

NLP Training Guide 3 - NLP Coaching

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Introduction

See video:

<https://www.nlp-techniques.org/nlp-techniques-neuro-linguistic-programming-techniques/nlp-coaching/>

We've found that our NLP coaching approach, which is built on the GROW coaching model, produces better results for our clients, particularly when we're looking to improve performance.

In particular the ability to set frames, maintain our own and our clients state, create genuine options, and to mentally rehearse the next small steps amplifies our results in almost every situation.

This guide will give you will you full details of the approach we use.

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NLP Coaching Model

See video:

<https://www.nlp-techniques.org/nlp-techniques-neuro-linguistic-programming-techniques/nlp-coaching/nlp-coaching-model/>

1. **State.** How we set the scene for any interaction.
2. **Beginning Frame.** Our mental/physical condition in that moment.
3. **Outcome.** What our client wants to achieve.
4. **Rapport.** The quality of communication between us and our client.
5. **Current Situation.** What our client is already doing to achieve their outcome and/or to stop them achieving it.
6. **Technique or task.** Actions to achieve an outcome.
7. **Future pace.** Mentally rehearsing actions to achieve an outcome.
8. **End Frame.** What we say at the end of an interaction to support our client in achieving their outcome.

Items 3, 5, 6 and 7 are similar to GROW

Items 1, 2, 4 and 8 increase the effectiveness of the model

Beginning Frame

See video:

<https://www.nlp-techniques.org/nlp-techniques-neuro-linguistic-programming-techniques/nlp-coaching/beginning-frame/>

There's a saying: Whoever sets the frame, wins . . .

A beginning frame is how we set the scene for any interaction. It may include: both parties' expectations, rules to get the best from the interaction, a top-level overview and an agenda.

When established, the frame provides direction and focus.

It's important to unearth any unstated frames that exist among the participants of the intervention and state them explicitly. State them – Do not imply them.

When Alan Mulally was CEO at Ford and was given the task of reversing their \$17bn loss, he set the following ground rules for his top executives at the weekly Business Plan Review.

- Attendance is mandatory, no exceptions.
- No side discussions.
- No interruptions and no joking at the expense of others.
- Each leader must articulate his plans, status, forecast and areas that need attention.

- Each leader has a mission and responsibility to help, not judge, everyone else in the room to achieve their forecast.

He explained to them: “If you don’t want to do this that’s your choice. It just means you’ve made the choice not to be part of the team.”

When I start a coaching programme I set two key rules:

- We don’t start on the programme until you’ve articulated what will make the programme useful to you, and added images to my coaching portal. I’ll give you all the help you need to do this on a before before the paid sessions start.
- You accept that to succeed on the programme you need a touch of
 1. curiosity
 2. ambition
 3. openness
 4. courage and
 5. Discipline.

As a sign of commitment I ask that you to write confirming that you understand these attributes are important and that you are happy to demonstrate them through the programme.

If you’re prepared to abide by those rules, I’ll do everything within my influence to help you achieve what you want to achieve.

If you’re unable to abide by them, I suggest we don’t go ahead. We’ll save each other a lot of time and possible heartache.

Two suggestions for the start of our NLP courses. You’ll get more out of this if:

- You’re focused both on your own interests and those of other attending members. Ask for what you really want and do the best to get it.
- You remember that we often learn most when we’re playing and having fun. Give yourself encouragement to do both.

Suggested Exercises

- Consider two meetings you lead, or attend. How do you frame the meeting? Which of the following do you use: expectations, rules, top level overview, agenda?
- Think of someone you know that runs meetings and projects. What do they do to frame meetings? What could you learn from them?

States and Anchors

See video:

<https://www.nlp-techniques.org/nlp-techniques-neuro-linguistic-programming-techniques/nlp-coaching/states-and-anchors/>

Imagine a surgeon that religiously insists on spending five minutes playing the same twenty year old video game before going into theatre. A rock star, hearing the chants of ten thousand fans, stares at himself in the mirror repeating a compliment one character gave another in his favourite movie. A sports champion who always laces her running shoes on in the same order whilst singing a certain song.

