



**Associations for  
NLP, Coaching, Hypnosis, Constellation  
Mindfulness, Positive Psychology**  
10777 Berlin, Winterfeldtstr. 97  
Germany, +49-(0)30-21478174  
Office email: [office@we-evolve.world](mailto:office@we-evolve.world)

## **IN Standards & Curriculum for: “NLP Trainer, IN”**

[www.NLP-Institutes.net](http://www.NLP-Institutes.net)

1. **Binding formal training organization**
2. **Required training content**
3. **Recommendation how to structure the NLP Training Content**
4. **Mandatory requirements for a certificate**
5. **Mandatory requirements for online training**
6. **Invitation letter for training participants**

### **1. Binding formal training organization**

#### **Training duration**

- The qualification "NLP Trainer, IN" consists all in all of at least 390 hours/54 days NLP training.
- The first 260 hours/36 days are the entry qualification “NLP Master, IN”.
- The second 130 hours/18 days of on-site face-to-face training (including assessment) cover the special “NLP Trainer, IN” content that is listed in this curriculum here.

#### **Training content**

- the required training content that is listed below under: **“2. Required training content”**

#### **Training assessment**

- an individual written Training Conception with a detailed storyboard with about 10 to 15 minutes sequences
- a seminar that the participant organizes by himself (can be counted as part of the required 150 hours / 20 days training experience for “NLP Master Trainer, IN”)
- a practical test: at least two presentations of more than 20 minutes each in front of a qualified group with at least six participants, including specific objectives and feedback provided by the group and the Master Trainer (or Resource Angels on “NLP Trainer, IN” level).
- 15 hours supervision regarding the self organized seminar (can be counted as part of the required 30 hours supervision for “NLP Master Trainer, IN”)
- peer coaching is highly recommended

**Details** of the contents and form of the written and behavioral assessment are chosen by the responsible “NLP Master Trainer, IN”.

#### **Mandatory Details**

- A training hour has 60 minutes. Brakes longer than 30 minutes are not counted as training time.
- A training group has at least 6 members (counted without assistants or "NLP Master Trainer, IN").



- An IN certification training with IN sealed certificates (sticker with IN logo and seal number) has to be conducted at least 80% of the time by an approved "NLP Master Trainer, IN". The remaining up to 20% of the training can be conducted by another high qualified person under the supervision of a "NLP Master Trainer, IN".
- The title "NLP Trainer, IN" can only be used on a certificate with an IN seal.
- **Online Training** requires the written permission of the Online Commission.  
Details are here: [www.nlp-institutes.net/sources/commissions/commission-online-training](http://www.nlp-institutes.net/sources/commissions/commission-online-training)

**Special requirements for conducting a "NLP Master Trainer, IN" training:** A seal entitled "NLP Master Trainer, IN" who offers a "NLP Trainer, IN" training needs to have assisted in a "NLP Trainer, IN" training (18 days). His very first "NLP Trainer, IN" training needs to be designed and conducted at least by 2 "NLP Master Trainer, IN".

#### Optional Details

- With more than 10 participants, it is highly recommended to involve an assistant (Resource Angel) who must be qualified at least at the level: "NLP Trainer, IN".
- We recommend individual and group supervision, buddies, peer coaching, and intervision.

#### IN Seals, and List of appointed "NLP Master Trainer, IN"

- You can order seals in your login area. We highly recommend online seals and certificates.
- The list of seal entitled "NLP Master Trainer, IN": [www.nlp-institutes.net/show/seal.php](http://www.nlp-institutes.net/show/seal.php)

