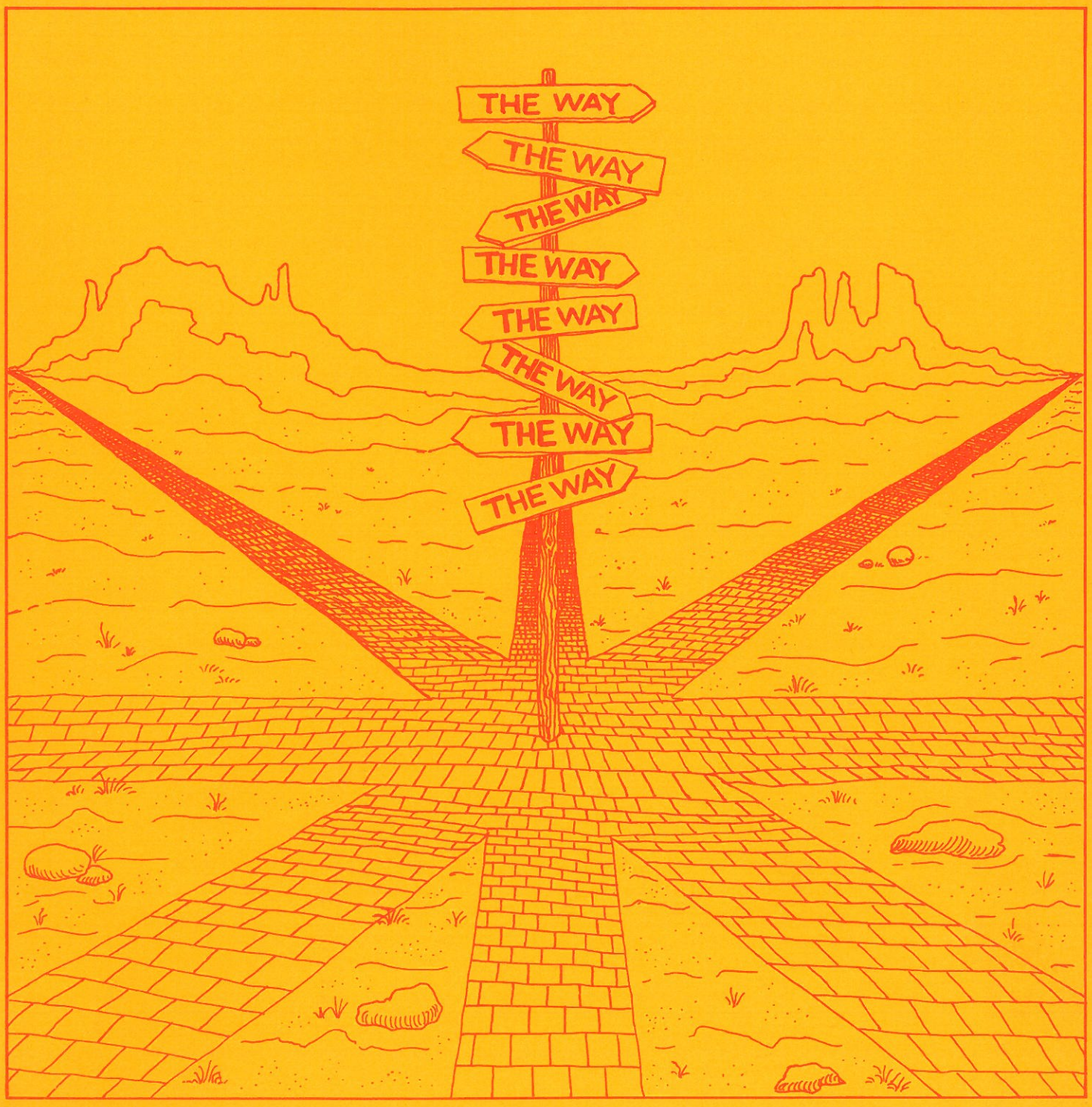
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Journal of Human Performance Technologies



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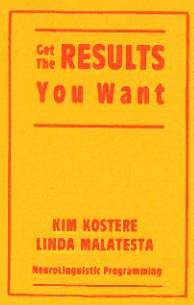
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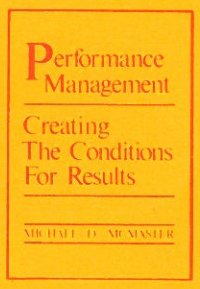
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OUR PURPOSE AND PHILOSOPHY IS:

- *to provide the best and most valuable information available in the sciences of human change to our readers*

by offering information from various fields of human behavior — including NLP, hypnosis, channeling, interspecies communication and healing therapies — in order to provide many different models and strategies for interacting with clients, students, friends and fellow humans, thus establishing greater rapport than now experienced.

- *to be instrumental in the reinstitution of personal freedom*

by offering tools whose use empowers anyone to become a master of their own destiny.

- *to stimulate and expand minds*

by presenting techniques that effect controversy, stretching, change and enlightenment.

- *to be a bridge of rapport connecting the many different approaches to the pursuance of success, abundance, peace and joy*

In the preface to the "Natural Cooking" column in our "Acorn" issue, we stated, "We honor and respect that different strokes apply to different folks." This is a cornerstone of our philosophy. We respect different approaches and are excited that there is more than one road to enlightenment. As we continue to investigate and present other-than-familiar beliefs and truths in order to increase our/your capability for communication and change, we will look at results as our criteria for success.

Perhaps, by moving from judgment of how others choose to express to acceptance of — perhaps even delight in — differences, we can move beyond our present situations, beliefs and concepts to reestablish rapport throughout the planet.

Peace, the *RAPPORTER*

Opinions, comments, letters, drawings and other materials are invited for consideration. Submissions must be signed and names will be withheld upon request. If return of materials or personal reply is desired, include a self-addressed stamped envelope.

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RAPPERS WRITE . . .

Rapping with the *RAPPORTER*



SPECIAL REQUESTS

Dear RAPPORTER,

I wish to express my appreciation for your journal and hope that you will keep up the good work. This has helped my decision as to further training. Further information on Submodalities and Slight of Mouth would be of interest.

— Richard Giesigie, Ypsilanti, Michigan

Dear Richard,

To your good news of furthering your training we add that an upcoming article about Sleight of Mouth is in process now by Rick Cleveland and will be published ASAP!

***

Dear friends,

I am interested in some advanced training in Ericksonian Hypnosis. Do you know where, when, or by whom such a course might be offered? All of the offerings are for the beginning-level training, which I have done.

Shalom,

— David Beamer, Ashland, Oregon

***

PAINS RESOLUTIONS

Dear RAPPORTER,

I was introduced to NLP by Stephen Robbins in Cambridge Mass. I was desperate. My business partner was suing me, and he was threatening me with a fate worse than death. Stephen has great ESTpertise.

My insight from this morning: I am an away from person. As an away person I need some place to go.

I was cornered. I could see no out BUT DEATH. The rifle was loaded and I was ready. Stephen did a Swish Pattern with me and I followed through to success and LIFE. The Swish gave me an alternate view of what could happen, e.g., a place to go.

Question to people who can find out—What percent of suicides are away from people? If there is any significance to the statistic we can develop tools for suicide prevention centers. In fact we could do it anyway.

My chiropractor had worked for several sessions to put me together after a large and energetic move to Cambridge from upstate New York. We were doing fine except for a sharp pain in my right buttock. The pain would adjust out and then return within an hour. After reading Dr. Rogers' article in the "Chrysalis Issue" I had a parts party and asked that part to communicate with me in some other way. It did and my pain in the ass was resolved.

Thanks for what you are doing.

— Don Burnstine, Cambridge, Massachusetts

DEATH SWISH

POSING PONDEROUS PREOCCUPATIVE PRIORITIZED PROFUNDITIES

Dear RAPPORTER,

It always feels good for me to explore a subject foremost on my mind with friends. I respect and appreciate the RAPPORTER, and ask you to share with me what you know and feel to be right, helpful, fun. I know I'll be the better for your openness.

Lately, my mind has been on "VALUES." Why do we have the ones that we do? What makes one more important, crucial, than another? Why do we have values that pull us into different directions? How do we resolve such friction? What is it that gives more support to a value? How do we bring one out more that is not as visible, as daily, as we'd like it to be? Is it simply a matter of "walking our talk," "acting as if" until it becomes a natural part of us? What do those clear-cut committed individuals have, or do internally and externally, to give themselves such a focus?

I have recently been reading a book by Charles R. Hobbs called Time Power. *It's an incredible book that has keyed me once again on the importance of establishing distinct values for ourselves. Some of his best words (truths) are:*

"Concentration of power starts when you identify your highest priorities."

"The antidote to preoccupation is relevance. Relevance is relating to the matter at hand. You can steadily win back control of events as you win back your attention from preoccupation."

"Happiness is living out your values on a daily basis."

"Can you accomplish any goal to which you commit yourself? Absolutely not! You can only achieve those goals for which you have faith you can accomplish. It takes faith to focus on your most vital priorities. It takes faith to accomplish those priorities."

Isn't everyone of us about moving with those things, ideas, we have faith in, value? Are values simply a matter of picking whatever you wish, or are there universal, undisputed values? What kind of world are we creating, encouraging, claiming? What are we busy "publicizing"?

I believe of all the things which are important, joy and light-heartedness have to be near the top. Thank you, all joyous and most light-hearted friends at the RAPPORTER. You help keep me going on—happily.

I can't wait to hear from you.

Wishing you happiness, A Down-South Friend.

— Ken Wilson, Camden, South Carolina

Greetings Prolific Correspondent Ken,

To identify our highest priorities and establish our highest values we have but one method that never fails . . . we go deeply inside ourselves and seek out that part of us which is most often identified as our Higher Self, that essence which forever remains when all else is removed. Although it often seems we each have separate and individual values due to circumstance or environment we believe a common thread runs throughout interconnecting these individual selves to a more universal consciousness and a more universal truth that if gone unheeded leads to confusion and lack of joy and love. It is in and through our hearts that we recognize each other. ■

***

The success of this publication as a networking vehicle for your ideas and services depends totally on you, our readers. We encourage you to become involved: submit your stories and articles for publication, let others know how you are utilizing your new age human performance technologies, how your life has changed/is changing, what's going on in your part of the world.

LIVE YOUR VALUES

FEATURED GROUP



SOUTHERN INSTITUTE OF NLP

A Rapp with ED AND MARYANN REESE

Rapporter: Would you give us some background—perhaps an overview of your organization—and then bring us up to date?

Maryann: Southern Institute is the original and oldest institute offering certification by the Society of Neuro Linguistic Programming in the country. We have trained well over a thousand individuals for certification and are continuing with nine-month training programs that run from January through November. Additionally, we now have in place a recertification process that gives our people the opportunity to stay in touch with us—many of them have been with us for many, many years. We offer all levels of training, up through Associate Trainer. Right now, Southern Institute has four divisions and does training on a monthly basis in each one, from as far west as Knoxville to as far north as Lancaster, Pennsylvania.

Ed: We are also partners in NLP International, which in 1987 had 88 participants, representing 11 countries, with international trainers from six countries. The Institute now has offices in conjunction with trainers in six countries.

We are also on the leading edge of the technology with the 3 Sigma Communication Strategy program and we are developing a Knowledge Engineering course which, hopefully, will become a masters degree program. Knowledge Engineering is utilizing Expert Systems to elicit knowledge from experts.

Rapporter: Are you the trainer for that or both?

Maryann: Ed is working more with that—I have my own "babies."

Ed: I am associated with two computer people up in Staten Island. One is a Director of the Department of Computer Science of Staten Island. The other has a doctorate in Expert Systems. We have taught the 3 Sigma course at three different universities and it has been well received. Our hope is to be able to transfer knowledge from experts and be able to get it out to people not only within this country, but also within the third world countries.

Rapporter: What makes the Southern Institute special?

Maryann: My hunch is that if you talk to people that we train they would specifically say that Southern Institute is a family. We started out with a network of people and that network continues to be a network. People that started with us eight years ago are still part of the Institute. We have people from many fields. We had one person who literally owned a garbage company and was a Vietnam vet and was able to go through training and then help other people at Vietnam centers. We also have two physicians on our staff. I think that when people relate to me it's like part of that family—we have kept that connection and, for me, that is what it's all about.

Rapporter: Do you have a private therapy practice?

Maryann: I still do a little of that. I began as an elementary school teacher so I have a little bit of favoritism toward education. We wrote the book, *Megateaching and Learning*, specifically for teachers and I do love working with kids. I love working with little six-and seven-year-olds. I still do that privately.

Rapporter: Do you have special NLP techniques that you use when working with children?

Maryann: I use all of them. I think that's a result of my being with Milton Erickson for a week. I use whatever works!

Rapporter: Do you notice the difference between working with children and working with adults?

Maryann: Yes, a lot of difference. The children's outcomes are pure and easy to get to. At the end of a session I know exactly where I want to go and I know where they want to go. It's a lot more fun for me in the short term.

Rapporter: Are the children more rapid learners?

Maryann: I don't know if they are more rapid learners, but they are sincere and I can get them to respond more quickly and they know where they want to go to. It is very rewarding. My license is in family and marriage counseling, so when I do therapy, it is with a very select audience.

I did a lot of training in Transactional Analysis and Gestalt and then from there went into NLP. I have a lot of experience in working with human sexuality and went into private practice with Ed. We have one of the largest private practices in the state of New Jersey. Then we got into a place where we decided to do training instead of therapy. We started to train ourselves in NLP 12 to 15 years ago and we started others about ten years ago in New York and then Florida. I am president of NLP International and Executive Director of Southern Institute and adjunct professor at the University of North Florida.

Rapporter: Ed, would you give us some specifics on your background?

Ed: Sure. I'm on the adjunct faculty at the University of Miami, School of Medicine, a trainer with the Society, and a diplomat in clinical social work. I have authored a couple of books with a couple more coming out. I am President of Southern Institute and I am a founding member of NLP International and have the first training institute outside of the co-founders of NLP.

Rapporter: So you are really first generation?

Ed: Yes.

Maryann: Fortunate enough to be trained by John Grinder and Judith DeLozier and Richard Bandler and Leslie Lebeau way back when. When we first met Richard, we had been doing Transactional Analysis for a long time and we were asking ourselves, "Well, what are we going to do next?" when Bill Halloway told us about "these two crazies out in California that just wrote a book called *The Structure of Magic.*" This was way back

FIRST GENERATION CERTIFIERS

USE WHATEVER WORKS

in the early seventies and asked how much they charged for a workshop and Richard and Leslie at the time were charging $1500 per day, which was appalling for us. We brought them out to New Jersey and that was the beginning. It was a hit from that point on. Selfishly, we got our own training while we were providing some new stuff that was going on.

Ed: Maryann has also trained in almost every utility in the country and every phone company in the country and at a lot of banks.

Maryann: I do a lot of customer relations training and customer relations services as a consultant. We play with NLP in that model of the world also. 3 Sigma fits in as a consulting tool—a very generic, simple course in NLP that I take out to the utilities and to the banks, etc. It is a manager-level course teaching very specific NLP patterns.

Rapporter: How was the 3 Sigma plan developed?

Ed: We got together with one of our Associate Trainers, Jake Spechlar, who is the head of Performance Engineering at American Express and his wife, who is an Associate Trainer with us and a social worker. We started playing around and extracting patterns on how Jake thought as an engineer. From there we started writing and developed a whole package. It has been quite interesting.