What do these examples have in common?

They are all examples of performers that have found a way of controlling their state; no matter how silly and irrelevant to the task at hand it may seem to the outside world.

Why does our state matter?

Managing our own state and influencing the states of others is one of the most important skills in life. The majority of business people will make decisions logically, but it's their state and the strength of their state that will get them to take action and persist with an action through challenging times.

It is a major part of our emotional intelligence.

I found a useful way of developing state skills is to start to notice how various states impact us and others.

A simple learning experience for myself is when I play **Lumosity**, a brain training game. When I get an answer wrong, I get annoyed with myself. The immediate impact of this is that I don't pay attention for the next few minutes, and invariably get the next few answers wrong.

In this context, it's more effective for me to accept a wrong answer as useful information, and a trigger to focus better for the next exercise. This significantly improves my performance.

There are hundreds of useful states and different combinations of states are useful in different situations. A useful state for *development* is *curiosity*. Others include *fierceness*, *playfulness*, and *tenderness*.

A useful starting point is to identify a number of states that are useful in various situations. What impact do they have upon us? What impact do they have on those *around* us?

All states can be useful based on context and how we use them. Look through the following list of states. Which are likely to be useful in a variety of contexts? Which are likely to be less than useful?

Useful States (all states can be useful or not useful in different contexts)

Accepting, Action, Adding Value, Approachable, Angry (Care!), Authentic, Aware*

Balanced, Bastard (Care!), Building

Capable, Charismatic, Calm, Caring / Not Caring*, Chaotic, Childlike*, Competent, Confused*, Connecting, Controlling, Challenging, Creative, Curious*

Dancing, Daring, Destructive, Determined*

Empowering, Encouraging, Engaged*, Engaging

Fearful (Care!), Fierce*, Flow, Focused, Fun

Glistening, Glowing

High Energy, Human

Inspiring, Interested, Intuitive

Judgemental / Not Judgemental*

Kick Ass, Knowing / Not Knowing*

Level, Listening*

Mischievous*, Motivated

Optimistic*, Open*

Persuasive, “Panther” State, Playful*, Present, Professional, Power (Care!)

Relentless, Resilient*

Seductive

Tender*

Utilise anything

Warm, Wonder, Wrecking,

The ones marked with * are those that I consider most important.

Notes

- We can't control our state absolutely (we're human, not machines), but we can influence and lead it.
- Remember that most challenges can be solved through an application of either fierceness, tenderness or playfulness.
- Before a meeting, it's useful to plan the 3 most useful states to be able to access at that meeting eg: Engaged, interested, determined, and checking in from time to time to ask “are we in the best state to tackle this?”
- When exploring states it can be useful to explore opposites. The individual with the most flexibility often is the most successful. And a way of improving our flexibility is to explore opposites. For example sometimes it's useful to be in a “knowing” state, particularly if we're teaching in a traditional way. However when we're learning it's often best to be in a “not knowing” state that is open and respectful of those giving out information.
- I always recommend that clients explore states that are clearly beneficial. Most of us spend enough time in less-than-useful states, even without practice – but when

somebody has mastered accessing the useful states then they might try to explore and find uses for those that don't seem useful at first glance. Many seemingly useless states, like fear and anger, can be used sparingly to motivate us. The art is not to be controlled by them.

How we can lead our state better:

- By using our memories and imagination. When we focus on a specific memory, and go through each sense (in NLP senses are called modalities) i.e. what we see, hear, feel, taste and smell, and focus on the the qualities of each sense (in NLP the qualities of each sense is called sub modalities), we amplify the memory to bring back the state to the present. We can then anchor that state, making it easily accessible in the future. We can run a similar routine using our imagination, imagining a fictional scenario designed to inspire in us that specific state.
- By changing our physiology and breathing. We naturally sense states in others by their posture, breathing and tone of voice. The opposite is true. Assuming the external, physical traits of a state – the breathing pace and posture of it – will change our actual emotional state.
- By the questions we ask ourselves and others. If we ask ourselves and/or others why we or they have failed, we are likely to lead them to a negative state. If we ask how we're going to succeed next time we're more likely to lead to a positive state.
- By our beliefs. When we believe that what we're doing has a clear purpose that will benefit ourselves and or others, it reduces the intensity of any negative state and increases the intensity of any positive state. If we believe we're benefiting from an activity, we're likely to be in a better state that if we think it's pointless. There is truth in the saying if we believe we can, we probably will succeed. If we believe we can't, we probably won't try, and significantly reduce our chance of success.
- Through acceptance. When we accept any situation, it loses its power over us, and reduces any negative state. Disciplines such as meditation increase our ability to accept whatever life throws at us, make the best of it, and then move towards what we want.