**IN Curricula and IN Certification Guidelines:** <https://www.nlp-institutes.net/about/curricula>



## 2. Required training content

- **Basic foundations of "NLP Trainer, IN" competence**
  - the ecological and ethically sound use of NLP and the NLP axioms
  - behavioral competency in all "NLP Practitioner, IN", "NLP Master, IN", and "NLP Trainer, IN" skills
  - behavioral integration of the basic assumptions of NLP in group settings
  - systemic work with individuals and groups,
  - utilization of group processes and resources of participants
  - competence in group facilitation and conflict management
  - the ability to use several NLP techniques simultaneously
  - flexibility with one's own representational systems and perceptual filters
  - advanced rapport skills with individuals and groups
  - the ability to shift deliberately the focus between content and form
  - deep understanding of the difference between experience (territory) and label (words/map)
  - the ability to give accurate sensory based feedback
  - advanced rapport abilities (build and maintain rapport to each individual in the training group)
  - knowledge of psychological and neurobiological concepts, psychotherapeutic methods, and popular models of communication, as well as their integration within the NLP model
  - Ethical and legal issues in the practice of NLP
- **Mission and Vision**
  - Mission/Vision: Why do I want to conduct trainings?
  - Congruence/Charisma: How does my unconscious support me?
  - Where do I experience challenges?
  - Where do I need to grow / improve my skills / learn more for realizing my Mission?
- **From idea to structured step-by-step training plan**
  - What content do I want to cover in my trainings?
  - How do I create a detailed storyboard of my planned training in about 10 to 15 minutes sequences?
- **Marketing**
  - Who is my target group? What are their challenges? What do they want to learn?
  - What motivates them to come to my trainings? How do I know?
  - How do I promote my trainings offer so that they understand it and book my training?
  - Which marketing tools do I plan to use to reach my target group?
  - How do I successfully communicate with my target group?
- **Presentation skills and design**
  - Who, Metaphor, What, How, Where from, Why, Task for listeners
  - What is my preferred presentation style regarding rep-system, meta-programs, and values?
  - presenting on different rep-systems (VAK)
  - presenting on different meta-programs so that you reach all participants
  - presenting on different value systems (incl. leading with values)
  - Professional state- and self-management (built up of a circle of excellence)



- design of emotional state sequence for listeners
- energy choreography (use of e.g.: short tasks, questions, relaxation exercises, games)
- verbal and nonverbal pacing and leading with groups
- How do I use stage anchors?
- Nested Loops design and motivation
- frames for the end
  
- **Dealing with challenges**
  - Hecklers
  - polarity responder
  - problematic behavior of participants
  - in case I made something wrong or could not deliver what I promised
  
- **Exercise design, implementation, and debriefing**
  - How do I explain and prepare an exercise metaphorically (pre-framing, loops)?
  - How do I explain and demonstrate the steps of the exercise (process instructions, exercise design)
  - How do I create working groups?
  - Instructions for feedback in working groups (incl. monitoring)
  - Assessment of the learning in the exercise group
  
- **Working teams between the training days**
  - How do I initiate successful working teams?
  - group dynamic challenges: Tuckman's stages of group development: forming, storming, norming, performing
  - Opt.\* How do I introduce Buddies?
  
- **Assessment of participants training success**
  - How to assess, in unclear cases the entry qualification
  - Assessment parts during a training and at the end
  
- **Opt.\* NLP Trainer and more**
  - Using NLP content in NLP related and new areas, e.g. in seminars regarding: Education, Business, Sport, Mediation, Coaching, Hypnosis, Constellation, Positive Psychology, Mindfulness, Enneagram, Life Design, Spirituality, Psychotherapy,...
  - Tools for small and big groups, e.g.: Open Space Technology, Appreciative Inquiry, World Café
  - Special approaches for NLP Trainer, e.g.: Social Panorama / Mental Space Psychology (Dr. Lucas Derks), Constellation (Bert Hellinger, Insa Sparrer/Matthias Varga von Kibéd, Rebecca Szeto), Process Oriented Psychology (Arnold Mindell), NLP Hero's Journey (Dilts/Gilligan, Joseph Campbell, "Mindfulness Master, In-Me")

**Opt.\*** means that this content is only recommended, but not mandatory.



### 3. Recommendation how to structure the NLP Training Content

for the minimum of 18 days in 130 hours of “NLP Trainer, IN”

#### Main structure of the training

Our main recommendation is to use more than the minimum of 18 days with 130 hours on-site face-to-face training, and to include group supervision, a buddy system, self-experience, and self-organized intervision groups.

