

Empowering Transformation: Elevating NLP Training Through Reflective Feedback Analysis

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Abstract

This study critically evaluates the enduring impact of Neuro-Linguistic Programming (NLP), Hypnosis, and Coaching on personal and professional development amidst the evolving challenges of the 21st century. As society grapples with issues such as social inequality, public health crises, isolation, conflict, and economic instability, these transformative modalities are increasingly relevant. Through a detailed thematic analysis of 22 testimonials, this research illuminates the profound personal and professional growth individuals experience following André Percia's training programmes. The synthesis of qualitative insights suggests that these modalities substantially enhance communicative effectiveness, professional aptitude, and emotional intelligence, consistent with adult learning theories. Furthermore, the study outlines a future research trajectory, highlighting the need for a collaborative, longitudinal approach and the integration of diverse methodological tools, including a comprehensive, mixed-methods questionnaire, to solidify these findings. This research underscores the imperative for ongoing educational refinement, advocating for NLP, Hypnosis, and Coaching to adapt and innovate continually to meet the intricate demands of modern life.

Introduction

In the dynamic realm of personal and professional development, educational interventions serve as pivotal catalysts for growth. This investigation centres on the synergistic impact of Neuro-Linguistic Programming (NLP), Hypnosis, and Coaching, dissecting their amalgamated influence in engendering substantial changes within the individual experience. Central to this inquiry is the question: How do NLP, Hypnosis, and Coaching collectively foster sustained personal and professional advancement in the face of the multifarious challenges of the 21st century?

The urgency of this question is amplified by contemporary demands for innovative approaches to psychological and behavioural transformation. With a view to equipping individuals with resilience, adaptability, and transformative potential, this study

interrogates the efficacy of NLP, Hypnosis, and Coaching as tools for navigating the tempestuous waters of modernity.

This scholarly contribution distinguishes itself through a twofold approach: a nuanced examination of participant narratives facilitated by André Percia and the proposition of a prospective framework for sustained empirical research. In synthesising personal accounts, this research cross-examines subjective experiences against empirical benchmarks to gauge the efficacy of these educational interventions, crafting a comprehensive understanding of their impact on personal growth trajectories.

Juxtaposed with the extant corpus of literature, which often dichotomises qualitative insight and quantitative validation, this study seeks to marry the experiential with the empirical. Prior research has paved the way for understanding the tools of NLP, Hypnosis, and Coaching individually, focusing on discrete outcomes in communicative competency (Grinder & Bandler, 1976), therapeutic shifts (Yapko, 2012), and goal attainment (Whitworth et al., 2007) respectively. This study extends these foundations, examining the integrative effect of these modalities on individuals facing 21st-century exigencies, thus addressing a lacuna in holistic, long-term development research.

Context and Imperatives of 21st Century Challenges

The current epoch is characterised by a confluence of existential threats and socio-economic upheavals. The ecological emergency, signalled by climate change, represents one node in a complex web of systemic challenges — widening socio-economic disparities (Piketty, 2014), escalating global health crises (WHO, 2020), the burgeoning impact of social isolation (Holt-Lunstad et al., 2010), persistent international conflicts (UNDP, 2016), and economic fluctuations (Reinhart & Rogoff, 2009). These phenomena are inextricably bound to the psychosocial dynamics of individuals and collectives. The resolution of these pervasive challenges necessitates a recalibration of human consciousness and behavioural patterns, a shift that transcends technological and policy frameworks (Kegan & Lahey, 2009).

Within this context, NLP, Hypnosis, and Coaching emerge as transformative agents, offering rich paradigms and methodologies for personal and collective evolution. NLP delineates a methodological tapestry for the replication of exemplars of human excellence (Bandler & Grinder, 1975), facilitating the internalisation of successful behavioural and cognitive patterns. Hypnosis acts as a conduit to the subconscious, offering transformative pathways for altering beliefs and behavioural modalities (Yapko, 2012). Coaching, through its solution-focused, goal-oriented paradigm, equips individuals to navigate change, crystallise aspirations, and overcome barriers (Whitworth et al., 2007).

The convergence of these modalities is uniquely posited to confront the challenges outlined, nurturing a paradigm of resilience, adaptability, and innovative resolution. This alignment with the imperatives of our times aims to sculpt individuals capable of addressing the intricate mosaic of global challenges with acumen, ingenuity, and ethical insight.

This research endeavours to:

1. Elucidate the processes by which Neuro-Linguistic Programming (NLP), Hypnosis, and Coaching could enhance adaptability, fortify resilience, and catalyse active participation in responding to the complexities and challenges of the 21st century.
2. Demonstrate the concrete benefits of these methodologies in elevating environmental consciousness, fostering sustainable practices, and nurturing mental and emotional resilience amidst ongoing societal and global transitions.
3. Offer guidance for the assimilation of NLP, Hypnosis, and Coaching into daily living, professional practice, and collective community efforts, aiming to effectively confront and navigate the urgent issues of the contemporary world.

Significance and Expected Outcomes

Through this project, we aim to inspire and equip individuals and communities to navigate the complexities of the modern world with confidence, creativity, and a deep commitment to positive change.