Anchoring

One way that you can influence states is through anchors – A stimulus/trigger which results in a particular response in us. Anchors can be deliberate or accidental, overt or covert. You could describe anchoring (as with a lot of NLP) as taking control of a naturally occurring phenomenon: The way we form associations and how these associations can take us back to a certain state.

You may, for example associate the smell of bread with a particular song through a childhood experience you barely recall. There is no logical connection from the bread to the song other than the fact that you experienced them simultaneously.

Firing anchors, allows you to take the same trigger, and make it portable, like tapping yourself of the knuckles or imagining the smell of bread. We can then put ourselves in the states we want, when they're useful to us.

Words are often strong anchors – But as we talk, our audience may have very different emotional response to the one we expect. This is because they will have their own interpretation and experiences of words. Ideally, we will update our choice of words based on the audience's actual response, and not stick to our anticipation of how they should respond.

Suggested Exercise

- Pick someone who inspires others. What states do they exhibit?
- Select a meeting that you're going to attend. Imagine an important part of the meeting and a) play a movie in your mind of how it goes. Choose a word to describe it. b) Choose three useful states to access during the meeting. c) Imagine the meeting with you being able to access those states. Choose a word to describe it. What in the imaginary meeting – however large or small – has changed?
- Imagine you're about to present to a group. What states are the audience likely to be at the start? Name 3 or 4. What states would you like them to be at the end? (We'll use this as an exercise later.)
- Imagine someone is depressed. It might be too much of a jump to help them move to being enthusiastic in one go. What gradual sequence of states could you take them through so that would end up for example, depressed to frustrated to determined to curious to interested to excited.
- Take one of your hands. Touch your thumb. As you do so think of someone you appreciate. Play a 10 second movie of being with them, remembering what you saw, heard and felt. As you remember the feeling squeeze your thumb. Now move to the next finger and think of someone else you appreciate. Remember what you saw heard and felt. Squeeze the finger and continue with the next finger until you've finished all the fingers on that hand.
- Repeat that last exercise except using daily experiences that you appreciate.

End Goals and Direction

See video:

<https://www.nlp-techniques.org/nlp-techniques-neuro-linguistic-programming-techniques/nlp-coaching/end-goals-direction/>

This relates to the 'goal' in the Grow model. It also adds some additional detail if we've had any challenges with our end goal setting in section 2.

What we want to achieve

I prefer to work *back* from the long term goals rather than simply create short term goals – when starting from the present we tend to get bogged down in the trivial small problems of the day and almost sabotage ourselves before we've begun.

We have a way of thinking about outcomes that either makes them more achievable, or helps us to decide that they are not worth achieving and choose to change them.

The more clearly we know what we want, the more motivated we will be to *move towards it* (or in a better position to decide to leave it.)

The future a is mental construct.

To help clients clarify their end goals we have to ensure that both our client and we are in a useful state. In simple terms, if we envision our future in a less-than-useful state, we'll envision a less-than-useful future!

Setting end goals enables us to set direction and clarify our purpose, which in turn helps keep us motivated. It's best to keep goals **big** and **bold** and change them whenever they no longer motivate us. I'm not aware of any reason to set a direction that is anything other than positive and motivating!

I always suggest clients set up **2-5 end goals**. I tend to find, from experience that **five is the best number of goals to have**. The idea is that in achieving these 5 goals you will achieve many more on the way, and many more as a result of achieving them.