#### The following recommendations are thought as an inspiration

You are free to change the sequence of content, to add content, and to use different content, as long as the main topics of a “NLP Trainer, IN” are covered. Therefore, the following is for your inspiration and as a basis for our “NLP Master Trainer, IN” discussions.

#### Day 1: Introduction and Group Spirit

- 1.) Introduction (in the form of: Who, Metaphor, What, How, Where from, Why, Task for listeners)
- 2.) Info: IN ethics and quality standard, IN membership benefits, content overview of “NLP Trainer, IN”
- 3.) Basic NLP history (details in online platform) + basic axiom ideas + main NLP schools (e.g.: Bandler with Trance, Grinder with Whispering, Dilts with Success Factors, Woodsmall with Clare Graves, James with TimeLine, Bolstad with Science and Spirituality, Nielsen with NLPsy and Mindfulness)
- 4.) **Activation of the Group Spirit:**
  - Elevator Pitch: Who is here with what Vision and Mission? What is the intended outcome of each participant? In which areas does each participant highly welcome group support?
  - Communication and Feedback rules within the training in accordance with the NLP Axioms, e.g.: self-management, non-judging, client centered communication approach, positive intention.
  - introducing the idea of a Buddy System, self-organized intervision in working groups, and group supervision through assistants (resource angels)
  - self-perception and external perception: How do the others in the group see me?

#### The main idea of this first day is to:

- set effective frames for the training outcome
- organize an intensive group process where the participants get to know each other
- inspire the group how to support each other best, and
- clarify the Vision and Mission of the Training Concept of each participant that he can use to work on throughout the whole training.

For this, we recommend to let them intensively exchange and write down their first ideas about their Vision and Mission and their Training Concept, so that they can use the training content of each training day to approach more and more their very authentic and powerful own Training Style.

#### Day 2: Mission and Vision of the Training Concept

- 1.) Mission/Vision: Why do I want to conduct trainings? What solutions do I offer for which problems or goals of my target group?
- 2.) Congruence/Charisma: How does my unconscious support me?
- 3.) Where do I experience challenges?
- 4.) Where do I need to grow / improve my skills / learn more?
- 5.) Planning of conducting a seminar and finding participants. We highly recommend to find within the training group a buddy who accompanies as a kind of resource angel the seminar
- 6.) Planning of working groups, peer coaching, and supervision within the “NLP Trainer, IN” training
- 7.) Elevator Pitch for group support (30 seconds)



### **Day 3: Marketing**

1. Who is my target group? What are their challenges? What do they want to learn?
2. What motivates them to come to my trainings? How do I know?
3. How do I promote my trainings offer so that they understand it and book my training?
4. Which marketing tools do I plan to use to reach my target group?
5. How do I successfully communicate with my target group?
6. Elevator Pitch for marketing support (30 seconds)

### **Day 4: Standard NLP Presentation format**

- 1.) Who, Metaphor, What, How, Where from, Why, Task for listeners
- 2.) Short presentations of opening invitations in my own planned training in this format, e.g in Social Media, Zoom, or on site introduction evenings.

### **Day 5: Presenting in different rep-systems and meta-programs**

- 1.) What is my preferred rep-system and what are my preferred meta-programs when I do a presentation? How can I expand this with ease?
- 2.) Elevator Pitch for introducing in my training using all rep-systems and meta-programs (30 seconds)

### **Day 6: Presenting in the value system of Clare Graves**

- 1.) Basics in Value Systems and Developmental NLP (Clare Graves, Spiral Dynamics, Ken Wilber)
- 2.) What is my preferred value system when I do a presentation? How can I expand this with ease?
- 3.) Elevator Pitch for introducing in my training using the Clare Graves value system (30 seconds)

### **Day 7: Design of emotional states and energy choreography**

- 1.) Creating emotional state sequences for listeners
- 2.) Creating a flexible energy choreography that supports learning

