

Special Edition

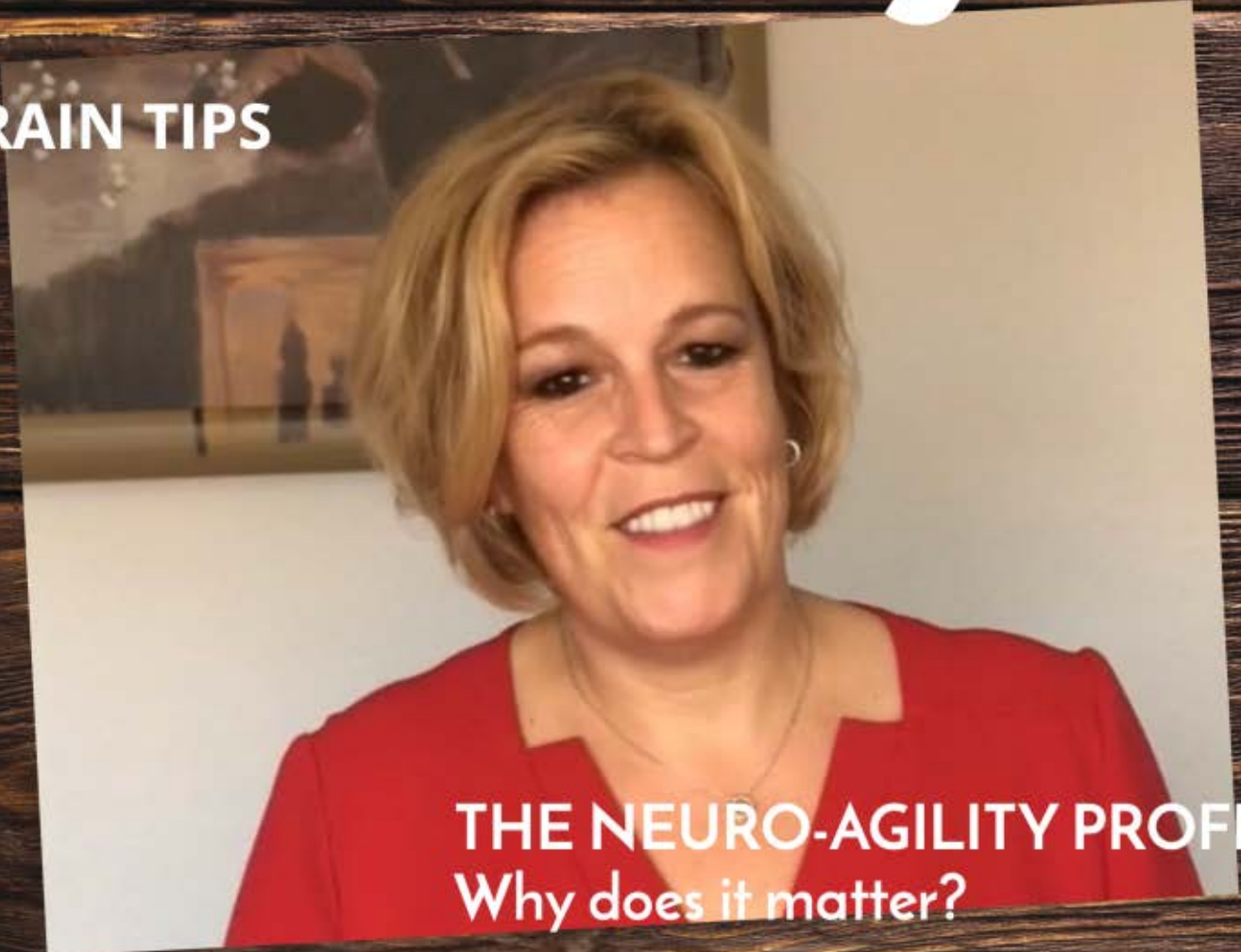
OF WOOD

Innovative Systemic and Neuroscience-Based Solutions
for People, Team and Business Development

THE SYSTEMIC APPROACH
explained in blogs

10
years

BRAIN TIPS



THE NEURO-AGILITY PROFILE™
Why does it matter?

The what, how and why of
EMOTIONAL INTELLIGENCE


Directing your Play is an Act of Balance

KAREN VAN HOUT



www.of-wood.lu - karen@of-wood.lu

Best way to connect:

 Karen@of-wood.com

 Karen@systemicneuroscience.com

 www.of-wood.lu

 www.systemicneuroscience.com

*OF WOOD is co-founder & partner of the 'Systemic Neuroscience Consulting Group in Luxembourg', Regional Corporate Partner of Neuro-Link in the Benelux & Germany. As Sole-provider we use and train others to use the mentioned high-end Brain programs.

Editorial note

The rights of this magazine lies with OF WOOD, Bureau for Innovative Systemic and Neuroscience-Based Solutions for People, Team and Business Development.. No part of this publication may be reproduced, stored or transmitted in any form or by any means without the prior written permission of the publisher. Want to share information? Please contact us via info@of-wood.lu

CONTENT

Page 4	About OF WOOD
5	About The Systemic Neuroscience Group
6	The 3 golden rules everyone should know.
8	5 Signals to recognize 'Double Exposure' and how to solve this
11	The power of patterns
12	You don't HAVE a relationship, you CREATE one (4 tips)
14	Why behaviour is not the cause.
16	From a systemic perspective: The story of Laura.
18	It takes two to tango.
20	The journeys in life.
21	CTRL-ALT-DEL
22	Everyone counts. Everyone matters.
25	The first step towards change is accepting 'what is'.
26	The fifty euro note.
28	Work hard, Play hard(er).
31	The one thing no one tells you about becoming successfull
32	Why does Neuro-Aility matter?
33	Something to keep in mind!
34	The Neuro Agility Profile (NAP™) - What is it?
36	The magic of a relaxed and fit brain.
37	Your personal assistant for decision-making.
38	The brain compared to the most powerful sports car.
40	Emotional Intelligence, a soft skill?
42	The 4 areas of Emotional Intelligence.
43	The 12 Emotional Intelligence Competencies.
45	Thank you!
Flyers:	
46	Online self-study Neuro Agility Brain Booster program.
47	The Neuro Agility Profile for you.
48	The Neuro Agility Profile Practitioner Training.
49	360° 12 EI Competencies Profile.
50	Online Brain-Based High Achiever EI program.
51	Emotional Intelligence Practitioner Training.



Thank you very much for downloading this magazine, created to celebrate 10 years of OF WOOD: Bureau flnnovative Systemic and Neuroscience-Based Solutions for People, Team and Business Development- for Success from Within

My name is **Karen van Hout** a 'Dutchie' living in the heart of Europe, Luxembourg. I feel fortunate that I can do what I love most:, working with my clients from all over the world.

You definitely can describe me as a people person. From a young age on I was aware that helping others 'from within' was the way to go if you truly aim for sustainable change. That's the reason I joined healthcare, and especially the OR staff, at age 19 and today as Systemic Neuro Agility and EI Trainer this is still my drive.

Next to working in Healthcare as a Technical Nurse I had my own part-time practice as a therapist since 1998, for helping people from all ages. 5 years later the position of manager of a big team spread all over the country was too demanding to continue and that was OK at that time.

Years later, in 2010, I had moved to Luxembourg and working in the finance sector I had the chance to choose a new direction. Although in the first instance, I didn't want to go back to the therapy world I realized it IS who I AM and choosing my own direction, having my own business would give me the freedom to do it my own way.

As a fan of being the director of one's own life, the choice was made. I made sure I was again trained as counsellor/coach and trainer, fell in love with the Systemic Approach and for me, understanding the brain as a system and so the dynamics, adding Neuroscience was a logical step to take.

I have never ever regretted it. As a multi certified trainer, counsellor and coach, working through a tailored mix of Systemic Approach, Neuroscience and using the Brain as a unique point of departure, seeing the sustainable change in individuals, teams and businesses, is priceless.

Seeing the results of getting better work-related results, improved relationships for effective collaboration, an enriched working environment with less absenteeism, higher retention and higher level of personal- and job satisfaction - That's exactly why I do what I do.



Enough about me, ;) Over to you.

To celebrate our (yes its us now) anniversary I gathered some blogs about the systemic approach. Also I added some short teksts, brain facts and other information about Neuro Agility and Emotional Intelligence hoping that it will serve you. Who knows it gives you answers to questions that you or your friends have at the moment.

Enjoy the read and whenever you have questions, please feel free to contact me directly via **karen@of-wood.com**

Karen van Hout

The Systemic Neuroscience Consulting Group

Meet my friend and business partner Omozua Isiramen. We know each other as of November 2007 and have shared and still share the good and the less good in life. Who could have known that that meeting in 2007 was one of the most important moments in our lives.

When she entered the field of people development as Brain trainer we decided to co-work from time to time. During these days we talked a lot and discovered that the Systemic Approach and Neuroscience have a lot in common and perfectly complement each other.

We were not looking for it but there was a moment that we both were silent, looked at each other and just KNEW: We have something magical here.



www.systemicneuroscience.com



Long story short, we created the Systemic Neuroscience Consulting Group in Luxembourg, the 3-to-5 BrainSystem Code™ and started working together.

In 2020 we became the authorized Regional Corporate Partner and Sole Provider in the Benelux and Germany of Neuro-Link International's world-class Brain-based tools and programs and train others to do the same:

- 🧠 Neuro Agility Profile™,
- 🧠 Accredited Practitioner NAP™ Assessments,
- 🧠 The 360 ° 12 Emotional Intelligence Competencies Profile™,
- 🧠 the Brain-Based Emotional Intelligence 'High Achiever' Program™
- 🧠 and accredited 'High Achiever' Practitioner Training





The 3 golden rules everyone should know.