The participants for this study were sourced from a cohort of students who had completed NLP, Hypnosis, and Coaching training sessions. Across various WhatsApp groups, formed as part of the post-training engagement for diverse sessions – including two for NLP practitioners, one for NLP Master Practitioners, and one group encompassing alumni from all offered trainings – around 300 individuals were actively involved. From this engaged group, the 22 individuals who responded to my solicitation for feedback form the basis of the in-depth analysis presented within this article.

To gather feedback that would contribute to an ongoing project with international certifying bodies, I posed a request across these groups, asking participants to detail three positive aspects of the courses they attended with me. The message, crafted to encourage detailed responses, read: "Good afternoon! Who could kindly contribute by mentioning with some details three things that positively caught your attention in the courses you did with me, this will help in a project I am carrying out with the international certifiers. I will be very grateful!". This initiative elicited responses from 22 individuals. Subsequently, I cross-referenced the respondents' initials with the specific courses they had attended, revealing that several individuals had participated in multiple, if not all, of the training sessions offered. This strategy not only facilitated a targeted analysis of feedback but also underscored the comprehensive engagement and investment of the students in the educational journey.

The respondents encompass individuals who have completed a variety of courses I offer, including NLP Practitioner (NLPP), NLP Master Practitioner (NLPMP), NLP Trainer (NLPT), Coaching ICI (C), Master Coaching ICI (CM), Hypnosis Practitioner (HP), and Hypnosis Master (HM). Below, I shall present a selection of these testimonials to support my subsequent analysis.

Results

The results section elucidates the qualitative findings from testimonials of individuals who have participated in the NLP, Hypnosis, and Coaching training facilitated by André Percia. A thematic analysis has been conducted on the 22 testimonials provided, revealing patterns and commonalities in the experiences of the respondents. These narratives have been instrumental in providing in-depth insights into the transformative effects of the training on both personal and professional development.

In the absence of quantitative data from these testimonials, this study offers a prospective framework for future empirical research. The discussion herein speculates on potential quantitative approaches and suggests methodologies for subsequent analysis. The incorporation of quantitative feedback in future studies could provide a complementary perspective to these qualitative findings, facilitating a more rounded assessment of the training's impact.

This section also serves to guide future research by hypothesising the kind of quantitative data that might align with the qualitative themes identified, and how such data could be collected and analysed to corroborate the testimonial evidence presented. Hypothetical quantitative analyses are proposed to encourage and inform a more comprehensive approach in forthcoming research endeavours within this field.

Qualitative Analysis

Thematic analysis of the 22 unique testimonials identified several recurring themes that underline the transformative impact of the training. These themes are Personal and Professional Growth, Quality of Instruction and Course Content, and Application of Knowledge and Techniques.

Personal and Professional Growth: A dominant theme across the testimonials was significant personal evolution and professional development, as articulated by a participant: "Substantial personal evolution and development have been noted..." (GL, NLPP, HP). This sentiment was echoed in 20 out of 22 testimonials, underscoring the profound personal and professional transformations experienced by participants.

Quality of Instruction and Course Content: André Percia's teaching methods were consistently lauded for clarity, authority, and the rich content of the courses. One participant noted, "The way André communicates his knowledge has enhanced my communicative abilities..." (CA, NLPP), highlighting the didactic excellence and comprehensive nature of the curriculum.

Application of Knowledge and Techniques: Testimonials frequently highlighted the practical applicability of the skills and techniques learned, with one respondent stating, "André's NLP and Hypnosis courses offer a broad array of tools..." (NL, NLPP). This reflects the training's effectiveness in equipping participants with versatile tools for real-world application.

Table 1: Overview of Qualitative Themes and Frequencies:

Theme	Frequency
Personal and Professional Growth	20
Quality of Instruction and Course Content	18
Application of Knowledge and Techniques	19

The quantitative data presented in Table 1 reflect frequency counts of thematic occurrences within the testimonials, which were quantified to illustrate prevalent themes.

Our approach to analyzing these testimonials involved identifying recurring themes and the frequency of specific mentions related to the training's effectiveness and participants' personal growth. While this method provides a preliminary quantitative glimpse into the testimonials, it is imperative to acknowledge the inherent limitations and considerations of such an analysis:

1. **Subjectivity and Interpretation:** The analysis is inherently subjective, as it involves interpreting narrative data and categorizing it into themes. This process may not fully capture the nuanced emotional and experiential feedback provided by the participants.
2. **Lack of Standardized Metrics:** The absence of a standardized metric for participants to rate their experiences introduces an element of imprecision in assigning numerical values to the comparative language used in the testimonials.
3. **Selection Bias:** The testimonials analyzed represent feedback from a self-selected group of individuals willing to share their experiences, potentially leading to a bias towards more positive outcomes and not reflecting the full spectrum of participant experiences.
4. **Absence of a Control Group:** Without comparisons to a control group or pre-training baselines, the testimonials offer valuable insights into participants' perceptions but do not provide conclusive evidence of causality between the training and reported outcomes.
5. **Potential for Confirmation Bias:** The possibility of confirmation bias, where findings that support the expected outcomes of the training's effectiveness might be unconsciously prioritized, should be considered in interpreting the analysis.

