

IANLP International Association for NLP

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Ethical principles in teaching NLP for Fellow Member Trainers of the IANLP

based on "Ethikleitpunkte der DVNLP Lehrenden" by DVNLP (www.dvnlp.de), 2023

To live up to the vision of an ethical NLP all Members IANLP agree upon the following principles:

1) **NLP is a state approach** and works with temporally fluctuating and mostly situational behaviors of a person ("What is the quality of the moment?").

In contrast, deterministic **trait approaches** formulate enduring stable traits generalized across situations, are "objectively" measurable, and are described as mostly unchangeable.

2) **Deterministic approaches (trait approaches) are not NLP-compatible.**

If they are nevertheless applied, this must be clearly indicated. Test diagnostics (MBTI, Big-Five, Structogram, DISG, etc.), Astrology, Family Constellations (according to Hellinger), Numerology, Points-Of-You, and many more are not part of NLP. The representational systems and the meta-programs are also not to be taught as trait approaches. Accordingly, the meta-programs are to be characterized as "snapshots". There is no evaluation in the manifestations (such as "Mismatchers are not constructive", or "You are an away-from person"). Everything is to be seen and taught contextually, no "trait diagnostics" are sold.

3) **NLP belongs to humanistic psychology** (3rd force) and has constructivist basic pre-suppositions.ⁱ

Fellow Member Trainers of the IANLP must be able to distinguish other psychological systems (e.g. psychoanalysis, behaviorism, ...) theoretically and argumentatively from the methodological understanding of the NLP.ⁱⁱ Situational perception and the "empowerment" that the human being is allowed to reinvent herself at any time is the primacy of NLP.

This must be reflected in the language of the teacher, the didactics, and the interactions with the participants.

4) **Toxic positivity** ("you just have to think positive all the time") and "mania of do-ability" are among the dubious advertising messages. Statements such as "With the right attitude you can get anything!" (Law of Attraction, Order from the Universe) or "You possess ample resources to accomplish anything!" imply that it's the fault of the person who can't do it.

Positive intentions and contextualization of behavior (there are situations in which the "misbehavior" is/was useful) are to be considered.

5) **NLP is not a religion**, it does not favor or disfavor any religion: karma, angels, concepts of guilt, redemption, and religious hierarchies are not NLP wordings in the curricula.

6) There are **no predetermined images of human beings** to be achieved (financially successful, extroverted, sexually attractive, slim, cool), and certainly no promise that NLP will transform you into this and that this is the right path to "success".

7) NLP teaching trainers **collaborate with professionals from formal healthcare systems** appreciatively. They refrain from making diagnoses or offering assurances of cures. In their advertising, they are serious and sincere. They adhere to the IANLP Code of Ethics.

8) The curricula are the common basis on which the FMTs have received their teaching license. **Curricula** are the common and reliable promise of the association to our customers too. They **are communicated clearly and without frills**, and adhered to (No "Premium NLP", no "Now-even-better-Practitioner", and no "3-in-1" training without a corresponding increase in total training duration.).

9) **In advertising (digital and print media), full transparency** applies concerning entry requirements, training duration (in-school and out-of-school), and the total price to be expected. Our customers know what they have

to provide in total. 'What you read, is what you get.' - No "Get in touch and we'll tell you all the details."!

10) **Fellow Member Trainers state the truth.** They adhere to an ethic of self-description (one semester of psychology in business studies does not make a business psychologist, attending further training in EMDR does not make a trauma therapist, "best trainer in the country" is a no-go, as is the statement that you, unlike the others, work "systemically" - because that is what all NLP teachers do).

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I have read the Ethical Principles for Teaching NLP (2 pages) and agree to act accordingly to my best ability:

Date:

Prenome, Name, Place:

Signature:

ⁱ Abraham Maslow, Carl Rogers and Virginia Satir are considered to be the founders of *Humanistic Psychology*. They came to refer to their movement as = third force (based on philosophies of existentialism and humanism). The *pre-suppositions of NLP* are *constructivist*.

ⁱⁱ An NLP teacher should have a basic understanding of different psychological schools and currents. Students bring a wide range of life experiences, educational and cultural backgrounds and personal philosophies to NLP training. One of the tasks of an NLP teacher is to be able to position NLP respectfully as an independent methodology in its own rights.