Rapporter: Did you use the modeling process to get the information out?

Ed: Yes. Very much so.

Maryann: We were doing a modeling weekend and Jake was called up to be utilized as a demonstration subject. Ed was modeling what Jake was doing and it was so well received that we decided to find out what was going on and how to model that and that is a piece of what is in the package.

Rapporter: So after compiling all of your information what type of testing or additional research did you do?

Maryann: We gave them a way to model their top loan officer or top teller. We took each signal and chunked it down and listed the parts that we wanted, both internally and externally, which we call 3 Sigmas. We elicit out that information and chunk it down so that it can be taught to somebody else. It is minute enough to be able to do that. The plan is to go in and do a needs analysis and tailor a program for them. It is so generic that I can do that. Then we can do one of two things: we either go to a biocomputer or we can go to a straight Expert Systems computer. So we can either transfer the knowledge from person to person or transfer it to computer back to person. We are on the edge of making a breakthrough that is, I think, going to change humanity somewhat.

Rapporter: How do you perceive this?

Ed: We are entering probably the largest crisis the world has ever faced with the AIDS virus. It is going to generate huge knowledge bases and so we are going to have to be able to find ways to elicit that knowledge and find a way to store that knowledge and to transfer that knowledge. I think we have, in NLP, the skills to be able to do that. With those skills, combined with the skills of some of our friends in the technical field—engineers and computer people—we are going to have tools to work with in the crises that we are going to be facing. The new developments in technology coming along are going to require massive amounts of knowledge. We are coming to an age of knowledge engineering where knowledge is going to be the primary thing that we need to be able to access.

If you think about it in a different kind of way, when Gutenberg put the printing press together, he was able to transfer knowledge on the printed page and disseminate it throughout the world. We are now on the edge of a new revolution—the electronic revolution—where we are going to be able to transfer knowledge, and NLP is right in the forefront.

Maryann: What was missing was how to get the knowledge out. It's as simple as using the meta model to elicit high-quality

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information, which is as simple as watching somebody behaviorally and duplicating the behavior, but the key was finding out what was going on inside.

Ed: And when do you model external and when do you stop and signal the person and ask them what is going on inside? I think those are some of the areas that we are involved in that are quite different from anybody else's.

Rapporter: What else are you doing that is different?

Ed: One of the areas I have been involved in for years is phobias and trauma and I consider myself quite an expert in that area. I have had marvelous results and hopefully a book will be forthcoming. I have a book that I expect publication on in December called *Beyond Selling*. I am doing that in conjunction with Dr. Dan Bagley, who is a specialty advertising expert and I think that is going to be quite interesting and people will enjoy it. I am kind of excited about that. We are doing a number of sales seminars. And Maryann has written also.

Maryann: You have seen my Programmer's Pocket Summary and I have done a teaching manual which is a practitioner level training manual "cookbook." I am now working on a sorting style book which probably will be focused on relationships whether it is in management consulting, male/female, mother/daughter, to find out what works to keep a relationship going.

Rapporter: What prompted you to write *Megateaching and Learning*?

Maryann: Of course, this ties in with my special interest in education. I felt that what we needed was a way to go into the classroom and find out why we are not reaching all the kids and what we could do to be different. The two authors that are with us, Clint Van Nagel and Bob Suidzinski, really needed a way to get something out to the teachers that was basic enough so that the teachers could pick it up easily, in a format that could be utilized by a teacher in a classroom. Basically, we just simplified: here is how you do anchoring, here is what you do with it, this is what you do with a single kid, this is what you do in a teaching situation. So it became a well-received format on that level.

One of the Fellows that is working with us at the Southern Institute is also at the university and he uses it in his classroom. So universities in Florida are using *Megateaching*.

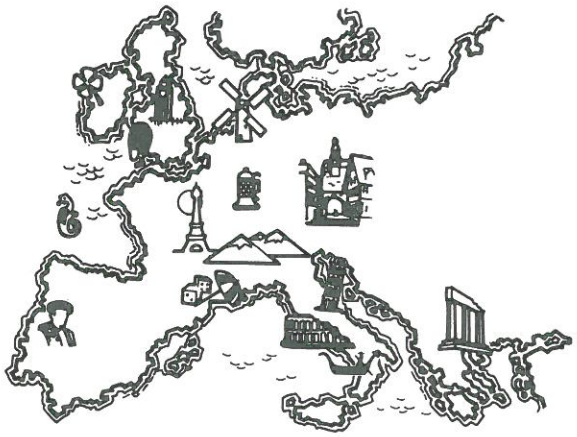
Ed: What I really notice now is that anything we have done has always been co-authored with someone else, so that we incorporate the people in our network and in our training network into the work we're doing. For example, in the area of education, Clint and Bob are both nationally known speakers. The sales book that is coming out is co-authored by Dr. Bagley, renown in the field of specialty advertisement in sales. The two people involved with the knowledge engineering project are both well known in the fields of social systems theory and computers. One of the co-authors is one of five people in the world who has received a doctorate in Expert Systems. And, as I mentioned earlier, Jay Spechlar, who heads the 3 Sigma project, is the head of Performance Engineering and his wife, also working on 3 Sigma, is well known in the state of Florida for her work with stress.

Maryann: One of the trainers for Southern Institute who does a real nice metaphor workshop will be coming out with a set of tapes and a book on metaphor through the Institute. What that approach has done is to create and keep a network of people who are not just specific to training. That's where we hold the thing together. They are still out in their own individual fields; they do their own thing, they are therapists or educators or computer people. Our piece of this is NLP and how you take it and utilize it.

Ed: Another area in which I think we have had probably as much experience as anyone else is in the field of the intercultural because we have been going to Europe now for four years. One of the goals I have had was to try to find the differences and the similarities. For example, when you translate certain things, like the meta model, into German there are certain patterns that don't translate the same way because German is much richer in description than English. So we have people over there in Germany that are working hard at rewriting the meta model so that it will conform to the German language structure.

We are in the process of developing a group of us to perhaps write a book on each culture and the training requirements for the culture. For example, in Germany one of the things we found was the word *Auf Wiedersehen* which means, "I will see you later" or "until then." The Germans do not say "goodbye," they say, "see you later" or "until we meet again." It was a very important cultural piece in doing rapport.

Maryann: What happened to me, personally, was I had done a piece of work with a German and I was standing on the elevator talking to him and in my model of the world, the conversation had ended and I walked off the elevator. Two days later he pulled on my shoulder and asked, "Why are you so angry with me?" I said, "I am not angry with you at all." He said, "Well, you walked off the elevator." I said, "Our conversation was ended; let me go back and backtrack. What you said was, I touched you on the shoulder and I left." He said, "Well, you don't walk away from people like that, you really have to have an ending and not only an ending which is a goodbye but a future pace as to where we are going to be in the future." So we were able to pull some of those pieces and patterns out and really it was a nice model to look for. Here is where NLP is really going to stretch because everybody comes from so many different frames of reference. How can we really truly establish rapport? I can look for the minimal cue but I was walking off the elevator and in my model of the world I was done.



Rapporter: How many countries did you say were represented at the last NLP International?

Maryann: We had eleven countries represented at the workshop and now we are doing cross-cultural time frames for that. We put that in the context of the seminar, saying, "Okay, now we are going to discuss some of the stuff that is going on." If we don't do that kind of sharing, then to me, what is NLP?

I think there is another piece that needs tending to: what I am finding in the States is there are different sorting styles that people have as to whether they operate out of shortages. When people are operating out of shortages, they are not willing to share and give and stretch. There are not enough people to do the training here and we have millions of people on this earth! One of the ways Southern Institute has been successful is that we are always saying, "okay, go do it!" and passing out to other

people rather than always saying, "come to us." In the long run, it has worked very well. There are times when it seems we lose a lot, but to give out and continue to go out to people has worked for us. That's a piece that you really have to tend to when you start focusing in on all of the institutes and people that are involved in NLP. Lots of them operate out of shortages, that there is not enough to go around.

Ed: That's what I see for us that has to do with tying in the applications. We are dealing with applications that have not been thought of yet in a lot of areas. Lots of people are thinking about sales and are doing lots of sales stuff, but constantly looking to how to apply it and how to generate new markets. With the 3 Sigma model, we're reaching the technician who has been basically a technicrat and is now a supervisor who has to relate to people all of a sudden. It creates another new market. There are multitudes of markets.

Maryann: Another piece for me, too, is why NLP works well with all the other models we worked with and we talked about when we talk about fitting someone to the model. The modeling becomes really important and that's what is received. That is what is working for us. How to model the 3 Sigma tailor, the 3 Sigma garbageman, the 3 Sigma trainer—all of those pieces are, for me, what it is all about. Back to where John Grinder started.

Rapporter: What is your global purpose?

Maryann: To find out what is next and go do it.

Ed: I would like to see the European international community grow and enlarge. I would like to see interaction between the States and Europe. I would like to see us acknowledge the developments that are taking place in Europe and some of the advances they are making. To watch some of the stuff get turned over to younger people as time goes on and let me go get my fishing boat and fish! So that's basically my big picture.

Maryann: It's going to be a struggle. There are so many people who are willing to get on that bandwagon and go with it, but it takes lots and lots of energy. Ed and I have been connected for 23 years now and there is still a lot of energy that goes between us as a result of trying to keep that going. I invite *you* to get on the bandwagon!

***

Ed Reese, MSW, ACSW, *Diplomate in Clinical Social Work, president and co-founder of the Southern Institute of NLP, Director of International IV NLP, Adjunct faculty University of Miami, School of Medicine, and graduate programs in Computer Science, City University of New York at Staten Island where he supervises graduate students in Knowledge Elicitation. He holds licensed clinical membership in ITAA, Social Work in Florida and full membership in AGPA. Ed has twenty years experience in private clinical practice and training. He has conducted international training in England, Holland, Luxembourg and the US Army for decision making and NLP training in Frankfurt, Germany. He has published,* Megateaching and Learning: NLP Applied to Education; 3 Sigma Communication Strategy; *and forthcoming* Beyond Selling: Maximizing Your Personal Influence.

Maryann Reese, MA, LFMC, *Executive Director and co-founder of the Southern Institute of NLP, Director of International IV NLP, Adjunct Professor at the University of North Florida, Senior Training Consultant, Kaset Inc., Tampa, Licensed Family and Marriage Counselor and School teacher. Published:* Megateaching and Learning: NLP Applied to Education; Programmer Pocket Summary, Practitioner Manual for Introductory Patterns of NLP, 3 Sigma Communication Strategy. *She is a member of NASW, ASSECT, and AAFMT. She is currently training in the United States and Europe.* ■

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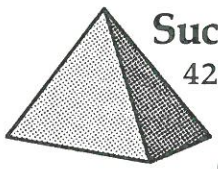
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NLP IN HEALTH



CHRISTOPHER ROGERS, D.C.

MEDICAL EDITOR

I just can't remember all of them and as I interview NLPers from around the country, I find it is a common phenomenon. For example:

In private practice one joy of the Happy and Merry Season is when patients share their memories of changes in their lives that you participated in.

At the end of a hectic pre-Christmas clinic day I collapsed into a reception-room chair to chat with my last patient, a busy computer-company executive, who has become a friend and who helped me find a path through the labyrinth of computerized medical billing.

We were comparing horror stories about the annual winter plague of leaky roofs, because Los Angeles builders actually seem to believe the lyric "It never rains in Southern California," when he suddenly beamed his Sidney Greenstreet grin and bellowed, "You made me one hell of a lot of money this year, Doc."

"Oh yeah, how?" I asked, thinking I might do the same for myself some day.

"Well, you've kept me pain free and walking for nearly six years when all the other doctors said it couldn't be done, but what really made the difference was when you got rid of my fear of flying earlier this year.

"Now I fly to meetings I used to try to avoid and that has just plain transformed my company. What really impressed me was it only took twelve words."

Well, I remembered the incident.

Remembered my receptionist rushing to get me after I had treated his leg and telling me that as he was leaving he had mentioned to her that he was flying out the next day for a conference and that "as usual I'm scared to death" so she had called him back into the reception room suggesting I knew something that would help.

Remembered bringing him back to a treatment room to frame what we were about to do as therapy.

Remembered that good K that told me I had one humdinger of a metaphor in mind and feeling the satisfaction of seeing his physiology shift after I told it and how he leaned forward, dropped his breath and regained the color and muscle tonus in his face that had disappeared when he spoke of the pending trip.

Remembered him chuckling as he repeated the key comparison word for word as he left the office. But the metaphor was nowhere in my memory banks. Gone.

So, sitting convivially in the reception room, I asked ever so casually, "What were those twelve words, by the way?"

He looked at me like I just undressed to get on a rollercoaster, "Hell, I don't know. What's important is that they did it."

I had to agree with him. A metaphor is usually an individualized one-shot deal and the words must have been right, but what were they—what could they teach me about making other metaphors even more effective? He even remembered the number of words—maybe—but If It Works Don't Fix It. So I didn't press him for exact recall, but after he left I checked my notes for that visit months before and all I had written was "Computer metaphor about fear of flying."

Wouldn't the exact computer metaphor make a great *RAPPORTER* case study? If I had known how wonderful the results would be I might have typed it up within a couple of weeks when my memories were as exact as they are now of his joy in his financial and other successes (hundreds or thousands if we include the ones you could have sent from your files for me to document in this column).

When I go to an NANLP meeting or other seminar and talk to folks like you and me getting usable, complete case histories it is like pulling Excalibur out of the stone. Usually, I just get a result and then when I press for a procedure I get a rapid volley of jargon: "Well . . . I did a reframe, then a six step followed by a double dissociation and a circle of excellence . . . blah . . . blah . . . "

NLP is touted as the quintessential conscious, aware process and the unenlightened accuse NLPers of manipulation, but often interviews with wonderfully effective practitioners take hours of chit chat to get just a few usable examples of what they really do. Why? Probably, as Richard Bandler suggests, most of us do our best work in trances of one sort or another, and the best way to remember a trance is not to have to. Record the event.

Again and again I have promised myself to wire the treatment rooms for sound. Now, I have made it a New Years resolution, and that context reframe should do the trick.

How are YOU going to make sure that all your successes are in archive? RECORD ALL YOUR SESSIONS starting NOW is how. Video would be ideal. Catch all your marking, matching and pacing. The tape is cheap if you already have a camera.

Critics of NLP ask for research and case studies to corroborate our results, but we are letting the history of NLP slip out of sight.

Recording is especially valuable for the metaphor . . . those amorphous magical concoctions that are my favorite technique.

When I first started studying NLP with Grinder, Delozier and Associates I kept pestering the trainers about when we would be starting to study metaphor. Then I had a car accident and had to quit the training the weekend before we did.

The next training I was just as eager, and had no understanding of why people told me I was a natural at metaphor and that it was the last thing I needed to study.

Even as we practiced metaphor I felt tentative and incompetent, despite what seemed to be obvious results. One of my classmates noted my incongruent state and called over John Grinder himself to tell him about it. They proceeded to do a spontaneous double induction metaphor on me which dramatically and instantly changed my feelings about my own ability and which has lasted to this day and has encouraged me right through trainer's training and modeler's training with Richard Bandler.

But, I have no idea what was said in that induction.

