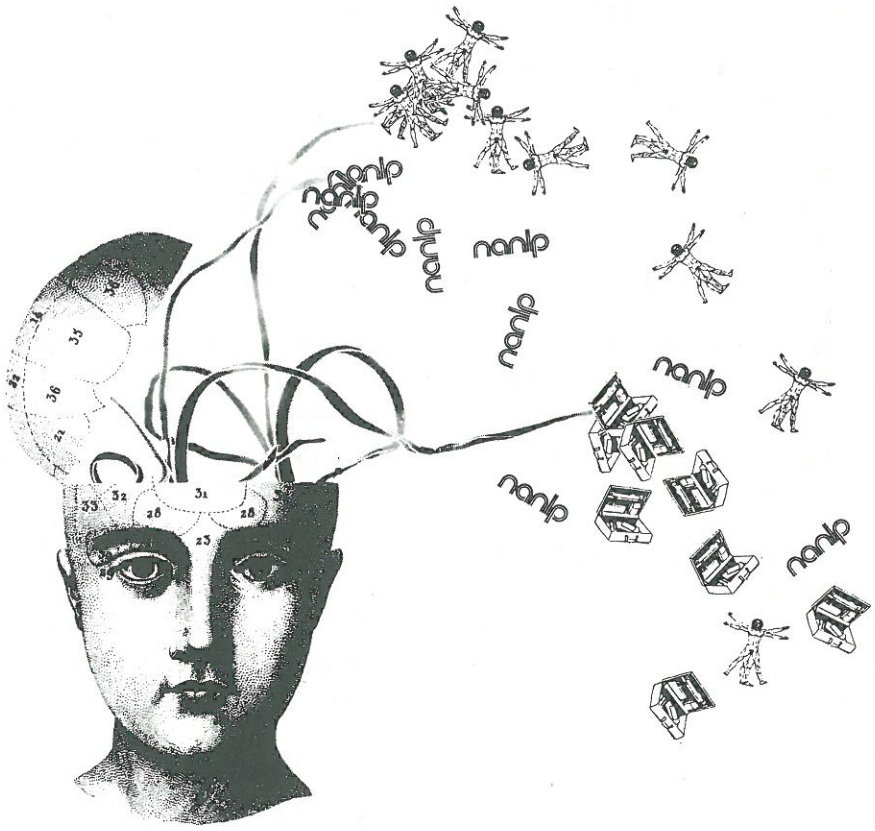
NLP Connection

Volume IV, No. 2 The Journal of the National Association of Neuro-Linguistic Programming $3.00

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Mind
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April 28 - 30, 1989

April - June, 1989

NEW ENGLAND INSTITUTE
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Dates: Feb.17-20, Mar.17-20, Apr.14-17, May 5-8, June 17-25. Hartford, CT area.
Trainer: Richard Clarke, Ph.D., Director of the New England Institute for NLP and Past President and Fellow of the National Association for NLP, is one of only three trainers authorized by Leslie Cameron-Bandler to present the Imperative Self training at this time. The other two authorized trainers, Metha Singleton and Art Giser, will be guest presenters.

"As powerful as Neuro-Linguistic Programming is, it is only as good and as effective as the person who uses it, and there is no finer person using it than Richard Clarke."

Leslie Cameron-Bandler

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March 3-5. Hartford, CT area.

To register or for information on our other trainings please contact:

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SPACE IS LIMITED IN ALL THREE TRAININGS. PLEASE REGISTER EARLY.

NANLP: Growth, Change & By-Laws

"Change, growth, influence take place by attracting; not by threat. Behaviors that don't fit harmony, love, or growth fall away."
"You can't erase anything, you have to evolve it."
—Virginia Satir

In my two presidential addresses in 1984 and 1985, I told extended metaphors. First, about the birth of polar bears, and second, about the socialization of giraffes. They were about growth, evolution and harmony. Virginia Satir, nurturingly present in 1985, embraced me afterwards and said, "What fun you can have evolving." Well, it's not always fun, I may have said, but it often is, especially with NANLP.

This National Association began as all polar bears do: tiny, short-sighted, needing protection, and hungry. It (we) needed a stable, secure stucture to survive - much like young cubs depending on adult parents. The original By-Laws, rigid and grounded in the consensus and beliefs of the 24 founding members, provided the structure for our survival and early growth. Essential changes in the By-Laws in 1984 and 1986 allowed for more flexiblity and gave us room to grow and change. Now, in 1989, we are 1600 strong with potential for significant growth and influence.

At the last Board of Directors meeting in January, a draft of a set of new By-Laws for the Association was proposed. I was not involved directly in its writing. My first reaction after reviewing the proposal was apprehension. Some significant changes in the contents scared me. However, what particularly concerned me was an awareness that the "process of change" was in the process of change.

At the Board Meeting, I expressed my scare and concern. What I discovered is that most of the contents of the current By-Laws are being retained. Rather than loading the By-Laws with details, as was done originally, specifications are to be transferred to a "Procedures Manual." I felt reassured. I also discovered that the new process allowed for more efficient operation of the Association. I became aware that the role of the Board was becoming more significant, and if their procedures are not effective, we (the members) have the responsiblity to get the changes we want by electing representatives that reflect our desires. What I discovered most of all was that with these changes we were not erasing anything, and we sure are evolving. Virginia will be proud of us.

Although I don't agree with all the proposed changes, it is time for extending our boundaries, testing our limits, and discovering a new phase of life. For me, the outcome will be that we "attract" the way Virginia suggests. I am convinced now that the "behaviors that don't fit harmony, love and growth," will fall away. I have hope, mixed with some apprehension, that this new behavior - the By-Laws - will produce the harmony and strength for which we are ready.

"Unless we matter, have a dream, we die."
— Virginia Satir

J. Rene Wilett, Ph.D.
Founding Member and First President

By-Laws Feedback

There will be time set aside at the conference for discussion and questions regarding the proposed by-laws. Members of the by-laws committee will be there to hear your input.

