

Using NLP Reframing, Metaprogramme Methods for Improving the Activity of the Organization

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Abstract

The new method by increasing the adaptation speed to a context, through a slight transformation of the contextual meaning of words and by the optimization of the phases in which the actual process of reframing provides a closer connection between the person and context, a better adaptation to the language contextual requirements, but also to reduce the steps in which the process of reframing is done, which is a higher efficiency of it and a lower consumption of resources. By improving the programs and filters that are serving to metaprograms, the environmental information will be obtained at a high quality, the redundancy will decrease, and the consumption of resources needed to perform the filtering of information will also be reduced.

Key words: optimization, efficient, reduce, improve, communication

1. Introduction

“Neuro linguistic programming (NLP) studies the patterns or programming created by interaction among the brain (neuro), language (linguistic) and the body that produce effective and ineffective behavior. The skills and techniques were derived by observing the pattern of excellence in experts from diverse fields of professional communication, including psychotherapy, business, education [2].” “NLP contains a set of principles and distinctions which uniquely suited to analyze and identify crucial patterns of values, cognitive processes, behavior and their interrelationships, so that they may have been put into pragmatic and testable implementations. NLP provides a way to look past the behavioral content of what people do to more invisible forces behind those behaviors; to the structures of thought that of people to perform effectively [8].”

In RMP method were used from NLP toolkit – reframing and the metaprogram because booth methods have a certain action over the reality that a person perceive it. Reframing follows to change different contexts, behavior by using different filters which have the role to leaving pass some information from the environment.

2. Objective

In the reframing it will be desired the improvement of the speed of behavior adaptation, of contextual words, and regarding the metaprograms it will be desired the improvement of the relationship between person and environment. The purpose of these improvements is done for a better adaptation to the environment of the person, for a faster information filtering and for creating a stronger link between the person and the environment.

3. Theoretical Background

In the RMP method there were used the reframing and the metaprogram within the NLP tool because both have some action on the reality perceived by a person. The reframing aims to change various contexts, behaviors while the metaprogram seeks to influence the reality by using certain filters which serve to let only to some information from the environment pass.

The method can be defined by a "set of principles, rules and means of knowledge and transformation of reality. In a purely physical sense, the method becomes a "system of principles,

rules and means of knowledge and transformation of reality [7].” The reframing and the metaprogram can be considered methods because: reframing by contextual and content reframing - tools - intends to change either the context, or the behavior, in general there is a change of reality. The metaprograms by patterns, filters - tools - do nothing but to influence both the reality and how it is perceived.

“The idea of reframing is to see things from a different perspective, or with in a different frame or context. Reframing is the essence of creative thinking and echoes earlier concepts such as lateral thinking. Reframing generates a new approach that helps us to identify the important intentions which underlie behavior, but which might not fit our own perceptions of what is right or sensible. All of this brings better understanding, better communication and it achieves goals. Any behavior can be reframed. Just by changing the context, for instance, new meanings are likely to be generated [1].”

Reframing is an adaptation of a behavior considered negative at a certain time. Thus, negative behaviors are transformed into positive behaviors. Contextual reframing - means the changing of contexts in which there was a behavior, not the conduct itself, so that to change itself. Content reframing - means changing the behavior as a whole, including the perspectives of people on different information, of perceptions.

Reframing stages:

- „ it is identified and anchored the behavior that has become inadequate;
- it is separated the context (external factors) by the reaction to that environment, aiming at anchoring the intern response;
- it is established a communication channel with the anchored part;
- it is separated the party's intention from the inadequate response;
- accepting the positive intention of the inadequate behavior;
- it is identified the status change for a certain behavior so that there are at least three ways to apply this change;
- access the new strategies, the new behavior;
- checking the behavior, so that the old parts to accept the new ones ;
- rhythm - the person reconstructs the new behavior based on new experiences [4].”