After the marvelous changes had happened I asked the master practitioner candidate who had interacted so effectively with Grinder what they had done and he said "Aw, I was just playing. I don't know what we said."

So goes the history of NLP.

***

Ideas, questions, case histories and suggestions from all health care professionals are welcome: Chris Rogers, 10657 Riverside Drive, North Hollywood, CA 91602. Phone 818-980-4619 or 818-761-1226. ■

SAY WHAT?!

RECORD QUINTESSENTIAL PROCESS

MEDICAL METAPHORS

When we interviewed Philip and Norma Barretta for last issue's "Featured Group," Norma shared some wonderful stories with us that beautifully illustrate the power of the "pharmacy between our ears" to accomplish "miracles" when the prescription includes NLP and hypnosis, properly administered by skillful practitioners. We're happy to present (albeit informally) the following case histories for your enjoyment.

We have a ten-year-old grandson, so he's about as old as the NLP model. One of the things that I mentioned to his mother, who is married to our son, was the fact that little kids can learn to control body functions much more quickly and much more easily than adults can because they don't have anything to unwork. For instance, an adult doesn't believe that he or she can stop bleeding, so you do it at a hypnotic level with adults. A little kid doesn't know that, so you can just tell kids to stop bleeding and they will stop bleeding. Well, a couple of months after this conversation, our grandson fell, hit the cement and split his lip wide open from one corner of his mouth to another where there are probably hundreds of little teeny-tiny blood vessels so blood just gushed out of his mouth. Well, his mother had also learned the concept of pattern-interrupt before you touch the child who is screaming. People develop a lot of touch phobias because many times the only time children have been touched is when they are hurting. So when he came in screaming and gushing blood, she said, "The first thing you have to do is stop that bleeding." And, he did! This was early in the day. Our son came home a couple of hours later and he took a look at him and said, "He's gotta have stitches." He remembered some of the things that he heard us talking about, so, on the way to the hospital, he told his son, "You're really lucky, you're going to have a chance to have stitches in your mouth. Very few people get that opportunity. Now I want you to make sure that you count the number of stitches so that tomorrow at school you can tell the count." The kid could hardly wait until the doctor put these stitches in. His father explained to him, "You know, the more stitches they put in, the better it will heal, so you make sure that they put enough stitches in, you tell the doctor to put in just the right number." When the kid walked in, the doctor took a look at him, and said, "You say this happened earlier today? How did you get him to stop the bleeding?" His mother said, "You're not going to believe this—I told him to stop." And the doctor didn't believe it. When the doctor said that the kid would probably need anesthesia, my son said, "Oh no, he's prepared. You just put the stitches in Doc, he will be perfectly okay." The doctor was appalled. The kid had something like 23 stitches without anesthesia!

You met the baby. She is an NLP baby—her mother is a master practitioner. When the baby started to walk she fell a lot. And sometimes when she fell she hurt herself. When that happened, we asked, "what is going on up there?" So her eyes would go up and she stopped crying, immediately. So now, when she falls down, she just shakes her finger and tells them "up there" to quit hurting her. She is able to dissociate the pain and look up and interrupt the kinesthetic response to falling down and getting hurt. I think that is pretty phenomenal for a 13-month-old! So she hardly ever cries because as soon as she starts crying, she looks up, gets out of the kinesthetic and is able to then go about having pleasant feelings instead of unpleasant feelings. That's kind of nice.

I am reminded of a story of a guy who had a bed-wetting problem when he was a kid. Years later, he meets his school-day chum who says, "I remember you used to wet the bed. Did you ever get rid of that problem?" The guy says, "Well, no. I still wet the bed but now I understand why I do it and I feel much better about it." With NLP, we don't understand why the kid wets the bed—it doesn't matter *why* the kid wets the bed. We do know that in two sessions the kid has a dry bed. Now, one session is for the kid and we do a lot of metaphorical work. Two sessions are for the parent: they have to expect the changed behavior that changes, literally, overnight.

My favorite story happens to be about the granddaughter of a therapist who came and took a training with us. Grandma decided that it was time this little girl stopped wetting the bed. She was probably six at the time and still having wetting incidents during the day and night. Grandma asked if I could do something about it. I said, "Oh, sure." The little girl had come down to spend a few days with Grandma and Mother had to come, too because Mother has to know how to respond differently to the child. The mother came in for her two sessions and we told her a whole bunch of things. I have a whole bunch of aloe vera that grows in the backyard. We take kids out in the backyard. Aloe vera has some remarkable properties. It's dry on the outside but when you split it open you see that it's all wet on the inside. Camels are incredible. They will load up with water and then cross the desert during the night holding on to every bit of that water, not releasing it until the proper time. So, we just tell the child these stories, do the demo with the aloe vera, "Look at the dry on the outside and retain its moisture on the inside until you are ready for it." And send the kid back. We get some feedback from the Grandma: "What a miracle! My daughter is still having difficulty believing it." I told her that if she demonstrates that to the child, the child will start accommodating to make Mother happy the way she used to be, so she has to keep that to herself. She cannot be surprised. She can only be delighted for the child, not for herself. But delighted. "Isn't it wonderful to have a dry bed! How proud you must be of yourself!" Get the kid all pepped up—she's the one doing the work. This little girl has a younger brother. One day I got a long distance telephone call from the little girl who was about seven by this time. "I'm calling you because my mother and I think it's time for my little brother to start having a dry bed. Do you suppose I could tell him your story?" I said, "Go ahead, but you must call me up and tell me whether or not it works." Here is a child who learned the technology and used it. Imagine what that did for her self-esteem! Anyway, that's one of the metaphors that works very, very well. It even works for the adults.

I can tell you wondrous stories of things that are considered by a lot of physicians to be impossible. I will tell you the story of how our granddaughter was born. Our daughter Peggi, went through a great deal of hypnotic preparation from about the middle of her pregnancy until delivery day. Now here is a mid-30's woman, first baby, the doctor expected a long labor with possible complications and suggested it would be easier to have a Caesarian. Peggi decided she wanted to be fully present and give birth naturally and without complications. And we prepared her for a natural birth, for a good dilation. The visualization we used was that of a pebble being dropped into a very still pool and she watches the ever-widening circle. We did that and she probably was at dilation at stage five and in the next ten minutes dilated from a five to a seven. When we got into the hospital about midnight, the nurse said it would be a long time before delivery, at least eight or ten in the morning. I told her it would happen sooner than she thought! At about 1:00 a.m. we had Mozart playing and we took the baby's heartbeat. When the music speeded up, the baby's heart speeded up. Sure enough, the baby's heartbeat matched the rhythm of the music! All of a sudden, they noticed that Peggi

IT DOESN'T MATTER WHY

EXPECT CHANGED BEHAVIOR

was moving right along and they called the doctor because it was getting close. Well, the doctor said they could have waited until 8:00 or 9:00 in the morning to call him because Peggi's not going to deliver before 8:00 in the morning. By quarter of three Peggi's tired—labor is about six hours old. They predicted that there was going to be another 18 to 30 hours of labor, which is horrible—you know, they set them up for not being successful. The father was there, I was there, the sisters. Peggi had a cheering section and everytime Peggi went into a contraction, we were all there breathing. She was using a new technique and was heavily tranced doing this. The doctor sat down to wait and we continued to do some visualization work with Peggi. The doctor sat up and he literally said, "holy shit," and came over to check Peggi's progress, at which point he threw up his hands and said, "The baby is in the wrong position. It's going to be another two hours." So then I said to Peggi, "Do you remember what we used to use as a tradename?" Peggi said, "Turnaround." Before we were the Southern California Center we were called Turnaround. And Peggi said, "Let's get this straight; the baby is on her back at this point. How should the baby be facing?" I said, "Well, her face should be facing the floor now." Peggi rolled over on her stomach and she said, "In other words, now her face should be towards the ceiling if I'm in this position?" I said, "that's right." Peggi went inside and talked about this and told the baby to turn around. So in that position, Peggi said, "Now sweetheart, turn around." And the doctor sitting there went into a trance. Because the baby had turned. I said, "Doctor, this works!" He said, "I'm becoming a believer." The baby was born at 4:00 a.m. Like a minimum of four hours and more likely six hours, which were the predicted times that the hospital personnel kept reinforcing. I was a little ticked off because they would not follow our suggestion which was let Peggi do it in her own good time. No sooner, no more quickly, no more rapidly than the time she needed to deliver comfortably, no sooner, no more quickly, no more rapidly.

We are having a tough time breaking into the medical profession. Luckily, I am one of the national faculty of the American Society of Clinical Hypnosis. For the first time in the past couple of years we have been doing a full day on NLP at several of the regional workshops which I have been involved in, and several of the national workshops. In 1988, in Chicago, we will have three days of these workshops: one day of straight NLP and two days of medical. A lot of physicians are still using old, traditional types of hypnosis. The chairman of the workshop is a wonderful teacher from the University of Utah Medical School. Even though he has had a lot of negative experience with NLP, he kind of likes our style and recognizes that we use this approach judiciously. Even though it is a very traditional organization, last year we had five physicians in our hypnosis workshop.

Continuing education is available for almost everyone in the healing professions. We like people in the helping professions to attend our workshops—people who are actually working on the mind. Nurses are really up for the training, especially the ones in ICU and ICC and Emergency.

***

Norma Barretta, Ph.D and Philip Barretta, M.A., M.F.C.C., have between them over 40 years of professional experience in the science of helping others to help themselves. They offer unique training opportunities in a wide range of classes, seminars and workshop experiences. Professional, individual and family counseling are available. The Barrettas are licensed psychotherapists and certified trainers of NLP, holding the personal endorsement of NLP's co-developer, John Grinder. They are internationally acclaimed as two of the most effective and elegant Neurolinguistic Programmers and trainers, whose irrepressible good humor make the learning process both joyful and inspirational. Contact them through the Southern California Center for NLP (SCC/NLP), 929 Barhugh Place, San Pedro, CA 90731, 213-833-4234. ■

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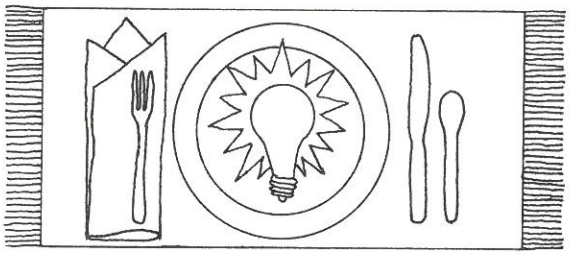
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TABLE TALK



The following is a recent luncheon conversation between Richard Bandler and Robert Dilts covering subjects of general interest, reminiscences and things to come on the NLP frontline. Listen in . . . .

***

Robert, we know that one of your areas of expertise and interests is in the area of human-computer interfacing and using computers as biofeedback devices. Can you tell us what you're doing now in this area?

Robert: Biofeed*forward* is what I call it, because it really isn't biofeedback—biofeedback has never tried to match the way that it works to human neurology. Human neurology functions off of principles such as rate of change and differences. With biofeedback, you get a reading of an absolute value. Since the human nervous system is self-adjusting (keeps homeostasis), you pace the human nervous system with the circuitry that you are using to do "feedback" and that no longer gives you feedback—it extends your neurology into these devices so that you can use it to, let's say, control a wheelchair by using your neurological impulses. I like to extend capabilities.

Richard: It is one thing to be able to build control mechanisms that are purely mechanical; it is another to be able to adapt the neurology of the individual so that they can begin to control the world around them—not just creating, for example, a hand prosthesis that works "just like" a hand, but one that can do all the hand can do and more—maybe things hands have never done before! By learning to control the Galvanic Skin Response (GSR) at certain places in your body, we will be able to hook up mechanical devices that will control the world around a handicapped person, for example, so that they will be able to do things that perhaps nobody has ever done without those hook-ups. Then, as we take human beings that aren't handicapped and teach them the same techniques, we will be able to extend the range of their senses and the range of their actions to affect parts of the world that we can't affect yet.

Robert: For example, we found that if you try to compare this GSR thing to a joystick you might find that using GSR doesn't work as well as using the joystick, yet there are certain things you can control better with your skin response than you can with your hands—there are certain environments where that takes place. When you go up into zero gravity, in a space shuttle, for example, and you try to turn a knob, a weird thing happens: you turn the knob one way and you start going in the opposite direction. You push a button and you go flying off in another direction. People get tired, they get wasted out up there. Actually the kind of things you could do with a GSR are more suited to activity in space.

Richard: The GSR is only one example. The GSR the way Robert uses it in his machine doesn't react by telling you what your GSR is, it tells you how fast it is changing and in what direction. This means that as long as you have that kind of a feedforward loop it allows you to begin to take thinking about space travel seriously. There are a limited amount of resources on this rock and the thing is to get off this rock. We'll be building factories in space, and that's where this technology will come in. We were here at Disneyland and I don't know if you have been on Star Tours yet, but that's not far from reality. That kind of stuff is on the horizon and within our lifetime and in the generations after us, it will be old hat. Remember, I always told people in seminars that when I was a kid, they used to say "the sky is the limit." Well, it isn't anymore. They said it was crazy to try and put a man on the moon; well, we have already done that. "If man were meant to fly, he would have wings." But they seem to fly pretty well without them, except for a few airlines that we won't mention!

Robert: We were also talking last night about our decision-making product. Where, for example, you would use it to assist people in making decisions by giving them the science of decision-making. Most people make decisions on the basis of gut feelings which, based upon other things that are going on, could mean problems.

Richard: It may or may not. You see, a lot of times people have good intuitions and they don't follow them or they do. One of the things that has come out of the work with submodalities is that if you consider the kinds of decisions that a lot of people are making at the corporate level, entrepreneurial business, within the military, let alone Congress, there is a real distinction when people stop and think about good decisions they have made and decisions they have made that haven't worked out. There are real differences in submodalities. There are some decision strategies that are better for certain things than for others. There is a whole range of things. There are so many domains left in this field, it's more than the sky that is the limit. Think about what would happen, in terms of productivity, if people could begin to increase the quality of decisions, even if just by a certain percentage. If you get 20% of decisions to be better decisions, at any company, you are talking jobs, you are talking the future, because when a company goes belly up those people are out on the streets.

Robert: You mentioned airlines a minute ago: One of the things that has always been known is that most airline accidents are not a result of equipment failures, but of pilot judgement errors. So the question, then, is how do you go about giving people "good" judgement or how do you go about telling people or finding out if people have good judgement or have access to it or are actually utilizing it? That's where the concept of feedforward comes in, because the state that you are in is going to determine the kind of perceptual filters that you have. Part of the interesting thing about having two people doing things, like Richard and I, is that we pass ideas back and forth and we go in and out of different states and we look at things with different views. The crux of all NLP is about influencing physiology. That's the bottom line. It comes back to physiology and finding out what does physiology tell us about what is going on and extending the controlability that we have over those particular areas. That's what NLP is for: how to take things, make them decision variables, make them things that you can have under your control and how to be able to interpret what they mean.

We were just doing a simple thing with decision strategies and we had somebody who had trouble making decisions. We had the person think of a good decision and then think of a poor decision. There was hardly any difference in his Galvanic Skin Response. We had a person who was a good decision maker and we had them think of a good decision and then a poor decision. The GSR showed there was an incredible difference.