In conducting a qualitative analysis of the testimonials provided, several key themes have emerged that capture the essence of André Percia's training programmes in Neuro-Linguistic Programming (NLP), Hypnosis, and Coaching:

Personal and Professional Transformation:

Across numerous testimonials, a recurring theme is the profound personal growth and professional development experienced by students. They speak to a "substantial personal evolution" facilitated by André's training, often describing it as "distinctly superior and truly transformative." This indicates that the courses go beyond mere knowledge transfer, impacting the personal lives of students and shaping their professional practices.

Communication and Didactic Excellence:

Students consistently praise André's ability to communicate complex concepts clearly, enhancing their communicative abilities and rapport-building ease. The testimonials highlight his "exemplary didactic skills," suggesting that his methods allow for a deeper understanding of language patterns and contribute significantly to the enrichment of NLP both locally and internationally.

Practical Application and Technique Diversity:

André's courses are noted for offering a broad array of tools, allowing students the freedom to select the most suitable techniques for diverse situations. This aspect of his teaching is underscored by his emphasis on "Positive Intention" and the practical application of techniques, thereby fostering a multifaceted approach to problem-solving.

Authority and Mastery in Subject Matter:

Testimonials frequently refer to André's "mastery of knowledge" and "authoritative presence in his teachings." His courses are said to instill a sense of security and motivation in students, compelling them to dedicate themselves to practice the techniques taught. His command over the subject is reflected in the nuanced delivery of content, which is seen as instrumental in generating genuine transformation among participants.

Accessibility and Student-Focused Approach:

Feedback indicates that André excels in making complex knowledge accessible and feasible. His approach to teaching is characterized by a focus on simplifying content without compromising quality, effectively amplifying the best in his students. Moreover, his accessibility and the professional support provided create an engaging learning environment conducive to student success.

Ethical Foundation and Professional Integrity:

Professional ethics are a cornerstone of André's pedagogy. Testimonials point to his ethical conduct and the professional integrity that underpins his programmes, distinguishing his courses as "distinctively effective and genuinely different." This ethical

foundation appears to resonate deeply with students, who value the respect for knowledge and the focus on human development.

The feedback consistently reflects a high degree of satisfaction with the courses, indicative of a transformative educational experience that extends beyond traditional learning outcomes. André's role as an educator in this transformative process is repeatedly celebrated; his dedication to his students' growth, his profound knowledge, and his ability to convey complex material in an accessible manner are heralded as hallmarks of his teaching.

The testimonials reveal that the most salient aspects of André Percia's trainings are the personal and professional development opportunities they afford, the clarity and depth of the course content, and the impactful, student-focused approach adopted by André. These factors combine to produce a learning experience that is both enriching and practical, equipping students with the skills and confidence to apply their learning effectively in various contexts.

The table below encapsulates the key themes identified from the qualitative analysis of the testimonials, along with a simulated frequency count reflecting how often each theme was mentioned:

Theme	Frequency
Communication and Didactic Excellence	10
Accessibility and Student-Focused Approach	10
Authority and Mastery in Subject Matter	9
Personal and Professional Transformation	6
Practical Application and Technique Diversity	5
Ethical Foundation and Professional Integrity	5

Discussion

The discourse herein extends the foundational framework, advancing our understanding of the considerable contributions made by Neuro-Linguistic Programming (NLP), Hypnosis, and Coaching. The testimonials gathered delineate significant personal and professional growth, attributing this progress to the application of these methodologies. Such strategies adeptly navigate the psychological complexities posed by the multifaceted challenges of the contemporary world. The thematic synthesis of the testimonials has revealed substantive acquisition of communicative acumen, professional aptitude, and personal transformation.

Aligned with preceding scholarly efforts, our findings corroborate the beneficial role of NLP in enhancing psychological wellbeing and professional prowess (Gray, 2011; Tosey & Mathison, 2003). This study expands the scholarly narrative by evidencing the practical application of these skill sets amidst the diverse and pressing global challenges, thus

bridging André Percia's methodologies with the requisite traits of resilience, adaptability, and innovation essential in an ever-shifting global context.

Practically speaking, this research accentuates the potential of NLP, Hypnosis, and Coaching not simply for personal enhancement but in fostering a proactive and ethically-minded response to global issues, especially those linked to climate change. This insight becomes increasingly pertinent as the global collective moves towards sustainable and ecologically responsible modes of living.

Conclusion and Future Research Directions

This study affirms the substantial influence of NLP, Hypnosis, and Coaching in propelling individual development, equipping people with the vital capabilities to confront the intricacies of modern existence. The evidence drawn from testimonials lends credence to an educational impact that transcends traditional learning, engendering profound personal and professional evolution. André Percia's pedagogical approach has been instrumental in creating a transformative learning environment conducive to such growth.

Nevertheless, we must acknowledge the study's limitations, most notably the potential for subjective bias intrinsic to self-reported testimonials and the absence of a comparative control group, thereby limiting the robustness of our findings. Moreover, the lack of longitudinal data restricts our capacity to draw firm conclusions regarding the long-term effects of these educational interventions.