The metaprograms are those structures that directly affect the way we perceive reality and deal with the existence. The metaprograms divide into two categories: Motivational patterns and work patterns. „ Motivational patterns indicate the type of motivational triggers that we need to not lose our motivation while working patterns describe a person's mental processes in a given situation [3].” The information that comes to us from the environment is sorted by two filters: options and procedure filters.

The motivational patterns help preserve for a long-term the motivation source, so that the proposed target to be achieved, While working patterns pursue the development of some complex mental strategies to ensure an efficient execution of all tasks that a person receives.

The main filters are: association - dissociation, near the end - away from the end, match - mismatch, generally - particularly, past - present - future, activity - person - object - place - time, internal - external. The filter association - dissociation - this filter on the one hand allows the proximity to certain emotions, feelings so that they can be lived at full intensity, but on the other hand allows distancing from each other, so that the negative emotions to be minimal. The filter near the end - away from the end - on the one hand allows the concentration of all resources to achieve a particular objective, and on the other hand, allows moving away from a specific objective, unless it fully complies with the requirements and expectations that person has. The filter match - mismatch - is on the one hand the program by which there can be found common elements in a given situation, and on the other hand it can provide the elements that distinguish a situation from another one. The filter generally - particularly - allows a reference to the existing elements in a given area and their description according to the main filters used. The filter past - present - future - allows time reporting, it helps to a better understanding of the existence reported to the three plans according to

the current moment of life. The filter activity - person - object - place - time - allows the use of a single filter as the main filter and the filtering of all this information according to it. The filter internal - external - allows on the one hand seeking out motivation sources, and on the other hand uses its own feelings, inner voices to make sure that the information is consistent with its system of values, beliefs, and customs.

The main metaprograms are: details - overall, similarity - similarity exception - difference, internal-external, near-far, and options-procedures. "Metaprograms focus our attention by deleting information and creating habitual patterns of thinking and behavior. Metaprograms may differ across contexts and they can help to explain presences for job types and provide insights as to why some people are able to excel particular tasks that others struggle with [6]." The metaprogram detail-general shows how a person sees the elements that compose the whole. Either he sees only the whole and does not see the parties, or he sees only the parties and does not see the whole.

The metaprogram similarity, similarity with exception, shows the difference between processes and results in NLP vision. Thus, the metaprogram similarity shows how you can become a very good professional but never a leader, because it involves the use of what you've already done, without anything new. The metaprogram similarity with exception means sometimes trying to do something new and can be used as a training ground for the difference metaprogram. The metaprogram difference means doing something new every time, not to repeat anything you did. It is a form of creativity taken to an extreme. "Metaprograms cause us to put our attention in certain places and not in others, resulting in habitual patterns of thinking, decision making and behaving. Metaprograms work at a deep, unconscious level, having a strong influence on our behavior, motivation and personality. Metaprograms form a part of the unconscious communication message. They predict how of behavior and therefore, provide more information to facilitate pacing and leading. Mismatch a metaprogram is one of the easiest pattern will not only enhance your influencing ability, it will help fit people to the jobs they are more naturally suited to [6]."

The metaprogram internal-external shows the motivation source.

So if a person has the internal metaprogram, the motivation source will start from inside him every time, but the disadvantage is that a person is too calculated, and filtering all data is done by the personal filter, this taking a long time. Instead a person, who has the external metaprogram, has the motivation source external. Usually the information is not filtered but executed. This metaprogram is very good with employees.

The metaprogram near – far

This metaprogram presents the motivation to achieve, to accomplish a goal, which should be done to avoid a problem, a crisis. A person who uses the metaprogram away from.... almost always tries to eliminate hazards, traps. The motivation of such a person is the realization by anticipation of potential dangers, but with backup solutions for those problems, but also for priority management. These persons' weakness with this pattern is the fact that they do not always recognize the problems which should be avoided. The other category of possible metaprograms is near the end, near the gain. Their motivation is, when an obstacle or a problem appears. These persons' weakness with this pattern is the difficult priority management, largely being drawn by details, by things that do not go and do not always have an overview. Unlike the first model, these persons do not take threats seriously, being more concerned with finding opportunities, solutions.

