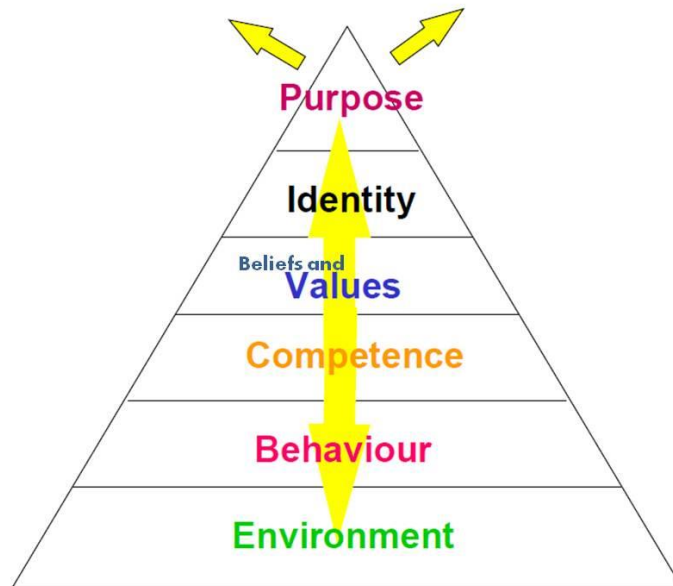


Neurological Levels of Change



Neurological Levels is the powerful framework developed by Robert Dilts, based on the levels proposed by anthropologist Gregory Bateson. This framework provides the understanding of how human behaviours could be changed by using the six different levels.

Here is how these levels are conceived:

Environment: (Where, when and with whom you doing things) - What are the external influences on you? What are we reacting to in our surroundings or the people we are with?

Behaviour: (What you do or say) – This is a specific action done by you and/or any behaviours that have been carried out.

Competence/Skills: (How we do things) – This level is about the abilities, skills, talents and knowledge that we have and it leads to a series of actions and behaviours.

Beliefs/Values: (What is meaningful and important to you?) – Belief is what is true to you, and the value is what is important to you. Belief and value normally are operating behind the scenes or at a sub-conscious level.

Identity: (Who you are) – This is related to who you think you are. Because all of your actions will be derived from your sense of who you are.

Purpose: (What is your highest purpose in life?) – This is the highest level of the hierarchy, it is all about your connection to the larger part of the system or the world as a whole.

According to Dilts, Neurological Levels is a model to be considered as a system, changing an attribute of one level may or may not affect the upper levels. However, changing an attribute at the upper levels will always affect the lower levels.

For change at the behaviour level to be long-term, the desired behaviour change must either be in alignment with the higher levels or the change must take place at a high level, i.e. Identity.

Exercise

The following exercise from Roger Ellerton in his paper on NLP Logical Levels Part 2 is a useful one to help you to:

- Become consciously aware of what factors influence how you live your life.
- Identify possible conflicts.
- Recognise possible changes you can make to bring the levels more in alignment and hence achieve a higher level of personal congruence (reduced inner conflict).

Purpose: For the larger system (i.e. family, co-workers, people needing your service/product, community etc.), what is your purpose or the impact you wish to have?

Identity/Mission: Who are you or what role do you play? Is it the role necessary to achieve your purpose?

Beliefs and Values: What beliefs do you have about yourself, about others, about the world in general? Do these beliefs support you in fulfilling your role? What do you value - in yourself, others, the world in general? Are these values in alignment with your role? Are there other beliefs and values that you could take on that would be more in alignment?

Skills and Competence: What skills/strategies/action plans do you have? Do you need to develop new skills, strategies or action plans? Are they in alignment with each of the above logical levels? If not, what needs to be changed? Maybe you need to change your skills (get more training), your strategies or action plans. Or maybe, given this new information, you need to reassess your purpose, your role or your beliefs and values.

Behaviours: What do people really see/experience in your behaviours? Are your behaviours in alignment with each of the above logical levels? Does something need to be changed?

Environment: When, where, with whom do you do these behaviours? Are they in alignment with the above logical levels?

Further exercise - Robert Dilts' Neurological Levels of Change

This works best when you pick a specific area of your life that you'd like to move forward with. **For the exercise today ask your client 'What area of your life causes you stress, frustration or low level anxiety?'**

When facilitating other people, ask these questions to allow them to get under the surface of what is going on for them at each of the levels. No need to make notes, you're there to facilitate the other person's thinking.

Find a space that allows you to take 6 small steps forward (you can also do this with the person visualising a path that they are walking along with each of the segments on a different paving slab,

Work up through the levels, stepping into each space (or ask them to imagine stepping into each space if they are able to visualise). Allow the other person to develop what is happening in each area before moving to the side as their 'inner guru'

- **Environment**

- Step into **Environment**. As you think about your **Environment**, the people you're with and where you are, what's working well and not so well in this area of your life right now?
- Is there anything else in relation to the people you are with or your environment?
- Now step to the side – imagine tapping into that "inner guru" and getting the best advice ever, what would that advice be about what can change with the people you're with and where you are?

- **Behaviours**

- Step forward onto the **Behaviours** level. What are you doing or not doing currently in this area of your life? What are the helpful behaviours and the less helpful ones?
- Is there anything else that's happening right now at this behaviours level?
- Now step to the side – again ask that "inner guru" to give advice about your behaviours

- **Skills & Competencies**

- Now step forward onto **Skills & Competencies**. What knowledge and skills do you have at this level? What training or skill do you need to gain to help you out?
- Now step to the side as that "inner guru" and give advice. Are there skills, knowledge or competencies that you have and are not using? What else can you do to improve those skills and competencies in this area of your life?

- **Values & Beliefs**

- Step up to your **Values & Beliefs**. What are you holding as important to you in this area of your life? What are you holding as important that is perhaps not helping you?
- What do you believe about yourself, other people etc that might limit you?
- Now step to the side as that “inner guru” and give advice, what could you now hold as important to you that is more empowering and could make a difference?
- What else could you believe?

● Identity

- Step up to **Identity**. Who are you? In this area, right now who do you see yourself as? What labels are you putting on yourself?
- Stepping to the side as that “inner guru” you’re so much more than that, aren’t you! Who do you need to be moving forward? What are more empowering labels you could give yourself?

Getting a clear purpose

Step onto your purpose and think about what you’d like to have happen, what is your mission in this area of your life, what might your lasting legacy be? Really dream big about the difference that this area can make for you and for others that are important to you moving forward.

- Imagine having that purpose now. Really connect with what fulfilling that purpose will give you. Stand as you will stand when you have achieved it
- What will you be seeing, hearing and feeling when you’ve achieved that purpose or goal?
- What will it do for you in the other areas of your life?
- What will it give others?
- What will you be saying to yourself when you’ve achieved it?

Now step back down each level

- And as you think about that purpose, **take a step back** into your identity
- Who are you now knowing what identity will support you making that purpose happen?
- **Take a step back**
- Taking that purpose and that new identity, what is important to you now?
- What do you now believe?
- **Take a step back**
- With that purpose, that identity and those values and beliefs?
- What skills and competencies will you have to make that purpose happen?
- **Take a step back**
- What behaviours will you be doing that makes your purpose a reality and aligns with that identity, those values and beliefs and the skills and competencies you’ll have.
- **Take a step back**

- Finally, what's changed in your environment with the people you are with and places you're in that support that purpose, identity, values & beliefs, skills & Competencies and behaviours?
- **Take a step back**

Final check in...

As you look now up through those levels and knowing the difference that it will make having achieved that purpose...

- What is different and what do you know now?

