



UNIT-4

Creating Comprehensive Outcomes

Staff Training Solutions

Learning Outcomes

By the end of this unit the learner will be able to:

- ✓ Understand and apply basic self-hypnosis techniques

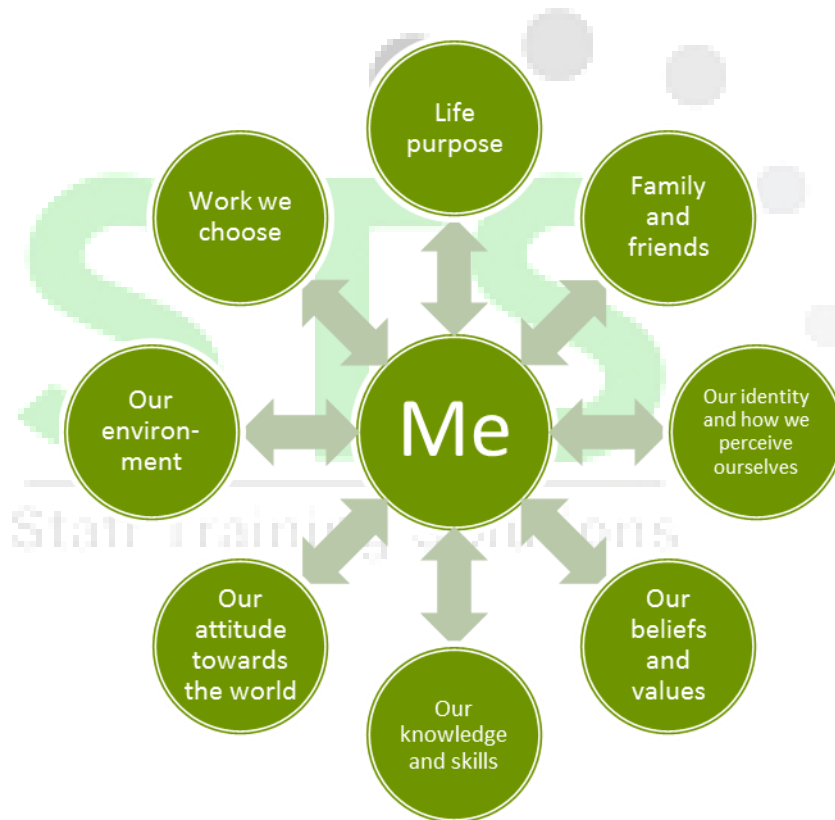
Unit 4

Creating Comprehensive Outcomes

Establishing an Inner Map

Being congruent or aligned means walking the walk and talking the talk. It means behaving in a way that is in harmony with our inner selves. The first step on that journey is understanding exactly who we are.