The metaprogram options - procedures

„A person with the option metaprogram will have possibilities, alternatives. A person who uses currently alternatives, options, and possibilities means that he uses the option metaprogram. Creativity is their best advantage. This manifests itself but also by violation of rules, norms, and procedures. The weakness of people with such a metaprogram is the fact that although they start a new idea or a plan they do not finish it. The non-verbal language can help identify the type of filter used in the metaprograms. Thus if a person gestures wide open, in many ways, it means that he uses

the option filter. A leader who uses in the current language a well established plan, from here to there, procedures, correct, it means that he uses the procedure filter in the metaprograms. A person with the procedure metaprogram, after he knows the procedure, will apply it whenever he needs, he will finish what he started. However their weakness is the procedures - they feel lost without them, they can not work otherwise [3].” If the gesture is calm, fixed, rare, it means that they use the procedure filter within the metaprograms.

4. Changes proposed for the RMP method

In the organization, reframing has the role to adapt some behavior and contexts depending of some modifications from medium. As reframing is more used, even the behavior of the person from the organization is more optimized and the contexts are quickly adapted to the different changes from the medium.

Within the reframing it will sought to increase the speed of adaptation of a behavior depending on the context - this will be achieved by using successive comparisons to determine the optimal behavior which should be reported to that context; an easier transformation of contextual words - this can be achieved by using comparisons and deletion of the words with ambiguous, unclear meaning; the optimization steps in which there is done the actual process of reframing - this can be achieved by analyzing and improving the process itself, aiming at reducing the number of steps, eliminating the intermediate steps and the only ones which consume the resources, it does not directly generate transformations, behavioral adaptations to different contexts.

In the organization the metaprograms have an important role in filtering information as at the individual level, so at the group level. The filters acting like a barrier and don't let the information that information that don't achieve a minimum level of intensity, so the redundant quantity of information is reduce very much. The role of the metaprograms is also to guide some activities that a person makes it usually. The metaprograms represents the informational support for the actions; otherwise any activity wouldn't be possible. So as a metaprogram is more efficient used so the results are better and the consume of the resources are lower.

Regarding the metaprograms it will be sought the efficiency of programs and filters that are serving for the metaprograms – This will be achieved through a better association between filters, programs and metaprogram in order to improve the information that is filtered and to reduce the consumption of some resources but also the possibility to access only some information, eliminating the possibility of insufficient non-calibration of the filtration system; achieving a better connection between the person and the environment - this can be achieved through the improvement of filters used in metaprograms, but also of the representational system that a person uses.

5. The analysis of the implications of changes in RMP method

As a result of these changes, the context will have a much greater importance, particularly in terms of sorting the information and adjusting the vocabulary. On the other hand programs, filters, metaprograms increase their use efficiency by strengthening the relationship between person and context. Optimizing the reframing process, it is accomplished by accessing the resource states of the person.

As a result of these changes, the link between the person and the environment will be tighter, better information will be sorted by a lighter and faster combination between the constituent elements of the metaprograms mainly aiming at increasing the information quality and decreasing the consumption of necessary resources. Based on the components of the methods presented above, it can be develop a graphic representation of this new method with the use of their main components. These are shown in Figure no. 1.

The model will seek to establish a link between the areas of communication and non-specific language (non-verbal) in order to clarify the verbal ambiguity, but also to form a link between the main elements of a person - experience, rational processes and situational ones. By using the filters, the environmental information is sorted, and kept only that which is of relevance;

the relevance is associated with filters. In this way the bond that is established between the areas of communication, filters, rational processes and experience creates a program that will handle a certain situational sequence. The program will be influenced on the one hand by the structure of the filters, by the order in which they operate, as well as by the representations or experiences that a person has.

Areas of communication in which verbal ambiguities were removed, together with filters and program sequence will generate a certain cognitive process. All these three factors influence both the amount of cognitive processes and their quality. The main role of cognitive processes is to guide the process so as to achieve certain objectives proposed. In this way, guiding the processes, cognitive processes, ultimately lead to changing the experience, perception, and the results showing a change in the information given at a representation level.