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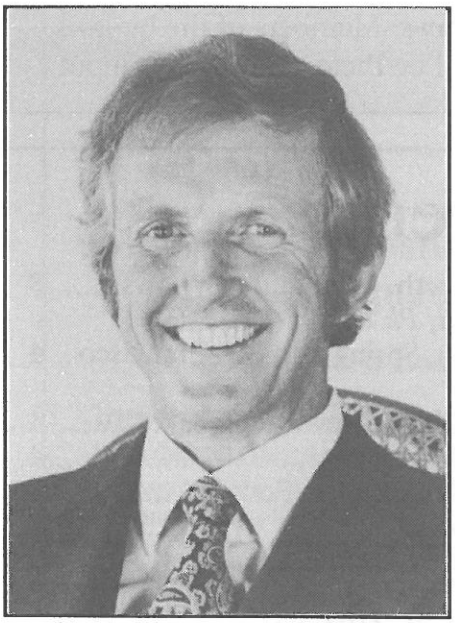
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The NLP Connection is a publication of the National Association of Neuro-Linguistic Programming (NANLP). Published quarterly. Editor-in-Chief: John Q. Parmater. Single issues: $3.00. Free with NANLP membership. NANLP is a non-profit organization for networking and informing the public of Neuro-Linguistic Programming (NLP) with accuracy, integrity, and respect. Articles are not necessarily the opinion of NANLP.

Submit articles, news items, and advertising to:
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Columbus, Ohio 43214
614-457-6759

Don Ardell, Ph.D.

Keynote Speaker for NANLP National Conference in San Francisco



Donald B. Ardell is author of the landmark book, *High Level Wellness: An Alternative to Doctors, Drugs And Disease.* This book and lectures, which Don has delivered, are credited with shaping and stimulating the wellness movement. He publishes the quarterly *Ardell Wellness Report* which is dedicated to the notion that "wellness is too important to be presented grimly." Don competes in the triathlon, presents seminars on wellness, and will soon release a new book titled *The Body, Mind, and Spirit of Wellness.* He has taught at University of California, Berkeley and Golden Gate University in San Francisco. He now teaches at University of Central Florida. The following quote, which appeared in the Fall 1986 edition of the *Ardell Wellness Report*, speaks for wellness:

> *"When health is absent, wisdom cannot reveal itself, art cannot become manifest, strength cannot fight, wealth becomes useless, and intelligence cannot be applied."*
>
> *Herophilus,*
> *Ancient Greek.*

NLP, Wellness, Spring and San Francisco!

What a wonderful combination! You can have it all when you attend the national conference. The conference planning committees are seeking to make this the highest quality professional NANLP conference to date.

Where esle could you have such a gathering of NLP authorities conducting an assortment of stellar presentations for an economical rate?

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NANLP Conference Schedule of Events

Date/ Time	Event	Location
Wednesday, April 26, 1989		
	Executive Board Meeting	President's Suite
Thursday, April 27, 1989		
	All Day Board of Directors Meeting (25)	Telegraph A & D Conference Style
	Preconference Tours	
	Preconference Intensive Workshops	Arrangements Made by Sponsoring Trainers
8:00	Welcoming Party (350)	Eldorado Room
10:00	Presenters, Registrants	Cash Bar, Food
Friday, April 28, 1989		
8:00	Registration	Foyer-Exhibit Area
9:00	Opening	Ballroom
9:30	Keynote—Don Ardell	Ballroom
10:30	President's Speech	Ballroom
11:00	Open Forum Announcements Business Meeting of Assoc.	Ballroom
Noon	Lunch	
	Dutch Treat Lunch	
2:00	3-hour Workshops	Breakouts
5:00	Dinner on own	
	Cash Bar - Street Mime	Exhibit Area
7:00-10:00	1-1/2 or 3 Hour Workshops	Breakout
Saturday, April 29, 1989		
8:00	Registration	Foyer
8:30	1-1/2 hour Presentations	Breakout Room
10:00	Regional Meetings 1-1/2 hours	Breakout Room
11:30	Lunch	
Noon	Special Section Dutch Treat Lunch	
2:00	1-1/2 or 3 Hour Presentations	Breakout Room
5:00	Cash Bar - Street Mime	Exhibit Area
5:15-7:15	Fellow's Meeting	Telegraph A
8:00	Closing of Scheduled Videos	
Sunday, April 30, 1989		
8:00	Registration	Foyer
8:30	3-hr. Presentations	Breakout Room
11:45	Lunch with Committee Chairperson	Ballroom
1:15	1-1/2 or 3 Hour Presentations	Breakout Rooms
4:30	Closing	Ballroom
5:00	End of Conference	
7:30	Board of Directors Dinner	On the Bay
10:00	Executive Board Mtg.	President's Suite
Monday, May 1, 1989		
9:00-5:00	Board Directors Mtg.	Telegraph A & B Conference Style

REGISTRATION FORM

Please complete both sides of form. Use a separate registration form for each individual attending. This form can be duplicated for additional copies. (Type or print information.)

Name_____ First Name_____
(As you want it to appear on badge)

Address_____

City/St/Zip _____

Day Phone_____

☐ Please check here if you will require vegetarian meals.

FEES:

Registration fees include conference sessions, packets, coffee breaks and all conference events for day registered. (The Thursday evening Welcoming Party is included in full conference registrations. Daily attendees wishing to attend this function may purchase a ticket--see below.) To receive a full refund less a $25 processing fee, notice of cancellation must be received in writing by Friday, April 7, 1989.

RATES (Postmarked before March 25)	Member	Non-Memb.
Full Conference	$175 ☐	$350 ☐
Friday Only	$100 ☐	$200 ☐
Saturday Only	$100 ☐	$200 ☐
Sunday Only	$100 ☐	$200 ☐
ON-SITE RATES (Postmarked after March 25, 1989)		
Full Conference	$195 ☐	$390 ☐
Friday Only	$120 ☐	$220 ☐
Saturday Only	$120 ☐	$220 ☐
Sunday Only	$120 ☐	$220 ☐
TOURS/EXTRA TICKETS		
Wine Tour	$48 ☐	$48 ☐
Victorian House Tour	$35 ☐	$35 ☐
Thursday Welcoming Party	$25 ☐	$35 ☐
Sunday Luncheon	$20 ☐	$30 ☐

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(OVER)

1989 NANLP ANNUAL CONFERENCE APRIL 28 30

WORKSHOPS & INTEREST GROUPS
(please check the workshops and interest groups you will be attending below, check only 1 in each time slot.)