Once upon an time there was a small tree growing between large trees. He behaved as if he were big. Just as big as his fellow trees. He wanted to join them, looked them in their eyes, laughed if they laughed, bowed with the wind if they did, and stood up when they stood up. He told them big stories.


As a small tree that also wanted to be big, he raised his twigs high, and he held his leaves tight to look as large as he could. His attention focused on the others.

The big trees accepted it at first. In the beginning it was funny, but as time went by they lost interest in the small tree which kept his twigs up higher and higher and telling them increasingly greater stories.

Lonely stood the poor tree between the big trees. Slowly his twigs began to fell down...the leaves malnourished. Fatigued, he just stood there. He didn't understand and felt profoundly miserable. After some thinking he decided to put on his 'bold shoes' and ask the friendliest tree what to do. Why did he not belong? He so had done his best, right?

The kindest tree listened to him, thought for a moment and said,

'My boy, like a big tree cannot pretend to be small, a small tree cannot pretend to be a big tree. It is as it is: A small tree between large trees should behave like a small tree between large trees. Pretending to be different than you are is like swimming against the tide and this only costs you energy. Energy that you could have used for caring for yourself. For feeding your roots, your trunk, branches and your leaves. Energy that you could have used to be who you are and to become what you are supposed to become.'



We have a number of rules here in the forest:

1. Each tree has its own unique place. So do you. Take your place. That's your right. Only from that place can you do what you have to do. To make your own contribution. Standing on someone else's place simply gives you unnecessary burden as you have now experienced. Leave 'that what belongs to someone else' to that person and only carry what belongs to you.

2. We were here before you. You came with us later. That is the order that rules. As a new tree it is impossible to walk ahead of the older trees. The fact that you came later does not mean that you are worth less though. You are of as much value as we are. You are good and valuable the way you are. Precisely because of what you are. Remember that well!


3. Giving and taking should be in balance. We, larger trees, exchange the same. You as a small tree may take from us, the larger trees. We know that you cannot fully give us back what we can give you. That's not bad, that's how it should be. In turn, take care of the trees that come after you, or others who need it. That is enough.'

The small tree listened to the story of the friendly big tree. A sense of relief flowed through him. He did not have to be like the others! He was allowed to be who he was. It did not matter that he did not have such a thick trunk yet. It did not matter that he was not that tall yet and did not have a huge green crown yet. That would even be weird, he suddenly realized. He is the way he is, and that's enough.

The tree has followed the advice of the friendliest tree. He has taken his own place and has taken good care of himself. The energy he previously put into his environment, he used to take care of himself. And it became obvious! His trunk grew thicker, the roots a little deeper and the leaves are shining in the sun. To his surprise people came to see him and they told each other what a promising tree he was.

Proudly he stood between his larger friends. The new smaller trees looked up to him admiringly. They behaved as he behaved. When he laughed, they laughed. They bowed as he bowed. They looked him to the eyes. They wanted to be just like him.

With the lesson fresh in his memory he shook his full head gently and said, **"Believe me! Pretending to be different than you are is like swimming against the tide and this only costs you energy. Energy that you could have used for caring for yourself. For feeding your roots, your trunk, branches and your leaves. Energy that you could have used to be who you are. Which makes you grow as only you can grow. So you can do what only you can do. You are fine the way you are. And that's the way it is."**



5 Signals to recognize 'Double Exposure' and how to solve this

In Healthcare it is all about the relationship between the patient and the caregiver. Warm and human relationships are healing for all parties. But what happens if relationships are disturbed? And what can you do to solve these?

In this blog an explanation of a disturbance in case of 'double exposure', what it is, how it can be traced and resolved.



The red flag

Rob, healthcare professional in elderly care, came along with the following:

He does his job with great pleasure. He has heart for 'his' clients but 1 person has the effect on him like a red flag on a bull. He can't get along with the older man.

Rob tells me that he feels increasingly uncomfortable with this situation. 'This man always has something to grumble about'. He makes me feel small. Whatever I do, it never seems good enough,' Rob adds despondently.

As you would expect, the 'love' was mutual. Rob was increasingly reluctant to visit the older man to look after him. The older man, in turn, also reacts surreptitiously and dismissively to his arrival and even asks about his colleague – whether he can just send her in.....

Table (Systemic) Constellation:

Rob and I set up a constellation with the wooden dummies I sometimes work with. Rob positions the wooden dummies for himself and one for the old man.

When he positions the dummy for the older man, Rob immediately shows a physical reaction. In short: he 'shrinks' on the spot, gets a different look in his eyes, almost begging for approval. He doesn't speak the words out loud but we both feel the question in the air: Am I doing it right?

K: Who does this man remind you of?

R: My father.



What is this 'Double exposure'?

A 'double exposure' means that we unconsciously exchange the person with whom we are currently dealing with, with another person from our past who we still have a claim on.

It is superimposed as two images resulting as one blur image. Both persons are not perceived as independent, completely different persons. We do not see the person we are dealing with now, the way he or she really is.

In other words: We interact with the new but react to the old. We no longer respond as adults, but as the small child we were in the past.

Indications are:

- You do not behave in a way that fits your age / position
- You react unusually violently to the other
- You feel 'treated as a child' by that person
- He or she reminds you of
- The relationship gets an inappropriate emotional charge/undertone

The solution:

Realizing that you are mixing up the person in question with someone else is a first step towards the solution. Sometimes this is enough. If not, a simple but effective intervention is the next step:

Take the two mixed up people and set each of them apart. (In the example of Rob we put the two dummies on two different spots on the table.) Define exactly who is who. Separate the emotions and feelings. Make sure you associate the right emotions and feelings with the correct person.

Check your reactions and adjust where needed. Try and repeat. Practice until you feel you have enough clarity to see the two persons for who and what they, individually, truly are.



For Rob:

In Rob's case, he had exchanged the older man with his father. Something the man did triggered an old pain in Rob. A huge eye opener for him as it never occurred to him that a part of his youth could play such a big role in his current work: Although Rob has a good relationship with his father, he realizes that he still is looking for approval.

The above described intervention allowed him to see his father as his father and the client as a client.

He now sees the older man again 'as he is' and knows that from now on, while interacting with the man, he is able to and will leave out the 'reaction to his father'.

He will have a look into the need for approval, the 'father part' later, but for today the question has been solved. Rob receives tips in case he still has the tendency to fall into the old patterns.

Some time later I talk to Rob again.

It's a lot better. Occasionally he had to use the tips to get out of his pattern again but in general it is going well and the relationship with the older man has improved a lot.

Rob feels good about it: 'The air between us is clear now. I am able to see the man as he is and I can react and interact with him accordingly.' Just like with his other clients.

And the client in turn? He sees and feels the change and today, as we speak, he accepts Rob's help almost gratefully and without grumbling.





Talking to one of my clients we looked back at the work we had done.

We talked about how useful it is to work on our patterns. How we worked on it, the moment we revealed it and the work afterwards. Not to mention the results from all this ;)

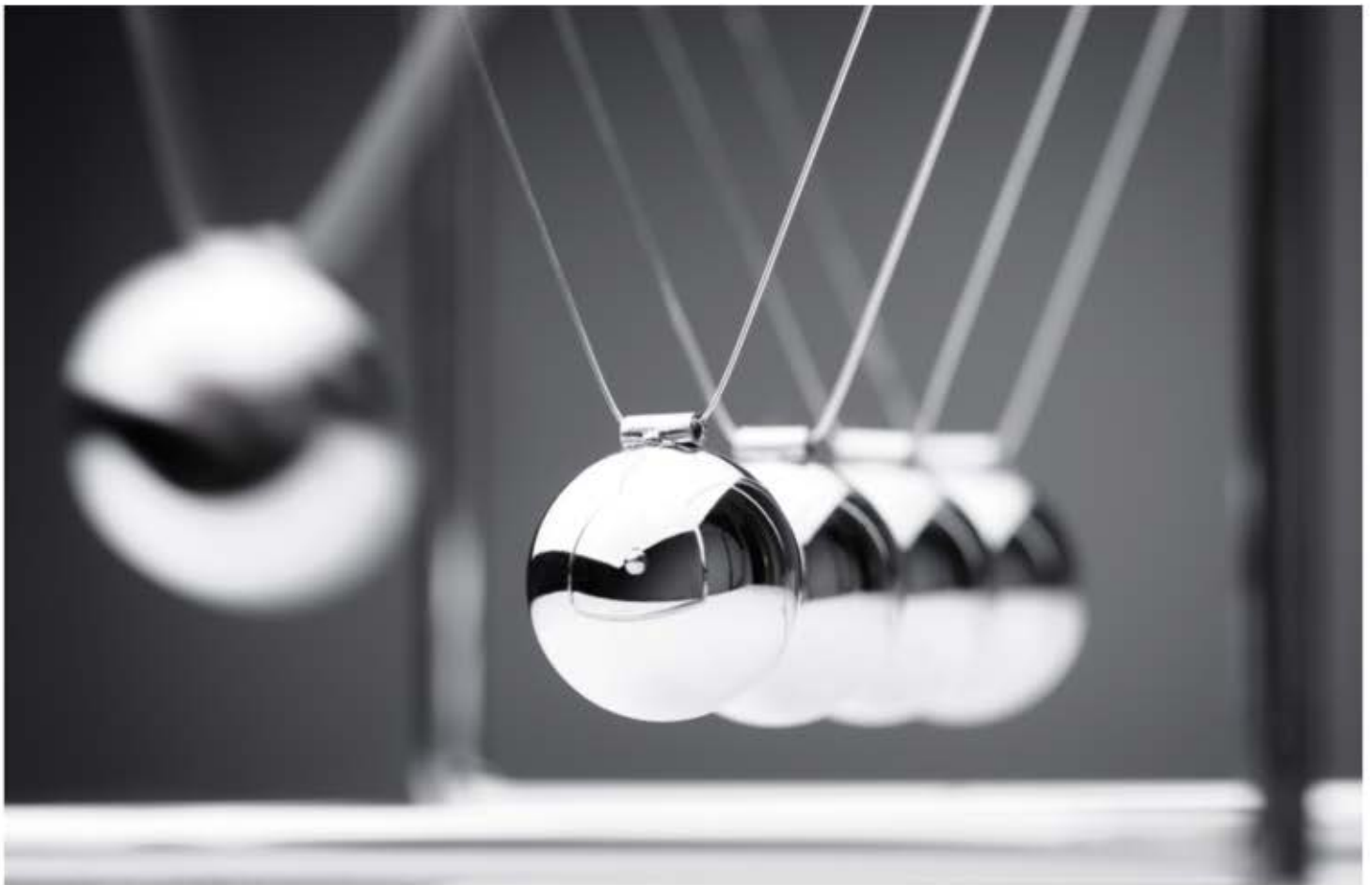
I cannot share more information about this conversation but there is one sentence that echoed in my ear for a long time.