Richard: If you don't have a way of telling your good decisions from your bad decisions, then it's like a crap shoot. The people

EXTEND CAPABILITIES

THE SKY IS NOT THE LIMIT

that can really sort those out are going to be more apt to be capable and this is learned behavior, this is not something that is genetically wired. A lot of the things that for years people have been told were outside of our conscious control, this field has constantly put back under people's control or maybe for the first time, I don't know which.

There are lots of things. For example, during the playoffs, when you listen to the baseball players talk and the ones that are hitting really well say, "I am really seeing the ball." Well, that must mean it is moving slower in their world. That ball can still be clocked at 90 miles per hour, but they have a way of affecting their neurology so to them it appears to be moving slowly. When training programs are designed so that the people that are batting can start out learning to do that, you are going to have a higher quality batter. This is part of what I think they should teach in driving school too, by the way.

Robert: Along the very same lines, one application of this, for example, is in sports training. I have found with good athletes that when you have them think about the things they are good at—their successes—you see all kinds of GSR activity. When people that have trouble with something think about their successes, you get no GSR activity. When you ask any good athlete about their successes, you will see all kinds of physiology coming out and they will tell you about it. When you ask them about their failures, they get kind of vague. When you ask somebody who isn't a good athlete about their successes, they are kind of vague. When you ask them about their failures, all kinds of physiology comes out. When you get down to the things that are going to make the difference between a world class athlete and somebody who is just good, it's not going to be the external training, it's going to be on the refinements.

Richard: That's not just true in sports, it's true in a lot of things. This is what we were doing here today.

Robert: Working with synesthesias and making synesthesias—making the technology for being able to literally plug in certain wiring in one part of your brain into another and know that you have done it. That's the ultimate level—now that you can control those things, you can start two main synesthesias and, for example, take this touch and make a sound out of it or a color out of it and start to extend that color and so on and so forth. There are all kinds of really interesting things that you can do. I think the simple principle is the more that your brain is involved, the more you are going to be experiencing from it, the more you are going to get from it, the more you are going to learn, the more "conscious" you will be. That's kind of what NLP is about, it's how to get more of the brain involved.

Richard: So that you have a way of moving toward success as opposed to always trying to check for failure because although those strategies are useful for some professions, for most professions you are really trying to move in a direction where you have more and more and more success. These kinds of things can be learned. It has to do with how you organize the relationship between your senses, your cognition and your neurology. The more we find out about that, the more we can build successful training programs that build success-oriented people. You can learn all the sales techniques in the world, but if you don't have underlying beliefs and attitudes and motivation strategies—if you can't get yourself to pick up the telephone and make a cold call, you aren't going to get anything done. One of the things that I teach in my sales training course is how to go into an altered state where you do time distortion and run simulations in your mind. For example, when we were training head hunters, one of the things we taught them to do when they talked to somebody and they weren't successful, was—before they called them back—to go inside and to run a tremendous number of simulations in their minds when in real clock time only a few minutes had gone by. So that either while they still had the person on the phone or when they were calling them back, they would have enough examples that they could find and they would have a way of knowing which ones would work and which ones wouldn't.

Robert: There is another interesting thing about feedforward, too. When you teach people to respond to feedback that they are getting you can only respond to what is there. If you have a model, if you fed forward, you could also respond to what is not there. The only way that you know that is if you are anticipating something, not just responding to something.

Earlier in your conversation you mentioned Aristotle, Da Vinci, Einstein—all geniuses in their different fields. What do these quite different men from different cultures and periods of time have in common?

Robert: The basic structure of genius—the one thing that is shared by everybody whether it's Disney or Tesla or Einstein or Da Vinci—is, how you take something that is an ephemeral dream and forge it into reality. That's what genius is. Geniuses just don't have weird ideas, they know.

Can you explain how that is done?

Robert: There are a bunch of different ways of doing it which are some of the things that we are exploring that have to do with this idea of how you utilize all of your brain. That's what strategies are about. How do you chunk it? What kinds of things do you use as evidence?

We'd certainly like to hear more on this, Robert!

Robert: I'm writing a book tentatively titled, *The Strategies of Genius.*

***

We were so intrigued with the idea of Robert's book that we asked him if he'd be willing to write a Regular Feature for us on the subject of the "Strategies of Genius." Happily, he's agreed! His first column on this most enlightening of subjects will appear in our next issue. ■

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BOOK REVIEW

The Psychobiology of Mind-Body Healing

Wow! I just finished reading another superb book by Ernest Rossi, Ph.D. entitled *The Psychobiology of Mind-Body Healing*. This book represents a somewhat distinct departure from Rossi's other texts which primarily center around the therapeutic "wizardry" of Milton Erickson, M.D. In *The Psychobiology of Mind-Body Healing*, Rossi utilizes much of the naturalistic trance phenomena employed by Milton Erickson in combination with research conducted by himself and others in a sincere effort to understand the role of the "mind" in healing body illness. *The Psycobiology of Mind-Body Healing* is presented in two sections—"Section I: The Psychobiology of Mind-Body Communication," and "Section II: The Psychobiology of Mind-Body Healing."

In "Section I: The Psychobiology of Mind-Body Communication," Rossi presents his (and others') concept of a model in which the mind communicates with the body largely through a process of "information transduction" (Chapter 2). The necessary explanation of how this process works is the "building block," so to speak, for the following chapters in Section I. I would like to add that Rossi superbly presents his concepts and painstakingly supports his concepts with quotes from research conducted on these concepts as well as with historical tables, and illustrations.

In "Section II: The Psychobiology of Mind-Body Healing," Rossi begins to show how the application of the previously mentioned information in Section I works. By introducing concepts centering around circadian rhythms and ultradian rhythms, Rossi's work leads one to believe that a connection truly exists between the mind and the body, and that the mind can influence in a positive and/or negative way the functions of the autonomic nervous system, the endocrine system, the immune system and the neuropeptide system.

After beginning to read this excellent book, I found myself obtaining and reading a medical dictionary so that I could "see" the parts of the brain and how they fit together, as presented in this book. Also, I found the medical dictionary to be an invaluable resource in learning what the role of each part of the brain is, as well as learning how to pronounce each of these parts. In summary, this book is very well written and is full of valuable information. It's interesting that everyone with whom I have shared this book wants to know where to obtain a copy: W.W. Norton and Company, Inc., New York, New York.

Gregory Gibson

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Programmers Pocket Summary

Maryann Reese of Southern Institute of NLP and Alan Densky are the authors of this summary, which is a necessity for all serious NLPers. The handy size and layout (6¼ x 4½, looseleaf) and the fact that each NLP technique is printed on its own individual page makes it perfect for refreshing your memory before and during a session. Notes have been carefully edited to keep them both brief and fully descriptive. ■

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*Reviewed by Greg Gibson for the *RAPPORTER.* ■

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POSTSCRIPT

WYATT WOODSMALL REPLIES TO STEVE & CONNIRAE ANDREAS

Dear *RAPPORTER*,

I was somewhat concerned about Steve and Connirae's response to my interview. Apparently my disagreements with them are greater than I realized and go straight to the heart of what I consider NLP to be. Before I address directly my differences with Steve and Connirae I would like to clarify a few points they raise about my interview.

First I would like to remind them and the reader that it was an interview. In the interview I chose to tell it as I saw it. The NLP community is notorious for backbiting, and people have been reluctant to express their views publicly. I, for one, find this situation deplorable. I am willing to say in public what I say in private and will do so in this response. I leave it to the reader to be the judge, and I urge all parties to speak up and express their views. Steve and Connirae choose to hold my remarks as "opinion." This is an interesting reframe. It implies there is something else, and this is part of the arena of contention between us. I, for one, am interested in opinions and feel it to be arrogant and authoritarian to suggest that in NLP there is anything else. I, for one, believe that in this world there are only different models of reality and each is to be judged on its own merits.

Second, I strongly urge anyone, when selecting a trainer, to check them out and to look at videos of their training where possible. I strongly endorse all of Steve and Connirae's videos and believe sincerely that they are the ultimate testimony to their style, ability and attitude. I also feel that they are the best cure for insomnia that I know of. I have a slightly different standard for judging a trainer and videos, however. I urge the reader to ask themselves if the trainer is exciting, entertaining and interesting, as well as competent and informative. I also urge the reader to see if the trainer can "talk their walk" as well as "walk their talk." Also, do they provide clear, coherent explanations that are understandable or do they bore you with unintelligible demonstrations that are never made explicit and endless exercises which you could do on your own?

Third, I also urge the reader to read Steve and Connirae's new book, *Brain II* and decide for themselves what is new in the book. In the acknowledgement to their book Steve and Connirae themselves state that Ed Reese developed the kinesthetic state access pattern and that Richard Bandler developed the compulsion blowout, the last straw threshold pattern, the swish pattern, the Godiva chocolate pattern and the utilization of verb tense shifts. Further, they state that they developed the other sub-modality patterns which they present in the book by utilizing submodality principles they learned from Richard Bandler. In addition to this, their book contains material on "timelines, changing criteria and internal/external reference" that has been around the NLP community for more than five years and which was developed by Richard Bandler, Leslie Lebeau, Robert Dilts and Todd Epstein. This leaves the only thing new in the book to be the strategy for responding to criticism. I strongly urge Steve and Connirae to utilize this excellent strategy in responding to my criticisms, particularly step 6, which involves changing future behavior. I would modify the strategy, however, to support changes in attitude as well.

Fourth, I have a different understanding of editing than Steve and Connirae. I, for one, do not consider adding eight pages on a subject the author has not discussed as editing. This has nothing to do with "making Richard's brilliance more available/usable in written form." What it does have to do with is using an authority to give credence to one's own views and with deceiving the reader and the NLP community. Also, I and others in the NLP community, are a little confused about what you mean by "authorship." Your current book seems to be material you have edited from Richard and elsewhere. It is interesting that you chose to call your current book "authoring," in which you use Richard's, Ed's and other's material and your previous book, "editing," when you make up eight pages of material and put it in Richard's mouth. Perhaps further clarification between your concepts of "editing" and "authoring" are in order.

Fifth, Steve and Connirae seem concerned that I share my modeling expertise. They should be happy that I will be taking their suggestion starting, in this issue, with a monthly column which presents my modeling trail of techniques in detail. A word on this subject is in order since it is one of the areas where I find myself in greatest disagreement with Steve and Connirae. As Richard has stated (and Steve and Connirae have concurred), NLP is an attitude and a methodology that leaves behind a trail of techniques. The methodology is called modeling. The attitude is equally critical and is seldom discussed in NLP. It is in the area of attitude that Steve and Connirae and I have our greatest disagreement. There are three principal attitudes that I learned from John, Richard and Tony and verified for myself that Steve and Connirae do not seem to share. The first is that modeling is based on an attitude of wanton experimentation with no preconceived notion of the outcome. This is the opposite of a theoretical study of what is possible given some preconceived model of the world that one has read in some book (even if the book is one's own). Modeling is the opposite of that "it can't be and therefore it isn't" attitude. Modeling and NLP instead are based on the attitude that "it is, so how is it possible?" Modeling involves explaining as opposed to explaining away. The second attitude in modeling is one of participation. One has to witness and participate in an activity oneself to model it. Modeling is a hands-on and feet-on activity. It is not something one does from hearsay, rumor or by reading about something. The third attitude has to do with the unlimited potential of the human spirit. It has to do with "believing you can until you find out you cannot" as opposed to "believing you cannot and proving you are right." Modeling is based on the assumption that the human spirit is capable of many extraordinary feats and sets out to capture and transfer these abilities. It is not about using preconceived models of reality offered by psychology or science to limit man and his capabilities.

Sixth, let us talk about firewalking. Tony Robbins' seminar is called "Fear into Power" and, as he states explicitly in the advertisements for it and at the seminar itself, it is not about firewalking. It is about learning to control one's own internal state and breaking through our preconceived limitations. I am sorry that Steve and Connirae do not consider these to be valuable experiences. Tony is the first to agree that anyone in the right state can walk on fire. You don't need Tony to do this. What Tony does help one do, though, is to break through one's fears and discover new possibilities in their lives. I urge Steve to attend one of Tony's seminars before criticizing it. There are people in the NLP community, including John Grinder and Robert Dilts, who have firewalked and who will tell you that a state change occurs. John Grinder included firewalking at his first two modeling trainings and even stated at his first modeling training (at which Connirae was present) that he thought "NLP was stillborn until Tony came along." He praised Tony's firewalking seminars as an outstanding example of modeling. It is interesting that Steve and Connirae consider themselves to be greater authorities on modeling and the merits of firewalking than John Grinder.

With these points of clarification about my interview in mind, I would like to turn directly to what I see as the major points of difference between myself and Steve and Connirae. Steve and

Connirae have asked me to chunk down and substantiate my views and I will do so. I see the major difference between us to be in the area of attitude. I perceive your attitude to be authoritarian, intolerant, arrogant, self-righteous, humorless, stiff, condescending and debasing of the human spirit. You have set yourself and your institute up as the standard by which all other trainers and programs are to be measured. Your attitude has consistently been that if people don't do it your way, then they are wrong. Further, your attitude has been that if you cannot have it your way, you wouldn't play. What you want is power and control to rule the NLP community from your sanctuary in Boulder.

As substantiation of these views (which I freely state are my own subjective experience of you), I offer the following three areas of evidence which I feel are representative. First has to do with your participation in NANLP and particularly its peer review process. In the peer review process, both of you rejected most of the people you peer-reviewed and did so in a way that the reviewees felt to be insulting and demeaning. Instead of feedback that these trainers could use to improve their skills, you told them, in essence, that you didn't do it the way they did and, therefore, they were wrong and unacceptable. It is interesting that all these people were successfully peer-reviewed by two other Fellows and they received peer review status. You continued your attack against the NANLP peer review process by continually raising the issue of challenging trainers that had already been peer-reviewed. Finally, the NANLP board of directors asked the NANLP president to have a talk with you and find out "what your problem was." When she approached you, Steve launched a vicious counterattack as a diversion and smokescreen. You chose to attack NANLP by attacking its founder, Anne Linden, and claiming she was unworthy to be a peer-reviewed Fellow because of a videotape of hers that was being shown at the training on spatial reframing. Anne is one of the most competent, concerned and conscientious people in the NLP community. You both, Steve and Connirae, could learn many valuable lessons about attitude from her. I urge all readers to review Anne's videotapes and to judge for themselves. I also urge them to review your tapes, Steve and Connirae, and judge for themselves. Finally, having failed to gain control over the peer-review process, you told NANLP that if you couldn't have it your way, you wouldn't play. At that point you dropped out of the peer-review process and urged all trainers to do likewise. You then said that you wanted NANLP to serve only as a networking organization and to give up membership levels, accreditation and standards and further, that if NANLP didn't comply, you would quit and form your own organization. The response from members of the NANLP executive committee was "goodbye." Who will you attack next in your ceaseless struggle for control and domination of the NLP community?

