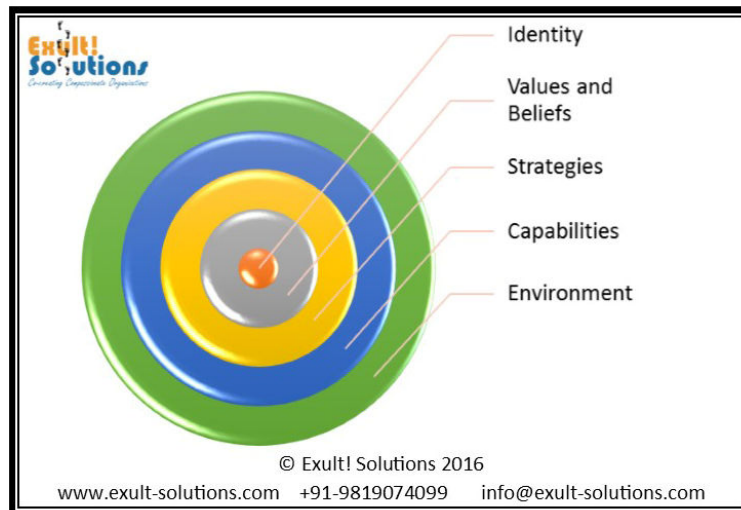


# Peeling the Neurological Onion

Rukmini Iyer, Director, Exult! Solutions

This article is based on the concept of Neurological Levels propounded by Robert Dilts. Dilts proposed that our reality is created by an interaction with and the relationships between certain processes and phenomena. He believed that these processes and phenomena have a certain hierarchy and based on the level, the relationship goes deeper into one's system.

In this article, let us attempt to use an adapted version of this concept for the purpose of self-exploration. Here's our Neurological Onion to peel:



While the Onion in itself is versatile and can be used in various ways, in this article, let us examine its use in the context of self-exploration. You may choose any area of exploration such as your current job, the place you live in, your health, an educational choice, etc. Once you have identified your area of exploration, find some quiet space and time for yourself to peel the layers, using these questions:

## Step 1: Environment

- What is your current environment like in the context of your exploration?
- How does the environment facilitate you?

## Step 2: Capabilities

- What capabilities do you have related to your exploration?
- How do these capabilities enable you?

## Step 3: Strategies

- What strategies do you use to work in your area of exploration?
- How do these strategies make you successful/satisfied?

## Step 4: Values and beliefs

- What values and beliefs do you hold related to your area of exploration?
- How do these values and beliefs function for you?

#### Step 5: Identity

- What is your identity surrounding your area of exploration?
- What aspect of this identity do you wish to enhance and how?

While you may choose to halt the exploration here, if you wish to do a re-integration, you can continue with these steps:

#### Step 6: Identity

- Who do I choose to be in this area of exploration?
- What do I need to shift to assume this new/modified identity?

#### Step 7: Values and beliefs

- What values and beliefs do I need to use more to support by choice of identity?
- What values and beliefs do I need to release now?

#### Step 8: Strategies

- Are there any changes needed in strategy to align with my new/modified identity?
- How do I shift my strategy?

#### Step 9: Capabilities

- What current capabilities should I use more of?
- Are there any new capabilities I need to build?

#### Step 10: Environment

- What aspects of my environment are healthful and supportive of my choice of identity?
- What in my environment do I need to change and how?

You may choose to make a mental note, or perhaps even write down the answers for reflection. If you are familiar with visual or spatial anchors, you could even use those as you walk gradually into the centre of the onion.

My experience with this tool is that it can have a life-changing impact. It can clarify meaning, articulate purpose and deep reasons to do or not do certain things. Identifying your area of exploration very clearly and specifically, such as 'My relationship with person X' or 'My career' works better than a general theme such as 'Spirituality' or 'State of the world today'.

---

*The author is Director of Exult! Solutions and works in the areas of organizational transformation, training and peacebuilding. She is a certified practitioner of Neuro Linguistic Programming (NLP), Appreciative Inquiry and Non Violent Communication. For any enquiries related to business transformation, leadership training, coaching, etc. write to info@exult-solutions.com.*

