

# THE NLP NEWSLETTER

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Editor - Joel Fernandes



## Choosing how to respond!

F\*\*k you! - If you have witnessed any of Anil's sessions, these words have obviously fallen on your ears more than once. These are the very words that actually caused a 'paradigm shift' for me. The meaning I learnt is however interesting and two folds.

In some situations in life, you need to say "F\*\*k you!" which means "Thank you for everything and good bye!"; and then there are other situations where you need to say "F\*\*k you, I am not going anywhere and we need to resolve this". One is inclined towards moving out of a negative space whereas the other is inclined to dedication, commitment and respect.

For me, it was a completely different experience as I began choosing which phrase to choose for which aspects of my life. Slowly, I could sort out the many twisted portions of my life and decide which ones were important as well as healthy for me.

I personally believe both of these are extremely important and one needs to choose when to use what! These words when applied correctly, reflect the attitude that is needed to bring balance back in life.

Obviously, you got to choose when you can actually blurt out these words. But what's worth observing is the energy associated when these words which bring about a shift in your attitude leading to actions that may be necessary at that time.

In his own magical way, Anil during his workshops drills in a lot of strong messages which are little anchors that can make a remarkable difference in one's life.

I am very fortunate to have attended Basic NLP and Gestalt back to back which took me from one world to another world altogether, moulding and remoulding me at the same time.

Heartfelt gratitude to Anil for all the learning and Kudos to the team too for all the arrangements and opportunities. Looking forward to learning more!

- Keya Bhatt

Business communications coach and Life skills trainer

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# Work - Life Balance

Tackling modern work issues to help make a better living.

There was a time when the roles of 'Man' & 'Woman' were generalized into that of "breadwinner" and "homemaker". But that's just it – there "WAS". Not anymore. Today, both parents are employed, in most families. The number of employed women has increased in the last years, and also, men have been tackling hours to manage chores as well as childcare; both parties putting equal to more efforts. Women still do about twice as much as men in terms of household work and childcare. What has changed is that an increasing number of younger men feel that being a good father means being involved in the daily care of children rather than just someone who shows up to the school play. That is really the most important source for change.

But all this effort may exact a steep price. A number of people find it difficult to manage both, work & family responsibilities. Data shows that a reasonable work-life balance can benefit both, employees and employer, however achieved.

Organisations that initiate flex-time policies, find that employees are more satisfied, less likely to quit, and better at roping in profits for the business. Flexible work hours may also attract more talent, reduce absenteeism and help people do their work more effectively overall. These changes can add up to big business savings.

But workplaces have been slow to embrace flexed work ethic ideas, one of the main reasons being the link between work and social status, as for many high-level, highly paid jobs, putting in long hours is considered a show of strength, and constant availability as a sign of dedication.

Organisations need to adapt certain effective policies to improve work-life balance. Companies need to address extremely long hours, which make it so that the only person who can hold a high-level job is the breadwinner, supported by a flow of family caregivers. The solution there is to make more realistic work hours. The second is the rigidity of when and where the employees work. Companies need to make the workplace less rigid, so that employees have more control on both when and where they can work. The most important policy

is to redefine what constitutes full-time work, to redefine the ideal worker in a way that's consistent with people's values for their families, including being present for family responsibilities such as childcare and eldercare.

Society has set a belief system where a successful ideal worker is one who has sacrificed the other areas of his life in order to achieve workplace success. People who are now managers, have invested in the belief that the only way to be professionally successful is to be an always-on worker who outsources daily childcare and much of the emotional work involved with raising children. To change this belief system and to tell them that they can organise their work differently is threatening; it will hurt them to accept that they gave up so much unnecessarily. It's like telling them they've been a bad parent; a painful thing to admit, isn't it?

Compared to full-time workers, hourly paid workers enjoy too much flexibility with typical 'just-in-time' schedules: working different times every day and different days every week, usually with three days' notice of their schedule. There has to be some way to start a conversation about new ways of working that doesn't trigger the reaction of "What do you mean there are new ways of working? Are you saying I was a bad father?"

Employees who are generally healthy can be more productive, miss less work and have fewer healthcare-related expenses. Employers who are committed to providing environments that support work-life balance for their employees can save on costs, experience fewer cases of absenteeism, and enjoy a more loyal and productive workforce.

Although mainstream institutions have been notably unresponsive, many entrepreneurs have founded new companies that build work-life balance into the business model, with new and innovative ways of working.

## UPCOMING CERTIFICATION PROGRAMS BY ANIL THOMAS



**NLP in Hong Kong**  
November 2019



**NLP in China**  
November 2019



**Basic NLP in Mumbai**  
4th - 8th December 2019



**Advance Gestalt in Thailand**  
16th - 20th December 2019



**Basic Gestalt in Mumbai**  
23rd - 26th January 2020



**Advance NLP in Mumbai**  
23rd - 30th May 2020

# Love is simply love

Love is a force that connects us. Love is the motivating factor that creates relations, dependency, togetherness and unity. It is the force that binds, the passion that connects.