A good test of whether you have the right goals is that you'll be genuinely motivated to work towards them, and that when you imagine yourself having achieved them you will genuinely be excited and fulfilled. You're not aware of anything important that's missing.

Be selfish. You may ask other people for suggestions to help you think of some goals, but remember : *This is about you* – These are *your* dreams – And only you can set *your* goals.

Be ambitious. This is the dare-to-dream phase. The test is that when we consider a future in which we've achieved these goals, that we're happy and fulfilled. At this stage we do not have to know *how* to achieve them. That comes later in the process.

Be flexible. This process helps us clarify if we really *want what we think we want*. If we decide it's not quite right for us and we may need to refine what we want. It's far better to decide that it's not the future we want at this stage, rather than work hard at it and find out later.

The questioning is positive and exploratory. If it's right for the client they'll commit to it themselves. If not explore something else.

Very occasionally clients will be unable to explore long term goals, simply because they don't have the emotional energy to do so or else they've developed negative anchors against the process. In these cases I'll take the opposite approach and encourage them to work on a small, easy to achieve, short term goal. Working on, and achieving ,this goal will normally give them the confidence and courage to work on something bigger.

In the case of larger goals I'll take them through the 'classic' NLP outcomes process

Name it:

Describe what you want

Positive:

Is that something you want, as opposed to want to avoid?

*(However this is NOT the time for
SMART Goals)*

Be Specific:

When, where, with whom do you want it?

How do you know when you've got it?

*What will you see, hear, feel, taste, and
smell?*

Evidence – Sensory based:

*What will do you see yourself doing
differently as a result of achieving this?*

(Don't throw the baby out with the bathwater)

Preserve the positive intention:

*What **will** happen if you get this result?*

*What **won't** happen if you get it?*

*What **will** happen if you **don't** get this result?*

*What **won't** happen if you **don't** get it?*

Is it under your control? If not which parts are under your control?

Initiated and maintained by the individual:

What is the first step that you will take?

Ecology check:

Offer your hand, palm, up, to your partner and offer them their goal, right now, in the palm of your hand. If you were offered this right now, would you take it?

Look for their unconscious response. Do they really want it? If so, that's great. If not, that's good too. It's time to explore something different.

Suggested Exercises

Before completing this exercise I ask clients to come up with **2-5 end goals** that will make the programme worthwhile to and add them to their vision board on my coaching portal with an image. (If you don't have a coaching portal, you can simply write them down.)

Take them through this exercise with each end goal.

- *What's changed?*
- *Which end goals do they want to change?*

When they've completed this they're likely to be much more motivated to start on their journey to move forward.

It's also useful to run clients through the process for single goals.

Rapport

See video:

<https://www.nlp-techniques.org/nlp-techniques-neuro-linguistic-programming-techniques/nlp-coaching/rapport/>

Rapport is a sense of *connection*, *acceptance* and *openness* between people; which allows communication to happen on a far subtler, automatic level.

It is useful in a number of situations :

- ***Rapport helps us to lead.*** Sometimes it's important to create and maintain rapport. Sometimes it's useful to break it – if we have too much rapport with someone we're open to them influencing us, which may not be in either of our best interests. Curiously, if rapport has been established and we break it our client is likely to follow us in order to establish it again. This is called pacing and leading.
- ***It helps us to learn.*** We become highly receptive to subtle information when we are in tune with another, and pick up things on a nonverbal level much like a child learning from a parent.
- ***It helps us in creating an accepting environment for others.*** It's worth remembering that when we ask good coaching questions we're often asking our clients to explore something that's important to them, that they themselves may have not had the courage to explore; Not only their thoughts, but their *memories* and *feelings*. We're asking them to share with us the processes they're going through. We are asking for access to a side of them that very rarely sees daylight, and as such may be incredibly vulnerable. A state of rapport, therefore, is crucial to allow them to feel supported and accepted as they explore and express these truths.

How to increase rapport

Rapport is about being 'like' or 'similar' to someone. It's difficult to fake rapport (we tend to notice and it creates exactly the opposite effect.)