With my client's permission I would like to share it with you:

She said;

=> 'If the pattern is revealed, it immediately loses its power. '

And that's indeed the way it is! 🍵



You don't HAVE a relationship, you CREATE one (4 tips)

'You don't have a relationship, you create one'

I use this saying often. Sometimes it causes some uproar, but more often it gets support. Because if you take the time to let this one really sink in, you'll realize it's true.

I will explain why by giving an example, and I will give you 4 tips to look at your relationships in a way that might be different from what you're used to.

Let me introduce you to Martin and Jeanette. At first, Martin and Jeanette got along really well. After a shift in positions in which Martin got a new position and Jeanette took on Martin's old one, the atmosphere between them became heated. They were convinced they had a bad relationship.

Many conversations took place, to no avail. Situations and incidents were discussed in detail. The question of who was at fault kept being moved back and forth. They could not solve it.



1. Under the surface:

Both Martin and Jeanette understood that they had to look below the surface in order to find a solution. In order to make the dynamics between them visible and therefore discussable, a systemic constellation was made. In addition, the following became apparent during this process:

2. De-faulting:

In the systemic thought process, one does not speak about good or bad. It is the way it is. It happens the way it happens. Nothing more, nothing less. Martin and Jeanette stopped blaming each other..

3. Processes & Patterns:

Without the veil of blame, they could take a good hard look at the process between them. For both of them there was now room to see what Jeanette was doing that affected Martin and to see what Martin was doing that affected Jeanette.

A process, that until now had been unconscious, became clear. Martin kept looking over Jeanette's shoulder: 'What is she doing to my work, is she doing it right, should I interfere?' Jeanette was very aware of that. Got annoyed by it. Didn't want to hear anything about it and turned (literally) her back on him.

4. Influencing instead of controlling:

In order to be able to achieve– from our point of view – a better relationship, we have the urge to want to change the other. But instead of wanting to change the other (in other words, to control the relationship), it is smarter to take a look at how you can influence it.

This requires you to be as flexible as possible. If you can be flexible towards the other's behavior, if you are flexible enough to change your own action, then you have the control over what exists in the system between you and the other. Another action results in another reaction: a change on your end results in a completely different relationship.

You don't have a relationship, you make one:

So if you want to know what makes a relationship good or bad, it's interesting to find out what causes the escalation between two or more people. Or what it is that makes the relationship successful.

Jeanette and Martin first were convinced that they had a bad relationship. By looking at their relationship as described above, they realized that they were what made their relationship bad. They saw in which ways they influenced each other (whether conscious or subconscious) and what they could do in order to improve their relationship. They applied these insights.

In short: First Jeanette and Martin gave each other more space. Jeanette had room to breathe again, was able to get off of her island and to acknowledge Martin's previous work. This acknowledgment made him feel good. He in turn realized that he had not been able to let go of his previous position. He also realized that it was now in Jeanette skilled hands and her responsibility. Thanks to this insight, Martin was able to let go of his old position and to focus on his own new tasks.

This way they were able to turn a bad relationship into a good relationship. And they are still doing that. They now have space and room between them, and something they never deemed possible anymore: mutual understanding, respect and even agreement..





Why behaviour is not the cause

www.of-wood.com

We often attribute the cause of an event to behaviour. Which makes perfect sense because 'the behaviour' is what we see. And so we can identify it. And as a result to 'what we see' a response with a connecting conclusion is possible:

- John always responds cranky to an assignment. According to his manager this causes a dispirited atmosphere in the team.
- Lisa's three-year-old son takes over the entire household – his will is law. Lisa believes that this is the cause of the tensions between her and her husband.

Action = Reaction

In 'You do not have a relationship, you create one' I have already explained that an action always results in a reaction. So indeed, if someone acts cranky then others will respond to this accordingly. Which, in John's case, will have its effects on the team as a whole. Similarly, we can assume that the behaviour of Lisa's son causes tension between the two parents.

So far, so good

A logical solution would be that Lisa's son and John would 'just' change their behaviour in a way so that it does not result in any undesirable consequences. However, often it is not that simple. In order to be able to truly change behaviour we should have a look at the underlying causes. What makes it that John responds so cranky? And why is Lisa's son so demanding?

A way to identify underlying causes can be found by looking through a, what I call, systemic perspective. This can be explained by zooming out the situation. To be able to do this, you do not only look at the individual but you also include the whole environment in which the person finds himself (the system).

The system

You can see the system as a group consisting of people that belong together (context). In the case of John we look at the whole team. In the case of Lisa's son we look at the whole family.

All members of the team and family are directly or indirectly connected to each other. All members influence and are being (visibly or invisibly) influenced by each other. If one person moves, then the other is automatically set in motion as well.

A system 'lives' according to numerous basic conditions concerning 'belonging' (as opposed to exclusion), 'seniority' and 'balance in giving and receiving', and always working to maintain the balance between the different elements (= self regulating).

In the system

A disturbance of the aforementioned basic conditions will result in imbalance. Because everything and everyone within a system is connected to each other, such a disturbance effects the whole system.

The system does everything to restore the balance. These movements are invisible, but can nonetheless be felt by all the members of the system. A reaction on such a sensible movement results in visible behaviour:

- The bigger the efforts and movements to restore the balance are, the more 'trouble' you will experience. This can cause unrest, irritations, and compulsiveness.
- When the balance has been restored (the basic conditions will be met) then this will be experienced as a more peaceful situation.

It works both ways

In short, behaviour is not the cause but an expression of something that occurs within the system.

Concerning John: all team members had the feeling that they needed to give more than they were given back in return. John was the person who expressed this feeling through his behaviour.

Concerning Lisa's son: the boy expressed demanding behaviour because he sensed the already existing tension between his parents. This was his way of communicating what had gone wrong even before he started showing challenging behaviour.

As a friend noted: 'We often do not realise that we do not only influence our environment but that our environment also influences us.'

This sums up the whole story.



From a systemic perspective: The story of Laura

Laura works in a department with six other colleagues. She is busy. Too busy actually, but deep in her heart she loves it.

She knows this. She has always been this way. One look from your side and she has already done it for you. No matter what it is. As if she has a sense for it and exactly knows what you need. Indeed, Laura is doing well.

Initially the other colleagues accept it. Sometimes Laura's behavior is irritating but at the same time it can be useful. She takes a lot of work out of their hands. So nothing is being said about it.

Why do I feel I am not in the right place

After a while the situation becomes uneasy. Small conflicts arise. It seems as if Laura runs the department and this was not the idea. Deep down Laura knows it too, but do you remember? She cannot help it. She does not understand it either.

In the end, it is too much, she cannot handle it anymore. She does not enjoy her work as much as she used to and sometimes she even considers searching for another job. At night she is exhausted and on Sundays the following week comes across as an enormous challenge.

Why does she feel like she is not in the right place? Why does she always think that she has to do everything for everyone? Having to care for them? Having to take the tasks out of their hands? If she will switch to another job, she is afraid that she will experience the same thing so she chooses to find out more.

The systemic perspective

During a conversation it becomes clear that she comes from a broken family. Her parents divorced when she was about ten years old and as the oldest child she was considered to be responsible for her two younger brothers. Her mother shared many things with her, including the anger and concerns that went along with the divorce. Laura knew everything. Her mom needed to work hard to keep everything going but together with Laura's help they were fine.

During a workshop a (systemic*) constellation underlines this image. A bell starts to ring in Laura's mind. Because of the divorce and the absence of her father she 'placed' herself in his spot at the age of ten. With all the consequences that comes with this. She never got rid of the sense of responsibility that she felt at that time, leaving her to carry it around for 25 years.

Laura's solution

Until now. Now she has been given the opportunity to leave the place of the parent, give it back to whom it belongs, and place herself in the spot of the child. Also, to let go of the weight she has been carrying on her shoulders for such a long time. She takes this opportunity!