The second area which I feel is indicative of your attitude is your stance towards the *RAPPORTER*. You advertise in it and subscribe to it but refuse to contribute to it, be interviewed by it and, most of all, to distribute it to your students. You want people to hear your side, but don't want your own students to be exposed to other ideas. Your attitude is that yours is the only right way and that others should ignore all other views. Well, Steve and Connirae, I don't support thought control and believe in presenting all views and letting the NLP community decide. I urge my students and the readers of this magazine to read and study all views and particularly yours. Your attitude is further reflected in your surrogate voice, *Anchorpoint*. The *RAPPORTER* welcomed *Anchorpoint*. But in *Anchorpoint*, where other NLP periodicals were listed, the *RAPPORTER* was intentionally snubbed. I am sure that the thousand-plus subscribers to the *RAPPORTER* will be glad to know that you do not consider it to be a valuable NLP periodical. You seem to have a problem with the *RAPPORTER's* openness to a larger community from which you want to divorce yourself and ignore. Just what is wrong, Steve and Connirae, with discussing issues relating to human potential and the growth of the human spirit along with NLP? Just what do you think NLP is, anyway, and from what else is it supposed to be separated and divorced? It is this attitude of compartmentalization that I personally find most distressing.

The third and final area which I feel is indicative of your attitude is your dogmatic and authoritative claims about firewalking. In *Brain I*, you offer a challenge to any firewalker to "walk the same length on a steel plate heated to the same temperature as the coals." In your reply to my interview, Steve and Connirae, you dogmatically state that: "Since the heat conductivity of steel is over 500 times greater than charcoal, anyone attempting this would be horribly burned." Are you as sure about this, Steve and Connirae, as you are about all of the other criticisms of me and firewalking in your letter? I find this statement to be the ultimate embodiment of your authoritarian and intolerant attitude. I ask you and the reader one question: "How do you know this is true?" What evidence do you have for this assertion? Is it not true, Steve and Connirae, that this claim of yours is based on some pseudo-scientific model of the world to which you subscribe? Is it not time that this claim is based on an attitude which you hold which says, "it cannot be and therefore it isn't?" Do you not believe, Steve and Connirae, that scientific theory takes precedence over empirical evidence? It is this attitude which is shared by Steve and Connirae and their friends in the "Committee for the Scientific Investigation of Claims of the Paranormal" that I find most distressing. I find it distressing because it is absolutely antithetical to my understanding of the spirit of true science, modeling and NLP. Einstein said that he discovered relativity because he questioned an axiom. Richard Bandler and John Grinder created modeling and developed NLP by asking, "how is it possible that this could happen?" If John and Richard had accepted standard psychological theory that says, "it can't be, therefore it isn't," then there would be no NLP today.

The question I ask you, Steve and Connirae, is what would happen if someone met your challenge? Would you believe it then or would you either deny it or try to explain it away? What would it take to convince you? Could your model of reality expand to accept a world in which this is possible? Would this be too frightening to you? Is the idea of unlimited human potential something you cannot live with? I am somewhat concerned for you in asking these questions, as I have some bad news for you.

The event which you will be interested in, Steve and Connirae, happened in a suburb of Dallas, Texas on July 31, 1987. On this night, Tony Robbins was giving his "Fear into Power" seminar. Just after Tony and a few of the participants had walked, the seminar was totally disrupted by a group of thugs hired by Danny Koren. Following your suggestion, Steve and Connirae, they dropped a metal grate on one of the fires and staked it to the ground. They then chanted like you do, Steve and Connirae, that firewalking is a trick and that the heat transfer of charcoal keeps people from being burned. They, like you do, dared anyone to walk on the grate. They, like you do, Steve and Connirae, yelled that to do so would result in horrible burns. The police came and Tony endeavored to have the disrupters removed so that the seminar might continue. Fights almost broke out between participants in the seminar who were anxious to continue and the disrupters who would deny the seminar attendees the experience. The metal grate sat there for a half-hour and glowed cherry red in the night. Finally, Tony could take no more of the mentality represented by you, Steve and Connirae, and the hecklers. Tony's reaction at first was not to dignify such malicious hooliganism by a response. Tony is young and full of enthusiasm, Steve and Connirae. He has not yet learned what you and I know, which is that the mentality of "it cannot be, therefore, it isn't" will stop at no lengths to maintain its bigotry and delusional model of the world. It will even deny the evidence of its own senses rather than accept

what "cannot be." Tony didn't realize this or, perhaps moved by some deeper knowledge, he put himself in a deeply altered state and in front of 150 witnesses, including the hooligan disrupters, he walked—not once—but twice across the glowing red inferno. Tony walked through the searing heat across a red-hot metal plate with a heat conductivity more than 500 times that of charcoal. You state, Steve and Connirae, that anyone attempting this would be horribly burned. Poor Tony, pushed by his youthful enthusiasm to confront bigotry, closed-mindedness and intolerance, would surely be horribly burned and rushed to the hospital. How embarrassing for Tony, but then, "it couldn't be otherwise." Well, Steve and Connirae, it was otherwise. Tony was not rushed to the hospital. Tony was not "horribly burned." In fact, he had no blisters and was not burned at all. Surely this cannot be! After his second walk, Tony went up to the chief disrupter and told him that he had been wrong to disrupt the seminar, that he had been wrong to interfere with people walking and getting the value they had come for, and most of all, that he was wrong in his belief that none could walk without being horribly burned. This had been demonstrated to him not once, but twice in front of 150 people and in front of his own eyes. At this point, the disrupter left quietly. Well, Steve and Connirae, I return to the question of what would it take to convince you that this is possible? Do you need the names of the 150 people there, Steve and Connirae? Do you need eye-witness accounts? Was the red-hot plate not hot enough? Did the metal in the plate also have a low heat capacity? How do you explain this away, Steve and Connirae? Do you just deny that it happened? Remember, "it can't be, therefore, it isn't." Will you change your model of the world, Steve and Connirae, to account for something you cannot explain? Is your model of the world big enough to encompass the unknown? Is this just too frightening for you? What do you do, Steve and Connirae, when the "cannot be" — *is?* ■

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BEHAVIORAL MODELING

This column will be about modeling. Richard Bandler has said that NLP is an attitude and a methodology that leaves behind a trail of techniques. The methodology is called modeling. It is the process by which NLP was created in the first place. The trail of techniques is what is marketed commercially today as NLP. Modeling is the process by which excellence or expertise is captured and transferred. It is based on the principle that possible in the world and possible for anyone is only a question of how.

There has been a lot of talk in the NLP community in the last several years about modeling, but there have not been very many models generated. Frequently, modeling has been applied to human capabilities with limited results. In NLP classes where modeling has been taught, the subjects modeled have usually been too broad to produce substantive results or students have modeled fellow classmates. When you model mediocrity what you get is mediocrity.

In contrast to most of the rest of the NLP community, about five years ago a small group in the Army began to apply modeling to concrete tasks in a serious way. This original group began at the Army Intelligence and Security Command under the leadership of two-star general Albert Stubblebine. The group consisted of Wyatt Woodsmall, Richard Graves, Robert Klaus, Paul Tyler, John Alexander, Dave Wilson and two anonymous members of the intelligence community. Over the years, this group worked with John Grinder, Tony Robbins and Richard Bandler. This group dissolved several years ago. Woodsmall, Graves and Klaus have continued to do modeling in and out of the government.

This column, which will be written by Wyatt Woodsmall, Ph.D., Richard Graves and Ronald Cruickshank, Ph.D., will present the lessons they have learned over the last five years and are continuing to learn doing modeling in the government and private sectors. Woodsmall and Cruickshank are currently involved in a major modeling project with Polaroid and Graves is currently involved in a major modeling project with the Army. These two projects are the culmination of five years of hard work and are the first two six-figure contracts in the modeling arena.

Woodsmall and Cruickshank, who are partners in Optimax, Inc., call what they do Advanced Behavioral Modeling℠ and Graves, who is employed by BDM, Inc., calls what he does Behavioral Systems Modeling℠. Both these terms are trademarked by Optimax and BDM, respectively.

This first column will present an overview of the modeling process. The next column will present some of the concrete results of modeling projects in the government and private sectors which are either ongoing or completed. The third and following columns will focus on specific aspects of the modeling process and on specific modeling results.

The Sciences of ADVANCED BEHAVIORAL MODELING℠ and BEHAVIORAL SYSTEMS MODELING℠

Advanced Behavioral Modeling℠/Behavioral Systems Modeling℠ (ABM/BSM) is a program for training developed to model human excellence. Embodying the innovative combination of many disciplines in a creative new relationship, it has produced an entirely new way to train people to higher levels of expertise faster. It identifies patterns of excellence and projects those desirable patterns for others to emulate and replicate through a structured and cost-effective training process. The patterns identified by ABM/BSM techniques are the sets of beliefs, values, heuristics, internal mental processes, and physical activities that characterize certain skills. These patterns are shaped into a model that is used to transfer to students those behavioral differences that make certain people more effective than others with similar training and backgrounds.

PATTERNS OF EXCELLENCE

As the United States becomes a high technology society, there is a growing awareness that the enhancement of human and organizational productivity within this new context is imperative. This awareness is predicated on the fact that high technology has been greatly improved without a concurrent improvement of human technologies. A balance must be restored between the material innovations of high technology and the increasing demands upon the human element to keep pace.

Studies conducted by organizations in both the public and private sectors have examined the underlying forces that have been transforming our society and shaping our future. These studies have revealed that:

The interactions among high technology systems, human productivity, and human potential are some of the greatest challenges facing the nation today.

A significant need exists to match each new technology with human capabilities.

Institutions and individuals within the academic community are engaged in researching the concepts of high performance, human potential and organizational transformation. They recognize that the major contributor to high-performing systems within organizations is the human element. The corporate world, too, has begun to emphasize the importance of the human element and has discovered the benefits of changing personnel policies, administrative structures and training programs accordingly. ABM/BSM has evolved from this recognition by academia, industry and government that enhancing human performance within organizations shifting to higher material technologies offers the greatest opportunity to meet the challenges of a rapidly changing environment.

ABM/BSM is a unique model-based program for training that is a combination of proven behavior management techniques from management science, artificial intelligence, psychoanalysis, behavioral psychology, values theory, human typological analysis, neuro linguistics, cybernetics and advanced learning theory applicable to a variety of learning tasks. These various disciplines have been synthesized into a technology which offers organizations state-of-the-art training programs that will enhance human and organizational productivity. What makes ABM/BSM different from other models of individual and organizational behavior is that it extracts critical components of the thinking processes, beliefs, values and overt behaviors of carefully chosen experts and presents these refined components to students systematically, expertly and throughout a carefully designed program. Additionally, ABM/BSM instructors recognize—and and will train other instructors to recognize and change—patterns of beliefs and thought processes in trainee behaviors that enable or limit students in their ability to perform a task.

Human thinking processes are complex and highly individualistic. All human beings absorb information and experience through their five senses (visual, auditory, kinesthetic, olfactory and gustatory), but every individual absorbs information and experience through these senses differently. This leads to a unique, individual perception of the world, a particular subjective reality. ABM/BSM studies the subjective realities of experts, how their visual images, auditory processes, tactile sensations and internal feelings, beliefs and values are sequenced together as specific internal representations that enable a person to make decisions, be motivated, learn, perform a skill and create.

ABM/BSM is a process for capturing and transferring expertise. There are people in any field who are recognized as being superior. They may be labeled experts or champions or masters or geniuses. In any case, they are able to perform far beyond the norm set by their peers. There is a perennial argument as to

ENHANCE HUMAN PERFORMANCE

whether such people are born or made. Probably both are partially correct. Undoubtedly such people start with talent or innate ability which predisposes them to greatness. This greatness is further developed by a combination of education or training and experience. These people often think that they know what sets them apart as uniquely accomplished. They often seek to transfer their talents and abilities to others through training, books, and audio and video tapes. The only realistic measure of the success of this transfer process is whether the people to whom the information is transferred can perform as well as the expert can. Sadly, this is seldom the case. One is forced to draw the conclusion that the expert either is not aware of critical aspects of what they do or is unable to make the transference of their ability to others.

For the first time it is now possible to capture and transfer expertise. It is possible to give a far better account of what an expert does than they are able to give themselves. This is because a lot of what an expert does goes on outside of their conscious awareness. In fact, unconscious competence is the hallmark of expertise. ABM/BSM is a way to decipher unconscious processes and make them explicit. It is also a way of transferring this information to others in a highly efficient fashion.

ABM/BSM works because it deals with several critical variables not dealt with in the normal education or training world. It focuses on process as well as content. It is equally concerned with *what* one does or thinks and *how* one does and thinks. In the process of eliciting this information, ABM/BSM considers several key aspects—each of which is directly correlated with high performance. These are the enabling beliefs, values, heuristics strategies and physiology of the expert.

Beliefs either support or hinder excellent performance. This is a fundamental tenet emerging from research into accelerated learning in the last several decades. People perform well only when they have a set of beliefs that support high performance. Whether you think you can or think you cannot, you are right. The beliefs that support superior performance may be elicited through a sophisticated process. Before they can be installed in others, however, it is first necessary to identify and remove disenabling beliefs that are already present in those others. These disenabling beliefs can be elicited from trainees by the same process in which enabling beliefs are elicited from subject experts. The key process involves the removal of the disenabling beliefs in trainees and the installation of supporting or enabling beliefs in their place. ABM/BSM has techniques to effect this belief change process.

Values are things that people move toward or away from. They are what people spend time and resources to achieve or avoid. Values are thus the keys to motivation. High performers are highly motivated to respond as they do. ABM/BSM techniques are used to elicit the values that motivate the expert to superior performance and to install similar values in trainees.

A strategy or internal mental approach is the sequence of representational system changes that result in the generation of superior performance. It is often fallaciously assumed that rote and repetition are the keys to increased performance. Actually, repetition or practice are counterproductive if one is practicing error or inferior performance. The door to expertise is not through blind repetition of random activities. Instead, it is through rehearsal and mastery of the specific mental syntax and sequence of the expert. ABM/BSM elicits the strategy of the expert and installs this in the trainee. This is the most effective and efficient way to develop expertise. Without it, no amount of practice and effort can ever produce peak performance.

It has long been understood that there is a direct connection between the mind and the body. Research in the last decade has lead to a scientific understanding of the mechanisms of the relation between the mind and the autonomic nervous system, endocrine system, immune system and neuropeptide system. Experts are able to place themselves in mental and physical postures that lead to increased performance. These postures may be elicited and others trained to adopt them. One of the key elements of any posture is the rate, depth, rhythm and location of breathing. The mind cannot function without a proper oxygen supply. Stress and poor posture lead to fatigue both mentally and physically. ABM/BSM recognizes this and ensures that trainees adopt postures that support the expert performance of the activity involved.