Friday, April 28

2-5 pm
- ☐ Introduction to NLP (FA)
- ☐ Helping the Underachiever (FB)
- ☐ While...Saying One Thing... (FC)
- ☐ NLP-Body-Mind and Spirit (FD)
- ☐ Reimprinting (FE)
- ☐ Engaging...Ability to Heal (FF)
- ☐ Transforming Corp Cultures (FG)
- ☐ Intro to the Imperative Self (FH)

12:15pm
- ☐ Mental Health Int. Grp.
- ☐ Sales & Marketing Int. Grp.
- ☐ Performance & Perf. Dev.

7-10 Pm
- ☐ Myers Briggs Type Indicator (F1)
- ☐ Metaprograms in Health... (FJ)
- ☐ The ``Innersmile'' (FK)
- ☐ The Generative Imprint (FL)
- ☐ The Basis of Personality (FM)

Saturday, April 29 ☐

8:30-10 am
- ☐ Nominations for Change (SA)
- ☐ Where Have...Flowers Gone (SB)
- ☐ Org. Issues/Modeling (SC)
- ☐ Eval. of NLP Res. Training (SD)
- ☐ Resolving Birth Trauma (SE)
- ☐ Modality...Substance Abuse (SF)
- ☐ Influencing Integrity (SH)

11:30am
- ☐ Training & Org. Develop.
- ☐ Education/Teachers
- ☐ Health

2-5 pm
- ☐ Successful & Sane (SI)
- ☐ A Potpourri of Academic NLP (SJ)
- ☐ Power of Counterexample (SK)
- ☐ NLP Applications in France (SL)
- ☐ Stories We Live Inside (SM)
- ☐ Intro to Imperative Self (SN)
- ☐ Stance to Stance...Relationships (O)
- ☐ Therapeutic Power of Humor (M)
- ☐ Harvesting Your Fear (P)

5:15pm
- ☐ NLP Trainers

Sunday, April 30

8:30-11:30 am
- ☐ Peak Performance Coaching (A)
- ☐ Creating Yourself (B)
- ☐ Metaphors for Wellness/Illness (C)
- ☐ Imperative Self Therapy (D)
- ☐ Techniques...Creative Process (E)
- ☐ Guilt and Shame (F)
- ☐ Ericksonian Pain Control (G)
- ☐ Negotiating...Internal Systems (H)
- ☐ Architecture for Humaness (I)

1:15-3 pm
- ☐ Sound Behaviors (A)
- ☐ Using NLP and 3-Sigma Comm (B)
- ☐ Getting Into Kilter (C)
- ☐ Conversational Change (D)
- ☐ Outcome Strategy (E)
- ☐ Language and Behavior (F)
- ☐ Change Your Mind (G)

NLP And Co-dependence

NANLP recently interviewed Lara Ewing, an NLP trainer who has developed new ways to work with co-dependence..

NANLP: Lara, I've heard exciting things about your work with co-dependence. Tell me, how did this work come about?

Lara: A friend in Boulder, Sally Chamberlain, who is a Master Practitioner, told me about work with co-dependence. She and I both came from alcoholic families, and she found many of the things that were available in the literature on co-dependents meaningful to her. In reading the literature on co-dependence, it really became obvious to me that some patterns had been established in my behavior as a result of my upbringing in which I didn't have all the choices that I wanted to have.

NANLP: So you started out by helping yourself out of certain patterns you didn't like?

Lara: Right. The first book I read about it was called *Co-dependent No More,* which begins with a list of dozens of characteristics of people who have grown up in dysfunctional families or alcoholic homes. It was just depressingly familiar. Even after all my years in NLP there were patterns in my life that I hadn't yet identified and addressed.

I read several books on co-dependence that have guidelines for recovery in them. Most of these, from an NLP eye and ear, were vaguer than I'm used to — there weren't any real specific how-to's

In addition, many of these books recommended identifying with the condition and accepting it, as opposed to developing more choices in your life. As a result of reading those things, I just knew that there had to be more and faster alternatives out there. So, right then and there I decided that the first issue was getting more choices in *my* life. Beyond that I knew we could use the techniques that we have in NLP to make that kind of recovery much more available to people.

NANLP: Could you tell us more about the whole notion of identifying with co-dependence, that some of the literature recommends.

Lara: I think that it's fairly limiting to identify with the condition rather than regarding it as a behavior. I think the positive intention in those programs is to cut through the denial that most of us who have had co-dependent behavior do so well. However, while I think there is a positive function in it, I also think there are other ways of going about it that are more useful.

NANLP: So your work differs from most work in co-dependence in that your techniques are more specific, work faster, and you regard co-dependence as a behavior. Are there other differences?

Lara: Yes. We also take a careful look

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at the positive characteristics that result from these traumatic upbringings, and at how we can utilize those as a jumping-off point to develop the other choices we need. There is a very strong emphasis on preserving and enhancing the skills and abilities we developed out of those painful situations.

NANLP: So then you don't have to throw the baby out with the bath water, so to speak.

Lara: Right. Now the other thing that twelve-step groups do that we don't necessarily do is to build a real spiritual base on which recovery takes place. We touch on that but I don't think that is the outcome of an NLP approach in the same way that it is in many other treatment programs. That's not to say that I think NLP is better for it, it's just to say that I think NLP is different in that respect.

NANLP: So if NLP does create benefits on the spiritual level it does so unintentionally.

Lara: Yes. It's more as a side effect rather than a direct outcome.

NANLP: Lara, from an NLP standpoint, what have you discovered about the structure of co-dependence?

Lara: Based on my observations, one of the underlying characteristics of co-dependence is having an almost unbreakable internal connection or enmeshment with the other person. I am still formulating this in my own mind.

I started with the assumption that co-dependence was over-specialization in second position. However, while this is often true, I have found lots and lots of exceptions — lots of cases in which a *pure* second position, at least, was contradicted.

What *was* evident was a lack of a clear differentiation between the co-dependent and other people. Sometimes that takes the form of the usual kind of second position, in which the co-dependent associates into the other person internally and their experience is that of being the other person.

Sometimes it takes the form of the other person coming inside, in whole or in part, in the subjective experience of the co-dependent. For instance, we had a woman in one of our workshops who brought the heads of other people into her head or into the mid-region of her body. At one point she described it as having lots of people's heads inside her stomach. There are other people who have a connection almost like an umbilical cord between themselves and the other person.

