submission is the 20th of the month for publication in the following month's issue. All ads must fit within the stated size requirements and be submitted in camera-ready format. You can write or call for additional information or to request a printed Advertising Schedule.

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Mail your payment (U.S. funds only) and camera-ready ad to:

Anchor Point

Attention: Advertising Editor

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Lakewood, CO 80226-0790

(303) 985-3522

"This is what I was looking for when I first began to study therapy 20 years ago." D. McMillan, Michigan. **"I felt released from my childhood bindings. What we went through in one day would have taken a psycho-therapist eight months."** A. Bloom, San Francisco. **"Learning about my Imperative Self ... was like coming home after being lost, scared, cold and tired for a long, long time."** S.J., Florida

Is NLP enough?

As a NLP practitioner, are you frustrated that as powerful as NLP is at creating personal change, many clients still do not achieve a happy or fulfilling life? Although they have made changes and overcome particular problems, their *core personality patterns* have not changed. Imperative Self Analysis - *the study of core personality patterns* - was created to take the already successful NLP techniques to a higher level.

What is Imperative Self Analysis?

Imperative Self Analysis (ISA), developed by Leslie Cameron-Bandler, the co-developer of NLP, is a system for eliciting a complete personality profile. The profile contains:

- Core motivating factors that they are *compelled to try to fulfill*
- Core beliefs
- Perceptual biases
- The "Virtual Question" (method of operating in the world)
- An explanation of how all these pieces interact to create the person's behaviors, feelings, problems, and skills
- A "blueprint" for making rapid and profound changes in their core personality

How will it benefit me?

- You will learn how to analyze and work with the structural components of emotions.
- You will learn how to discover, analyze, and *change* a person's core personality.
- You will be able to use this holistic approach to help your clients achieve a happy and fulfilled life.
- Most participants will make significant enhancements in their own core patterns.
- Seeing only 8 to 12 ISA clients will pay for this course.

Core Trainer: Art Giser

"Art participated in the development of ISA and is one of the best ISA and NLP trainers. His presentations are exceptionally clear and combine logic, warmth and humor." Leslie Cameron-Bandler

Where and when

Classes will be held at the Life Learning Center in Royal Oak, Michigan near Detroit. The 24 day training will be in weekend segments beginning on the evening of February 24, 1989. Discount for early registration. To register, or for more information:

Call Jo Pellerito Erickson (313) 545-5878 OR Art Giser (415) 861-0460

Imperative Self Analysis

Certification Training

Upcoming Events • Upcoming Events • Upcoming Events

AVANTA NETWORK
139 Forest Avenue - Palo Alto, CA 94301

July 8 to Aug. 4	The Virginia Satir International Training Institute 9th Annual Process Community (Levels 1 & 2) (Crested Butte, CO)

CENTRE QUEBECOIS DE PROGRAMMATION NEURO LINGUISTIQUE
180 Victoria, Longueuil, (Quebec J4H 2J5 CANADA (514) 679-3571

Feb. 24-26	Basic NLP Training, II
Mar. 17-19	Advanced Strategy

THE CHANGEWORKS
P.O. Box 4000-D - Berkeley, CA 94704 (415) 540-5707

Mar. 11	Practical Intuition Training
May 19-20	How to Be Funny: The Therapeutic Uses of Humor

DYNAMIC LEARNING CENTER FOR NLP
P.O. Box 1112 - Ben Lomond, CA 95005 (408) 336-3457

Feb. 16-20	5th Annual Dynamic Learning Seminar
Mar. 9-13	Unified Field Theory & Trainer Training
May 18-22	Creativity & Strategies of Genius

JO PELLERITO ERICKSON/ART GISER
Jo - (313) 545-5878 or Art (415) 861-0460

Feb. 24	Imperative Self Analysis Certification Training (Royal Oak, Michigan)

FAMILY THERAPY INSTITUTE OF ALEXANDRIA
NLP Training Division, 220 So. Washington Street - Alexandria, VA 22314