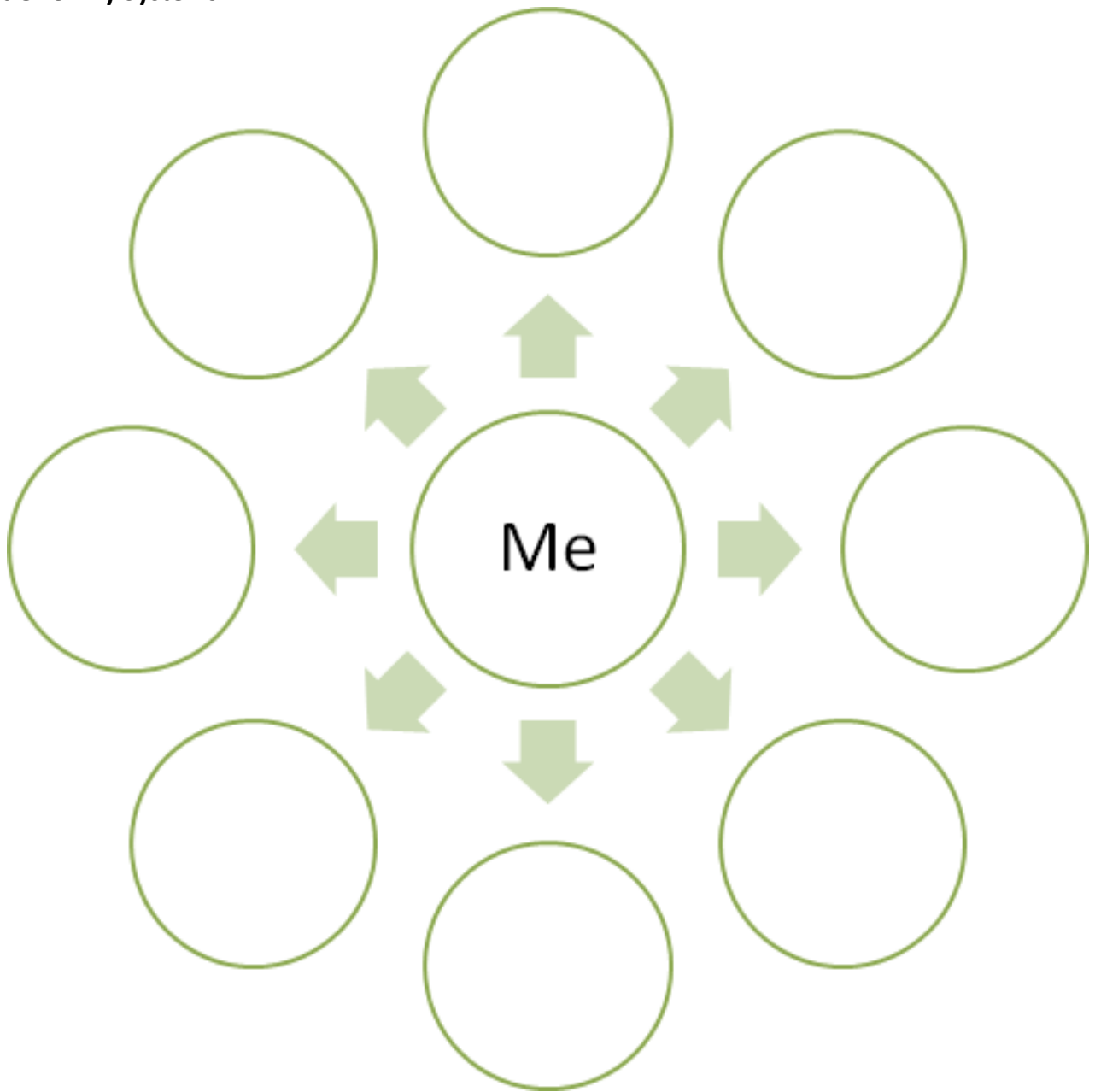
There are many things that make us unique. Perhaps you are skilled at writing. Perhaps you are exceptionally compassionate. Perhaps you have a knack for taking apart machinery. These things are reflected in the different structures that we live in. Here is an overview of some of these systems:



Just remember that influence goes two ways, because although the world can influence who we are, we have an immense capability to influence and change the world around us.

What Does Congruency Mean for Me?

Part One: My Systems



1. Place your fingers lightly on your diaphragm, just beneath your rib cage above your waistband. Feel the movement as you breathe.
2. Inhale slowly through your nose or mouth, directing the air to your diaphragm. You will feel the diaphragm move forward; your shoulders and upper chest should not move at all.
3. Hold the inhaled air for three seconds.
4. Exhale slowly, counting to twenty by saying “one one thousand, two one thousand, three one thousand...” until you reach “twenty one thousand.”
5. Stop when your exhale becomes a strain.
6. If this is the first time you’ve tried this exercise, you probably won’t reach twenty in one breath. Repeat the exercise three times a day until you can reach twenty comfortably.

Creating Comprehensive Outcomes

The Elements of a Well-Formed Outcome

A lot of traditional management literature focuses on goal setting. NLP frames goals a little differently, phrasing them as *outcomes*. This changes our focus from working towards something to imagining that we already have something, and maintaining that state.

Keep the following criteria in mind when creating an outcome to make it **PAINLESS!**

- **Positive:** Frame outcomes about things that you want, not what you don’t want.
- **Assessable:** You need to be able to measure your progress and evaluate how far you have come.
- **Individual:** The outcome needs to be something that you can achieve with your resources and that is within your control.
- **Now-oriented:** Is this something that you can do now? Or should this outcome be saved for another time in your life?
- **Linked to your purpose and systems:** This outcome should be a win-win for all of the systems in your life. In other words, it should be *congruent* with your inner self!
- **Enriched:** Use sensory language to enrich the wording of your outcome and help you find ways to move towards it.
- **Satisfying:** Will you feel good about working towards this outcome? If not, you won’t be very motivated!
- **Specific plan:** Design your first action step (or your first few if possible) and have an image of what success looks like.

Example

I will become a manager within two years, either with my company or externally if I must. I will start working towards this by signing up for the Introduction to Management program offered in my company. I will complete this program within six months.