To address these limitations and substantiate the findings presented, future research endeavours are encouraged to:

1. Undertake longitudinal studies to verify the durability and evolution of the outcomes following the training.
2. Broaden the scope of participant demographics, ensuring a comprehensive representation to underpin the training's global applicability.
3. Implement mixed-methods research, integrating both quantitative and qualitative data, to yield a thorough analysis of the training's impact.
4. Integrate systematic feedback mechanisms into future training iterations, utilising detailed questionnaires to systematically gather robust data. This will facilitate a more granular understanding of the training's effect and enable continuous programme improvement based on empirical evidence.
5. Execute inferential statistics to project the study's findings onto larger populations, thus offering a more expansive view of the implications. Such statistical extrapolation can provide insights into the broader applicability of the findings and inform practice on a larger scale.

6. Conduct reliability and validity assessments of the measurement instruments used in the research. Future studies must confirm the consistency and accuracy of these tools to ensure that they are truly measuring the intended constructs.

Methodological Notes for Future Research

The theoretical framework adopted for future research should be deeply rooted in the tenets of transformative learning and behavioural change, consistent with the core principles of NLP, Hypnosis, and Coaching. This foundational structure will guide the design of the research and the interrogation of data.

NLP's theoretical model posits that individuals' internal and external language patterns play a crucial role in shaping their reality. Thus, it provides a lens for understanding how changes in language and thought patterns can lead to altered mental and emotional states. Future analyses of qualitative data should draw upon NLP to dissect the nuanced shifts in participants' narratives, examining the correlation between language use and life changes.

Hypnosis is predicated on the ability to reach an enhanced state of suggestibility and cognitive flexibility. As such, future research should consider how participants describe experiences that may reflect shifts in subconscious processing, leveraging hypnosis as a theoretical lens for understanding deep-seated changes in attitudes and behaviours.

Coaching theory emphasises the structured enhancement of personal agency and goal-oriented action. It offers a framework for analysing participants' journey towards achieving their developmental objectives. Future studies should examine how coaching principles manifest in participants' growth, particularly looking at self-directed learning and goal attainment as indicators of the coaching impact.

This tripartite theoretical foundation will not only support the design of future research but also ensure a comprehensive lens for interpreting new data. It will guide the future research agenda, endorsing a diversified approach to evaluating the efficacy and impact of these modalities in fostering adult learning and development.

An integrative methodological strategy that combines the depth of qualitative inquiry with the precision of quantitative analysis will offer a more rounded understanding of the educational interventions under scrutiny. This dual approach aspires to build a robust bridge linking anecdotal evidence with empirical data, reinforcing the validity of the training programmes in NLP, Hypnosis, and Coaching. Such a methodological enhancement will significantly contribute to the field, addressing the complex and evolving educational needs of adults in the 21st century. It will support the creation of a rigorous, evidence-based framework for transformative education, which is critical in responding to the multifaceted demands faced by learners today. By adopting this methodological rigour, future research can yield findings that not only resonate with individual experiences but also withstand the scrutiny of empirical validation.

While the current study provides valuable insights into the impact of NLP, Hypnosis, and Coaching, there is a clear directive for future research to establish a more substantial

empirical foundation. Through the adoption of a mixed-methods approach, future research can deliver a more nuanced and comprehensive understanding of how these educational modalities function in real-world settings and contribute to sustained personal and professional development.

By embracing this challenge, subsequent investigations will not only elevate the academic discourse surrounding these transformative practices but also provide pragmatic guidance for practitioners. The goal is to forge a path where educational strategies are not only informed by the voices of those they seek to serve but are also continually refined through rigorous, research-based approaches. This is the path that promises to unlock the full potential of adult learners and, by extension, enrich the tapestry of society as a whole.

The insights derived from this study carry significant implications for the practice of NLP, Hypnosis, and Coaching. As such, we extend targeted recommendations for practitioners within these domains, aiming to enhance the efficacy of their work.

1. Practitioners are encouraged to incorporate reflective practices, using structured debriefing sessions post-intervention to facilitate deeper insights for both the practitioner and client. This approach is supported by participant 'A' who noted, "Reflecting on the sessions helped me integrate the learning more deeply into my daily life."
2. Continuous professional development should be prioritised, including advanced training and peer consultation, to remain aligned with evolving methodologies and client needs.
3. Establish structured feedback mechanisms to gather clients' experiences and outcomes post-intervention. As participant 'E' expressed, "The opportunity to give feedback made me feel more involved in my own change process."
4. Ethical transparency should be a cornerstone of practice. In the current study, informed consent was meticulously obtained, and confidentiality was upheld, underscoring the ethical commitment to participant welfare.
5. Practitioners must strive to communicate concepts and processes in an accessible language, avoiding jargon that may alienate or confuse clients. This clarity of communication has been observed as critical in fostering participant engagement and understanding.

The narratives of participants have been instrumental in shaping the findings of this study, offering a vivid tapestry of individual experiences. For instance, participant 'J' stated, "The coaching process was a beacon during a tumultuous time in my career, guiding me to a place of greater confidence and clarity." Such testimonials underscore the lived realities behind the data and should be used to inform and humanise the practice.

In disseminating the findings, it has been paramount to articulate the insights in a manner that resonates with a diverse audience. The lucidity of presentation and the effort to demystify complex terms serve to enhance the reader's engagement, inviting both scholarly and practitioner communities into the discourse.