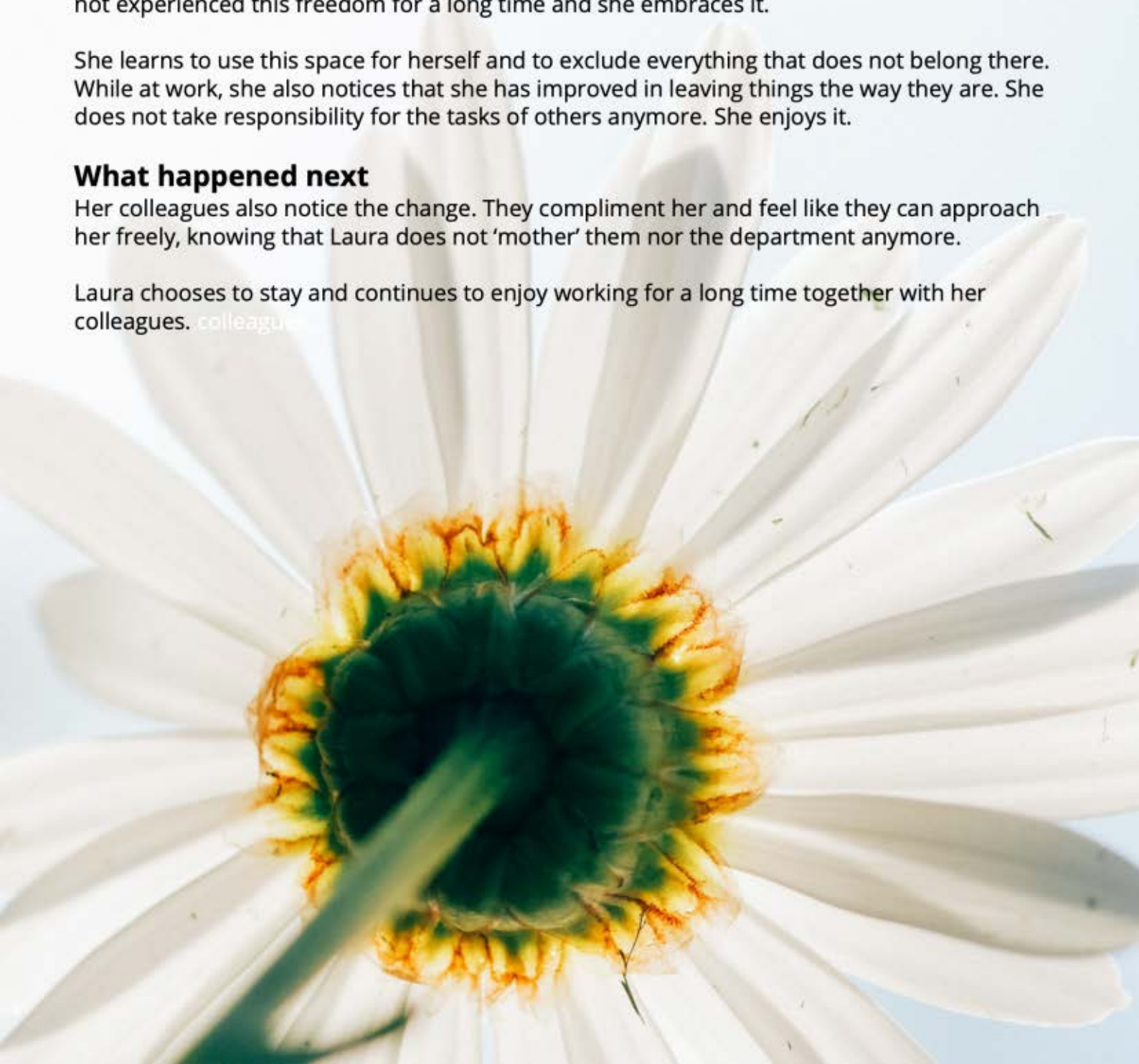
She feels like she has been set free. She describes it like emptiness. Space! A space that is hers again. Relieve. The tension has disappeared and a realization of freedom arises. She has not experienced this freedom for a long time and she embraces it.

She learns to use this space for herself and to exclude everything that does not belong there. While at work, she also notices that she has improved in leaving things the way they are. She does not take responsibility for the tasks of others anymore. She enjoys it.

What happened next

Her colleagues also notice the change. They compliment her and feel like they can approach her freely, knowing that Laura does not 'mother' them nor the department anymore.

Laura chooses to stay and continues to enjoy working for a long time together with her colleagues. [colleagues](#)



It takes two to Tango

Sonja enters the room. She is full of hope.

It's the first time we meet. She tells me she feels like a doormat. Or better, she behaves like one. One look from another person and she already does what she (thinks) will be asked.

A reaction that is eagerly used. But Sonja suffers from this. Feels that this behavior does not suit her. Her energy level is very low, therefore she wants to break this pattern. She is very excited about what's to come.

=> *Everything starts with a decision.*



Sonja enters the room. She looks concerned.

After some questions she tells me what worries her. After our previous conversation, she did some thinking. She really wants to get rid of that 'please people behavior' and also knows she needs it, but on the other hand she is very afraid of changing. She is afraid that she will turn into a nasty and selfish human being. A witch. I reassure her. The one person who is in control is herself. She is not a nasty human being by nature and will not become one.

=> *Essentially you do not change, you become yourself more and more.*



Sonja enters the room. She looks frustrated.

She has changed. She knows it. She stands up for herself much better. Knows what her boundaries are and takes them into account. She feels it. She sees it. She notices it. And it feels so good! But the 'others' unfortunately do not see the change. They treat her just like before. As if nothing has changed. I recognize it. It is a fact:

=> *Sometimes it is hard to see new behavior.*

Sonja enters the room. She looks spunky.

She did not let herself be discouraged and continued her new behavior. What has helped her is that she realized that her new behavior does not always suit everyone. That people often tend to approach someone as they used to be. What helped her is pointing out what she is running into. She realizes:

=> *Sometimes it is hard for others to accept new behavior*

Sonja enters the room. She looks delighted.

She succeeded. She has achieved results! She can be herself and at the same time maintain a good relationship with her colleagues. In fact, she is respected, her growth is seen and she even receives sincere compliments.

=> *Sometimes it is just a matter of time*

Sonja enters the room for her final session

We discuss the trajectory. 'That we took out the core of my' please people behavior 'felt very good. That was such a relief. This allowed me to be myself. I then applied the tools that I learned afterwards step by step. I feel good, much calmer and relaxed.'

She explains further: I developed a new attitude towards other people.

I now know how much effort it takes to change behavior. How exciting that is. What I found difficult is that although I changed, my environment did not. Not directly. It is very difficult when people continue to respond to you as if you are still the same when you are not.

It sometimes felt like a refusal to see me as I am. Sometimes I felt really insulted by that. Yet I now understand it too. I know that my old behavior came in handy. And I see that I made it happen myself. I also see that the more I implemented the new ways, the better things got. **'It takes two to tango'** as you always say. I now know that you cannot just assume that someone is like they were yesterday. Or last week, last year. It is true what you said:

Meet each person every time as if it were the first time you meet him. You never know what happened in the time that you do not see each other, many things can change.

And to come back to my previous fear
I now know my behavior has nothing to do with who I am. I am who I am.
My behavior, I can choose. And you know what Karen?

=> I have changed, and yet again, I have not.



The Journeys in Life

Personally, I like the thought of being on a journey. We all are, you know. Last week I came across someone who talked about the 4 journeys we all travel.

He told me:

👉 The first one, our public journey, is our experience in the public domain. Like work.

👉 Then we have our private journey with our partners, children, friends and close family.

👉 The personal one is the journey through which we care for our body, heart and soul.

👉 The underlying journey, he told me, is what unfolds during your life. The red line that is shown in our personal story.

Reflecting on his words I would like to add a 5th journey to these 4:

👉 The collective journey. The journey we go through all together as a whole.

I don't know about you, but I see a system here. All these journeys, facets of your life are interconnected and play a role in being and feeling balanced.

Although our attention is often focused on one (most of the time, work) may be two of these journeys, none of these journeys should be neglected.

- Which of these journeys gets your most attention?
- Which of these journeys is the most important to you?
- What could you change to restore the **Balance**?



Error?

Ctrl + Alt + Del

Control yourself

Alter your thoughts

Delete negativity

Everyone counts. Everyone matters.



'Going beneath the surface'

Above the Surface

Erik breathes a sigh of relief. Luckily he has found his team a new member. The team members will probably be as relieved. After the departure of their former colleague the position has not been properly filled. Colleagues came and went but now there was an applicant who seemed to be just right. The right education, experience and competences. And also quite important, the right personality. This woman is a keeper. Erik knows it for sure.

The team members welcome the new employee with great enthusiasm. Initially the woman is as excited and does what is expected from her. After a while however, she is shriveling as a flower in the desert. Erik sees it happening. He does not understand why but he knows: she will also leave the company.

In the meantime, by coincidence, he comes across the systemic methodology. This gets him interested in the different options to discover the dynamics within his team and decides to set up a systemic constellation*.

Beneath the surface

During the systemic constellation props are met to represent the team. It becomes clear that there is something 'not right' within the team. On an day to day basis nothing seems to be the matter but when we take a closer look, we see there is definitely something going on. The team comes across as weak. Some members are about to leave. Emotions and feelings such as insecurity, sadness, anger, and confusion come to the surface. Erik is astonished. He was not aware of this.



The inaudible but tangible message

On inquiry, it shows that the team in its current form has been around for quite a while. Some time ago, as Erik still remembers vividly, he fired a member after the two of them got into a huge argument. This employee left abruptly without saying any goodbyes. Not a word has been said about it ever since.

From one moment to another, suddenly the employee was literally completely excluded. There was no farewell. No credits were given for what he had done for the company. In fact, the complete situation was hushed up. The message 'If you argue with me, then you do not exist anymore' seemed to glimpse through

Power of the system

The exclusion of a member goes against one of the basic laws of systems: everyone belongs to the system, the team in this case. If someone leaves the system then this is supposed to occur under fair circumstances.

If someone is excluded like in the story above, then this will weaken the (team) system. The unspoken message sounds inaudible but is no less tangible for the team. Similarly, the person who will fill in the gap will also feel it. This person will get dragged into the dynamics, behave the same or like here, leave as well.