However, we can encourage it if we:

- ***focus on similarities rather than differences.*** If before a meeting we create a checklist of similarities and talk through common ground we will increase rapport. If we already dislike someone, even slightly, we're likely to focus on how we're different.
- ***are aware of context.*** If we want to establish rapport in a business situation, it's not the time and place to be too informal – save it for the bar afterwards!
- ***mirror posture and language.*** It could also be vocal tone, pace and their use of words. If we're exploring hypnosis and are looking for a deeper rapport we match breathing rates.

- ***talk about what's genuinely of interest to the other person.*** If we reflect a client's values we are likely to speed up the rapport process.

The dangers of too much rapport

- When we're in rapport with a number of depressed people we're likely to *take on* their depression. A working strategy when working with those in negative states is to get into rapport for a short period of time, break it and lead them to somewhere more useful.
- When we are in a position of authority, we may not want to get into rapport, as we're likely to be open to *too much* influence from others.
- As rapport strengthens empathy and sympathy with other people it becomes *very difficult to disappoint* them : As a fact of life, we often have to say ***no***.

Senior people and seducers

- Senior people may avoid getting into too much rapport for very pragmatic reasons. They want to protect themselves from being influenced too much. And they may perceive someone who gets into rapport too quickly as not being leadership material. We may need to clash (appropriately) to establish our worth.
- Senior people and seducers may 'test' us for emotional strength by continually making and breaking rapport.

Establish rapport before checking understanding

Whilst in rapport with someone, it is very easy to get the impression that we **understand what they are talking about** on a logical level, but this might not be the case. We have to take some time to check this understanding.

To establish rapport we want to use **similar words to our client**. Using different words, that is to paraphrase using our own language, goes some way to *damaging rapport* – but **this is necessary** in clarifying what they mean *to us*.

Good practice is to establish rapport first by using *our client's language* and then gaining agreement to check understanding by using *our own words*.

Suggested Exercise

1. Before meeting with someone, find out what you have in common. The mental process will help you get in rapport. Test what happens.
2. When you first meet someone, take a few seconds to note their *posture*. Let yourself match some aspect of their posture in one or two areas (I.e are they slouching, folding their arms?)
3. When in doubt **assume you have rapport**.

4. Practise breaking rapport (For example, by changing the subject of a conversation to something they might not be interested in.) and then re-establishing it quickly afterwards.

Where Are You Now? The ‘Meta Model’

See video:

<https://www.nlp-techniques.org/nlp-techniques-neuro-linguistic-programming-techniques/nlp-coaching/where-are-you-now/>

Where are you now?

We’ve set a frame, we’re in a good state, we know what our client wants – and they’re thinking about it in a way that’s useful to them. We’ve built up a level of rapport. The next step is establish where our client *is* now. in this moment of time.

- *What is their current situation?*
- *What are they doing to achieve their outcome?*
- *What are they doing that will **stop** them achieving their outcome?*

Firstly, **just ask the client:** “Where are you now?”

Secondly ask the client’s stakeholders (These can be colleagues friends, customers etc.)

1. *“What are they (my client) doing that that is working? (in the context of their outcome)”*
2. *“If the **you** (the stakeholder) were in my client’s position, what are the **two key actions** you would take to help you achieve the outcome?”*

Meta Model Questions

The meta model was developed by Richard Bandler and John Grinder based on the questions used by the therapists they originally modelled.

It's basically a **brutally simple questioning technique**, which prompts the clients to explore and clarify their mental maps; recovering and confronting information they may be avoiding, or forgetting and re-checking their assumptions and generalisations.

It's important to ask these questions only *after* we've built up a level of rapport and trust. While simple, they can require courage to answer. The idea is that we're not judging them, nor agreeing or disagreeing with them. We're simply asking questions so we can both understand the situation better.

Take care to ask questions based on their words. Don't influence them by introducing other ideas. The purpose is to develop their thinking.