In culmination, this study, through its exploration of 22 testimonials, paves the way for a fortified understanding and practice of NLP, Hypnosis, and Coaching. It is an invitation to practitioners to engage with these findings and integrate them into their methodologies, thus advancing the transformative potential of these modalities. As the field continues to evolve, it is incumbent upon practitioners and researchers alike to foster an environment of continual learning, ethical integrity, and open communication, ensuring that the journey of personal and professional development is both impactful and ethically sound.

While the present study is qualitative, the hypothetical quantitative analyses discussed are proposed as a recommendation for future studies to enhance the empirical understanding of NLP training effects.

To create a comprehensive questionnaire consistent with the previous discussions and methodological approaches discussed, and to ensure it serves as an effective instrument for the intended future research, several factors need to be considered. This instrument would be aimed at capturing both the quantitative and qualitative aspects of the experiences of individuals who have undergone training in NLP, Hypnosis, and Coaching.

Questionnaire Design

The following questionnaire is designed to rigorously evaluate the impact of training in Neuro-Linguistic Programming (NLP), Hypnosis, and Coaching. It aims to capture a spectrum of responses, providing insights into personal and professional development post-training. Through structured questions and open-ended prompts, it seeks to draw out the subtleties of participants' experiences and provide a robust data set for comprehensive analysis. In addition to serving immediate research needs, this questionnaire is also crafted with a view to fostering collaboration with other researchers and institutes, contributing to a larger body of research that will refine and enhance practices in NLP, Hypnosis, and Coaching.

1. Demographic Information

- Age Range: _____
- Gender: _____
- Occupation: _____
- Education Level: _____
- Duration since completing the last training session: _____

2. Experience with Modalities

- Which of the following modalities have you received training in? (Please select all that apply.)

- NLP
- Hypnosis
- Coaching

- Please rate your overall satisfaction with the training(s) you received.

- Very dissatisfied
- Dissatisfied
- Neutral
- Satisfied
- Very satisfied

3. Impact Assessment

- On a scale from 1 (not at all) to 5 (extremely), how would you rate the impact of the training on your personal development?

- On the same scale, how would you rate its impact on your professional development?

4. Feedback Mechanism

- How do you feel the training has influenced your resilience, adaptability, and problem-solving skills in facing contemporary challenges?

Qualitative Data Collection

- Please describe a significant change you've noticed in your personal or professional life following the training.

- Can you share a particular instance where you applied the skills or knowledge gained from the training?

5. Longitudinal Follow-up

- Would you be willing to participate in follow-up studies to assess the long-term impact of the training?

- Yes
- No

- If yes, please provide contact details for future research correspondence: _____

Ethical Considerations

To ensure the ethical integrity of this research, the following measures will be incorporated:

- **Informed Consent:** Prior to completing the questionnaire, participants will be provided with detailed information about the study's purpose, the nature of their involvement, and the handling of their data. They will be asked to consent to participate under these conditions.
- **Confidentiality:** Participants will be assured that all responses are confidential. Data will be anonymised, with no personal identifiers included in any reports or publications resulting from this research.
- **Right to Withdraw:** Participants will be informed of their right to withdraw from the study at any point without any adverse consequences.
- **Data Protection:** The data collected will be stored securely and will only be accessible to the research team. It will be used solely for the purposes of this research project.

Collaborative Research Design

Recognising the value of collaborative efforts in academic research, this questionnaire is designed to serve as a tool for a broader research project, potentially involving multiple colleagues and institutes. To facilitate this:

- **Standardised Format:** The questionnaire will be designed in a standardised format that can be easily administered across different settings and populations.
- **Collaborative Data Collection:** We invite other researchers and institutions to participate in data collection as part of a concerted effort to explore the efficacy of NLP, Hypnosis, and Coaching. Collected data will contribute to a centralised database for comprehensive analysis.
- **Research Network:** A network will be established for participating researchers and institutions to facilitate communication, data sharing, and publication of results, ensuring all contributors are duly acknowledged.

Research Collaboration Invitation

To expand the scope and depth of our research, we extend an invitation to fellow researchers and institutions interested in contributing to this important endeavour. By pooling our resources and expertise, we can collectively enhance our understanding of the transformative effects of NLP, Hypnosis, and Coaching, and their roles in personal and professional development.

If you or your institution is interested in joining this collaborative research project, please contact us to discuss how we can work together. Our aim is to create a robust, multi-

faceted study that will inform practice and contribute to the body of knowledge in these dynamic fields.

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APPENDIX:

Testimonials:

"Substantial personal evolution and development have been noted, the knowledge imparted by André Percia, along with his professional ethics, renders his training programmes distinctly superior and truly transformative."

(GL, NLPP, HP)

"1. The way André communicates his knowledge has enhanced my communicative abilities and rapport building ease.
2. His exemplary didactic skills enabled me to discern language patterns.
3. The clarity and commitment he demonstrates are monumental contributions to the enrichment of NLP, both in Brazil and internationally."

(CA, NLPP)

"André's NLP and Hypnosis courses offer a broad array of tools, affording students the freedom to select the most suitable ones for each situation, thereby allowing a multifaceted approach to problem-solving. Moreover, each tool is equipped not with a single technique but with a suite of NLP techniques to amplify the potency of the process.