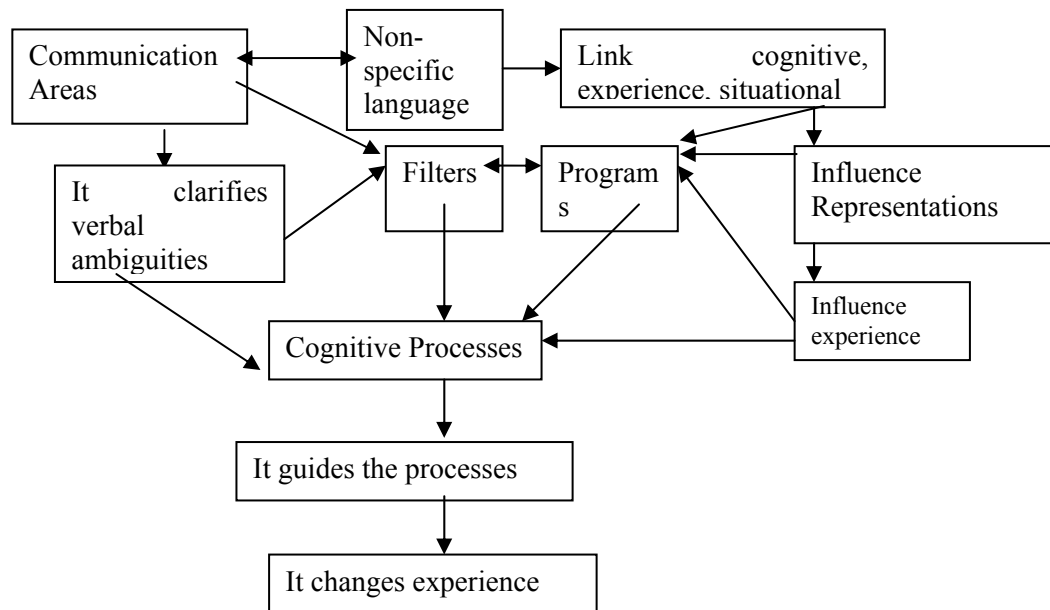


Figure 1 The figure shows how to use the RMP method, the figure was created by us

6. Conclusions

Using reframing in the organization helps as at the changing of some types of behavior and so to adapt some behavior by the changes from the medium. As the changes as more quickly even the adaptation of the behavior must be quickly and the reframing assure adaptation, in the condition of using a minimum quantity of resources. On the other hand, the metaprograms influence the way which a person or a group perceive some information from medium, but assure the functionality of some fundamental programs without the activities of some people would be much worse. So the improving of functionality of the metaprograms assures the optimization of the activity developed by some person but in the same time assures an optimization for the consumption for the resources.

The new method by increasing the adaptation speed to a context, through a slight transformation of the contextual meaning of words and by the optimization of the phases in which the actual process of reframing provides a closer connection between the person and context, a better adaptation to the language contextual requirements, but also to reduce the steps in which the process of reframing is done, which is a higher efficiency of it and a lower consumption of resources.

On the other hand, by improving the programs and filters that are serving to metaprograms, the environmental information will be obtained at a high quality, the redundancy will decrease, and the consumption of resources needed to perform the filtering of information will also be reduced. The more filtered the information is the more powerful the connection between the person and the

environment will be and it will influence in a positive way the quality of the information received from environment.

The new model will create strong links between different aspects of experience, so that it can generate both improved links between the person and the environment and lead to the improvement of certain internal processes. Thus, to achieve these objectives there are targeted the areas of communication, the non-specific language, the rational processes and the personal experience. By improving the communication areas there is eliminated the ambiguous elements and the ones that affect the communication process, the non-specific language has the role to give more meaning to the communication process, the rational processes are the sum of all the processes that lead to an objective and translate into the achievement of certain individual actions, personal experience serves as a comparison so that not new experiences but the new model to support the comparison, but also to be used to calculate the time evolution.

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