Like the force of gravity holds all the planets together in the solar system, so too does the force of love hold people in communities, communities in cities, in states, in nations, in countries, continents and the world. Love makes the world go round.

Why do we need to connect with others? Because connection is necessary for creation.

Creation is the very basis of life. We are creation itself. Our survival as a species depends on our creation, and procreation thereof. Loving or otherwise – procreation requires man and woman to come together, to connect. If there was no force bringing people together, no urge to procreate - why would they?

Love thus ensures the survival of the species. Therefore, we can never be completely independent. It is inborn in all of us, and thus, we all bear the potential for love. The basis of our nature is love to bring people together. Love is instinctual. Love is an evolution. This is how nature has grown, and how species have evolved and progressed.

Love allows us to extend, not just as a species, but as consciousness. Love makes a unity, and not a union. In union, those who join together remain separate. What we call love

today is simply acts or techniques which we use to connect; while modern society has reduced a love union to merely an act, a contract, a business transaction.

Alternatively, love is a soft emotion, a gentle expression. Out of our ego and conditioned beliefs, nature knows that it is only in letting go that you experience the greatest liberation – your growth and that of humanity. In real connection, in real love, we find unity, oneness. Separateness dissolves and we become one. Love represents your own extension.

This is the moment of truth – when love has given you unity of bodies, minds and souls all together at the same level. You are simply one. Unnamed. Undefined. Unclassified. You are no more determinate. Definable, no more comprehensible.

In love, the boundaries blur and then You disappear, your mind disappears. This can be experienced as unconditional surrender, an utter relaxation mode. You are in grace. And there is nothing higher than that. You now become a mystery, joy, surprise, jubilation. You become a great celebration to share with the world.

Love is thus an act of courage, a leap of faith which drives our growth as it requires us to transcend ourselves, to bypass the ego which creates our sense of the individual being, and let go completely.

Love is simply love.

## NLP in China - November 2019



# Placebos

## Untangling the various ingredients that shape our mindsets



The name 'placebo' defies logic. The placebo effect in itself is an oxymoron. The placebo effect is the effect of something that has no effect, that which can't be true. Even if it were true, the name comes with baggage. Studies have found that placebos can dampen pain, relieve anxiety and help headaches. That name implies a fake, a sham, an intention to deceive. And yet, despite its growing resumé, placebo effect still seeks the favour. The word placebo has a really bad connotation that's holding it back in a way from actually being something we use.

The real problem is that the term placebo effect is incorrect. Sugar pills, pretend surgeries and fake acupuncture needles are supposed to be inert, existing only so that the "real medicine" can shine. For people studying placebos seriously, that narrow, dismissive way of thinking is limiting. Placebos fails to capture the deeper essence of how beliefs actually can and do transform the body.

But research is still carried on. Today's growing evidence of placebo power is built on more sophisticated explanations of just how beliefs can change the body. Scientists are figuring out when thoughts and expectations can change outcomes, and when they can't. More interestingly, these effects aren't always due to simple learned associations like, 'take a sugar pill, feel better'. Instead, the placebo effect appears to hook into a much more active and broad-based neural process, one in which the brain builds its own expectations from a wide range of clues. And that active construction of reality may simply be how our brains work in all situations, making guesses about what will happen next based on past experience and present cues.

When talking about active drugs, the term placebo effects eventually fails. For example, morphine behaves very differently based on whether people know they're getting it or not. What most studies have in common is that they deal with psychological adjustments, tweaks to people's perspectives, beliefs and expectations. As with some types of psychotherapy, people may reframe their beliefs to make space to believe something will help or not (or even hurt them). And these beliefs can have profound influences on the body.

Pain and such disorders such as depression, anxiety and Parkinson's disease seem especially amenable to psychological manipulations delivered as medicine, research suggests.

Medically meaningful placebo effects have turned up elsewhere. The clinical picture that's emerging is that in many disorders the placebo response is quite strong. And that response is shaped by a variety of psychological forces.

People are very good at remembering something that hurts. After a back injury, a person knows exactly which movements to avoid. But forgetting pain is so much harder, and research suggest it takes about three times as much evidence for people to learn that the pain is gone. If perception were as simple as receiving input from the senses, that difference in learning and unlearning pain might not exist.

People would be keen observers of the sensory cues coming in and adjust their experiences to fit with them. But incoming sensory information — a throbbing toe, for instance — is not the only signal that matters. Over time, we've learned that there's not a direct proportional relationship between tissue damage and the pain.

People can learn to feel pain when they expect it, whether it's there or not. The pain signals that zing from the toe to the brain are but one piece of evidence the brain uses to build its narrative. Some information is more powerful than others, and we weigh it accordingly. It's not about the experience, it's about the sense you make out of your experience.

Once you have a positive expectation, you're biased toward looking for and learning from things that match those expectations. You value the good stuff and discount the bad stuff. Of course, placebos — or more general psychological adjustments — won't work for everything, or perhaps even most things.

You can't think your way out of a brain tumour. There are obviously going to be limits to how much our brains can control the diseases that are ravaging our bodies.

Untangling the various ingredients that shape our mindsets may well alter clinical practice one day.

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