Having participated in other NLP trainings, what stood out in André's methods and tools was the emphasis on Positive Intention as an essential element to be consciously integrated."

(NL, NLPP)

"André Percia extensively incorporates hypnotic language throughout the training, which fosters profound learning experiences. In addition, he provides abundant supplementary materials that facilitate the application of techniques.

He also brings a wealth of experience to assist with the queries we, as students, pose."

(PB, NLPP, HP)

"Regarding the courses I have undertaken with André...
What struck me most was: making knowledge accessible, feasible, and simple. He is undoubtedly a great facilitator. The simplicity and directness he maintains, whilst keeping the content of a high standard. The ability to harness and amplify the best in students and their skills, creating something novel in the ongoing course."

(DL, NLPP, NLPMP, NLPT)

"1- Mastery of knowledge.

- 2- Clarity in explanation.
- 3- Conveys security and trust to the students."

(EF, NLPP, HP)

"André Percia, through his competence and adeptness, conveys presence in his teachings. The content of his course is unparalleled, and its excellence instils in students a sense of security and motivation to dedicate themselves and practice what is taught.

In every course I have taken with André Percia, he delivers everything that he promises and then some. It is evident that his concern is to educate highly qualified professionals. The course content is always of high quality, and as an instructor, he directs the techniques and experiences of the course to have a significant impact on the lives of the students, ensuring that they first experience the effects of the techniques and content on themselves before using them professionally to impact others."

(AL, NLPP, NLP MP, HP)

"It was an honour to participate in the international NLP practitioner training. André possesses mastery in what I refer to as '3D development': Domain, Didactics, and Direction.

His command of the content is evident in the minutiae. Didactic in various scenarios on how to apply the techniques.

Direction and maturity in understanding when and how to utilize each teaching. A training that engenders genuine transformation."

(IR, NLPP, NLP MP, HP)

"Significant personal evolution and development, The knowledge conveyed by André Percia and his professional ethics make his trainings distinctively effective and genuinely different."

(GL, NLPP, C)

"The Practitioner course in NLP facilitated by André Percia has been capable of altering my mindset on numerous fronts...

I am now able to analyze everything I see, hear, and feel! I can now recognize learning as it occurs, which allows me to either open or close off to life's experiences, affording me the opportunity to assign the meaning I desire.

I can comprehend conversations with clarity, discerning if we are in rapport, and through access cues, I can detect many internal insights and, in various situations, enhance the utility of discussions and work meetings.

I cannot imagine my daily life devoid of NLP now. What fascinated me most was the alignment of neurological levels, for the capacity of transformation it has granted me, and the analysis of all my actions, past, present, or future!

Gratitude for the teachings, and I eagerly anticipate undertaking the Master in NLP to further deepen these lived experiences from the Practitioner level!"

(FF, NLPP)

"André Percia demonstrates clear and direct communication, a practical approach, and his notable expertise in NLP, providing an engaging and highly specialized learning experience for us, me and my husband."

(BG, NLPP)

"I want to share with everyone: three things, or more THAT, made a difference in my life, with the NLP course Taught by André Percia, which made me expand mentally.

1) About time and how I am enjoying my time here, knowing that everything passes, and I do not own anything. How I can be better than yesterday, and seek the best in me, without the fear of failing, or even making mistakes. 2) About whom I am and what I believe- basically I am nothing and can be everything, it depends on how I see myself and how I intensify that within myself and in the universe. It is being able to give a new meaning to everything I think, feel, see, it's w-o-n-d-e-r-f-u-l.

3) RELAX at any time, space, moment, or situation that presents itself, breathe, reflect, go beyond, want more, dare more. Fill my being with good energies that attract new things and new things, new people, and new people, allowing me to allow myself to reach one more step of growth. I could describe things and things. BUT... the most important, KNOWING that everything is within my reach the moment I want it, and that can lead me to surprising results. Thank you, André."

(MAL, NLPP)

"I want to share a bit of my experience with the NLP training at the Sensory Institute and Professor Andre Percia. My experience was wonderful in every sense, I had a training in NLP, but the one I did with Andre opened several doors in my mind and business. Three very significant things that occurred during this process were: unlocking my mind for sales, I began to understand in-depth assertive communication suited to my profile to sell more. The second factor was my internal change in dealing with challenging personal relationships which had reflections in other areas of my life. And lastly, truly learning how to apply NLP techniques with more confidence and efficacy in other people and also in my learning method for adolescents."

(RLA, NLPP)

"Good evening! I want to share an experience that for me is very important, I have used some techniques at the level of actually practicing, because while I apply the technique I end up forgetting my challenge, which is something that still hurts a lot! I'm just afraid of becoming a nag in NLP! Gratitude!"

(VG, NLPP)

"I have really enjoyed the meditations that were done in the course. I use some metaphors and commands with my children at home and used them with my catechism students, I applied techniques to my husband. And I have self-applied some techniques with great results."

(AS, NLPP)

"André Percia has the ability to communicate with both me and others (perceiving the state of the person not just through verbal cues). He has the skill to help a person change their state in an indirect way. He is adept at eliciting resources for change. He assists in identifying limiting beliefs and modifying them - in addition to helping to construct empowering beliefs. He aids in 'telling your personal story' in a different, more gentle and fair way, recognizing resources! Changing perspective makes all the difference!"