One of the underlying characteristics of this unconscious pattern is not experiencing a lot of choice about whether to do that or not, so that when the co-dependent goes to sever or separate that connection it feels almost impossible.

NANLP: So then a person would know if they were a co-dependent by the inability to remove those connections at will?

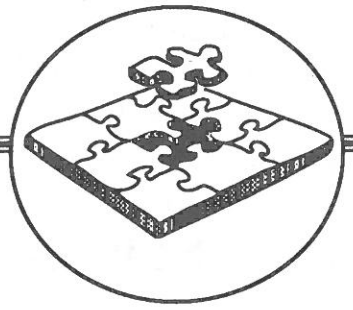
Lara: The basic definition as I think about it is the inability to get into first position and stay in first position at times when that is appropriate. Some co-dependents do it using third position. As one woman described it, "When I was a child I got out of my body and the decision that I made was not to get back in there until it was safe."

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NANLP: Did she have a way of knowing when it was safe again?
Lara: No. Throughout her childhood, apparently, she did not experience it as safe, so it had been many years since she had been in first position.
NANLP: So then does your work help people have a way of knowing that it's safe or have a way of making it safe for themselves?
Lara: Yes, especially the latter. We spend a lot of time and energy focusing on how to make ones self safe — how to give ones self a kind of protection that is necessary in order to maintain a solid and robust first position.
NANLP: In what other ways do people's lives change as a result of the work that you do?
Lara: Well, a lot of times co-dependence is a condition in which people are really distracted by being compulsive caretakers or obsessed with other people's behavior. There's not a lot of inward direction. So we notice that, as a result of our work, people quite literally learn how to take care of themselves.

That means everything from getting enough rest to getting paid for work they had been doing entirely on a volunteer basis. In some instances we find that family relationships generally improve when the formerly co-dependent person has a choice to look at their own needs and make sure that those get satisfied as well as those of the other people.
NANLP: So then a lot more people benefit from it than just the former co-dependent.
Lara: Yes. As in any systemic change there can be a certain amount of resistance, initially, to the unfamiliarity of it in some cases; however, when the co-dependent makes changes respectfully and ecologically, everybody comes out ahead.
NANLP: Have you found that people need to actually learn new skills to take care of themselves or is it just a matter of being willing to do it?
Lara: In some cases, one of the key issues is to be in first position enough to be aware that you have needs. We find people initially being so far out of first position — being in second or third to such a degree — that basically they have no idea when they are hungry, when they are tired, when they are overworked — it literally reaches a point where they are cut off from internal signals at a very deep level.

One of the things that happens when you get into first position is that you can start to notice what you need. For some of them, there's a whole education involved in learning how to care for oneself in the way that one has cared for other people for a long time. They have caretaking resources available, it's just always been directed at other people.
NANLP: What other changes do people experience?
Lara: Another change that I've noticed in several people is that the work can help to deal with secondary addictive behavior; not so much drug or alcohol abuse, but overeating, overworking, those sorts of things.
NANLP: Compulsive behavior.
Lara: Yes, compulsive behavior. The work is too new for long-term follow-up, but early reports indicate that it has helped people lose weight in some instances.
NANLP: Lara, you use NLP in many contexts, with many kinds of clients. What distinguishes the work that you do with co-dependents from other NLP work?
Lara: Let's say that there is an emphasis in the work with co-dependents which I haven't noticed in many other cases in NLP. In most of the work that we do with trauma and really difficult experiences that people have had we tend to go for disassociation from emotions.

However, in the work that we're doing with former co-dependents we are moving very much in the direction of reassociation with emotions. Sometimes that means that some fairly negative emotions come out first. Often the first emotion that the person experiences when they fully get back into first position is grief.
NANLP: Grief over what?
Lara: Well, grief over...I know we're speaking metaphorically here but there is a sense in which the co-dependent experiences himself as having given up pieces or parts of himself or herself as they were growing up; for example, the ability to express anger. As Nathaniel Branden would call it, the ability to see what you see and know what you know. Most co-dependents grew up in a family system where the truth was denied.

For example, you'd come downstairs in the morning and your father would be lying in an alcoholic stupor on the floor. You 'd say, "Well what's wrong with dad?" and mother would reply, "Oh, he's just tired, he's resting, or he's ill." So there is a sense in which you are cut off from your own sensory experience.
NANLP: So loss of experience, loss of self, loss of capacities to express certain emotions....
Lara: Yes. There was one girl that I read about who, at the age of eight, had a complete flow chart on the wall beside her bed for all the activities that had to be done to keep the household running. Laundry, breakfast, etc. all mapped out, because no one else in the family would take the responsibility for doing it.

One way of thinking about it is that she lost a lot of the capacity of being a child and very, very often one of the first emotions that is experienced when the co-dependent re-associates is that feeling of loss. I think of it as a very effective resource state in the sense of reestablishing an effective system of communication internally.
NANLP: So in your experience, do people get "stuck" in the grief or do they move past it into other emotions?
Lara: They move past it. Very often what happens is that, while grief is the initial emotion that is experienced, if you just ride with it for a period of time it becomes mixed with a certain kind of joy and relief at being able to really feel again for the first time.

Many of these people have been so deeply cut off from any kind of emotional expression that their experience is that of being on automatic or kind of like a zombie. My belief is that the ability to experience deep emotions is a very important part of a necessary range of choices.
NANLP: The results that you are describing sound very impressive. Can you give us an example of an NLP technique that will be effective

with co-dependents?
Lara: One of the things we've done is different variations on the change history techniques. Walking the time line, the submodality decision destroyer and re-imprinting have been very useful in going back to changing some of those traumatic memories and re-accessing some of the emotional capacity that was lost back there.

I've even done some walking the time line in which we've taken people back several generations in their families and sort of reworked the family myth. For example, back when their families immigrated to the United States from overseas, a lot of family patterns were set up at those crucial moments in family history.
NANLP: So in a sense you're changing the whole structure of their family history, not just their personal history.
Lara: Right. Also, the structure of the messages that were brought down in their families, the beliefs that were developed as a result of the family history about the way the world is, etc.

