What Makes Most Sense To You?

Thanks to all of you who attended my talk on <u>Birkman and Neuro Linguistic Programming (NLP) in 140 Characters</u> at the Birkman Conference. You all rocked and we shared a fun and interactive learning experience. I'm glad that you were all so excited about learning more about integrating NLP activities and concepts into your Birkman coaching practices. I am including the information you requested about the Visual, Auditory, and Kinesthetic modes, and please visit our web site for NLP recommended books: http://www.elkindgroup.com/what-were-reading/.

As we Birkman consultants all know, behavioral flexibility is the name of the game -- the person who is most flexible wins. NLP assumes the responsibility for the success in any communication lies with the sender, not the receiver. So as the sender you take responsibility for how your message is received – what a concept!

Neurolinguistic Programming (NLP) uses representational systems to describe the different channels that people use to listen and to hear messages. The main channels are:

- Visual (picturing in the mind's eye)
- Auditory (words and tones; talking to ourselves)
- Kinesthetic (feeling, internal sensations)

We all think by picturing things, talking to ourselves, and having feelings. For each of us, though, one mode tends to be dominant. When someone communicates with us using our favored mode, there is an immediate connection – and rapport. Developing the skill of matching another's mode will give you more flexibility in your communications and will result in heightened rapport.

If you're hooked, then read further to learn how can you determine a person's preferred mode:

Visual Language Clues	Auditory Language Clues	Kinesthetic Language Clues
• *See*: "I see what you mean" • *Picture*: I can't picture that • *Perspective:* "Get a new perspective" • *Blank*: "I just went blank" • *Look:* "Look at this!" • *Image:* "I need a clearer image of the problem" • *Colorful:* "A colorful example is	• *Sound*: "It sounds like…" • *Rings a bell*: "This rings a bell!" • *Static:* "He give me a lot of static." • *Tone*: "I don't like the tone of this." • *Say*: "I'm only going to say this once." • *Listen*: "Listen…." • *Clicked*: "Things just clicked for me." • *Tells:* "Something tells me I should …"	• *Feel*: "I really feel good about this." • *Touch* "Get in touch with me." • *Emotional:* "My emotional reaction is…" • *Walk*: "Walk me through this issue." • *Get a handle*: "I can't get a handle on this." • *Reach*: "I keep reaching for a decision." • *Solid*: "Let's get a solid understanding on this
Visual Non Verbal Clues	**Auditory Non Verbal Clues**	**Kinesthetic Non Verbal Clues**
• Breathe higher in the chest and shallower • Tend to talk more rapidly • Tend to use higher tones • Shoulders held upright and straight • Strong upright posture • Looking upwards towards sky or ceiling	• Head to one side with a hand on the side of face, as if listening on the telephone • Breathe evenly in diaphragm or with whole chest • Often prolonged exhale • Posture "saxophone" position with the shoulders pushed back	• More rounded and slouch posture, with focus of attention around the stomach • Breathing deeply and lower in stomach area • Talk more slowly • Often likes to hold something, like a pen, when speaking • Pause longer between words and sentences • Shoulders are more sloped and relaxed