### **Day 8: Dealing with challenges**

- 1.) Hecklers
- 2.) polarity responder
- 3.) problematic behavior of participants
- 4.) group dynamic challenges
- 5.) Tuckman's stages of group development: forming, storming, norming, performing
- 6.) in case I made something wrong or could not deliver what I promised

### **Day 9: Presentation 20 minutes with qualified feedback**

- 1.) Minimum of 20 minutes presentations of opening invitations in my own planned training, e.g in Social Media, Zoom, or on site introduction evenings. This is for each participant with qualified feedback in front of a qualified group with at least six participants, including specific objectives and feedback provided by the group and a Master Trainer or Resource Angel ("NLP Trainer, IN" level).

### **Day 10: Exercise design**

- 1.) How do I explain and prepare an exercise metaphorically (pre-framing, loops)?
- 2.) How do I explain and demonstrate the steps of the exercise (process instructions, exercise design)
- 3.) How do I create working groups?
- 4.) Instructions for feedback in working groups (incl. monitoring)
- 5.) Assessment of the learning in the exercise group

### **Day 11: Initiating successful working groups**

- 1.) Sharing best practice recommendations



- 2.) How do I initiate successful working teams?
- 3.) How do I introduce Buddies?

#### **Day 12: Handling Group Dynamics**

- 1.) Tuckman's stages of group development: forming, storming, norming, performing
- 1.) At which stage is which subgroup of the training, and what are the main performing tasks?

#### **Day 13: Tools for small and big groups** (chose one of the following)

- 1.) Open Space Technology (OST) from Harrison Owen: OST is an effective, economical, fast, and easily repeatable strategy for organizing meetings of between 5 and 2.000 participants that has been used in thousands of organizations in 134 countries
- 2.) Appreciative Inquiry (AI): Appreciative Inquiry is the cooperative search for the best in people their organizations, and the world around them. It involves systematic discovery of what gives a system 'life' when it is most effective and capable in economic, ecological, and human terms. AI involves the art and practice of asking questions that strengthen a system's capacity to heighten positive potential.
- 3.) World Café for groups from 12 to 2.000 participants.

#### **Day 14: Using NLP content in NLP related and new areas**

- 1.) e.g. in seminars regarding: Education, Business, Sport, Mediation, Coaching, Hypnosis, Constellation, Positive Psychology, Mindfulness, Enneagram, Life Design, Spirituality, Psychotherapy,...

#### **Day 15: Special approaches for NLP Trainer training** (chose one of the following)

- 1.) Basics in Social Panorama or Mental Space Psychology (Dr. Lucas Derks)
- 2.) Basics in Constellation (Bert Hellinger, Insa Sparrer/Matthias Varga von Kibéd, Rebecca Szeto)
- 3.) Basics in Process Oriented Psychology (Arnold Mindell)
- 4.) Basics in NLP Hero's Journey (Dilts/Gilligan, "[Mindfulness Master, In-Me](#)")

#### **Day 16: Writing articles and conducting research about the benefits of NLP**

- 1.) Best practice
- 2.) See article about questionnaires <https://www.nlp-institutes.net/sources/projects/use-feedback-scientifically-through-questionnaires-and-polls>

#### **Day 17: Assessment I**

- 1.) Minimum of 20 minutes presentations of a part of the planned training seminar of the participant. This is for each participant with qualified feedback in front of a qualified group with at least six participants, including specific objectives and feedback provided by the group and a Master Trainer or Resource Angel ("NLP Trainer, IN" level).