Disturbed dynamics can be restored again.

In the first instance, Erik does not want to go along with this line of reasoning: "This is nonsense! It is the way it is. We got into an argument and the employee left, period. That does not say anything about the rest of the team."

Well, it is clear Erik needed some extra encouragement:

Indeed, it is the way it is. You cannot change anything about that. The person left. In theory, that is fine. However, the circumstances under which the person left have resulted in damage.

Erik sighs. He considers whether there might be some truth to this observation. Indeed, the circumstances were not very appropriate. But what can be done about it?

The good news here is: Fortunately, disturbed dynamics can be restored again. For the comprehensiveness of this blog I will leave it by giving a clue: What would happen if you would include 'what has been excluded' again?



Everyone matters

Erik looks at me with suspicion; 'Are you really saying this? Can it be that simple?' After some time of consideration, he decides to give it a try. It will not hurt. With hesitation he places a prop who represents the fired employee, back into the constellation of the team.

Erik immediately notices a change. The current constellation does not seem to be accurate anymore and he adjust all props until he feels it is 'right' again. When we look at the 'new' constellation the team appears to be stronger and comes across as a more coherent whole. Calmer.

Erik anxiously asks, 'I do not have to hire that person again, do I?' Besides from the fact that nothing 'has' to be done – no, that is not necessary. But you could consider (still) saying goodbye appropriately. Would that be an option?

Appropriate goodbye

This seems to be something that Erik would be willing to do. He increasingly realizes that the way how the former employee left the company was not appropriate, and takes responsibility for his part. He decides to openly share his insights with the team but before he does this, he calls the ex-employee. He asks whether he would be willing to drink some coffee together, allowing him to apologize for the way things turned out, and to thank him or her for his years of dedication to the company.

=> What effect do you think this act will have on the former employee, the team, the organisation, the new member of the team and last but not least, himself?

The first step towards change is accepting 'what is'

Connecting the systemic- with the neuroscience dots



When aiming for change, it is easier and more common to focus on the outcomes. The challenge here is that only looking at what the result will be is not enough to move away from where you are.

To actually make your first step your focus should put somewhere else.

To make sustainable changes, you need another starting point focus on.

There are many strategic and tools in the systemic approach to dealing with people- and organizational change. The one I want to speak about today is, 'accepting what is'.

In the systemic approach we leverage the power of 'acknowledgement'. You may be wondering what I mean with that. Acknowledgement may sound a rather simple principle to have in mind when coaching for development, change or organizational health, but a fact we all know, is that lack of acknowledgement in businesses is one of the most common causes of difficulties.

In the systemic approach acknowledgement is not seen as confirming that something is difficult to do. Or to accept the situation just like that. Or a way to cover up deep issues. It is also not an option.

Acknowledgement is seen as a strength that comes from opening to what is essentially true. Now.

Acknowledging what is, and staying with the information you are facing, before moving forward, does inquire a willingness to take a step back for a while. Away from solutions and the search for objectives and goals. If you are willing to do that, you will be rewarded.

Standing in the current reality of the situation, gives you a clearer understanding of what is going on.

A full understanding of the reality releases fresh energy, insight and opens up underlying facts in the situation itself. This in turn leads to fresh levels of resources and lasting resolutions for complex challenges.

This standing in 'what is', acknowledging what is, is backed up by neuroscience where it is referred to as 'being mindful', the ability to be 'still' and to remain in the moment.

Acceptance of the situation as it is, the awareness of the worry without judgement and being able to take a step back decreases negative thoughts allowing thinking resources to become available which makes effective decision making possible again.

Acknowledgement helps you to see and connect the dots and this is only possible with a calm brain.

The fifty euro note



When it comes to anecdotes I have the memory of an elephant. Especially if it has to do with a topic that interests me. When I heard the following story, I thought it was brilliant.

The story of my friend

Some time ago, my friend had just heard that he would lose his job and was considering chasing his long-held dream. By coincidence a building- overlooking a nice square – in the village became available. An ideal place for his long-dreamed Bistro. He started thinking about what it would look like: the interior, the terrace, the parasols on sunny days. His clients chatting, enjoying the drinks and some nice food. He saw himself working in and around the bistro, interacting with his clients. Being proud of his own business.

He decided to reach out to a coach.

Together they explored the required steps to realize this big goal. At the beginning my friend was enthusiastic but as the time went by, he increasingly became more dispirited. He realized he had to make space for his dream. This included having to make choices that others might not going to appreciate. Having to take steps that will require him to show who he truly was. Making clear what his wishes were. Regardless of whether others would agree with him or not. He should completely go for it.

My friend felt as if he was getting smaller and smaller. Finally, he admitted: I am scared.

Essential to the story is that my friend was bullied at school when he was younger. As you can imagine this has left its marks on his self-image. Even now, 20 years later he still carries it with him. The news that he will lose his job comes on top of this. He feels miserable.

The coach and the fifty euro note

The coach said nothing, thought for a moment and then without one word he reached for a fifty euro note out of his pocket. 'How much is this worth?' he asked. '50 euro's', my friend answered confused.

Exactly!

Next, the coach wrinkled the fifty euro note. Threw it around in the room. Onto the ground. Jumped on top of it while screaming and cursing. He went nuts on it. Then he picked it up, folded it open and asked the same question: 'How much is this worth?'

The realization

In the meanwhile, tears were rolling down my friend's face. He understood and felt the message immediately:

- Despite the abuse of the piece of paper it is still worth 50 euro's.
- Despite the bullying and the loss of his job, his value remains intact.

For my friend this was the first step towards feeling better about himself.

Everything worked out fine for him by the way. He has worked very hard. He still keeps an eye out for others, but he does not 'please' them as he used to do. Instead he stands up for himself, sets boundaries and preserves them. Loves himself. To his own surprise he is completely supported by those around him. People are happy to see him grow. Blooming and happy. Being fully who he is.

And his dream?

That has come true: a fifty euro note is attached to the coffee machine in his café: A beautiful bistro located next to the nice square in the village. The parasols are standing on the terrace and he walks around proudly. He interacts confidently with his clients. Proud on himself and his own business. Just as he had imagined.

5 tips

If you ask my friend which tips he found to be most useful:

- Find peace with your past
- Compliment yourself
- Reward yourself for your successes, even the small one
- Work out
- Surround yourself with positive people

NB. With a huge thanks to my friend. For privacy reasons the original story has been altered so that the main character cannot be recognized.

Work hard, Play hard(er)

Do you remember my friend?

My friend with the 50 euro note attached to his coffee machine in his cafe? (see previous blog) He had pursued his big dream: a cafe in the main square in his neighborhood. Two years later I spoke to Simon again. I saw his empty terrace. A single person at the bar. What happened? Simon doesn't know. As from the moment he started the cafe he had worked hard to make it a success.



He had worked day and night. The first summer had been fantastic. The terrace had been packed all day and people loved to pay him a visit, for a coffee, a drink and to chat a bit. In the months following that summer, things continued the same way. His turnover was far above expectations.

Since then things have changed and everything has gone down. The terrace remains practically empty. Even the regulars just come sporadically. The turnover is dropping radically and if this continues Simon will soon be forced to stop his activities.

Poof, a dream gone!

Simon sighs deep when he shares his story.

Although he would love to turn the tides, he can't. He tried everything. Coupons. Discounts. Extended opening hours. Reduced opening hours. Another menu. Different music. Hosting weddings and other festivities. Even karaoke, something he does not even like.

Simon states he would like to investigate what he could do to improve his situation.

He is acquainted with (systemic) organisation constellations and tells me he would like to use this methodology. That is possible of course and I invite him for the next constellation gathering in which he can portray and examine his situation and test some solutions.

Here is a short version of the constellation:

That evening we come together in a group of 10 people. First, from this group First Simon chooses the representatives for his company, the clients and himself.

One by one he places the persons in the room where we are. When all three persons are placed he joins me. This way, Simon has the opportunity to look at his situation from a distance. I invite him to walk around a bit, to have a look from all angles. What does he see?



What Simon notices:

'The client' stands somewhat disappointed on the sideline and takes a step backwards. 'Himself' looks exhausted, his eyes strictly focussed on the 'cafe'. 'The cafe' staggers and feels very uncomfortable with the staring of 'Simon'. 'The client' states that she doesn't know what to think of 'Simon'. In the early days you were available for a chat, these days the only thing I see is you in a hurry. You don't see me. I don't feel seen and appreciated. You don't have time for me, she continues.

For Simon it's hard to see and hear this but he acknowledges that this is the situation.

Since he opened the doors of the cafe, the only thing he had done was slogging. He acknowledges that he became more and more exhausted. Out of fear the success would slip away he worked harder and harder to keep the success up. That this is counterproductive, well, that's something you don't have to tell Simon today.

Simon understands that through his actions he turned his back on his clients, literally. The numbers controlled his mind.

The key to his success:

When we continue with the constellation we add a representative for 'the key of success'. This seemed to be 'having time off'. Real time off. To sleep. To loaf around. To play, as the corresponding representative told us. To take good care of himself. With the result Simon relaxes. Allowing his fun and creativity, sociability to come back.

The test:

The introduction of 'time off' has the result that 'Simon' is capable to turn around and to have attention for his clients again. Attention for that part of the company that he likes the most and what he does best. The representative for the company blooms, happy to be able to breathe again. 'The client' takes a step forward, happy Simon is back.

When Simon sees this, he feels emotional. He realizes that hard work is good, but there also has to be a equal part of play time That it is good to have a balance between work and relaxation. The harder he works, the harder he should play.

And this, allowed him to have some free time, to have time to disconnect from his cafe, that he had forgotten.