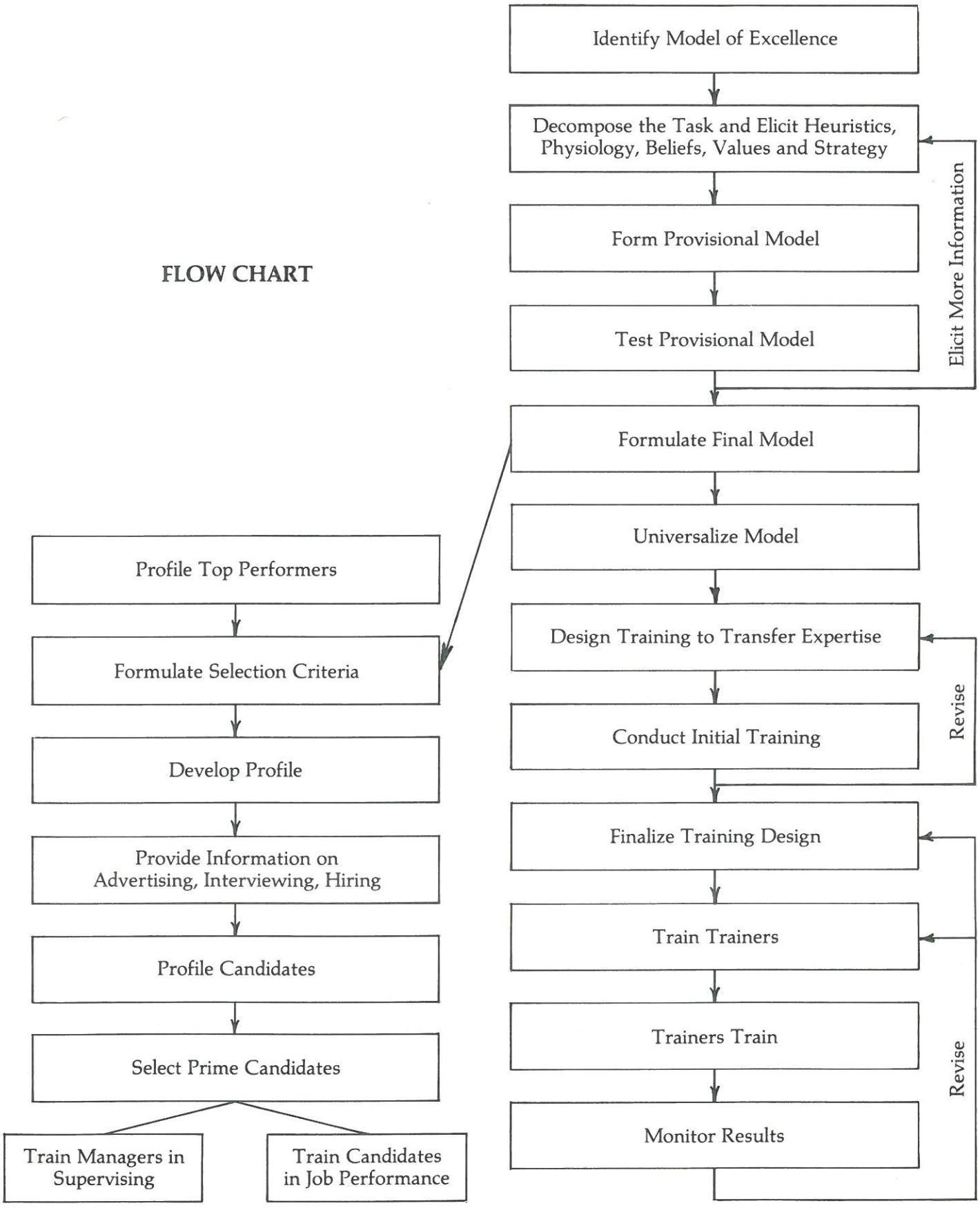
Through ABM/BSM, expertise may be elicited and transferred. It is often assumed that anyone may be trained to do anything to a superior level. This may be true, but the expenditure of time and resources to do so may be exorbitant. Common sense and empirical evidence suggest that people differ in their degrees of talent or innate ability to perform different functions. This is another way of saying that certain people begin with sets of heuristics, enabling beliefs, motivating values, and physiologies and strategies that are closer to those of experts in a given area than other people begin with. Obviously, these people will develop expertise more rapidly, achieve higher levels of expertise and retain that expertise longer than others who are not similarly endowed. ABM/BSM can decrease training time and dramatically increase performance for any random group of trainees. It is also able to identify candidates who are already predisposed to high performance—candidates who already possess some of the beliefs, values, physiologies and strategies of the subject experts. Preselection of appropriate training candidates always results in increased levels of performance. ABM/BSM makes this preselection possible and provides an optimum training method addressing all aspects that lead to subject mastery. These two aspects of ABM/BSM synergistically combine to produce a quantum leap over any other method currently in existence to capture and transfer expertise.

Although the primary goal of ABM/BSM is the elicitation and installation of excellent performance, there are several other byproducts of this process that lead also to dramatically increased productivity in an organization. Individual performance is directly affected by organizational structures and the nature of the human interactions that occur. Management is the science of utilizing the resources available most effectively and efficiently to produce maximum productivity, profitability and quality. Many managers adopt one management style and treat all employees the same. This has spawned the debates of the last several decades as to the relative efficacy of theories X, Y and Z. The simple truth, which has only been partially captured by situational leadership, is that different people achieve their optimum productivity when they are managed in different ways. A task of management is to discover and provide those kinds of interactions that lead each individual and the collection of individuals to produce in an optimal fashion. In other words, management is most effective when it is able to provide the unique set of keys to communicate with, direct, train, motivate and incentivize each particular employee. ABM/BSM has already successfully modeled effective communications, training and motivation strategies of effective managers. ABM/BSM makes it possible to train managers to identify and respond appropriately to the communication and motivational patterns of each employee. Thus, ABM/BSM provides any organization a dramatically increased capacity to detect, attract, select, hire, train, direct, motivate and communicate with employees in such a way as to result in optimum quality, productivity and profitability for the organization and in optimum success, accomplishment,

WHAT AND HOW

ELICIT AND TRANSFER

FLOW CHART



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opportunity and well being for the employee.

With this general overview of the ABM/BSM process and its products in mind, let us now turn to a more detailed analysis of the specific steps of the process. These are represented pictorially in the accompanying flow chart.

The first step in the ABM/BSM chain is the identification and selection of the model (or models) of excellence. There is a direct correlation between the excellence of the original model and the amount of expertise that can be captured and transferred. Unfortunately, models of excellence may be difficult to find and make available. In some areas it is even difficult to determine who the experts are or even what standards one would use to identify and rate experts. ABM/BSM allows one to replicate expertise. One can use it to bootstrap an organization to near the level of the best in the organization.

In modeling experts it is valuable to have several experts with whom to work. This allows the use of the contrast frame to aid in separating what is essential to expertise from what is merely idiosyncratic to the individual expert. The goal is to assure that the components extracted from the experts are all and only those critical to expert performance. Also, it is useful to model a few mediocre performers to see once again by contrast what it is that the expert does that the mediocre performer does not do or what the mediocre performer does that the expert does not do that makes the critical difference in performance.

Once a model or models are identified, the next step in the ABM/BSM process is elicitation. This involves the determination of heuristics, physiology, beliefs, values and strategies of the model that enable them to perform in an outstanding fashion. The key is to separate the essential from the merely idiosyncratic and to find the difference that makes a difference. Part of the elicitation process involves task decomposition, which is the critical process of breaking down the skill to be modeled into specific components which can be modeled and sequenced to produce the expert result. The exact details of the elicitation process, including testing and sensitivity analysis, will be discussed in future articles. Basically, it consists of the processes of extracting the components of expert behavior, explicating them further, identifying critical ones, creating a knowledge base and developing a hierarch or syntax of the critical behavior components.

Once one or more experts have been elicited, the next step is to synthesize the data gained from the elicitation process into a provisional model. This model is then installed in the modeler or in one or more trainees. The test for the success of the model is the ability of the modeler or trainee to produce equal or near-equal results to the expert. In other words, to be able to perform either as or nearly as effectively and efficiently as the expert. When this happens the model is complete. If pieces are missing it will be necessary to go back to the expert to elicit further information. It should be noted that sometimes it is possible at this stage to improve or streamline what the expert does to make them even more effective. This is called generative modeling, as opposed to the isomorphic modeling which we have been discussing.

As the model is tested and revised a final model emerges that passes the tests of efficiency and effectiveness. This model is in a pure form and produces the best results. For practical purposes—if this model is going to be passed on to a random set of trainees—it will be necessary to generalize or universalize it. The unfortunate consequence of this process is usually some dilution of the power of the model. The result is still increased performance from trainees in far less time than conventional training. As mentioned previously, if training candidates are properly screened, the final model may be passed to them producing an even higher level of expertise.

Once a universal model is formalized the next step is to design a training to transfer the expertise captured in the model. This is another major step in the ABM/BSM process. It involves placing and maintaining trainees in an optimum physiology, removing disenabling beliefs, installing enabling beliefs, installing motivating values, rehearsing the proper physio-mental syntax and sequence and transferring content knowledge. The specifics of this powerful performance transfer technology will be discussed in future articles.

Once a training design is formalized, the next step is the conduct of an initial training. This is done by trainers who are well-versed in techniques to transfer values, beliefs and physiologies as well as to install strategies. The result is trainees who are able to perform at a much higher level of expertise than achieved by conventional training methods and in usually half the time of conventional methods. During this initial training, ABM/BSM trainers debug any quirks in the initial training design. This leads to a final training design.

It is not the goal of ABM/BSM modelers and trainers to spend their lives teaching any one model. Thus the next step is to train in-house trainers to conduct the course. Since ABM/BSM trainings differ dramatically in methods and results from conventional trainings, it will be necessary to train in-house trainers in the use of these methods as well as in the conduct of the actual course. In-house trainers usually teach their initial course under the supervision of ABM/BSM trainers and are placed on their own when ready. ABM/BSM monitors the results of the training to ensure quality control. Also, training content and methods may be modified from time to time as even more effective and efficient training methods are modeled.

In addition to capturing and transferring expertise, ABM/BSM is also able to dramatically improve personnel recruitment, selection and hiring procedures. In a time when professional development is such a costly and time-consuming activity it becomes even more critical to initially select candidates with talent and ability as well as enabling beliefs and attitudes. The results of failing to do so are high turnover, poor work attitudes and inferior performance. Traditional personnel selection techniques focus on education, experience, background, appearance and personality. Unfortunately, none of these criteria identify innate ability, motivating values or enabling beliefs. This is where ABM/BSM technology comes to the rescue of the beleaguered personnel administrator.

The critical step in hiring is the formulation of precise selection criteria. This may be done in two ways. First is by ABM/BSM modelers eliciting experts in the field in question. Second, and more practical, is by ABM/BSM modelers profiling the top performers in the company whom management would like to replicate. ABM/BSM modelers meet with the personnel selected to be replicated and elicit their values, beliefs and critical personality characteristics.

Once ABM/BSM modelers have completed this process on top performers in an organization they formulate selection criteria to identify candidates with similar personality characteristics. They next prepare written and oral questions to be used in a personnel interview to identify appropriate candidates for hiring. A byproduct of this profiling process at this point is the provision of additional information as to how to best advertise for, attract, interest and hire these candidates. This information includes both how to write job descriptions to attract these people and where to place advertisements to reach them. It also includes how to get rapport with them during the interview, interest them in the position and persuade them to accept employment.

REPLICATE EXPERTISE

INSTALL STRATEGIES

It is not the intention of ABM/BSM to be an employment agency. ABM/BSM can be used to profile employees to be replicated and to transfer the selection process as well as to train in-house personnel in how to use it. It can also be used to train in-house personnel in how to establish rapport with, communicate most effectively with and motivate appropriate candidates to accept positions in the organization.

The ABM/BSM process also offers several other unique advantages. ABM/BSM is able to substantially decrease turnover rates by identifying candidates who are likely to stay with the organization for many years as well as those who are likely to leave in the first eighteen months. ABM/BSM can also identify candidates who are most and least likely to respond positively to supervision and can separate candidates who will be service-oriented "people people" from those who will only provide service reluctantly, if at all. These are only three of the unique features of the profiling process.

Once candidates are hired, it is suggested that they be trained by the ABM/BSM process as described previously. The ABM/BSM profiling process also provides information that will be invaluable to management throughout the employee's entire career with the company. ABM/BSM can provide management with detailed information as to how to best establish rapport with, communicate with, supervise, direct, motivate, incentivize, train and discipline each new employee. This same information can also be provided about any and all company employees that management requests profiles of. In addition to providing this information, ABM/BSM trainers will train management in how to utilize it.

This is an overview of the ABM/BSM modeling, training and profiling process. The bottom-line result of this process is a substantial increase in individual performance as well as in the quality, productivity and profitability of an organization. With ABM/BSM technology it is possible for the first time to capture and transfer expertise. ABM/BSM enables an organization to replicate its best employees. In a highly competitive business world, no organization can afford to be without ABM/BSM support, or, even worse, to allow its competitors to have it first.

***

Wyatt Woodsmall, Ph.D., *certified NLP Master Trainer and Master Modeler, and a partner in Optimax, Inc., has pioneered in applications of modeling in the governmental and private sectors. Richard Bandler, co-creator of NLP, has described him as "one of the few people in NLP today who are actually doing modeling and extending the limits of its application." Doctor Woodsmall is currently involved in a major modeling project with Polaroid, working on a book on modeling called* The Science of Advanced Behavioral Modeling *and will be conducting a two-week modeling training in the Boston area February 13-27, 1988. He can be reached care of Optimax at 801 South 20th Street, Arlington, VA 22202 or at 703-979-3835.*

Dick Graves *is a certified NLP Trainer. He pioneered in applications of modeling in government and in the commercial sector. He is the creator of Behavioral Systems Modeling (BSM)℠. He is currently the program manager for a major modeling project in the government intelligence community. Dick is the first person employed full time by a Fortune 500 company, BDM Inc., to market and conduct modeling projects and NLP-related trainings. Dick has conducted numerous model-based training programs that focus on negotiations, interrogation, counter-intelligence and basic and advanced communication skills for better government and commercial clients. He can be reached at BDM, Inc., 7915 Jones Branch Drive, McLean, VA 22102 or at 703-848-7199.*

INCREASE PERFORMANCE

Ronald Cruickshank, Ph.D. *is a leading NLP business consultant, trainer and modeler. He is a partner in Optimax Inc. and is currently involved in a major modeling project with Polaroid. Ron is currently interviewing 100 top chief executive officers and presidents around the country for a book on their business and personal strategies and beliefs. Ron himself is a former C.E.O. of Record Bar, which under his dynamic leadership grew to be the second largest record and tape distributor in the country. Having successfully met this challenge, Ron moved on several years ago to business consulting, training and modeling and conducts monthly NLP business trainings in Durham, North Carolina. You can reach him care of Optimax at First Union National Bank, Suite 501, 301 West Main Street, Durham, NC 27701 or at 919-688-5712.*

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TWO O'CLOCK HIGH

Looking for a cosmic experience? Try 2 A.M. for best results. That's the time according to two Canadian psychologists that we are most likely to be overcome by intense feelings of peace and meaningfulness.

According to *Omni* magazine, the psychologists, Michael Persinger and Katherine Makarec, of Lauerentian University in Toronto, have dubbed the effect the "Two A.M. Wow." They managed to induce this state in 200 subjects by placing them in a dim room, playing soothing music and using a gently flickering strobe light. At least one out of fifteen reported a sense of cosmic awareness which was recorded by EEG readings. The EEG showed spiking patterns with oscillating alpha waves and increased theta waves during the experiences. The scientists feel these transcendental experiences coincide with a drop in the brain's production of the chemical messenger serotonin. This increases activity in the space perception and emotional centers of the brain. ■

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N·L·P

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YOU ARE THE LINK TO THE FUTURE
Part 2

By James A. Takacs

When you think of "unnatural acts," what usually comes to mind is SEX and all those delicious, fun things we are not supposed to think about, let alone do. This, of course, serves to keep us endlessly fascinated with our plumbing as well as our guilt (immobility). Since we humans are sexual, the term "unnatural" cannot be applied in the strictest sense. What is truly "unnatural" is anything which interferes with our ability to develop choices in creating our reality—therefore, unreality is "unnatural."