#### **Day 18: Assessment II**

- 1.) Assessment part II: 20 minutes presentations
- 2.) Plans for further mutual support and cooperation.
- 3.) Invitation and info about how to become a seal entitled "NLP Master Trainer, IN"  
[www.nlp-institutes.net/about/mastertrainer](http://www.nlp-institutes.net/about/mastertrainer)  
[www.nlp-institutes.net/sources/commissions/comission-in-ici-who-trainer-training-project](http://www.nlp-institutes.net/sources/commissions/comission-in-ici-who-trainer-training-project)



## 4. Mandatory requirements for a certificate

**The 'NLP Trainer, IN' certificate must include the following:**

1. the correct title of the qualification: "NLP Trainer, IN"  
(the title "NLP Trainer, IN" can only be used on a certificate with an IN seal)
2. the duration of the course with precise information regarding training days and hours ("NLP Trainer, IN" 130 hrs./18 days)
3. Online Training requires the written permission of the Online Commission.  
Details are here: [www.nlp-institutes.net/sources/commissions/commission-online-training](http://www.nlp-institutes.net/sources/commissions/commission-online-training)
4. the date of the first and last day of the course
5. a statement that all IN guidelines have been met
6. the IN seal (sticker with IN logo and seal number)
7. the signature of the "NLP Master Trainer, IN"

**We recommend for 2., 4. and 5.** the following sentence on the certificate: "The training comprised of 130 full hours in 18 days on-site face to face training, from ...(date of first day) to ...(date of last day), in strict accordance with the high ethics and quality standards of the International Association of NLP Institutes (IN)."

**Training content for the qualification:** We highly recommend to list the complete trained main content (see the above curriculum) and the complete amount of training hours and days that is needed for the certified qualification "NLP Trainer, IN" on the backside of the certificate or on a separate signed document.

**The following statement is optional for an IN sealed certificate:**

"Because of the high quality of this training it may be recognized as ECTS credit points in academic studies in psychology with a focus on NLP."

**For more details, please see the "[IN Certification Guidelines](#)"**

**When you login you can buy seals in your login area.**

Here you find the options for:

1. physical seals (the old and most inconvenient way)
2. to use our wonderful designed online certificate (you find for this a video in your login area)
3. to use jpg or png seals that you can print on your own certificates



## 5. Mandatory requirements for Online Training

**Online Training requires the written permission of the Online Commission.**

Details are here: [www.nlp-institutes.net/sources/commissions/commission-online-training](http://www.nlp-institutes.net/sources/commissions/commission-online-training)

**For online training, you need to write on the certificate** the exact number of hours for each training part. With the required permission of the Online Commission you can offer up to 100% interactive live online training and up to 20% non-interactive online training. Whatever mixture you are allowed to use, please make sure that you write the correct mixture on your certificate.

The required sentence is in case you use all 3 kinds of learning: "The training comprised of ... hours in ... days on-site face to face training, plus ... hours in ... days interactive live online training, plus ... hours in ... days non-interactive online training, from ...(date of first day) to ...(date of last day), in strict accordance with the high ethics and quality standards of the International Association of NLP Institutes (IN).

**In case you decide to include non-interactive online training** for up to 20% of the training you have 2 options.

**Option 1** is that you stay with the 18 days and only reduce the amount of daily face-to-face training to 6 hours each day. This brings you to 18 days x 6 hours = 108 hours of the required 130 hours. For the remaining 22 hours you can then offer a learning platform. For 22 hours you need 78 minutes (22 x 60 = 1320 minutes : 17 gaps = 78 minutes) controlled and assessed online learning after each of the first 17 of the 18 days. If you arrange the 18 days in 9 weekends with 2 days each weekend, then you need between each of the 9 weekends 165 minutes (1320 minutes : 8 gaps) controlled and assessed online learning

**Option 2** is that you reduce the days (max. 3 days) and the time (max. 26 hours). Then you need on the 15 days every day 7 hours face-to-face training. This brings you to 15 days x 7 hours = 105 hours of the required 130 hours. For the remaining 25 hours you can then offer a learning platform. For 25 hours you need 107 minutes (25 x 60 minutes = 1500 minutes : 14 gaps = 107 minutes) controlled and assessed online learning after each of the first 14 days of the 15 days. If you arrange the 15 days in 5 weekends with 3 days each weekend, then you need between each of the 5 weekends 375 minutes (1500 : 4 gaps) controlled and assessed online learning. If you arrange the 15 days in 3 weeks with 5 days each week, then you need between each of the 3 weekends 750 minutes controlled and assessed online learning.