Another pattern that has been extremely useful in many different variations is the swish. Most people who come in with co-dependence have a hard time making a desired self image at the beginning, and so we have to work a little bit until they are in a place were they can do that.

Some people who experience co-dependence say words like "I cease to exist;" "I erased myself."
Some co-dependent people become overly perfectionistic, so one of the things we have to be careful of in building the desired self image for the swish is to make sure that that person is healthily flawed — a little sense of humor, etc.
NANLP: In what contexts do you work with co-dependents?
Lara: Well, the contexts in which I have worked with co-dependents so far include individual sessions, sessions every other week with a group of women dealing with these issues, and 2 1/2 day seminars. Once I get a model developed that I am satisfied with, I'm excited and curious about the possibility of applying it in organizations as well.
NANLP: What kind of organizations?
Lara: Corporations, small firms, even schools.
NANLP: I would like to thank you for sharing the work you have done with us. In closing, I am wondering what resources you recommend for further information.
Lara: In addition to myself, I have the names of four people who have worked with me to develop the model: Robert McDonald in Santa Cruz and Haywood, California; Sally Chamberlain and Jan Prinz in Boulder and Denver, Colorado, respectively; and Ann Gardner in New York. I also have workshops scheduled in Austin and Dallas, Texas, Columbus, Ohio, and Boulder, Colorado.

For further information, contact Lara Ewing, 5603 West Virginia Avenue, Lakewood, CO 80226.

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Houston, Texas 77056
713-622-6574

The Meeting Strategy Metaphor

By Dennis D. Smith, CPA

1. PREPARING FOR THE MEETING

   A. Location.
   B. Time.
   C. Neutrality (or not).
   D. Room arrangement and preparation.

- The animals smelled the smoke. All the animals in the forest came together into a large clearing during the fire.
- You know how animals can run at the smell of smoke and upon feeling the heat of the fire!
- They chose Charley, the tree squirrel for their leader.

Charley, the squirrel, climbed up on the big tree and began:

"We're safe for now! The fire is still several miles away."

2. THE MEETING
   GETTING AGREEMENT ON INTENTION AND OUTCOME FOR THE MEETING

   A. Gaining and maintaining rapport.
   B. Agenda items.
   C. Timing.
   D. Know when we are done. (Sensory based)

Charley "What do we want to do?"
Big Bear "To figure out which way to run!"
All the animals shouted in agreement "Yes!"

Charley "Let's take no more than five minutes to work this out."
The animals shouted "Five Minutes!"

Charley "We'll know we have agreement when every one of us shakes his head in agreement for our chosen direction."
The animals shouted "OK!"

3. DISCUSSION / RESOLUTION

   A. Go through agenda, gaining agreement on each item and imagine, with the group, each decision already having taken place. Is it what you want?

   B. Occasionaly summarize the agenda items covered.
   C. Frequently refer to the meeting time frame.
   D. Handling hidden agendas and staying on track:
      1) Relevancy challenge
      2) Break rapport

Charley "Which direction shoud we go?"
The animals discussed their options and were coming to agrement on going west, toward the lake near the meadow.

Sly Fox "It's raining fire! It's raining fire!"
Charley "Sly, will you tell me how that is relevant to which direction we should go?"
Sly Fox (Red-faced , in silence)

Charley "Are we all in agreement to go west?"
All the animals shook their heads in agreement (Charley noticed this out of the corner of his eye.)
Charley "And all in less than five minutes!"

4. CONCLUSION

   A. Summarize decisions made on each agenda item.
   B. Set next step - next meeting.

Charley "Let's all go west! Won't it feel great to see and hear the cool waters near the open prairie?"

And they all survived the fire, together.

Tricks of the Trade

Accessing a Powerful State

Tamara Andreas

Many NLP techniques require a powerful, robust state in order to be most effective. Therefore, the more ways you have of eliciting a powerful state in others, the more you will be effective in performing many NLP techniques. So, what else will work to elicit a state besides "Think of a time when..."?

A method that really helps many people is to use music to elicit or amplify the state. One way to select a piece of music is to think of some music that elicits the target state in *you,* and try it out with your client. Another way is to simply ask the client, "What music goes with that state?" Often, music that is anchored to childhood experiences is effective, such as "Hi ho, hi ho."

Michael Banks and I, in our workshop "Musical Trance-Formations," explored many ways to use music in eliciting states. One way is to have the client overlap from listening to the music to seeing a character that represents the music. After imagining the character from the outside, they can go into second position with that character. This can help them to "get into the music!"

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The following ideas have been contributed by readers:

- Have them create an analog representation of the intensity of their state and intensify it. For example, ask them to see a small dial which indicates the strength of their state, with a scale of 1 to 10, and look to see what the present level is. Then have them turn the level up to 10, in steps if it's easier.
  —Jim McCalla Smith, Ontario
- Have them notice what their present body tempo is, and experiment with changing it. Slowing down some states (such as sensual states) or speeding up other states (such as excitement) can amplify them.
  —Steve Andreas, CO, and Suzi Smith, UT
- See yourself being the person you want to be, or see a model being the way you want to be, and associate into it.
  —Tim Hallbom, UT
- Have the person access a specific context in which the state was really important to them, and fulfilled a highly valued criterion. For instance, access unconditional love from a tender moment with their son.
  —Tim Hallbom, UT
- With a client who gets stuck in a "victim" role, you can act powerless around them in order to get them to access resourcefulness. For instance, talk about an experience in which you are in need, or act as if you are in need, and they will often flip polarities into a very powerful, resourceful state to help *you* out. By covertly anchoring this state (it isn't likely to work if they figure out what you're doing) and stacking anchors, perhaps over several sessions, you can elicit just the resource they need in contexts where they had been feeling helpless. (Note: be sure to consider the ecology of this maneuver, especially if they are in a dangerous situation.)
  —Sahna Carmona, CO

When was the last time a context or meaning reframe really shifted your experience or someone else's? Next issue's topic is "Great Moments in Context/Meaning Reframing." Send any specific examples of reframes that have been effective for you, and could be useful to other people. One-liners are welcome, as are brief anecdotes. Send to "Tricks of the Trade," c/o Tamara Andreas, 676 Everwood Avenue, Columbus, OH, 43214. Deadline is May 15, 1989.

Tamara Andreas is director of NLP of Ohio.