At the end of the constellation Simon switches places with his representative and experiences the impact of that insight. He notices it gives a boost of energy. He feels happy and that moment he commits to allowing himself to have some time to relax from time to time. To be able to do that it became obvious that he should outsource the accounting.

In addition he made some resolutions to keep his head fresh, his body healthy and his level of energy up:

- Eat good and healthy food
- Exercise
- Time out regularly and do nothing
- Stay social
- Enjoy the small things in life
- Do something you truly enjoy doing

Simon can use all the help he can get.



What tip could you add to this list ?

The one thing no one tells you about becoming successful.

To be successful and the person we are meant to become we often think we have to add a lot to ourselves.

We have to learn this. We have to do that. We have to be there. We have to eat and wear that. On and on goes the list.

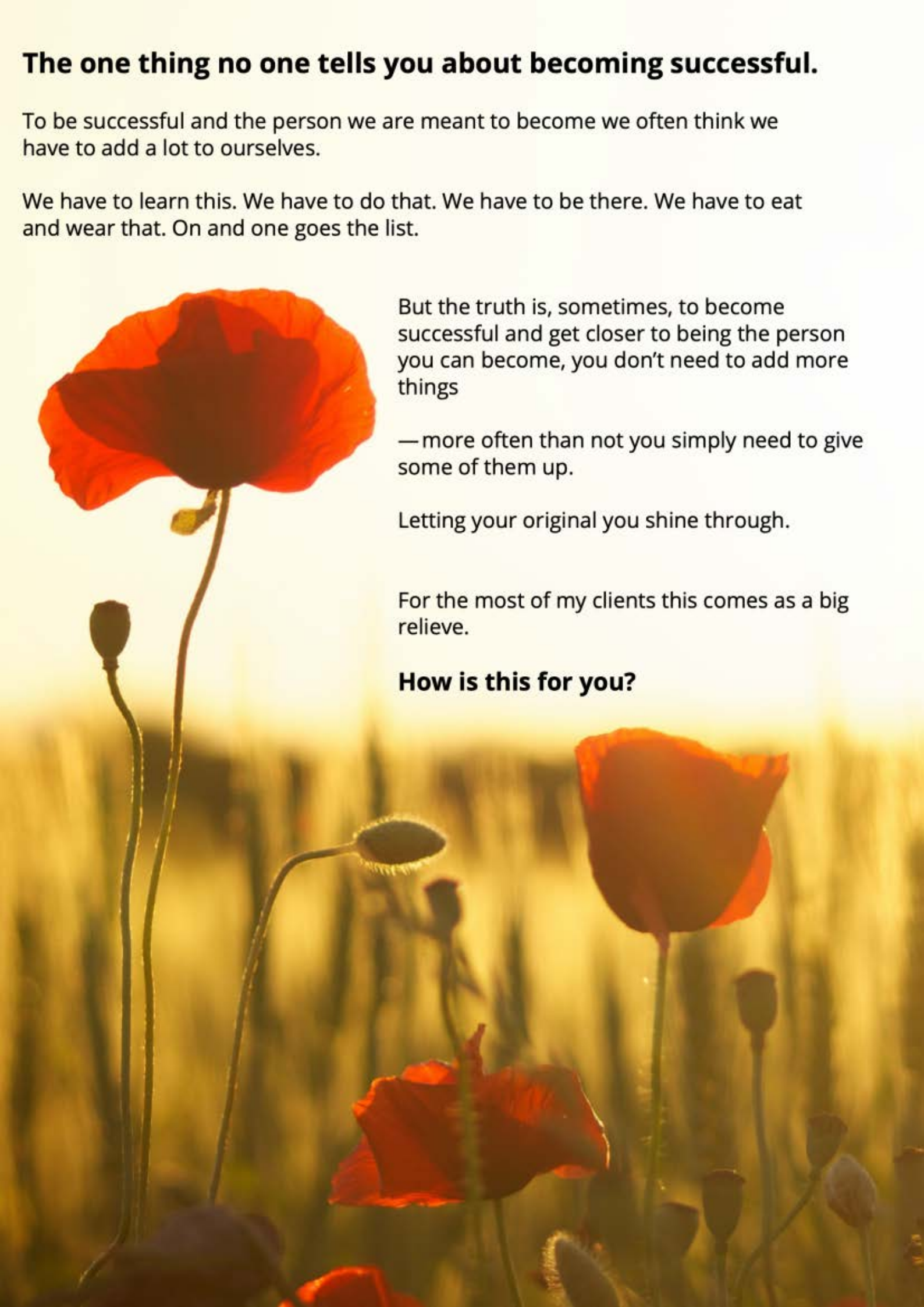
But the truth is, sometimes, to become successful and get closer to being the person you can become, you don't need to add more things

— more often than not you simply need to give some of them up.

Letting your original you shine through.

For the most of my clients this comes as a big relieve.

How is this for you?





Why does Neuro-Agility Matter?



Do you own a computer?

If you do, what would you like the computer to do?

Indeed, perform at its best. (of course!)

Who doesn't know the feeling when the computer is too slow or even fails us.

We are in trouble, feel frustrated or even get stuck.

So when we buy a computer we want and expect the best.

We know that for the best performance both hardware and software have to be of top quality and aligned.

Good hardware is nothing without good software.

Good software is a nice thing to have but if the hardware doesn't function, we get stuck as well.

When introducing the Neuro Agility Profile during a debriefing I often use this analogy.

Here I compare the brain components with the hardware, the drivers- that what we feed our brain with- with software.

- With no exception it is immediately clear, that for your brain to function at top performance both areas should be focused on.

If we don't the brain is slow, we get into trouble, feel frustrated and even get stuck.

You can fuel your brain with the best things, but if your hardware doesn't function as it should, it barely has any impact.

You can have the best hardware- what you feed it with, matters.

Moral of this little story:

Like in all systems, it is the sum of the total that determines the results.

Something to keep in Mind

In a report: The Future of Jobs, the World Economic Forum (WEF) predicts an enormous change in the most desirable skills to thrive in the job market of the future.

The table illustrates the top 10 most desired skills for the workplace of the future in order of priority:

- **Complex problem solving**
- **Critical thinking**
- **Creativity**
- **People management**
- **Co-ordinating with others**
- **Emotional Intelligence**
- **Judgement and decision making**
- **Service orientation**
- **Negotiation**
- **Cognitive flexibility**

Five of the top ten skills can be categorized as **"brain power" skills** and five falls into the framework of **emotional intelligence (EI) skills**.

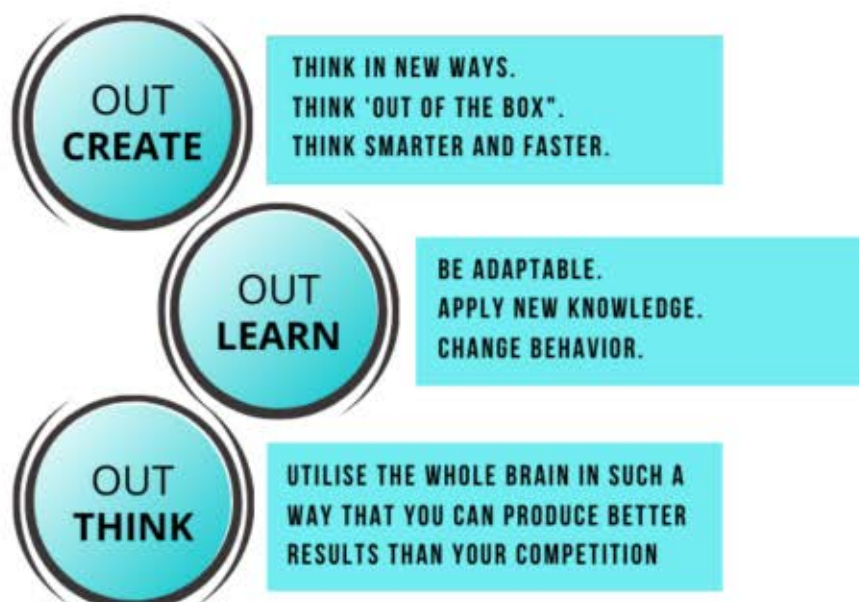
With regards to brain power skills, complex problem-solving skills occupies the top slot, critical thinking skills and creativity takes the second and third position, judgement and decision making in seventh position and cognitive flexibility coming in at number ten.

If people or organizations want to be competitive, they need to out- think, out-learn, out-create and out-perform their competition!

We are born with thinking, learning and creative potential. It will however, require learning the appropriate thinking, learning and creative skills to be able to out-think, out-learn, out-create and out-perform the competition.

All people think, learn and create, but in different ways. To develop these brain power and neuro-agility skills for the future, we assist people with a framework for optimizing the drivers that impact their brain performance and identifying the neurophysiological components that influence the ease, speed and flexibility with which they learn, think and process information.

BRAIN POWER IS OUR COMPETITIVE ADVANTAGE



The Neuro Agility Profile (NAP™) - What is it?

End of May 2020 Omozua Isiramen and I became the Authorised Regional Corporate Business Partner and Sole Provider of the unique in its kind and most comprehensive Neuro Agility Profile (NAP™) Assessment and Practitioner Training in The Netherlands, Belgium, Luxembourg and Germany.



Why?

Because, being 'Agile' or 'having the ability to change & adapt' are key terms to integrate into any operation these days.

Because we truly believe the NAP™ assessment can be of benefit to you in helping you, your team and organization on your path into the future.

Because the cost-effective NAP™ assessment is different from other known assessments and is sound scientifically based.

Because The NAP™ brain profile assessment is a multi-dimensional, neuroscience innovation that assesses 6 drivers that can be enhanced for optimum brain performance and 7 neurophysiological components that impact a person's neurological design.