**The content of the online learning platform** should support the content of the training days, especially through Q&A (Questions and Answers), relevant Literature, and in a scientific approach with additional facts that deepen the learning during the life training, especially from the area of Psychology.

If the option with up to maximum 26 hours learning in an online learning platform is chosen, sufficient assessment for the most important learning content in the online learning platform should be integrated in the life training. To exceed the minimum amount of hours and days is very welcome.

**Please note** that for up to 100% interactive live online training (Zoom with breakout groups) **and/or** up to 20% non-interactive online training (learning platform) you need the approval of the relevant Online Commission. This means that you need to let your online content and the relevant assessment approach for this content be approved by the relevant online commission **before** you start the training.

**You find the details here:** [www.nlp-institutes.net/sources/commissions/commission-online-training](http://www.nlp-institutes.net/sources/commissions/commission-online-training)

**Contact to the Online Commission:** [Online-Commission@IN-ICI.net](mailto:Online-Commission@IN-ICI.net)



## 6. Invitation letter for training participants

**Dear Graduate,**

Congratulations - we are happy with you about your successful graduation!

**Please become a member of our worldwide, professional community of our 6 associations.**

- The certified training courses of our associations are scientifically based, and meet highest international quality and ethics standards.
- With a sealed certificate your membership is free of costs: no admission fee and no annual membership fees.
- There are many advantages, like the possibility of exchanging and networking with others worldwide, and editing your profile yourself.
- With our qualifications, we are committed to lifelong learning and contribute to a peaceful world.
- We are more than 7.500 members in 88 countries (as of 3/2021). Our members learn with and from one another. You are very welcome to join us.

**To become a member is easy**

1. via a group upload by your master trainer
2. **or** with a special code on the final day of your training
3. **or** individually by registering here: [www.nlp-institutes.net/apply](http://www.nlp-institutes.net/apply) through uploading an image/PDF of your sealed certificate

**You can set yourself in your profile**

- whether your address (including phone and email address) should be displayed publicly
- whether you only want to show which city you live in
- what you particularly value about your qualification and the training you attended
- which topics are of particular interest to you
- upload a picture, publish a link to your own website, and much more

**You find more about us**

- on the umbrella website of our associations: [www.We-evolve.World](http://www.We-evolve.World)
- in our videos: <https://youtu.be/kbXijDous-g> and [https://youtu.be/-SVj\\_rG0t3Q](https://youtu.be/-SVj_rG0t3Q)
- on the website of our world congresses: [www.in-ici.net](http://www.in-ici.net)
- on our Facebook: [www.facebook.com/we.evolve.world](http://www.facebook.com/we.evolve.world)
- on our resource websites: [www.We-evolve.World/resources](http://www.We-evolve.World/resources)

With very best wishes

Nandana Nielsen & Karl Nielsen

Presidents of the 6 Associations and Professors at Universidad Central de Nicaragua (UCN)



**World Hypnosis Organization**  
**WHO**  
[www.world-hypnosis.org](http://www.world-hypnosis.org)

**POSITIVE PSYCHOLOGY ORGANIZATION (PosPsy)**  
[www.PosPsy.org](http://www.PosPsy.org)

**International Association of Coaching-Institutes**  
**ICI**  
[www.Coaching-Institutes.net](http://www.Coaching-Institutes.net)

**NLP Coaching**  
**Hypnosis Mindfulness**  
[www.We-evolve.World](http://www.We-evolve.World)

**POSITIVE PSYCHOLOGY ORGANIZATION**  
**Constellation**  
[www.WSCO.ONLINE](http://www.WSCO.ONLINE)

**INSTITUTES FOR MINDFULNESS EVOLVING (IN-ME)**  
[www.In-Me.world](http://www.In-Me.world)

**International Association of NLP Institutes**  
**IANI**  
[www.NLP-Institutes.net](http://www.NLP-Institutes.net)