Letter from the President

Last month, at the Board of Directors meeting in San Francisco, our Association Manager, Joyce Martello, presented a training model designed by her company to facilitate Board function. I was particularly impressed by one of the role requirements she identified for Board members: the need to dream about and for the organization.

As I sit down to write my last President's letter, I find myself thinking about how I and other members of the Board have dreamed for NANLP during the past year; of what has come of our dreaming.

Stated broadly, my own understanding of our dream has been to foster a coherent organizational identity which inclusively, flexibly and responsively expresses who we are as an organization and who we can grow to be. Reviewing the process and the actions of the Board in the frame of this dream has helped me to gain some perspective on our discussions, confusions and accomplishments.

During the past year, our dream has led the Board to initiate several major proposals born of our need to achieve inclusiveness. I find myself stumbling over a paradox even in making this statement. The ideal of inclusiveness has been part of NANLP's aspiration from its beginnings. The preamble of the original By-Laws expresses this clearly, as does our current mission statement. Yet I, along with many of you, have often felt frustrated with NANLP's inability to achieve anything approaching real inclusiveness. The problem, as I see it, is that great as our desire for inclusiveness has been, the obstacles to it have been equally substantial.

The obstacles exist, I believe, because we do not belong to a single profession or even to a set of similar professions. We therefore conduct ourselves both personally and professionally with different understandings of our goals, means, standards and ethical responsibility. Our repeated efforts to formalize and legitimize a single set of training and ethical standards have merely highlighted our diversity, while attempting to define a shared identity.

Each membership survey has represented an attempt to engage with this issue and to resolve it; unsuccessfully. Repeatedly, in my years on the Board, I have experienced various other well-intentioned, sometimes confused and confusing attempts to resolve the dilemma of inclusiveness.

I am at last hopeful that, with the creation of Professional Sections, we have found a viable means for addressing the issue of inclusiveness. The Sections seem to me to provide a vehicle both for expressing our differences and our commonalities within a shared organizational framework. My hope is that the future evolution of these Sections will both legitimize the specifics of our differences and allow us fruitfully to define the common territory of beliefs and values which draw us to NLP.

Most recently, our dream has also led the Board to propose a re-shaping of NANLP's skeletal structure, namely the By-Laws. You will read a detailed explanation about these changes in the document mailed with this newsletter. For me personally, the most important aspect of the proposal is the essence of the dream of flexibility behind it; the desire to have an organization capable of changing to meet whatever current needs its members may evolve.

In my years as part of the Board, I have experienced us discussing issues with initiative and enthusiasm only to discover that in order to serve the membership's wishes, we must first change some aspect of the By-Laws. This pattern of operating is neither flexible nor responsive. I am hopeful that the By-Laws changes will substantially improve this aspect of the process by which we operate.

Finally, I think that the Board has also been addressing questions of responsiveness to the membership in two major ways. First, in additon to the changes I have already noted, we are continuing to acknowledge the importance and foster the development of local networks and study groups. These will hopefully become NANLP chapters of the future.

Second, an important aspect of the By-Laws changes proposed by the Board is the redesignation of boundaries for our geographic regions. The new regions are intended to conform more closely to the current patterns of affiliation and needs for representation. The Board's aim is to respond better and more quickly to genuine local needs.

As I move into the role of Past-President, I look forward to the renewing and recasting of dreams by a new Board of Directors. I also anticipate that through letters, local conversations and San Francisco conference discussions, you will let us know about your dreams for NANLP as well.

Cory de Torres, Ph.D.
President
February 14, 1989

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NLP of Utah Impacts Legislation

NANLP recently interviewed Suzi Smith to learn about her work with the Utah legislature to protect the rights of NLP practitioners and others.

NANLP: I understand you were recently involved with legislation in Utah.
Suzi: Yes
NANLP: What happened there?
Suzi: A senate bill had been drafted for the licensing of psychologists. Senate bill 9 was to repeal the current psychologist licensing act and replace it with one that was more rigid. The current psychologist licensing act is fairly rigid and some people who were practicing hypnotism with NLP were being harassed. Psychologists were calling advertisers and saying, "You know you're operating outside the law and if you continue to advertise I am going to turn you in to the authorities for prosecution."
NANLP: How did they get this bill drafted?
Suzi: The psychologist association worked with the Department of Business Regulations and the Division of Occupational and Professional Licensing, then found a senator who was willing to sponsor the bill. He thought he was protecting the public even more. He didn't realize the intent behind it.

We found out about this bill on a Wednesday night. It was to come out of the senate on Thursday, so a bunch of us went up to the senate committee meeting. The committee had clearly made a decision to repeal this law and make it more rigid .

The bill came out of committee and the Division of Business Regulations, who had been involved in drafting the legislation talked to us afterwards.

A committee member said, "Oh my goodness, I didn't realize that you people had these kinds of objections and that it would really inhibit what you intend to do. That was not our intention at all."
NANLP: What did the proposed legislation say?
Suzi: The proposed legislation said that you had to be a Ph.D and be licensed as a psychologist in order to practice psychology. Let me just read it out of the legislation: "The practice of psychology means the observations, descriptions, evaluation, interpretation, and modification of human behavior by the application of established psycho-

Contextual Selves ◆ *Jene Radcliffe-Birch,* MA, LCSW

The Language & Behavior Profile ◆ An Interfacing of NLP & Psychodynamic Therapies

The "**whole' self**" is more than the sum of its parts . . .
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Trainer: Jene Radcliffe-Birch, MA, LCSW, Teacher, Healer, Innovator, has been practicing both traditional and expressive therapies for over 20 years. Founder of Inannian Therapy, based on dissapative structures. She is a Master Practitioner of NLP.

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logical principles, methods and procedures for the purpose of preventing or eliminating symptomatic, maladaptive, or undesired behavior and of enhancing interpersonal relationships, work and life adjustments, personal effectiveness, behavioral health, and mental health."

So we said, "Look, parents are really guilty under this law because they try to change undesired behavior. And every person who is doing a training course anywhere is really trying to change personal effectiveness and help people with life and work adjustments. Every supervisor who tries to get a person she is supervising to change her behavior is suspect under this law."

NANLP: Yes.