Mar. 12-13	Steve Andreas - A New Workshop on Guilt/Shame and Beliefs/Time

FELDENKRAIS MIDWEST INC.
P.O. Box 090211 - Rochester, MI 48308 (313) 263-7702

July 1 to Aug 25, 1992	Feldenkrais Method Practitioner Training Program Begins

FUTUREPACE, INC.
P.O. Box 1173 - San Rafael, CA 94915 (415) 485-1200

Feb. 10-12	Imperative Self Interventions - Success in Love
Mar. 10-12	Imperative Self Interventions - Empowerment
Apr. 20-23	Stories that Change People
May 19-21	Imperative Self Interventions - Emotional Choice

GRINDER, DELOZIER & ASSOCIATES
200 7th Avenue, Suite 100 - Santa Cruz, CA 95062 (408) 475-8540

Feb. 24-26	Syntax I (Grinder & Gilligan) (Monterey, CA)
Mar. 10-12	John Grinder Models Finbar Nolan (San Francisco, CA)
Apr. 7-9	Syntax II (Grinder & Gilligan) (San Diego, CA)

THE HUDSON CENTER
12111 Pacific Street - Omaha, NB 68154

One- day Brief Therapy & Two-day Ericksonian Hypnosis (dates and locations below)

Mar. 31, Apr. 1&2	Denver, Colorado
Apr. 14, 15&16	Madison, Wisconsin
May 5, 6&7	Nashville, Tennessee
May 12, 13&14	St. Louis, MO
June 2, 3&4	Salt Lake City, Utah
Aug. 21-26	Supervision Week with Bill O'Hanlon (Omaha, NE)
Sept. 2-4	Healing Conversations (Orlando, FL)
Oct. 6, 7&8	Buffalo, NY
Oct. 27, 28&29	Boston, MA
Dec. 1, 2&3	Baltimore, MD
Dec. 8, 9&10	Hilton Head, SC

THE LANGUAGE AND BEHAVIOR INSTITUTE
3131 Whitehall Drive - Dallas, TX 75229 (214) 350-6801

May 1-3	MetaPrograms in Business: The language and Behavior Profile 1- and 3-day programs available (San Francisco, CA)

METAFORMATION, INC.
3538 Marlowe Ave. - Montreal, PQ H4A 3L7 Canada (514) 486-1282

Feb. 7	Open House
Feb. 10-12	The Challenge of Living with Aids
Feb. 25-26	Introduction to NLP
Mar. 3-5	Anchoring Formats
Mar. 10-12	Introduction to Submodalities
Mar. 17-19	Reframing Formats
Mar. 31-Apr.2	Richard Bandler: Applied Neuro-Dynamics

THE MIDWEST INSTITUTE OF NLP
702 West Colfax, South Bend, IN 46601 (219) 232-9636 or (312) 222-8968

Feb. 16-19	Trainer Training Module 4

NEW ENGLAND INSTITUTE FOR NLP
RFD #3-AN, Pratt Corner Road - Amherst, MA 01002-9805 (413) 259-1248

Feb 10-11	Advance Topics in NLP with Robert Dilts
Feb. 17	Imperative Self Training Begins (Hartford, CT)
Mar. 3-5	John Grinder and Finbar Nolan - The Healing Touch

NEW YORK TRAINING INSTITUTE FOR NLP
155 Prince Street - New York, NY 10012 (212) 473-2852

Feb. 18-19	Exploring Creativity
Feb. 24-26	Pain Control and Time Phenomena
Feb. 25-26	Freedom from Compulsive Eating/Dieting
Mar.	Business Practitioner (Amsterdam, Holland)
Mar. 4-5	Advanced Anchoring Techniques
Mar. 8	Open House
Mar. 11-12	NLP Strategic Selling Skills
Mar. 18-19	The Magic of Metaphor
Mar. 31-Apr. 2	Intro to Ericksonian Hypnosis
Apr. 14	The Mind & Molecule Mix
Apr. 15-16	Ceremonial NLP
Apr. 19-23	Hypnosis Certification (Brussels)
Apr. 22-23	Empowering Yourself
Apr. 25	Foundations of NLP: Discussion Series
Apr. 29	Phobia Clinic