Because, although it is generally referred to as a brain profile assessment, this profile is not similar to any other assessments in the market, also referred to as brain profiles, as it is the most comprehensive neuro-agility assessment that exist.

Because where other assessments measuring is static, this tool does measure improvement and provides you and the employee in no time accurate information about the person's uniqueness and create a personal brain-based development roadmap to their desired change.

Because It offers innovative solutions to developing people's ability to be more of who they really are and can become.

Because it contributes to their self-awareness, growth, ability to adjust, adapt and create. It provides information about how to adapt to meet new challenges more easily. It leads to better, quicker learning and reducing the risk on human error.

Above all, it helps you and your organisation to become more agile, to adapt faster and easier to new approaches and to perform to new expectations.

Why? **Because everything- And I do mean EVERYTHING- starts with the brain.**





**'You cannot improve
what you
cannot measure'**
Dr Andre Vermeulen



The magic of a relaxed and fit brain

I often suggest to my clients to 'give your brain an assignment, let it be and go do something else'.

The answer will come. Why?

The brain is a huge supermarket of recourses and is always willing to work for you and serve you.

However,

it doesn't know what to do if you don't ask, clear and precise.

it doesn't have access to all recourses when you pinch it off, like you 'do' when you search too hard. (stress)


For finding the right answer to your questions the brain needs space and the opportunity to do its job, looking into the big data, connect the right things and present you the solution.

In other words: it needs a relaxed state.

Who hasn't experienced an 'eureka moment' under the shower. At the moment just before you wake up, also a well-known one. Or maybe while you are driving your car.

Suddenly you have the most brilliant ideas and insights. Creativity is flowing all over. The answer to your question is clear, you know exactly what to do, (or not to do).

It works. Every time. That's why I like the following quote of Thomas Edison:



"Never go to sleep
without a request
to your subconscious"

-Thomas Edison

Karen van Hout
The Systemic Neuro- Agility and EI Trainer
Karen@of-wood.com
Karen@systemicneuroscience.com



Results: a happy brain and an answer for you.

Your personal assistant for decision-making

'I don't 'do' emotions Karen',

The director in front of me looked puzzled.

Emotions, how could I bring them up!

I understood what he just said: Emotions make me weak. They have nothing to do with my final decision-making while I lead my company. That would be stupid, emotions don't belong in business. I would lose out if I did.

Decision making however does involve emotions:

When there is a decision to be made, an error signal sets your Brain-conflict detector off. This activates the Brain-Accountant that weighs the costs and wins.

If you choose to ignore what you feel, you will only make a logic and rational decision. However, this does not assure your conflict detector and it keeps on detecting an error. Something is not right yet. Needed information is missing and this leads to the solution remaining in the dark.

Here is the solution:

While your accountant weighs the pros and cons, involve your emotions and your gut feeling. The brain accountant relies on emotional data to make the correct decision and enables it to correct errors in the brain. The right decision is easily made.

Moral of this story:

**Logic + Emotion+ Gut feeling=>
Solution**

If you want to be effective you need to be in touch with your emotions. They are not scary; they don't weaken you. They are messengers that help you to make informed decisions.



Easy!



The brain can be compared to the most powerful sports-car on earth.

It may have unlimited power,
but if a person does not have a key for it,
does not have the skill to drive it,
does not know what fuel it needs,
or does not know how to maintain it,

it cannot perform like something with unlimited power.

This principal is applicable to humans as well.

The BRAIN has unlimited power,
but cannot perform as well as it is supposed to,
if we do not know how to prepare and activate it for performance,
or maintain it properly.

In order to increase the brain's performance, a person has to align their life style with the following brain basics:



Positive thinking/attitude:

When people think positive thoughts, they secrete neuro-transmitters which facilitate thinking, learning and creativity.

Stress coping:

We need to develop good coping mechanisms to deal with stress and everyday life. If we do not have good coping skills (no matter how brain fit we are) we will "shut down" much quicker.. You will miss the so needed information.

Brain Fitness:

Using both brain hemispheres simultaneously, allows ease, increases the speed & improves the flexibility with which you learn, think & process information. In other words: it saves you time, effort and stress. Feel free to contact me for specific exercises.

Sleep:

Sleep is essential for brain health and optimum brain performance.

Brain foods:

Eating natural and healthy brain (natural) foods compliment working faster and smarter.

Water:

As adults, we need to drink at least 8 glasses of water per day. 16 when you are stressed.

Oxygen:

Your brain runs on oxygen just like a motorcar runs on petroleum. Deep breathing is highly recommended to oxygenate your blood before and during performing any action or activity as well as when learning.

Movement:

Most people assume that if they go to the gym every day it is enough, but research suggest we should be moving also throughout the day in order for the brain to really reap the benefits of movement.

Brain Ergonomics:

Humanising the environment, improve learning, thinking and creativity to optimise performance and productivity. (like odours, sounds, colour, plants temperature etc)

Use it or lose it:

The more we use our brains, (even during aging), the higher our performance level stays.

Emotional Intelligence is rated as one of the top 6 most desirable skills necessary to thrive in the job market- and in life.



Emotional Intelligence is often perceived as a soft skill but if that would be true there would not have been so many people struggling with this.

The good news here is that we all can nurture the development of our emotional skills. Skills that will help us success in life, maintain relationships and mental wellness.

It involves the ability to regulate one's emotions, to used them to make good decisions, to act effectively and to interact with other people in constructive ways.

With a great quality of life as result.



A Neuro Agile brain means that,
whenever you are in a situation:

- you are able to see, hear, smell, feel the information all at once
- you can feel AND think in facts about a situation
- you see the bigger picture AND the details.
- you are able to think AND put words & actions to what you know, think and feel

In short: 🍷

With a Neuro Agile Brain, you are able to receive, absorb, process, express and apply all information fast and easy, in one go.

Can you imagine how much stress this will save you!

How will this affect your life?



**A
Neuro-Agile Brain
is not a luxury.**

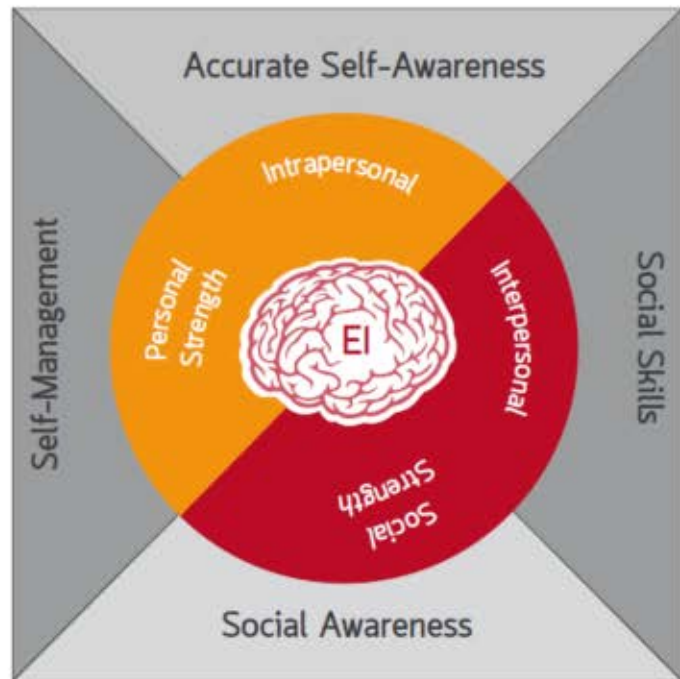
It's a MUST!

-Karen van Hout



Emotional Intelligence

Emotional Intelligence is multifaceted. Neuro-Link's framework for developing intrapersonal and interpersonal competence consists of four broad dimensions of emotional intelligence: accurate self-awareness, self-management, social awareness and social skills. These dimensions are interdependent and to a certain extent sequential, starting with accurate self-awareness.



Accurate Self-Awareness:

Self-awareness indicates how much you know about yourself. It answers the question of how well you know your internal states, motives, sense of purpose, preferences, strengths, talents, mind-sets, values and intuitions. Accurate self-awareness makes you become more grounded, authentic and realistic, being in touch with who you really are.

Self-Management:

Self-management is accurate self-awareness in action. It is about managing what you understand about yourself. Self-management is your ability to manage your thoughts, internal states, talents, impulses and emotions to facilitate reaching goals and objectives, despite your circumstances.

Social-Awareness:

Social awareness is your ability to be accurately aware of other people's feelings, needs, concerns and perspectives. It includes your ability to notice others, be considerate, thoughtful and empathic. Social awareness is truly about putting yourself in the shoes of another and understanding their truth, regardless of your own.

Social Skills:

Social skills are social awareness in action. It is about the adeptness at inducing desirable responses in other people, and establishing social bonds with people who are very different from you.

The 12 emotional intelligence competencies

There are 12 emotional intelligence competencies that are of primary importance.

They should not be viewed separately because each competency is tempered by other qualities. They are therefore interdependent and to some degree sequential.

An example:

Say, a person scores high in organizational awareness, but low in empathy and self-awareness, may become political animals who tend to alienate many of those with whom they work. This person may succeed in the short term, but over time may generate so much distrust, conflict and resentment that they are likely to fail in the medium to long term.

These are the 12 emotional intelligence competencies:



To reflect on:

- what do you think is your strongest competency and
- what impact do you think this has on you, your environment and at work?
- what competency might need some improvement
- what do you think the impact of this improvement will be?