Suzi: We were able to get them to change that definition to where it says strictly that **the practice of psychology means using established psychological principles in dealing with symptomatic or maladaptive behavior.** They took out the rest of the sentence after maladaptive behavior, which made a big difference in the definition.

This came out of this meeting I had with the person at Business Relations.

We also got them to do this: There was an exemption section that included people who didn't need to be licensed if they worked for the state or if they worked for an accredited educational institution. We got them to put in another section that says this: **"Members of other recognized, qualified professions while rendering services consistent with their professional training and code of ethics are exempt as long as they do not represent themselves as psychologists."**

NANLP: That's great!

Suzi: So that gave us the leeway we needed. We don't want to be called psychologists, but we don't want to limit the public and say you can only be treated by a licensed psychologist.

There was one other clause in the bill that said you were liable under the law whether or not payment was received for services rendered.

We pointed out what that would do to all the agencies in the state that use volunteers who are not trained in any way shape or form. All the mental health agencies, alcoholic, drugs, the senior citizen organizations. . .

NANLP: I think you mentioned that the news came to you about this during a practitioner training class.

Suzi: Right. We mentioned it to the group and said, "Everybody go call your senator." They all went out at lunch time and called their senators.

We had a local NLP chapter meeting on Sunday night and they went out and called.

On Monday, when the bill was to come up for third reading, which is usually when it is passed, the phone calls had jammed the switchboards. The people answering the phone were saying, "I don't know what's going on, but this is the most controversial bill I've ever seen!"

NANLP: I love it!

Suzi: That's how fast we were able to get the people on the phone calling. One of the ladies in the training had a husband who works for a local radio station and he called one of his disc jockeys who was on the air and started asking questions such as, "What would you think of a bill that would be trying to do such and such..." That got the man on the air all upset about it and folks were calling in about it. In fact one gentlemen who practices hypnotism in town came down to our training to get a copy of the bill. He heard about it on the radio.

It shows there is a lot of power in all of this if you want to get together. The people at Business Regulations were willing to listen to us since we said, **"Look, we are very systematic about the way we train our people. We have behavioral testing. We have a code of ethics that we expect these people to operate under. We do a lot of ecology testing on what they can and can't do. Its not like we're turning out people who have no experience and we have no scruples."** Because of that they were willing to listen .

NANLP:Very good.

Suzi: They have also asked us to participate once the bill is passed. So we got the bill amended to take out the objectionable portions to make psychology less broad and once the bill is passed and goes into law they have agreed to meet with a number of our people to set up whatever rules we will be operating under. And they are well aware of the fact that we have been harassed by the psychologists in the past and they said that will stop.

The bill will state that it is considered unethical for psychologists to harass people. Calling them on the phone would be against the law and unethical. So we now have the people at Business Regulations on our side.

So we think we were protecting all the people out there who do training in the state and parents who discipline their children, supervisors who discipline their employees and try to get them to change behavior, diet centers, alcoholic, drug treatment centers and others that use people who are not Ph.D's.

It's a favor for the public, not just NLP.

NANLP: That's an entertaining story and an important one. Thank you for the work you've done for all of us.

WANTED:

Yoga instructor to hold early morning Yoga session at the national conference in San Francisco —volunteer time for 1 hour.

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Canadian Regional News

Destination Canadian Regional NANLP Conference

October 28-29, 1989

Ottawa, Ontario

The last weekend in October is the time that Canadian NANLPers have set for their annual Regional NANLP Conference. The 1988 conference in Toronto was a great success. We had over a hundred participants and we welcome our 41 new members. The workshops spanned the fields of business, health, spirituality, therapy and education with choices of bilingual programmes.

Before the conference ended we took time to meet in groups to make connections for ongoing networking in local areas. The Ottawa group has been holding meetings monthly and our members there are taking an active part in the organization of the 3rd Canadian Regional NANLP Conference.

As Canadian Representative, I personally want to thank Russ, Dianne, Fernand, Monique and Barclay, the committee that was responsible for the terrific organization of our meeting in Toronto.

The participants want connection with Western Canada and have suggested that we plan for a conference in the West for the fall of 1990. Westerners interested in being involved contact me now so we can get the ball rolling.

Let's show NANLP, NLP is growing in Canada. Encourage and invite NLPers you know to join NANLP. Plan to come to Ottawa this fall as we build our enthusiasm for the National Conference.

This is your opportunity to give your input as we prepare for the 1989 conference.

We want: your proposals for workshops, seminars, presentations

your proposals on applications, research and networking

your ideas of what you want to see, hear and feel when you attend our 3rd Canadian Regional NANLP Conference in October 1989.

Send your proposals to:

PATRICIA O'REILLY
Canadian NANLP Program Committee
2082 Tawney Road
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Proposals due by: June 1, 1989

If you have questions, concerns, ideas, want to participate in planning and advertising the conferences please contact me, Deanna Sager, 519-538-1194, Box 1210 Meaford, Ontario N0H1Y0.

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Re-Imprinting

by Robert Dilts, Tim Hallbom, and Suzi Smith

Editor's Note: The following is excerpted from materials for the forthcoming book, Beliefs: Pathways to Health and Well-being.

An imprint is a significant event from the past in which a belief or a cluster of beliefs was formed. Every form of healing we know of gives credence to the fact that present behaviors are often created or shaped by past behaviors, past beliefs. What's important to us in NLP about past experiences is not the content of what happened, but the impression or belief that was built from the experience.

The notion of imprinting comes from Konrad Lorenz, who studied the behavior of ducklings when they hatched. He discovered that baby ducks would imprint a mother figure in the first day or so of life. They did that by sorting for the submodality of movement, so that if something moved just after they hatched from their eggs, they followed it and it "became" their mother.

So, shortly after some ducks hatched, Lorenz moved and the ducks followed. He found that if he reintroduced them to their real mother later, they ignored her and continued to follow him. In the morning when he got up, he went outside and found the ducklings curled up around his boots, instead of in their own nest.

Lorenz once reported that a ping pong ball rolled by one of the eggs when it hatched and the emerging duckling imprinted to the ping pong ball, making it the "mother." Later in life the duck shunned others of its own species at mating time and tried to mount ping pong balls or other round things.

Konrad Lorenz and his colleagues believed that imprints were established at certain neurologically critical periods, and that once the critical period had passed, whatever had been "imprinted" was permanent and not subject to change.