Humankind's dedication to limiting choices is best illustrated by our obsession with DENIAL. DENIAL (our second internal obstacle) is wholely unnatural because IT PUTS US WHERE WE ARE NOT. The corollary to this is: YOU CANNOT GO SOMEPLACE ELSE FROM WHERE YOU ARE NOT. YOU CAN ONLY GO FROM WHERE YOU ARE.

Imagine the futility in struggling to go someplace from where you are *not*! It doesn't matter how much you chant, pray, meditate, think positive or whatever—IT SIMPLY CANNOT BE DONE! No matter how hard anyone struggles to justify DENIAL, they will still be stuck solid in their frustration of immobility. You can't move forward from where you are NOT. You can only move ahead from where you are.

If anything were to guarantee an outburst of heavily accented verbal lashing from Fritz Perls, it would be someone issuing an obvious and transparent denial to his face. He'd bellow "Shtop! with your obscenities, right now!! Do you tink I am zo shtupid??" Ashen-faced, the recipient of this blast would finally "tell the truth," and then move along to something else. Fritz detested the "Blame Game" and everyone soon learned to stop playing it. Later it became a pleasure to practice truth-telling, and when that happened there was no longer any need to practice denial. One metaphor which our Teacher used when discussing egos had to do with a ball. If it was all puffed up, filled with hot air, it delightfully invited anyone to kick it. While another ball, slightly deflated and somewhat misshapen, invited care and consideration. Ego, then, becomes a function of DENIAL.

When illustrating DENIAL in one of my seminars, I ask the following question: What must be true, FIRST, for you to take a trip from LA to New York? I usually get a barrage of psychological answers (motivation, purpose, planning, wanting) or practical answers (have money, buy ticket, strong desire, etc.). Some people suspect a "trick" question and come up with answers to match their assumed trick. Finally, everyone usually gives up in frustration. You've already guessed the answer: To go from LA to NY you first have to be in Los Angeles. All else is an afterthought. If you're in Seattle, you are never going to be able to make it until, and unless, you go to Los Angeles.

DENIAL puts you where you are not—and you can't move ahead from there. Despite this fact, we've made DENIAL a way of life in this culture. We deny everything—we deny ourselves, we deny each other, we deny our pain, our feelings, our mistakes, our shortcomings, our wants, desires and ambitions. Our denials keep us in the closet and inwardly we have no choice but to grind away in place. We then drug ourselves with sedatives and tranquilizers, we dull our senses with alcohol and we distract ourselves endlessly with music, movies, television, and frantic party-going. Then, we pretend not to notice. Vaguely aware of our creeping petrification, we put on a "happy face" and make the best of it and get used to our lack of mobility. Mendaciously, we then say to ourselves that "that's Life."

I'm not speaking of some isolated, therapeutic cases. Look around—DENIAL is everywhere. Men deny their vulnerabilities, women deny their power, children deny their intentions, politicians deny solutions to problems, clerics deny their prejudices, teachers deny their ignorance, students deny their innate brilliance, parents deny their bias, lovers deny their anger, victims deny their tyranny, the sick deny their responsibility and the dying deny their fear (the dying here are not those who are about to expire, but those who pretend to be alive and well!).

Back in the early 70's, I received an invitation to address the student body of one of our local universities. It was a time of great social unrest and standing up in front of 800+ students did present something of a harrowing challenge—especially if your topic happened to be about how bright the future could be. The moment I walked out onto that empty stage (there wasn't even a podium to hide behind) I realized how frightened I was. My brain had turned to Jello, my knees to water and I couldn't think of a word to say. I heard Fritz's voice telling me to "tell the truth, and be yourself." So I took a deep breath and started in sharing my fear and misgivings and my nervousness. I kept me low-key, without any posturing, smiling or joviality. As I felt stronger, my voice got louder and once I caught the thread of my thoughts, I relaxed more and more and picked up the pace of my talk. I don't remember what I said, but I do remember the transition I went through—and the transformation my audience went through. No one attacked me, though there were one or two hecklers and my audience did give me a chance to be heard. The question-and-answer period was charged with excitement and animated beyond my wildest dreams. The give-and-take was extraordinary as I related my thinking to their questions. My one hour talk turned into 2½ hours—many students never went back to their afternoon classes—and our discussions continued as I attempted to say goodbye and leave the campus. There were well over 300 students standing around the parking lot STILL TALKING as I pulled away. We ended on a friendly note and a sigh of relief; we came together and then parted as friends. I never denied my fear or my ignorance or my admiration—I used them to move ahead.

There is much evidence around us to demonstrate how destructive DENIAL is, and yet we persist. We keep aiming ourselves at worthwhile targets only to sling-shot ourselves back to square one by denying ourselves. Over a lifetime we accumulate enormous stress and dis-ease until finally our once-broad spectrum of choices becomes narrowed to two and those two are the same ones we've been resisting forever—pretend or expire. You don't think so? Well, if you could, just ask Freddie Prinze. His short, meteoric life illustrates my point exactly.

We wind up alienated—not from society but from ourselves. The Self keenly feels all, all the denied pain and frustration; and we know in our unconscious that these parts of the Self will put us back in touch with all that we've denied. Like a moth drawn to a flame, we are irresistibly attracted to the idea of being free—free of the denial structure we've used to imprison ourselves. Imagine what you'd be like if everyone knew everything about you—and they didn't care one way or the other. If you summon the courage to Be Yourself, and Tell the Truth, you'd discover quickly people will like and admire you despite what you've denied about yourself.

Approval is paradoxical: The more you seek it, the more illusive it becomes; the less you seek it the more it seeks you out.

Everyone has heard the expression THE TRUTH SHALL SET YOU FREE. This is more than just a slogan—it is a prescription for Life. Essentially, the impact of the truth is to *volunteer* in a straight-forward manner that which our impulses

NO NEED FOR DENIAL

AVOID ALIENATING SELF

urge us to deny. Transformation is the process by which our submerged terrors become our greatest assets. When we expand our limits to include all we fear, we make companions of what previously blocked our way through Life. We befriend our former self-created foes so that, free at last, all Life becomes warm, friendly and supportive.

To Be Continued

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James A. Takacs, founder of Psychonetix, is a leading educator/lecturer/author, and has been an expert in human resource development for over 25 years after overcoming seemingly impossible odds in his personal life. He is a trained linguist and language specialist with an extensive background in behavioral sciences and self-hypnosis and degrees from Yale University, UCLA, Ohio Christian University and Sophia University in Tokyo, as well as intensive research and study into mind conditioning and counter-brainwashing techniques gained in service with the United States Air Force. ■

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By James A. Takacs

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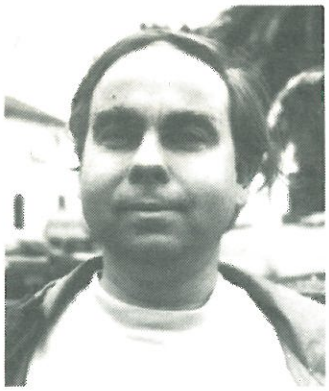
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WYATT
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Founder
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FOUR WAYS

The goal of spiritual training, as I understand it, is to achieve a certain level of detachment with respect to the world so that one can be in the world and not part of it. When taken to its extreme form, mystic enlightenment frequently results in a state in which one cannot function under what would be considered "normal" conditions of existence. People that reach some of the advanced stages of spiritual development sometimes find themselves in mental hospitals, simply because we don't know where they are. At other times, we find them in ashrams or monasteries.

Traditionally, there have been three ways in which to achieve spiritual attainment. First is the way of the fakir, which is to gain control over one's physical body. Fakirs do such things as lying on beds of nails or putting their bodies into incredible contortions. A fakir may put one of his legs over his head and just stay that way for twenty years! It takes incredible amounts of willpower and detachment to be able to put yourself in such a position and stay there. It also requires a certain amount of support from disciples who take care of all your physical needs, because you can't do much with your leg tucked over your head. Usually, where you find fakirs, you will find yogis caring for them. These people are impressive in their incredible ability to gain absolute control over their bodies and to direct all their energies and will in that direction. Although this is an interesting path, there is probably not a great deal to be achieved in our society by it.

The second path is the way of the monk. It has to do with gaining control over one's emotions and feelings and submitting oneself in absolute obedience to the will of God and to the will of one's superiors. One strives for total emotional control in order to give up any desires for self and exist only to serve. This path, as all paths, can lead to a certain amount of fanaticism. The most difficult of all emotions over which to gain power is sexuality. Therefore, monks have been constantly tempted by sensuality. Also—in distorted attempts to gain control over their emotions—they have been led into self-punishment and into punitive attitudes towards others. The eventual outcome of this path is gaining total control over one's emotional states. Once one has control over one's emotions, there is still the need to gain control over one's physical states and over one's mind.

The third path is the way of the yoga, which is to gain control over one's mind. The definition of yoga in the Yoga Sutras of Patanjali, which is the classic yoga text, is that yoga is "the cessation of the fluctuations of the mind." In other words, the key to yoga is being able to control associated thinking. If you will introspect and examine the way your mind operates, then you will find that it continually jumps from one thing to another. Your mind, in a way, is simply the experience of an endless series of random associations—is a series of random fluctuations. Your mind experiences an endless series of representations that pass through you. Frequently, they are beyond any control on your part and you simply react to them. The purpose of yoga is to gain control over this process of constant fluctuation. Yoga strives to take the wild and crazy monkey mind and bring it under control. Yoga strives to control all this associated thinking, i.e., all this continual jumping from one thing to the next. Yogis are frequently able to achieve this state. In this state they are in a better position to start working on controlling their bodies and their emotions, but intellectual control does not necessarily lead to either physical or emotional control.

There is another path which is frequently referred to as the fourth way. The first three ways involve some form of separation from the world. This means either going to live in a monastery or an ashram and involves submission to some higher authority, beyond oneself. All three of these ways, since they involve withdrawing from the world more or less, need a support system to survive. The fourth way emphasizes using the conditions of existence to allow one to grow and evolve. Instead of working on simply the physical, emotional or mental aspect, one works on all three of them simultaneously. In the fourth way one uses the material of one's day-to-day life and encounters with others. One uses everything that comes along as an opportunity for spiritual growth. Thus, one's primary focus is on action and on being involved, but on being involved on a totally different level that most people are involved.

Probably the most common tool used by people on the spiritual path is meditation. What is meditation? There are, obviously, different schools of meditation each practicing different forms. Most of the forms have certain characteristics in common. Most meditation comes out of yoga, and in some way it is an effort to control the fluctuations of the mind. Normally, when one gets instructions in meditation, one is told to simply sit in a certain relaxed position, breathe in a certain way and focus one's awareness. Usually, depending on what form of meditation one is practicing, the focus will be one of two things. One is to focus awareness on a single point in such a way that one is caught up in neither the pictures that come into the mind nor in one's internal dialogue. The goal is to drown out the internal dialogue, let the pictures pass and just remain focused on one point. Another approach is to pay attention to one's internal dialogue and to pay attention to the pictures that come before one's mind but not be attached to them. The goal is to simply observe them and let them pass. Many schools of meditation give people a mantra. A mantra is usually a special sound that is repeated internally. It can be repeated externally, but ideally it is repeated internally. A mantra serves several functions. It traditionally has a certain mystic function involving tuning of the human body. The mantra allows the human body to tune in certain ways. Going beyond this, in an NLP point of view, we can see that mantras serve several other functions. A mantra is a way of jamming one's internal dialogue. It can serve very well for that function, although one can usually fairly quickly learn to continue to have internal dialogue even in the process of repeating a mantra. Many of you who have meditated have discovered this. Another function of a mantra (besides jamming one's internal dialogue or jamming part of one's internal dialogue) is to get one to do several things: One is to disidentify with what is going on in the world; a second is to not listen to the self-limitations in one's internal dialogue. Frequently, one's internal

STRIKE THREE, YOU'RE IN

MEDITATE IN '88

dialogue is about things one can and can't do. Another function of the mantra is to detach by focusing on the mantra or on some point of concentration. One can then put away one's cares and concerns and the various things about the world with which involved.

One of my favorite quotes was by the first Chinese patriarch of Zen. He said: "The great way is not difficult for he who has no preferences." It's only twelve words, but it's a pretty heavy-duty thing. You have all of spirituality wrapped up in that. What does it mean, realistically, to live with no preferences? It means that whatever happens is something you are prepared to accept and that it is fine with you. It means that you really are not caught up in what does happen. Whatever happens you are simply going to go with it. It means, from a practical point of view, that you have been able to transcend values, because values are those things that you move toward or away from. So you have reached a point where you're not moving toward anything or away from anything. Basically, you have reached a point where you have given up all sense of identification and all sense of where it is that you want to go, and you simply learn by going where you have to go. Now that sounds pretty far out. If we start talking that way people may think that we need a checkup from the neck up! At a certain point you will discover some purpose that transcends your normal idiosyncratic desires and in light of that achieve some higher state.

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Beyond Self Awareness is a protected mark owned by The National Training Institute for NLP.

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Wyatt Woodsmall, Ph.D. is an NLP Master Trainer and Master Modeler. He has pioneered in applications of modeling in government, business, industry and spirituality. He will be teaching in Practitioner and Master Practitioner Certification Trainings in New York City, London and Honolulu. He will also be conducting special two-week Modeling and Business trainings in Honolulu in February and March and the Third Annual Trainers Training in Los Angeles in June. In addition, he will be teaching the special two-weekend workshop, Beyond Self Awareness, throughout the country. Wyatt is currently working on two books, The Science of Advanced Behavioral Modeling *and* Beyond Self Awareness. *He can be reached in care of The National Training Institute for NLP, 801 S. 20th Street, Arlington, Virginia 22202 or at 703-979-3835.* ■



GO WITH IT

YOUR PLACE IN THE NEW AGE
By Soli

As Channeled by Neville Rowe

Each and every one of you is at a crossroads, at a point of change within your lives. For many of you, your lives have been in turmoil these last two or three years or for an even longer period. Your lives have seemed to be traumatic in many ways and, at the very least, you have not been able to find stability, wondering where and how to put your roots down, wondering what is happening. Things that seem to be stable in your life suddenly shift as though you are on shifting sand.

This, my friends, is no accident. You have chosen to have this experience. Why? Because you have chosen to be here at this time within your world when there is a major change occurring within your society, within the vibration of the Earth itself. The whole of the Earth is shifting its vibration. The whole of the foundation that has been stable for so many hundreds of years is now beginning to change altogether. You see it as moving from the Piscean Age to the Aquarian Age. You see it as moving into your New Age communities that you speak so much about.

In order to be the teachers and leaders, the way-showers, the light bearers of this new way of being—which each and every one of you are, my friends—you have found it necessary to create instability in your own lives. Why? Firstly, so you can learn to live within instability, so that you can learn to accept it, so that you can learn to deal with it on a daily basis and not get so upset by it that your whole life ceases to function. And secondly, you have been in the process of dealing with odd bits and pieces of karma carried over from other lifetimes that you have felt necessary to deal with and get out of the way right now so that you are free and clear of the baggage that you have been carrying with you, so that you can now go forward in clarity as the leaders and teachers that you are.