Typical questions in the Meta Model are:

- *How? What? When? Where? Who Specifically?*
- *Who Says? According to Whom?*
- *Everybody? Always? Never? Nobody? Nothing?*
- *All? No one?*
- *What do you mean by that?*
- *Compared to whom? Compared to what?*
- *How do you know?*
- *What stops you? What would happen if you could? How do you stop yourself?*
- *What would happen if you did? What would happen if you didn't?*
- *And? Tell me more?*

We want to become spontaneous in asking these, so our attention is on how our client responds. We're not thinking of the next question. It's about having a full awareness of our client's verbal and nonverbal responses that lets us know where to go next.

Suggested **Exercises**

Practice asking clients "Where are you now?" using the following :

- *What are you doing now to achieve your end goal?*
- *What are you doing now to sabotage yourself in achieving your end goal?*
- *What feedback have you received from your stakeholders on where you are now?*
- *Are you happy that I run a feedback exercise with your stakeholders to elicit their views?*

For many people the Meta Model is the single most important part on NLP. It's worth rehearsing and re-rehearsing the exercises below ...

Link to [Meta Model Exercises](#)

Getting to There

See video:

<https://www.nlp-techniques.org/nlp-techniques-neuro-linguistic-programming-techniques/nlp-coaching/getting-to-there/>

NLP has many approaches to help in this situation, however I suggest a few simple approaches first.

1. Ask the client to break the challenge into a number of milestones as in section 2.
2. If they're having a challenge starting, break the first milestone into smaller steps and repeat breaking them down to even smaller steps if necessary.
3. Have the client ask others for help and advice.
4. Check they know:
 - What to do.
 - Why they're doing it
 - How to do it.

Then if they're not doing it ask them some 'meta model' type questions around – What's stopping them? The answer may become obvious.

Suggested Exercises

- Take something you've found difficult to start. Break it down into steps so small that you no longer have an excuse not to start.
- Write down a list of people who could help. Ask them what they would do or what they would do if they were you.

Mental Rehearsal

See video:

<https://www.nlp-techniques.org/nlp-techniques-neuro-linguistic-programming-techniques/nlp-coaching/mental-rehearsal/>

Encouraging the client to imagine completing the **first small step** towards achieving their goal can make it much easier for them to start their journey.

The surprising power of mental rehearsal:

Mental rehearsal is an important part of improving results. It enables us to increase the likelihood that we'll carry out an action at the appropriate time, feel better about it, and at the same time improve the effectiveness of that action.

It's worth remembering that we can improve our 'physical' strength by imagining that we're lifting heavy weights. The same applies to life goals. The art is to rehearse the potentially difficult parts, for example, making difficult decisions, challenging phone calls and meetings that would appear to be difficult.

This is particularly useful when we're starting something new, doing something important or something which might be difficult.

Two approaches to mental rehearsal

There are basically two different approaches:

- **The first** is when we're *associated*, and we're rehearsing the states we would like to put ourselves in.
- **The second** is when we're *disassociated*, and we're looking to improve our strategy or the steps we're taking.

As an example, if we want to rehearse our states for a meeting we could sit comfortably for a few moments. While we're sitting we reflect on which states would be useful to be able to access during the meeting, for example being *curious*, *respectful* and *determined*. We could imagine ourselves triggering those states as we walk into the meeting. We then review the meeting in our mind by imagining it as a movie and think through anything we could improve for the actual meeting.

When we've finished the exercise we review frame, objectives, agenda and how we interact. If we want to explore significant changes we can replay the exercise using the changes we've made.

I've found that this exercise sets us up to access both better states and better strategies during the meeting.

When we're working with clients and we want to 'test' our work and see whether the client will take the action we've agreed upon, we can ask them to imagine themselves behaving in a useful way with the right people, in an appropriate state.

Then we ask : *"How did that go?"*

We then ask: *"Between 0 (no chance) and 10 (certain chance) are you committed enough to do the activity?"*

If the answer is less than a 10, we say : *"That's good, now how could you improve it to a 10?"*

Suggested Exercises

- Ask your client to – in any way that is comfortable to them – *imagine taking the first step on the journey towards their goal.*
- If they're unable to enjoyably imagine taking the first step, *ask them what's stopping them.*
- If they're able to do this ask them to give a score between 0 and 10 as to how whether they are actually going to do it. If they come up with a score less than a 10 ask them what they would do to improve it.
- I find I get more honest answers with this question than by simply asking if they are going to do it.