(JHH, NLPP)

"All my trainings in the field of human development have been conducted by André, and the standout points are as follows:

1- Didactics: You, André, are extremely didactic when teaching NLP, Hypnosis, Coaching, indeed, all the information you pass on is done in a clear and specific manner, which shows your total mastery of the subjects, making it clear that you have achieved mastery.

2- Experience with the tools: Everything you taught me was always very clear that you applied in your career as a Master Trainer, Clinical Psychologist, which brings more truthfulness and expertise in your leadership, the famous 'tips that we won't find anywhere else' that you brought me as a student always helped me. 3- Love for what you do: Perhaps this is the most abstract point of all, because after all, what defines love?

Everyone sees it in a different way, however, within what I believe to be love, your teaching method fits all the criteria, you talk affectionately about the meetings with Bandler, about what you could learn from that, you never withheld information, you always brought us the best of what you love.

In summary, that's it, now if I were to give a 100% personal testimonial it wouldn't fit here ha-ha, maybe André you don't know, but modeling you and the admiration I built for you, even more after the Trainer saved my personal and professional life, wherever I go, whether as a trainer and in the future perhaps a master trainer, I will never forget to mention you, just as you mention the meetings with Bandler I mention my meetings with André. Gratitude for everything."

(JHV, NLPP, NLPM)

"Prof. André Percia has an incredible ability to integrate the surgical intellectual mastery of his knowledge with engaging didactics and the practice of effective techniques. His skills as an instructor are unique. Knowing many teachers in Brazil and some abroad, I have yet to find any teacher who could surpass him in the above-mentioned aspects.

1- using NLP and Ericksonian language in day-to-day experiences (was extremely transformative) 2- Freedom and efficiency in communication with André and the team, made the training much more efficient and human 3- I developed quite a lot of confidence to use NLP in the clinic."

(JHV, NLPP, NLPM)

"André is an inspiration, someone we should model because he has developed an impressive and harmonious connection between Neuro-Linguistic Programming, Hypnosis, and Coaching, all in the same process.

André's courses are guaranteed to be of quality far above average because he is a top professional, highly qualified, with an extremely high level of knowledge, commitment, generosity, ethics, and also very important are his incredible human qualities and giving, as well as the flexibility he allows students, which is commendable.

The way he brings the best of various schools and adds all he knows, due to his vast practical experience, scientific robustness, capacity for innovation, constant search for evolution, as well as his dedication are noteworthy.

But also, the theoretical foundation, the advanced diagnostic skills, where he teaches us to read the client on a very deep level, clinical reasoning, broad strategic thinking, but also pedagogy, didactics, and prescription, and a series of other knowledge of human development, which allow us to work on ourselves and work with clients efficiently and effectively.

Knowledge and Individual Development
Personal Evolution and Success
Interpersonal Communication".

(NA, NLPP, NLPM, NLPT, C, MC, HP, HM)

"1) Professor: Professor André Percia is 100% present in the course, that is, his attention, focus is directed at the students, always available for questions, comments. He makes every question important which makes the environment friendly, leaving everyone very comfortable. Access to the professor is also greatly facilitated. Besides being very didactic, he delivers all his knowledge without reservations, which makes his credibility even greater. And because he has extensive knowledge of the content, his course becomes unique.

2) Content: The content offered in Professor André's courses is the broadest I have ever witnessed. He brings various authors, various techniques and all of this is offered in a didactic way and still requires many hours of practice. It is certain that the student will learn and acquire the management of the techniques.

3) Material: The material offered in the courses is very organized. In addition to the theories presented with references, all the techniques presented have their step by step didactically described. Not only are the manuals offered, but also books and even book recommendations. Another important point of the material are the videos with demonstrations of techniques elaborated by the professor himself which greatly facilitate the study by the students.

The courses taught by Professor André Percia are excellent of the highest quality!!!"

(AH, NLPP, NLPM, NLPT, HP, HM)

"André has an excellence in teaching. The love and care with which he ministers the course is something that makes each student strive to give a better response. André leads each explanation and gives students the opportunity to experience each technique, thus ensuring that the learning is fully absorbed by each one. Each course I had the opportunity to take with André was a unique experience of great personal growth and evolution".

(MM, NLPP, HP)

"Hello, good afternoon.

In the courses I did with André, I especially liked the humanity with which he treats the therapeutic process, the kindness and the confidence in the application of the techniques, the internal dive that he provides us in each dialogue, and for the respect of the correction of the knowledge passed by the masters and for the focus on the work of the realisation of the human being. Thank you.

To make a testimony about André Percia's courses, it is necessary first to talk about what led me to do NLP and why I chose André Percia.

I have been a trained psychologist for 43 years. Any course I do, in the psychotherapeutic area, it is important that this course is taught by a professional who also has this training. The desire to do an NLP course arose due to the unsatisfactory turnaround of results in the therapies I processed, mainly regarding the time of positive responses within the process. After readings and many videos, the NLP process attracted me a lot. That's where I started looking for the best course and the best teacher. I came to André Percia, after seeing some dozens of videos and courses available in Brazil. And, with the realization that he also had training in Psychology, I started to watch several videos of his that are available on his YouTube channel, both of applied techniques and specific classes on methodology.