“
Your life
is an expression
of your mind
”

SIR LAURENCE OLIVIER



Karen van Hout
Systemic Neuro-Agility Trainer

www.of-wood.com

@ LinkedIn:
KarenvHout

 of_wood_lux

 Of-Wood

 karen@of-wood.com
karen@systemicneuroscience.com

 KarenvanHout

 English: www.of-wood.lu
Dutch: www.of-wood.com
www.systemicneuroscience.com



Dear Reader,

Thank you very much for downloading and reading this magazine.
I surely enjoyed creating it and hope this was informative and helpful to you.

There is much information to share and I am aware not everything can be covered in 1 magazine. Whenever you have questions please don't hesitate to contact me for further information or explanation.

At the end of this magazine you will find some flyers concerning the Neuro Agility Profile, the Brain-Based 360° EI Profile and some programs we run, including of course the popular self-study program: the online Brain Booster program.

The websites www.of-wood.com and www.systemicneuroscience.com provides more information about the

- (free) webinars we organise
- NAP and EI practitioners training and the
- Services we offer, for you as individual, teams or organisation.

Also here, feel free to contact me directly. I am always happy to be at your service. You can reach me via the contact details on the previous page.

Again, thank you very much and I hope we meet again,

with Kind Regards,

Karen van Hout
The Systemic Neuro Agility and EI Trainer





**The Systemic Neuroscience
Consulting Group**
For Business and Leadership in Luxembourg
UNLOCK YOUR LIMITLESS BRAIN POTENTIAL IS AN ACT OF BALANCE



ONLINE BRAIN AGILITY BOOSTER PROGRAM



*'Take the step towards
thinking and learning faster,
smarter and be being more
brain fit and mentally flexible'*

AFTER THE IMPLEMENTATION OF THIS PROGRAM*, YOU WILL BE ABLE TO:

- Identify potential neurological or learning hindrance you may experience.
- Apply brain fitness skills to minimize potential neurological hindrances.
- Reduce your potential risk of human error more effectively.
- Understand your neurological design and learning potential.
- Enhance your brain health and performance.
- Increase your brain fitness.
- Experience more ease and speed with learning and thinking.
- Improve your learning results.
- Align who you are with the job functions you perform and/or the subject or career choice you more accurately.

Enjoy this exciting journey of learning how to get the most out of your brain!

Contact us for a neuroscientific approach to developing an accurate self-awareness with the brain in mind.

Email: karen@systemicneuroscience.com

Website: www.systemicneuroscience.com

***With this program you have 365 days access to 5 online modules that guide you at your own pace, from debriefing to an agile brain in actionable steps. Supporting coaching or training can be added upon request.**



Who are you and why?

Would you like to:

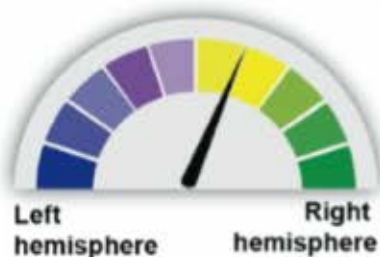
- Identify how to think and learn faster, easing up your decision making?
- Identify your unique talents and potential?
- Learn about your preferred communication style?
- Learn what you can do to reduce your chance of human errors?
- Experience less stress?
- Identify what you can do to optimise your brain and have the life you desire?
- Oversee and be able to measure your improvement?

Book yourself a

Neuro Agility Profile™

plus a personal debriefing

Relative Lateral Dominance



Expressive / Receptive



Rational / Emotional



Four Quadrants



Brain & Sensory Dominance



Sensory Preference



Intellectual Preference



'Because everything starts with the brain'



Contact us via karen@systemicneuroscience.com or call: +352-691 644 150

www.systemicneuroscience.com





NEURO AGILITY PRACTITIONER'S TRAINING

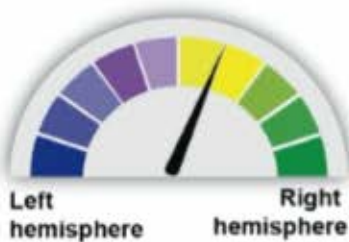
Are you an HR Professional, Consultant, Coach, Trainer, Therapist, Manager, Counsellor or Psychologist and focused on improving individual, team, or organisational performance?
Do you live in The Netherlands, Belgium or Germany?

Strengthen your impact
Expand your portfolio
Broaden your Expertise

Become a Licensed

Neuro Agility Profile™ Practitioner

Relative Lateral Dominance



Expressive / Receptive



Rational / Emotional



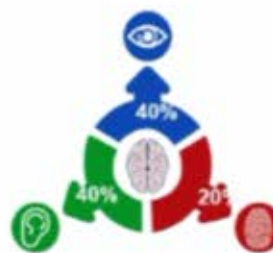
Four Quadrants



Brain & Sensory Dominance



Sensory Preference



Intellectual Preference



'Because everything starts with the Brain'

**NAP™
Advanced +**

For Adults
/Managers /Leaders

**NAP™
Student Performer**

For Adults

**NAP™
Toolbox**

For children 10 years +
and students

Contact us via karen@systemicneuroscience.com or call: +352-691 644 150

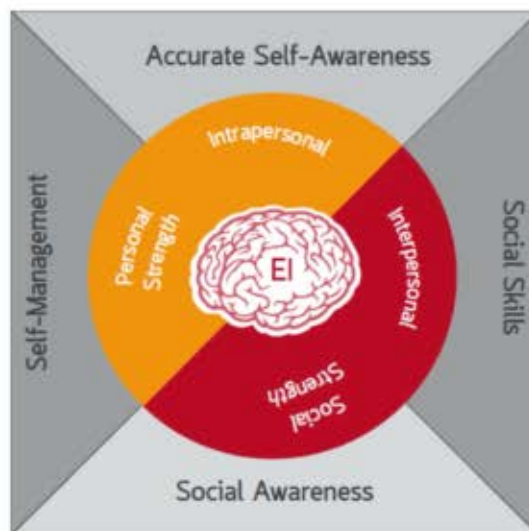
www.systemicneuroscience.com





12 EMOTIONAL INTELLIGENCE COMPETENCIES PROFILE™ FOR ADULTS

- ✓ Are you looking for a world class emotional intelligence framework to improve performance, happiness, engagement, talent selection and development?
- ✓ Do you want to live a happier, healthier and more successful life?
- ✓ Would you like to future proof your career by improving your employability and increasing the success determination factor of your life and career?



The 12 Emotional Intelligence Competencies Profile is your starting point!

The assessment is a 360-degree that measures **6 Intrapersonal** and **6 Interpersonal** competencies that influence your success, wellness and social bonds with others.

WHY DO AN EMOTIONAL INTELLIGENCE PROFILE?

Using emotional intelligence assessment in talent selection, recruitment, leadership development, performance improvement and employee retention has helped many companies:

- Increase productivity
- Increase sales
- Reduce training course
- Promote workplace happiness
- Significant improve performance

**Be future-ready. Invest in your personal and professional success and wellness today.
Contact us for a neuroscientific approach to developing emotionally intelligent people and
teams with the brain in mind.**

Email: karen@systemicneuroscience.com

Website: www.systemicneuroscience.com



**The Systemic Neuroscience
Consulting Group**
For Business and Leadership in Luxembourg
UNLEASHING YOUR LIMITLESS BRAIN POTENTIAL IS AN ACT OF BALANCE



ONLINE 'HIGH ACHIEVER' EMOTIONAL INTELLIGENCE PROGRAM™

FACTS

- ✓ 5 of the top 10 most desired skills for a person to be a high achiever and to prosper in the job market of the future are emotional intelligence skills.
- ✓ 90% of top performers have high emotional intelligence (EI).



- Would you like to be able to connect with others in a way that helps both parties?
- Would like to improve the way you influence, inspire and lead others?

In this Neurolink's Emotional Intelligence Program you'll learn how to:

1. Be more purpose-driven and increase social awareness
2. Improve your personal impact on society and the workplace.
3. Coping more effectively with stress, managing fatigue & maintaining wellness.
4. Strengthen your leadership skills and achieve team optimisation

Contact us for a neuroscientific approach to developing emotionally intelligent people with the brain in mind.

Email: karen@systemicneuroscience.com
Website: www.systemicneuroscience.com

This 9-month online program includes your unique Brain-Profile, the 360° 12 Emotional Intelligence Competencies Profile, brain basics, in-depth manuals, videos which deepen the learning, supporting questions and blended with supporting workshops and training per module



**The Systemic Neuroscience
Consulting Group**
For Business and Leadership in Luxembourg
UNLEASHING YOUR LIMITLESS BRAIN POTENTIAL IS THE ACT OF BALANCE



EMOTIONAL INTELLIGENCE PRACTITIONER TRAINING

According to the World Economic Forum, 5 of the top 10 most desired skills for a person to be a high achiever and to prosper in the job market of the future are emotional intelligence skills. Studies prove that Emotional intelligence (EI) is the skill set that will have the single biggest impact on improving your performance.

- ✓ Do you want to learn a world-class framework to improve the performance of 21st-century people?
- ✓ Are you looking for a powerful tool to optimize performance?
- ✓ Are you a consultant or talent development professional, who trains workers and leaders with emotional intelligence skills to develop the workforce potential, improve performance and productivity, and promote workplace happiness?



Neuro-Agility Profile Practitioner Training is a prerequisite before doing this training as the Neuro-Agility and the 12 Emotional Intelligence Competencies Profiles™ are the starting point of our EI development program.

Emotional intelligence is the strongest predictor and accelerator of performance and essential to mental wellness, happiness and success.

Practitioners are equipped with videos, manuals, assessments, and info-graphics to offer this outstanding performance improvement and talent development framework to others.

**Be future-ready. Invest in your personal and professional success and wellness today.
Contact us for a neuroscientific approach to developing emotionally intelligent people and
teams with the brain in mind.**

Email: karen@systemicneuroscience.com

Website: www.systemicneuroscience.com