NLP CENTRE
338 First Avenue - Ottawa, Ontario, K1S 2G9 CANADA (613) 232-7782 or (416) 283-3461

Feb. 20-23	Stories of Power
Mar. 13-16	Classroom Magic
Apr. 17-20	Trainers II
May 15-18	Ecological Goals

NLP COMPREHENSIVE
2897 Valmont Rd. - Boulder, CO 80301 (303) 442-1102

Feb. 10	Practitioner Training Begins (Omaha, NE)
Feb. 11	Parenting Made Positive (Boulder, CO)
Feb. 25-26	Business Influence & Excellence (Boulder, CO)
Mar. 4-6	Health & Well Being (Boulder, CO)
Mar. 17-20	Master Practitioner Training Begins (Chicago, IL)
Mar. 18	Using Your Brain with NLP (Boulder, CO)
Apr. 7-9	Practitioner Integration (Boulder, CO)
Apr. 10-11	Advanced Patterns (Boulder, CO)
Apr. 14	Master Practitioner Training Begins (Salt Lake City, UT)
Apr. 18	Free Preview (Lakewood, CO)
Apr. 21-24	Breaking New Ground IV (Boulder, CO)

NLP INSTITUTE OF HOUSTON
4900 Woodway, Suite 700 - Houston, TX 77056 (713) 622-6574

Mar. 16	Imperative Self Training Begins

More

NLP INSTITUTE OF TORONTO
633 Bay Street, Suite 2223 - Toronto, ON M5G 2G4 Canada (416) 977-7810 or (800) 663-6730 in Canada

Mar. 17-19	The Formats and Techniques of Modeling
Mar. 17-19	Practitioner Certification Training Begins
Apr.	Methods of Milton Erickson
May 26-28	Advanced Metaphor Training

NLP INSTITUTE OF WESTERN CANADA
2021 Columbia St - Vancouver, BC V5Y 3C9 CANADA (604) 872-1185

Feb. 24-26	Timeline Training
May 6-7	Allergy Workshop

NLP INSTITUTE OF SAN DIEGO
2264 Fifth Ave. - San Diego, CA 92101 (619) 696-7666

Mar. 3-5	Imperative Self Weekend Residential

NLP PRODUCTS & PROMOTIONS
13223 Black Mountain Road #1-429 - San Diego, CA 92129

Mar. 17-19	New Patterns in NLP (Dallas, TX)
Mar 31-Apr. 2	Applied Neuro Dynamics (Montreal, Quebec, Canada)
Apr 21-24	Advanced Submodalities (Boulder, CO)
May 8-12	Submodalities (Sydney, Australia)

QWL CONSULTING, LTD.
377 Burnhamthorpe Rd. E-113 - Mississauga, ON L5A 3Y1 CANADA (416) 276-6643 or (416) 275-3991

Mar. 11 &12	Imperative Self Workshop (Toronto)

SHERLCO CORPORATION
2022 31 St. S.W. - Calgary, Alberta T3E 2N2 CANADA (403) 240-3565

Feb. 17-19	Values and Beliefs
Mar. 10-12	Hypnosis
Apr. 14-16	Advanced Language Patterns

SOUTHERN INSTITUTE OF NLP
P.O. Box 529 - Indian Rocks Beach, FL 34635 (813) 596-4891

Mar. 17	10-Day Ericksonian Hypnosis Certification Begins
Apr. 28 to May 7	Master Practitioner Certification (Tampa, FL)

SPECTRUM
938 West Fifth Street - Winston-Salem, NC 27101 (919) 761-0650

Feb. 17-18	Introduction to NLP Workshop (Columbia, SC)
Feb. 24-25	A Workshop with Salavador Minuchin, MD (Winston-Salem, NC)
Oct 1989	Practitioner Training Begins

CONFERENCES
NANLP 1989 Annual Conference - Wellness: Body, Mind Business

April 28-30, 1989 - San Francisco, CA
For information: National Association of NLP
310 N. Alabama, Suite A100
Indianapolis, IN 46204
(317) 636-6059

Listings in this coming events calendar are free (as space permits). To have your NLP-related training/seminar listed, send information to:

Anchor Point Events Calendar
P.O. Box 26790
Lakewood, CO 80226

(Please send listings in 3 months prior to the event. Deadline is the 20th of the month to appear in the following month's issue.)

