CHANGE

A Model of Integrated Mental Training
for
Development of Individuals, Teams and Organizations

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Integration of

Coaching (Alternative method of change)

Hypnosis (Alternative state of Consciousness and Change)

Acceptance and Commitment Training (Alternative model of change)

NLP. EMDR, TFT, EFT and Heart focusing (Techniques of change),

Generative Images and **C**ognitive Training (Strategies of Change)

Emotional and Social Training (Areas of Change)

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CHANGE

A short and effective way
to Personal Change, Improvement and Rehabilitation

CHANGE

stands for

COACHING

HYPNOSIS AND ALTERNATIVE SYSTEMS OF CONTROL/CHANGE

ACCEPTANCE & COMMITMENT AND MENTAL TOUGHNESS TRAINING

NLP, EMDR, TFT, EFT AND HEART FOCUSING

GENERATIVE IMAGES AND COGNITIVE TRAINING

EMOTIONAL SOCIAL AND LIFE-QUALITY TRAINING

SHORT SUMMARY

CONCEPT S

FROM THERAPY TO TRAINING
FROM ADVICES TO COACHING
FROM ANSWERS TO QUESTIONS
FROM THE PAST TO THE FUTURE
FROM PROBLEMS TO SOLUTIONS
FROM INTELLECTUAL GOALS TO GOAL-PROGRAMMING
FROM PLANNING TO PROGRAMMED PROCESS FLOW

COACHING

INSTRUMENTS
- Questions
- Listening
- Tasking
- Feedback
- Evaluation

CONTENTS
1. Rapport
2. Establish the frames of the coaching
3. The reason for coming ("problem")
4. What do the client want instead (goal, solution)
5. Investigate optional, alternative ways to the goal
6. Explore and develope resources (hypnosis)
7. Action plan
8. Hypnotic programming of the goal-images
9. Home tasks and home training
10. Feedback, evaluations, celebrations

Hypnosis

BACKGROUND
1. Training and Hypnosis
Myth no 1: Hypnosis is a stable personality trait
Instead: Hypnotic susceptibility, hypnotic abilities and skills could be developed by training like other physical and mental skills

Myth no 2
Hypnosis is a part of the relation between two people.
All hypnosis could be regarded as self-hypnosis where the hypnotized person has the control.
However, in order to be able to take over the control, the subject must know:
a. **that** he is in control
b. **how** to take control
As hypnosis contains alternative systems of control these have to be learned first. If the subject is using the "dominant system" (voluntary effort) he/she will often feel out of control.

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Acceptance & Commitment Training and Mental Toughness Training

ACT 1. Acceptance of the here and now situation
CHANGE separates between the information about and the evaluation of the situation.
What body and mind needs in order to change the present situation is information, but evaluation and reactions seems to prevent change by inducing emotional states, which maintain and prolong the problem.

ACT 2. Commitment Training
One of the "golden rules" of CHANGE in order to bring the future to the present is:
A. Look at yourself or other people
- not as you (they) were - not as you (they) are - but as you should like yourself (them) to be
B. Translate these perceptions to emotional goal-images
C. Cybernetic goal-programming in the Inner Mental Room (Self-Hypnosis)

MTT – Mental Toughness Training
The next step after ACT is MTT, where problems are not only accepted and replaced by goals but are used as tools to increase mental strength.

NLP – NEUROLINGUISTIC PROGRAMMING

Some of the NLP-principles used in CHANGE are:
A. In relation to the understanding of the present situation
    - using dissociation and association in looking at the "problem"
    - the 4 positions. Looking at a problem from my and other people´s perspective
B. In relation to using the past as a "goldmine"
    - Detecting resources from "modelsituations"
    - Transfers of positive and useful emotional states
C. In relation to exploring the future
    - using "Timeline"
    - exploring the values behind the goals
D. In relation to "being in the present"
    - "Breaking states"
    - Focusing and disturbance training

IN ADDITION

NLP principles are complemented by additional methods for "rapid change", EMDR, TFT, EFT etc.