Timothy Leary investigated the imprint phenomenon in human beings. He established that under the proper conditions, content that had been imprinted at earlier critical periods could be accessed and reprogrammed, or *re-imprinted.*

Robert Dilts's development of the NLP re-imprinting technique grew out of a series of seminars he co-conducted with Leary in 1983. Dilts realized that some traumatic episodes experienced by clients were more than just bad memories that could be dealt with by collapsing anchors, V-K dissociation or simple change history. They were belief and identity-forming imprints that formed the cornerstones of a person's personality and thus required a different approach to influence in an adequate and lasting way.

Imprints can be significant "positive" experiences that lead to useful beliefs or they can be traumatic or problematic experiences that lead to limiting beliefs. They typically involve the unconscious role modeling of significant others.

An imprint is certainly not a logical thing. It's intuitive, and typically happens at critical developmental periods. At the time these ducklings were hatching, they didn't say, "Gee, that's a strange looking mother; I'd better check things out." Their brains were probably saying, "This is how mothers are." Human beings do the same sorts of things.

Often, people who have been abused as children unconsciously get into relationships as adults that repeat the experience. Women who have been abused as children often marry men who abuse them as adults. Males who were beaten as children may abuse their own children. Research shows that women who were beaten by their mothers are apt to be more violent with their own children than those who weren't. Imprints are one explanation of this phenomenon. People abused as children can imprint that this is the typical behavior associated with fathers, mothers, husbands or wives.

I (Robert) was working with a lady who had cancer of the throat. She felt like her throat, and in fact the rest of her body, wasn't hers. She had the feeling that someone had taken it away from her. I anchored that feeling and had her take it back in time. She remembered a very early childhood memory. She said, "My mother is grabbing me and she's shaking me by the throat."

While she was saying this, however, she was making the shaking movements with her own hands. The voice she used was one of anger (her mother's feelings) not one of a fearful small child. She was not exhibiting the behavior of the little child, but the behavior of her mother, the aggressor. She had *switched referential index* with, or "become," her mother.

When you're a child, you have an intense ongoing relationship with your parents, and you start to imprint the way people act. As you grow up, you grow into that model. As one lady put it to me, "When I was little and was beaten by my mom, I just felt hurt and confused. Now that I'm older, I find it easier to identify with my mother. Instead of the hurt, scared feelings I got as a child, I get the angry feelings of my mother."

Who you are as an adult is in many ways an incorporation of the adult models you've grown up with. When an imprint involves the unconscious role modeling of significant others, it is important to make significant additions to the "change personal history" anchoring process. To accomplish the re-imprinting, you need to add the resources *you* needed at that time, and you will probably need to add resources to the *other people* who were involved in those early imprint experiences, as well.

The purpose of re-imprinting is to give you new choices in the old imprint experience. Re-imprinting changes beliefs about yourself, the world and your role models.

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Professional Sections for NANLP

Martin Lowenthal, Ph.D.
Corresponding Secretary of NANLP

In response to numerous requests that the Association address the interests and needs of particular professional groups within the NLP Connection, NANLP is creating professional and special interest Sections in order to better serve the particular needs of you, the members. This is one of the most significant developments in the history of NANLP and we need your support and participation to make the Sections a success. At the National Conference in San Franciso, April 28-30, the sections will meet for the first time. The initial Sections will include the following;

1. Mental Health
2. Training and Organizational Development
3. Business and Management Applications (including Sales)
4. Education and Teaching
5. Health
6. Performance and Performance Development (sports, artistic performance, etc.)
7. NLP Trainers
8. Other (for those who want other interests represented)

The stated purposes of the Sections include (1) creating and promoting activities which reflect the professional interests of each Section, (2) providing guidelines for the training and utilization of NLP in specific professional contexts, (3) establishing ethical codes which reflect the standards of particular professional applications of NLP, and (4) encouraging the development, utilization, and integration of NLP with other skills and models within each profession. The ways in which these general purposes are realized and the shape and future of each of the Sections is up to you. I want to share with you some of the visions that the Board has concerning the benefits and roles of the Sections.

Sections Benefits and Functions:

1. Network with people in your own professional interest area throughout the year.
2. Participate through your Section in the development of the program for the national and regional conferences.
3. Sections can sponsor pre and post conference activities.
4. Share new learnings and experience through Section forums in the NLP Connection (the newsletter).
5. Create ongoing networking processes within the Section, such as a computer bulletin board or forum.
6. Assist in the development and future directions of the organization so that it serves your professional and special interest needs better.
7. Possible certifiate of membership in a Section.
8. Opportunity to participate in the development of guildlines, codes of ethics, and standards for the training and application of NLP in your own professional field.
9. Development of a Section library or repository for items on of interest to members.
10. Development of a computerized referral service.
11. More direct participation in the development of NLP and in the national organization.
12. An opportunity for members to create more of what they want.
13. Listings in the NANLP Directory which reflect the background and professional affiliation of each member.

Check your conference program and announcements at the conference concerning meeting times and places and bring your ideas and energy.

Letter To The Editor

by Lyle D. Chubb

As chairperson of the research committee, I recently had the opportunity to attend a meeting of NANLP's Board of Directors. Since many of our members may be unfamiliar with the Board's function, I was asked to share some of my first-time observations and impressions, with the hope that you might find such information to be useful.

I found NANLPs Board of Directors, as well as the regional representatives, to be a group of committed, hard-working individuals, working passionately toward a common vision. The working sessions are dominated by an overarching concern for the continued evolution of virtually every aspect of the organization. It was both exciting and refreshing to work with a Board that is interested in assuring unprecendented possibilities for the future, rather than limitations.

We spent several hours revising and updating NANLP's by-laws. Through the open and free exchange of thoughts and concerns, the Board has produced a document which should make NANLP more efficient in the future. I anticipate that every member will take time to review these revisions when they are distributed. You will then share your ideas and suggestions with the Board or your regional representative.

I was particularly struck with the transitional forces at work in NANLP. We are growing at an exciting rate, and it is both a responsibility and a joy to have been an active participant during this phase of evolution. If you are ever approached to consider becoming a part of this team, I would urge you to accept the nomination. The commitment of time and energy is far outweighed by the benefits of sharing your knowledge and vision.

See you in San Francisco in April!!