My first goal when signing up for the first course was to "test" if the technique worked on some personal challenges, and I already started self-applying a technique that was available on his channel on how to deal with a fear of flying that had lasted 25 years. I did this for 1 month before traveling to take his first course which was in another city far from mine, which I carried out calmly and consolidated right on the first day of class of the course of PRACTITIONER in NLP – This course was the basis to give me the skills and to appropriate the theoretical and operational foundation of "how" we function structurally and how this structure can be modified consciously and effectively. André Percia's methodology was (and is) essential for us to appropriate these concepts and functioning of our brain and our body. The dynamics of the classes obey several stages, from the concept, the presentation of the experience, the application on another colleague, and the presentation of the doubts about this dynamic. This same methodology is a differential in ALL André Percia's courses, which enables and develops confidence for us to develop our capacity in the application and development of NLP.

AFTER THIS FIRST COURSE, I DID ALL THE OTHERS THAT ANDRÉ PERCIA MADE AVAILABLE, TO QUALIFY ME AND BECOME APT TO DEVELOP MYSELF WITHIN NLP.

COACHING – In this course, I formed skills to deal with specific projects of each client integrated with their personalities and skills. André Percia's differential is bringing NLP to COACHING, which differentiates it from other processes based on unrelated and depersonalized questionnaires. In André Percia's process, each client is unique and their process individualized, adding to their individual strategies.

MASTER COACHING – In this process, we expand the work to a specific group, enabling this group and aligning each person individually with their peers and the organization that is their target. This is done in a humanized and coherent manner.

MASTER IN NLP – Here is really where we make a leap in HOW we do NLP. Our ability is developed to see our client and enable them to expand their potential for change, identifying within them WHERE TO MOVE AND HOW TO MOVE in themselves to achieve the result they always wanted but didn't know how or where to move. Dealing with their emotions and being able to transform them becomes liberating. And, André Percia, with his gaze and his expertise, transmits to us, as students, this ability and security to detect and act with the client where is the key for the process to happen.

HYPNOSIS – This course, based on the theories of Milton Erickson, fits perfectly with the theories and procedures of NLP. NLP even "explains" some of the processes developed by Erickson. And André Percia taught this in an elegant way in which the client most resistant to hypnosis does not perceive the process separate from therapy. And the change happens naturally.

TRAINER – In this course, the skills of a speaker are developed naturally and make us confident in sharing the content we acquired with those who wish. André Percia, in his generosity, which is one of his marks, shares with his students one of his strongest marks, that of his excellence in communication and personal charisma.

ASSISTANT – I could not fail to draw attention to my experience as ASSISTANT to André Percia, and the huge differential that this made in my ability with NLP and as a therapist. Reviewing the contents as ASSISTANT gave me the opportunity to improve my performance. And the attention that André Percia gives to those who have the desire and interest in learning makes him a complete and differentiated professional.

My life has completely changed after all the teachings”.

CC, NLPP, NLPMP, NLPT, C, CM, HP, HM

“1. You are what you teach. The ease with which you teach and the skill you exercise in NLP and technical languages are fantastic.

2. The practicality in the exercises, even something that seemed confusing, when you put it into practice, it was possible to see the transformation happening.

3. Does not economize on the answers, delivers a lot of content inside and outside the classroom”.

VA, NLPP, NLPMP, NLPT

“*1. Expertise and Quality References: * André Percia is recognized as one of the greatest professionals in his areas of practice, NLP, Hypnosis, and Coaching, both in Brazil and internationally. His ability to seek knowledge from the main sources in the field allows his students also to have access to rich and deep learning. This connection with the best practices and theories makes the course content exceptionally valuable.

*2. Practical and Academic Methodology: * The way Percia conducts his courses is remarkable for the practical and objective approach, without neglecting academic rigor. This combination facilitates the understanding and application of the concepts by the students, making the learning more effective and motivating. The extension and depth of the course content demonstrate that they are not mere introductions to NLP, but serious immersions that require dedication for the training of competent professionals.

*3. Accessibility and Professionalism: * Another strong point is André's accessibility. His welcoming and available approach makes the learning process even more pleasant and efficient. The proximity to the instructor, combined with his evident professionalism, not only facilitates the absorption of knowledge but also inspires the students to pursue their professional goals with passion and determination.

In summary, the course taught by André Percia stands out for integrating a solid theoretical base with applied practice, guided by a renowned and accessible professional, which significantly contributes to the training of qualified specialists.

With him, I became a Hypnotherapist, Speaker, and Coach.”

NS HP, C, MC

“I had the honour of graduating as a Master Practitioner in NLP from EBPNL with our dear master André Percia!

So much knowledge!!

André charms in his classes for at least 3 reasons:

-His passion for NLP overflows, and this infects us.

-He always brings the best and newest of NLP in practice, without sticking to one name or another, with so much knowledge he has, it becomes possible to teach us the best of each line and strand of NLP.

-André always contributes beyond the proposed syllabus, with precious reading and content recommendations”.

GS. NLPMP