

NLP Mini-Workshop (60 Minutes)

0:00 – 0:05 (5 min) – Welcome & Framing

“Today we’re exploring NLP - Neuro-Linguistic Programming. Think of it as *debugging the mind’s code*. Just like software runs on scripts, so does your brain. NLP gives us tools to see those scripts, edit them, and rerun them for better results.

We’ll keep it practical, short, and safe - only small everyday examples. If something feels too personal, skip it.”

Transition:

“Let’s start by testing how each of us codes experience differently.”

0:05 – 0:12 (7 min) – Discover Your Representational System

Set up:

“When you think of a memory, your brain doesn’t just store it - it encodes it. Some people get a picture first, others a sound, others a feeling. Let’s test it.”

Guide the exercise:

1. “Think of your last vacation or a really good weekend.”
2. “Notice what came up first: an image, a sound, or a feeling?”
3. “Raise your hand if it was mostly an image... mostly a sound... mostly a feeling.”

Debrief (why & when to use):

“In coding teams, this matters. A manager might *see* the roadmap in slides, while a developer *feels* whether the architecture is solid. Matching their channel reduces friction.”

Transition:

“Now let’s play with the ‘formatting’ of your thoughts.”

0:12 – 0:20 (8 min) – Submodality Shift

Set up:

“Submodalities are the little properties of how we code thoughts - brightness, size, distance, volume. Changing those changes how we feel.”

Guide the exercise:

1. “Recall a mildly annoying thought - something like too many Slack pings or a failed build, but nothing heavy.”
2. “If it’s a picture - shrink it, make it dim, push it far away. If it’s a sound - lower the volume, make it squeaky. If it’s a feeling - imagine it fading, like a battery running down.”
3. “Notice what shifts. Turn to your neighbor and share quickly.”

Debrief:

“Everyday example: If an error log keeps replaying in your mind, shrink it down until it’s just a tiny icon in the corner. The annoyance drops. You’re editing the mental UI.”

Transition:

“Next, let’s install a hotkey for useful states.”

0:20 – 0:30 (10 min) – Anchoring a Resource State**Set up:**

“Anchoring is like creating a keyboard shortcut for confidence or focus. Once installed, you can trigger it whenever you want.”

Guide the exercise:

1. “Think of a time you felt fully confident - maybe finishing a big project, solving a nasty bug, or presenting something that landed well.”
2. “Re-experience it: see what you saw, hear what you heard, feel that confidence.”
3. “At the peak, press thumb and forefinger together. Then let go, think of something neutral (like breakfast), and repeat 2–3 times.”
4. “Now try pressing your fingers without recalling. Notice what comes back.”

Debrief:

“You’ve set a state anchor. Use it before stand-ups, interviews, or code reviews. It’s like summoning flow mode on demand.”

Transition:

"Let's make this even more physical - by stepping into a resource state."

0:30 – 0:38 (8 min) – Circle of Excellence**Set up:**

"Sometimes, you need to *step into* confidence. We'll build a Circle of Excellence."

Guide the exercise:

1. "Stand up. Imagine a glowing circle of light on the floor in front of you."
2. "Pick a state you want more often - focus, calm, or creativity. Step into the circle while reliving that state."
3. "Step out, leaving the state in the circle. Shake it off. Step back in. Feel it return."

Debrief:

"You can use this in real life: imagine a circle before walking into a meeting room or job interview. The environment itself becomes your trigger."

Transition:

"Now, let's tackle problems directly - by reframing them."

0:38 – 0:48 (10 min) – Reframing in Pairs**Set up:**

"A problem is only a problem because of the meaning we give it. Reframing is like changing the error message from 'Fatal exception' to 'Warning.'"

Guide the exercise:

1. "Pair up. Person A: share a small work problem like 'I procrastinate refactoring' or 'I'm too detail-oriented.'"
2. "Person B: offer two new frames. For example, 'Procrastination means you're strategic about energy.' Or, 'Detail-oriented means fewer bugs slip through.'"
3. "Switch roles."

Debrief:

"This shows how the same fact can be turned into strength or opportunity. Next time you beat yourself up, try reframing."

Transition:

"Let's try reframing as a group - rapid-fire style."

0:48 – 0:55 (7 min) – Reframe Relay (Whole Group)**Set up:**

"In this round, one person shares a problem. The group goes around, each offering a reframe."

Guide the exercise:

1. "Who has a safe example? Maybe 'I hate debugging' or 'I talk too much in meetings.'"
2. "Okay - now we'll go around. Each of you offers one new perspective. Quick, no overthinking."

Debrief:

"See how quickly a fixed 'problem' becomes flexible when we shift the frame. This works in retrospectives, brainstorming, or anytime the team feels stuck."

Transition:

"Let's finish by installing these new skills into the future."

0:55 – 1:00 (5 min) – Future Pacing**Set up:**

"Your brain treats imagined rehearsal almost like real practice. Let's run a mental test case."

Guide the exercise:

1. "Pick a real event in the next week - sprint planning, a demo, or a tricky one-on-one."
2. "Now, imagine yourself stepping into that moment with your anchor or Circle of Excellence activated. See it going well, feel yourself calm and confident."
3. "Run the movie twice in your mind."

Debrief:

“You’ve just installed your new skill into a real upcoming event. You’ll be surprised how much smoother it feels.”

Closing words:

“NLP is about noticing your scripts, editing them, and choosing better ones. Even small tweaks - like submodalities, anchors, and reframes - can create big shifts in work and life.”

Final Structure Recap

- 0:00 – 0:05 Intro
- 0:05 – 0:12 Rep systems (communication)
- 0:12 – 0:20 Submodalities (debug thoughts)
- 0:20 – 0:30 Anchoring (hotkey states)
- 0:30 – 0:38 Circle of Excellence (spatial anchor)
- 0:38 – 0:48 Reframing in pairs
- 0:48 – 0:55 Reframe relay (group)
- 0:55 – 1:00 Future pacing + wrap-up