GENERATIVE IMAGES & COGNITIVE TRAINING

CHANGE uses more of automated thoughts and images than intellectual and rational thoughts (like Ellis RET-therapy). The reason for that is as follows:

A base for CHANGE is a self-hypnotic state, operationally defined as the "mental room". This alternative state of consciousness is characterized of a quantitative and qualitative change of the way that the brain is working. The quantitative change can be most clearly seen by the increase of theta activity and the qualitative change by a spreading of a low activity level throughout the entire cortex. Thus there is a change of the "operating system" creating a "holistic brain unit". This change the common information system by reducing or eliminating the reference frame and the informational screening (decrease of the "planning function"), which makes it possible for the information to go direvt to the unconscious mind or to "body changes" without being stopped or prevented by the analytic system. This process is further enhanced if the information comes in form of holistic units like images, metaphors etc.

The use of generated imagery has been crucial in the history of Integrated Mental Training. In elite sport of today visualizations of future peak performances is a necessity not only to lead the developmental process but also in the preparation for competition. A pilot study even showed the possibility of taking a novice to elite level in golf only through generated images during self hypnosis (the mental room) (Uneståhl, 1999)

In areas of general personal development generated images play a crucial role in the stage: "Creating your own future". The translation of intellectual goals to situation related images in necessary before programming these images in the inner mental room.

In the health and rehabilitation area generated images play an important role to lead the body to various health improvement states. Starting with ideo-motor practices, where the connection between images and muscle reactions is made visible, it is then possible to create confidence for more "invisible" changes in other bodily systems and organs.

EMOTIONAL, SOCIAL & LIFE-QUALITY TRAINING

Emotional intelligence (EQ) has received a lot of attention during the last decade. It is by many regarded to be as- or even more- important than IQ. In spite of this emphasize of the importance of EQ very little has been done to develop methods with the purpose of changing and develop emotional capacities..

EMOTIONAL SKILLS TRAINING
1. Learning to perceive, interpret and understand my own and other peoples´ emotions.
2. Learning to express emotions in such a way that it is perceived in the "right" way by others.
3. Learning to select and create "the ideal" emotions for – Learning, Performance, Decision, Creativity,, Relations, Healing, etc.

EMOTIONAL CONTROL BY HYPNOSIS
In the hypnotic/self-hypnotic training the Dominant System of Control (DSC) (voluntary effort) is complemented by Alternative systems of Control (ASC) like goal-programming and triggers. Both of these ASC-principles can be used to control and create desired emotions. By selecting "model situations" from the past and reliving them during hypnosis the desired emotions can be automatically conditioned to selected future situations. These "model emotions" can also be conditioned to triggers which makes it possible to voluntarily create a selected emotion whenever needed.

"BRAKE THE STATE-METHODS"
Mental Training and NLP contains additional emotional control methods, which are not based on hypnosis. They use instead the relations between emotions and behaviour. These relations are usually expressed as the effects of emotions on behaviour. However there is also a relation in the opposite direction, a certain behaviour creates a certain emotion.

BASIC PRINCIPLE
One basic idea in "CHANGE" is that every human being can gain control over internal mental processes like emotions. By changing expressions like "This makes me nervous", "He makes me angry", "I feel unhappy because of my bad economy" etc. to: "How can I feel calm, harmonous, happy in spite of things in my surrounding" the motivation increases to find and use mental training methods for emotional control.

DEVELOPMENT OF SOCIAL SKILLS
In society today many employees look less at the school records and more at a person´s social skills (team skills, cooperation ability, communication skills, humour etc.). Like emotional skills this is an area where a developmental training has been rare or missing. This is also an area, where images and models play a bigger role than "knowledge" in providing change.

LIFE QUALITY TRAINING
Life Quality is related to the three most important areas of Life: Mission (Work), Relations (Family) and Health (Physical/Medical and Wellness/Wellbeing). Integrated Training Programs have been developed for all three areas.

FINALLY

By looking at Life as a "Do it yourself project" the responsibility for outcome and quality of Life is transferred over to the person him/herself. No one can motivate or change somebody else. Change is not provided by information but by training and training has to be done by the person him/herself. "Action learning", "learning by doing", "self-training" also decrease dependency and increase self-confidence and self-esteem. It also provides a bigger flexibility as the learned and practised principles can be applied to every new situation.

Not but not least it saves money for the client and for society. Self-instructional training for change and development is an extremely cost-effective method and even when "CHANGE" is provided through a supervisor, coach or therapist most of the change process is done as home-lessons between the visits, which will decrease the costs considerably compared with other methods, especially if the supervision is done on a group basis.