

# **THESES ABOUT WORKING WITH PEOPLE FROM A NLPD PERSPECTIVE**

by Bernd Isert

## **On relationships**

A relationship implies exchange between people. They mutually learn, lead, follow and find new ways, neither only those of one nor only those of the other. Opposites attract. Complementing is more important than being equal. Co-operation is worth a lot more than exerting power. Power means one-sidedness and doing without resources, co-operation is diversity and abundance.

## **Thoughts about “programming, anchoring“ and “installing strategies“**

A human being is not a programmable bio computer, but a unique, self-ruled universe that progresses relationships, contexts and experiences in a highly sensitive way and learns and develops on different levels. A system of higher order in the sense of Heinz von Förster. Leading a human being with the help of impulse-reaction mechanisms such as “anchoring“, “doing rapport“ “installing strategies“ or hypnotic language patterns is only useful and sensible if it is in the interest of the people involved and they have agreed on or accepted it. Methods like this are not effective outside of a situation like this. Exchange, co-operation and the making of offers are of higher value than leading and following as they integrate the resources of all participants.

## **From looking at the individual to looking at the system**

Solutions for the complex problems of life can not be found by looking at the individuals alone, but by also taking into consideration the social systems and relationships which they are part of and in which they live. Here the required resources can be found and blockades and done away with.

## **Originality versus modelling**

As every human being is unique and lives in similarly unique relationships and contexts, it is not important to take over models from other times and contexts of life, but to discover one’s own potential and to develop it accordingly in the present situation of life. What others have done at other times can contribute to but not replace the individual development.

## **On formats**

Those learning to work with people are learning a language. In this context, fixed formats of change are like sentences that are learned by heart. They can, however, be of help as steps on the way to learning to speak more freely and creatively.

## **On balance**

This is not primarily about being the first, best, fastest and greatest, but about finding one’s own, presently fitting and sensible place in a greater whole. Balance is more important than maximizing. Sustained yield is more important than a quick fix.

## **On the wisdom of the unconsciousness and the limits of consciousness**

Letting one’s consciousness exercise control on life may be clever. Giving in to one’s unconsciousness as well is wise. Building a bridge between the two can combine the wealth on both shores.

## **On resources**

Human beings can find all resources that they need for a fulfilled life in this world and not only within themselves. Resources do not come in a one-time package, but are constantly changed through exchange, give and take within us and around us. Where parts that complement each other meet, synergy results:  $1 + 1 = 3$ .

**The change worker as someone who facilitates the choice**

Every man, every relationship and every process of development is unique. People who are working with people and supervise processes, therefore, overall need one competence: The ability to offer options of choice that are fitting for this moment. Just as if we always had three options.

**From I to we**

The we-consciousness – also called systemic thinking – helps us do away with unfruitful competition and overproduction, with being excluded and with fear. It points into the direction of peace.

**The sixth sense**

Every sense that was missed out on in NLP can make a big difference. The equilibrium sense gives all the other senses their significance and sensible position. Thus the way is free for intuition and all the other senses that also want to come.

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