The Anchor Point Want's to Know Contest

Ok bear with me for a moment while I set this up. It could mean $50.00 US cash dollars to you.

You know those supermarket tabloids that millions read and no one admits to buying? Sleaze sheets, Gossip rags, Yellow Journalism, Sensational Slime...you know, the ones that expose the sex lives of the stars and how fat everyone is. That's right, the ones with all the unflattering photographs and titillating headlines.

I personally wouldn't line a birdcage with one, but suppose one of those tacky tabloids offered me an embarrassingly large sum of money for Anchor Point. What would Anchor Point become? Can you imagine the articles and headlines:

2 HEADED NLPER SWISHED TO DEATH

ELVIS LIVES!
"THE KING" SEEN IN VERMONT DEVELOPING NEW SUBMODALITIES

RICHARD BANDLER KIDNAPPED BY UFO
ALIENS REPORTED, " VERY CONFUSED"

GIANT TURTLE CHANNELS MILTON ERICKSON
SAYS, "THAT'S RIGHT...GO WITH THE FLOW! "

NLP STUDENT FUTURE PACES SELF OUT OF EXISTENCE

Ok here's how *you can win $50.00 US dollars*. Send us an irrelevant headline (like the ones above) which could be used after some big, faceless corporation buys us out. Entries will judged on their humor, originality, and slightly bent point of view.

1) **Headlines must be 15 words or less, humorous, and somehow NLP and/or hypnosis related.**

2) **Your entry into this contest automatically acknowledges your permission for your entry to be published by Cahill Mountain Press. Your name may be withheld upon request -- (for the shy and inhibited who still have a wicked sence of humor).**

3) **Entries must be legible, (typed copy preferable) and in English.**

4) **There is no limit to the number of times you may enter but entries must be postmarked by March 31, 1989. Our winner will be selected on April 1, 1989 (April Fool's day)!**

Mail to:

Anchor Point Headline Contest
P.O. Box 26790
Lakewood, CO 80226 USA

That's about it. Give yourself permission to get a little wild -- to enjoy and share your humor...**mail your entry today**. In the meantime, I heard about a story we might cover next issue, it seems there is this tranced out author/trainer who walks across warmed up, twice cooked spaghetti and makes lots and lots of money...

Journal of Human Excellence Proposed

John Grinder, one of the co-founders of NLP, has said that NLP has become more and more a tool for identifying and duplicating human excellence.

NLP practitioners will occasionally meet with examples of excellence in their work -- as wide-ranging as mathematical geniuses, successful parents, excellent store clerks and great leaders. They may even spend the time to determine some of the elements of the examples of excellence they find. But until now there has been no central source for exchanging information on excellence.

Kim Day, a practitioner in Boise, Idaho, is proposing to publish and edit a Journal of Human Excellence. The Journal will be a collection of examples of human excellence, from dialect acquisition to dieting, computer comprehension to car care.

The Journal will only publish examples which can be completely duplicated, dissecting examples by emotional states, physiology, internal representations, strategies and operating beliefs. In addition, there will be examples from history, similar to the investigations Robert Dilts has made into genius.

New subscribers will receive a handbook which will outline techniques for altering belief systems, anchoring emotional states and changing internal representations.

Those wishing to contribute articles can write for free guidelines, which will include an article on writing strategies and a strategy for eliciting strategies.

As groups of articles are collected, such as on Parenting, Language Skills, Mathematical Skills, etc., specific booklets will be printed.

The Journal should be a tremendous resource for trainers, teachers, practitioners, clinicians or those wishing excellence in their own lives.

The first edition is planned for publication on June 15, for the July issue.

For information on subscriptions, submissions and advertising write to Kim Day, Context Performance Training, 310 North Wilson Circle - Boise, ID 83706. You can also reach him at (208) 344-8030.



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