It has been a time of great change, a time of great introspection for you, a time of having to go deep within to understand more of who you are, of having to dig around deep within the mire of the subconscious mind to discover what thoughts, what beliefs you have about self that have been creating problems for you (as *you* see them as "problems") within your lives. You have, my friends, been going through quite heavy times, each of you. It is not time to go through that and be done with it. It is time to put it aside. It is time to know that as you move forward now the waters for you are going to be somewhat smoother, though not necessarily for society. Society now is beginning to catch up with what you have already gone through. You put yourselves through it ahead of time. You have, my friends, been speeding up time as you view it.

Some of you have been sitting on the fence deciding if you want to be a part of the New Age. You no longer can sit on the fence just waiting for the New Age to happen. You have forced yourselves to make the commitment to be a part of bringing it about, for the New Age does not happen, my friends, by accident. The New Age is not imposed upon you. It is not simply (as some believed with the Harmonic Convergence) that you would wake up one day and find yourselves and the world transformed. The world becomes transformed when you transform yourselves, and no other way. It can only work through you as an individual.

As a corollary to that it is not your responsibility to change the world. You are not here to save the world, my friends. The world certainly does not need saving. Yes, you can give it assistance in its own changes. You can give it energy. You can

I AM THAT I AM

give it love in order to bring a different vibration to the Earth, but not because there is anything wrong with it the way it is. It is exactly as it needs to be.

The changes that are occurring are moving faster and faster because the collective consciousness, the consciousness of all who are currently incarnated in the Earth dimension, decided that you wanted to change vibration. Of course there are many upon your Earth who will choose to not be a part of this change. They will find ways to leave the Earth's surface and they will find other places to go. But the changes that are coming about come about because individuals change their own individual worlds, change their own reality around them. That reality then moves one to another, and ultimately becomes the consensus reality that you deal with within the Earth.

My friends, you are Spirit. You are infinite, immortal, eternal and universal. You always have been. You always will be. You are God experiencing the power of your own creation. The creator and creation both. There is no more powerful affirmation than simply to say, "I am that I AM."

***

Neville Rowe, ME, CH, is a graduate Electrical Engineer who has been involved in the spiritual growth movement for over 15 years. An experienced channel and one of the nation's top psychic teachers, Neville Rowe regularly channels Soli and the dolphins and has been featured in numerous magazine and newspaper articles nationwide, most recently in the December 7, 1987 TIME *magazine cover story, "New Age Harmonies." Neville can be contacted at 7985 Santa Monica Blvd., #109/223, West Hollywood, CA 90046 or at 213-650-4973.* ■



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SPIRITUAL PSYCHOLOGY



RICHARD GREENE

Founder of
MIND EXPANSION INSTITUTE

WHO AM I?
The Essence of "Spiritual Psychology"

We are pleased to include in the RAPPORTER this continuing column of expanded perspective on NLP and psychology. As Richard explains, the original definition of "psyche" is soul, with "psychology" being the study of the soul. So, to finally return to the true purpose of this science of Be-ing Human, Richard studies with his form of "Spiritual Psychology," the influence of Mind-Body and Spirit: A "wholistic" approach wherein one listens to the voices of the Conscious *Mind, the voices of the* Sub-Conscious *and those voices from and inquiry into the domain of the spiritual, the* Super-Conscious. *To add this third dimension changes all the rules established heretofore when dissecting and analyzing the Human Being and the "Psyche." We hope you enjoy the approach and join in with Richard in this intellectual challenge of forging a new paradigm.*

Who Am I?
What Do I Do?

I have, for some time, been asking myself the above two questions. The Process of Personal Growth that I wrote about in the "Essence Issue" is a very real one for me. As I work to Expand *my* own Reality Box, the process seems to keep slamming me back into these two questions. And, as I perceive certain levels of expansion, I also perceive that these answers keep changing. A bit like a dog chasing its tail, I re-define and re-define myself, fully expecting to catch the one perfect answer to these questions, "Who Am I?" "What Do I Do?"

So, hoping to put this wonderful technology of NLP to use, I began to explore this question through the Value Elicitation Process. My first idea was to 1) elicit my values and then, 2) make those values into "Who I Am's," e.g., Creativity, Freedom, Independence, Support, Love would equal "I Am Creative, I Am Free, I Am . . . "

What I discovered was that these are really only attributes and again, descriptions of *what I do*, not who I Am. Some are difficult to separate and each, I found, has a different "energy" to it. The energy of the phrase, "I am Love," for example, comes the closest, for me, to the energy of the words "I Am." The energy of "I am Free" is in many ways similar, yet it is somewhat more limited.

The paradox that began to emerge was that the more descriptive these value-laden descriptions were, the more limited and confining they became.

It appears that I am forced to return to "I Am." What is it about the words "I Am" that somehow seems so perfect?

EXPLORE THE QUESTION

The power of the words "I Am" seems to be that:

I AM describes nothing . . . and

I AM limits nothing

Like a Taoist paradox. Describing nothing, yet describing everything.

So, really, this is the most honest, and, maybe, the ONLY place to come from. I AM . . . period. That is *who* I am. At my very core, I am *not* describable, not able to be described.

Process: Just stay with the energy of "I AM." Notice the other words that seep in. They will, possibly for hours. Just notice them, write them down if you wish. These are not Who you are, they are who you think you are, they are your attributes, your qualities, either real or those of the ego, those of the illusion you have and continue to create in this life of yours. NOTICE THE ENERGY OF THE WORDS. If you can say anything other than I AM that carries the same energy as I AM, then, perhaps I am wrong and you, at least, are that. But for me, I AM is a very unique energy.

"I AM" vs. The Personality of The Soul

Aha, you say, doesn't the soul have a personality, a character that through its own unique series of incarnations has distinguished it from all the other bits of God-stuff floating around the universe? The answer, as I see it, is yes and no. As words can not answer completely perhaps a simple metaphor will.

Everyone seems to equate Love with Light and God with Light and Good with Light and Life with Light. The fastest thing we can observe moves at the speed of Light. Light is a phenomenon, not very well understood, that seems to exemplify the manifestation of spirit into something we can at least observe with our senses. It is also a very wonderful place to see our selfs.

The only Light that exists, period, no debate, is Pure White Light. Yet we live our lives in a world where there are reds and oranges and blues and purples and everywhere in between. What are these, imposters? Of course not. These individual colors are individual aspects of Pure White Light. Yet, at their essence, they do not exist alone. They can not exist alone. They are only a part of a Whole. The one part of the Whole spectrum of light that we are able to see in any moment of time, solely determined by the particular material off which the Pure White Light bounces.

Our individual souls, in the same exact way, are like the individual colors. They are parts of the Whole. Parts of many wholes, perhaps. Parts of the whole of humankind, parts of the whole of Male or Female energy, parts of the Whole of whatever they are . . . and, ultimately, parts of the Whole of all that is. Individuated parts of the "Isness," the colors that comprise the Pure White Light.

In our Soul development we may experience ourselves as transitioning from red energy to green energy to purple energy, for example, yet that does not change the basic fact. Red energy and purple energy, "young" souls and "old" souls are still individuated parts of the Pure White Light, the Pure Godforce, the Pure totality of all there is.

The Purpose of The "I AM" That You Are?!

Now, is there a separate purpose for each of us, each of our individuated slivers of this infinite band of Pure White Light? I don't know. I ask myself this all the time.

On the one hand, it seems logical that we are born with very identifiable skills and attributes, mental and physical. As the universe operates in perfect integrity and with unending synchronicity, these particular skills and attributes can't be a mere random mistake. The Universe doesn't make mistakes. If you're 6'4" and 260 pounds you clearly have the tools, and perhaps the destiny to be a football linebacker; at 180 pounds a guard in basketball and at 120 pounds the main act in a circus. If you are a woman you can bring babies into the world, if you are intelligent and sensitive perhaps you can help as a doctor, nurse or mid-wife. And the mix of skills and attributes goes on and on, seemingly spinning a perfect match for each man, woman and child and his or her environment.

THE ANSWER IS YES AND NO

Most people appear to be attempting the #1 approach, trying to find a role/a job externally that will create a centeredness and happiness and, perhaps, an Isness inside. That's been my approach. It can work but I suspect it is a little like the "needle in the haystack" approach of trying out all 360 degrees of a circle to find the right direction. And, by the time you check out all 360 directions and return to center to make your decision, you, at the center, have rotated and changed and grown and none of the 360 directions are the same anymore!

The second approach is the direct approach. Find who you are inside and then connect that to the outside, to your body to live it and to your living environment and daily work to reinforce it. Harder, yet simpler too.

So we are back again at the beginning. "Who am I?" and "What do I do?" If the answer to "Who am I" is this "Pure White Light," then that probably will feel accurate, yet somehow insufficient. Connect with that answer and the feeling of that image. Probably feels a little ungrounded.

The next step, though, is contained in the Great Training Manual for Spiritual Enlightenment from the sky. It happens to be the name of our species.

HU —the sound of God (Sufi Tradition), spirit
MAN —the physical, material world; hand ("mano" Latin)
BE —to exist
ING —a suffix representing an ongoing process

To life our "job description," then, as HU-MAN BE-INGs, we must BE, exist, as the synthesis or blending of the spirit, HU and the physical, MAN and that this Being-ness is an on-going process, ING, not the single achievement of a particular state of evolution or enlightenment. We must be, then, the hand of God, doing the ongoing work of creation and expansion within ourselves individually and as people as a Whole.

Let's look at this "job assignment" as a continuum.

HU .....I..... **MAN**

Unless and until we are the whole range, as much "HU" as "MAN," we are out of balance and are not who (or is it "hu") we are. We need to integrate the Spiritual side of ourselves with and into the Material and vice versa.

So, finally, to answer the question "Who Am I," I must simply reverse the last two words. To be ourselves we must be every color of ourselves—knowing all the while that we are really, really, none of them individually because we are all of them. As we expand our Reality Box from within, we expand the number of realities/options we have on the outside. And, from this expanded and expanding choice we can, moment by moment, live our outside lives as our heart and the Tao and flow of the Universe directs, learning and experiencing anew, every moment, Who We Really Are.

Yet, I have a strong sense that this, again, is never really Who We Are. These are roles we play, often because we have been programmed to believe that, if we are 260 and 6'4" we "should" be playing football, or, in my case, that as an obnoxiously verbose and possibly articulate young lad who never stopped asking questions, that I "should" be a lawyer.

And once we arrive at our chosen roles in life, how many of us are truly happy. My feeling is that most, and I mean the vast majority, perhaps 80-90% of all working people are NOT happy in their role/job/work.

That brings us back to the colors and Pure White Light analogy. We, simply, are NOT red or blue or purple. We are NOT lawyers or accountants, or CEOs or nurses or waitresses or even actors or football players. These are the roles/colors that we play in our lives. Nothing else. ■

To Be Continued



WORLD HEALING MEDITATION

In the beginning
In the beginning *God.*
In the beginning God created the heaven and the earth.
And God said Let there be light: and there was light.

Now is the time of the *new* beginning.
I am a co-creator with God, and it is a new Heaven
that comes,
as the Good Will of God is expressed on Earth through me.
It is the Kingdom of Light, Love, Peace and Understanding.
And I am doing my part to reveal its Reality.

I begin with me.
I am a living Soul and the Spirit of God dwells in me, as me.
I and the Father are one, and all that the Father has is mine.
In Truth, I am the Christ of God.

What is true of me is true of everyone,
for God is all and all is God.
I see only the Spirit of God in every Soul.
And to every man, woman and child on Earth I say:
I love you, for you are me. You are my Holy Self.

I now open my heart,
and let the pure essence of Unconditional Love pour out.
I see it as a Golden Light radiating from the center of
my being,
and I feel its Divine Vibration in and through me, above
and below me.

I am one with the Light.
I am filled with the Light.
I am illumined by the Light.
I am the Light of the world.

With purpose of mind, I send forth the Light.
I let the radiance go before me to join the other Lights.
I know this is happening all over the world at this moment.
I see the merging Lights.
There is now one Light. We are the Light of the world.

The one Light of Love, Peace and Understanding is moving.
It flows across the face of the Earth,
touching and illuminating every soul in the shadow of
the illusion.
And where there was darkness, there is now the Light
of Reality.

And the Radiance grows, permeating, saturating every
form of life.
There is only the vibration of one Perfect Life now.
All the kingdoms of the Earth respond,
and the Planet is alive with Light and Love.

There is total Oneness,
and in this Oneness we speak the Word.
Let the sense of separation be dissolved.
Let mankind be returned to Godkind.

Let peace come forth in every mind.
Let Love flow forth from every heart.
Let forgiveness reign in every soul.
Let understanding be the common bond.

And now from the Light of the world,
the One Presence and Power of the Universe responds.
The Activity of God is healing and harmonizing
Planet Earth.
Omnipotence is made manifest.

I am seeing the salvation of the planet before my very eyes,
as all false beliefs and error patterns are dissolved.
The sense of separation is no more; the healing has
taken place,
and the world is restored to sanity.

This is the beginning of Peace on Earth and Good Will
toward all,
as Love flows forth from every heart,
forgiveness reigns in every soul,
and all hearts and minds are one in perfect understanding.

It is done. And it is so.

The Rapporter wishes to thank the Quartus Foundation for generously providing us with information about The Planetary Commission. For more information and up-dates on the effect of the ongoing World Healing Meditation, contact the Quartus Foundation, P. O. Box 27230, Austin, Texas 78755-1230, (512) 335-8346. Beautiful color 11 x 17 World Healing Meditation posters can be ordered from them at a cost of only four for $1.00.

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EVENT CALENDAR

February 29, Worldwide
World Healing Meditation

March 5, Newtown, Pennsylvania
Introduction to NLP, *Joe Yaeger or Linda Sommer;* contact Eastern NLP Institute, 215-860-0911

March 11-13, Clearwater, Florida
10 Day Ericksonian Hypnosis Certification (2nd weekend), *Ed Reese;* contact Southern Institute of NLP, 813-596-4891

March 12, Los Angeles Area
"Introduction to NLP"—An Overview of the NLP Technology, *Peggi Bongiovanni;* contact Southern California Center of NLP, 213-833-4234

March 21-24, Tampa, Florida
One Step Beyond, *Ed and Maryann Reese,* Success Sciences, *Robert Coates and Greg Baron;* contact Southern Institute of NLP, 813-596-4891

March 21-24, Orlando, Florida
Application of NLP to Training and Development: Train the Trainer; contact Southern Institute and Success Sciences, Inc., 813-596-4891

March 26-27, Clearwater, Florida
Modeling Expert Patterns, *Wyatt Woodsmall;* contact Southern Institute of NLP, 813-596-4891

March 31, Worldwide
World Healing Meditation

Ongoing Events

Second Sunday of the Month, San Diego
NLP Network of San Diego, 6-9 p.m., contact Andy Hangarter, 619-560-1610

Every Monday, Hermosa Beach/South Bay, California
NLP Study Group, 7:30 p.m.; contact Dan Schaefer, 213- 376-0073

Every Wednesday, San Pedro, California
Wednesday Night Study Group; contact Southern California Center for NLP, 213-833-4234

Every Other Wednesday, San Pedro, California
Afternoon University Classes; contact Southern California Center for NLP, 213-833-4234

Every Thursday, Manhattan Island, New York
2-Day NLP Trainings; contact Barbara Johnson, N.L.P. America, 212-772-3188

Two Weekends Each Month, Dallas NLP Trainings; contact Barbara Johnson, N.L.P. America, 212-772-3188

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