End Frame

See video:

<https://www.nlp-techniques.org/nlp-techniques-neuro-linguistic-programming-techniques/nlp-coaching/end-frame/>

What we say at the end of any interaction can have more impact on the result than anything we say or ask earlier.

The end is possibly more important than the beginning. Remember – the state in which we leave our client may be as or more important than any logical discussion or agreement – A little bit of preparation can help us amplify the positive aspects of the session.

It's surprisingly easy to undo what we've done through careless actions.

How to end a session positively

I've been in many situations where the a salesperson, coach, or consultant has totally disrupted the impact of an intervention by saying the wrong things at the end. Curiously, this happens when the instigator focuses on themselves rather than the client. Or they lose focus as they think the interaction is over.

Here are three examples of what you might say at the end of an interaction. They all fit different contexts.

- Giving a brief summary of what's been discussed and agreed upon. Useful standard end frame when discussing and exploring incremental progress.
- Asking the client what they're thinking and are aware of as we come to the end of the meeting. This is very powerful. If you think you've agreed some action and it's not uppermost in their mind at that moment, they are not very likely to complete it. It gives us the opportunity to go back and check on the work we've done. The response we're looking for is that they know what to do, know how to do it, and are motivated to do it.
- Using a mild hypnotic suggestion for them to continue processing what been discussed. This is essential when major change has been explored and the client needs time to process what's occurred and come to their own, best conclusion. An example might be:

"We explored many new ideas today, and you started to process them in order to come up with the very best answer. Over the next few days you might be surprised and delighted how that processing continues and the best answer suddenly becomes clear."

NLP Coaching Section Summary

See video:

<https://www.nlp-techniques.org/nlp-techniques-neuro-linguistic-programming-techniques/nlp-coaching/section-summary-2/>

It's very useful to have a framework for any coaching interaction. A basic structure gives the freedom to be creative. We can always go back to the structure if we're not sure where to go next.

This is our suggested framework:

- Beginning Frame
- State
- Outcome
- Rapport
- Current Situation
- Technique or Task
- Future Pace
- End Frame.

Adapt this in a way that works for you and your clients.

Guides in the Series

You can access these guides from:

<https://www.business-nlp-training.uk/nlp-training-accredited-nlp-practitioner-training/nlp-pdf/>

NLP Training Guide 1 - Start Your Adventure

Like learning a martial art, learning to meditate or play a musical instrument we learn by doing rather reading. Many people learn most about NLP by treating their learning as an adventure.

We create our own adventure and use NLP approaches to: 1) help us achieve whatever end we want and 2) to enjoy the actual journey. This guide will help you start your adventure.

NLP Training Guide 2 - Plan Your Adventure

To achieve anything worthwhile we're significantly more effective if we have a plan and framework. We need to align our purpose, vision, plan, actions and review how we're doing.

This guide explore a number of tools that we've found to significantly improve progress.

NLP Training Guide 3 - NLP Coaching (this guide)

Whether we're coaching ourselves or others a coaching model will improve what we do. Our Coaching model is a much richer version of the GROW Coaching Model.

As well as helping us achieve our own visions the NLP Coaching Model in this guide will also improve the impact of all the NLP techniques and approaches we use.

NLP Training Guide 4 - NLP Techniques

This guide features 16 of the most popular NLP techniques including the fast phobia cure, hypnosis, modelling, perceptual positions, timeline and storytelling, which improve our ability to influence ourselves and others.

It's important to remember that this guide builds on the preceding guides. We'll be much more effective when we combine the approaches in all the guides.

About Michael

Michael Beale is a Richard Bandler certified NLP trainer and coach trainer, and a Marshall Goldsmith certified stakeholder leadership and team coach. He offers individuals 6 month 1:1 NLP training and coach training programmes worldwide over Skype. He offers companies 12 month leadership and team programmes based on a 'no growth, no pay' basis.

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<https://www.timetrade.com/book/HPBLR>