

Using a Behavioral Model of Excellence to Improve Organizational Performance: Benefits and Pitfalls

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Abstract

Introduction: Behavioral models of excellence are used to profile successful human behavior and, through a training program, to teach others the characteristics of success.

Objectives: The objectives were to profile an application of the NLP LifeSets[®] MOE and highlight considerations for successful implementation of MOE-based training programs.

Methods: To develop a model of excellence, data is typically gathered across four components: meta programs, contextual beliefs, cognitive strategies and physiology.

The patterns revealed through interview, observation and the structured survey are confirmed through component-specific validation processes and analyzed to determine the prevailing patterns for the 'star performers'. The resulting NLP LifeSets[®] Model of Excellence profile is a synthesis of this analysis and is accepted as the operational MOE once reviewed and agreed with the client. From this NLP LifeSets[®] MOE, a training program is developed.

Results: This paper describes one study and discusses some of the advantages of this approach to organizational training, as well as some of the challenges in the successful implementation of new behaviors and attitudes.

Conclusions: The article concludes with emphasizing the importance of management commitment to behavioral modelling projects and suggests some further uses of model of excellence profiling.

Keywords: Behavioral Modelling, Model of Excellence, Neuro-Linguistic Programming, Organizational Training

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Rewarding Self-Liberation. The Use of NLPt in Lifestyle Improvement and Weight-Control

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Abstract

Introduction: Environmental changes are exponential, while innate and acquired predispositions fall short of adjustment, hence average individual stress levels increase and express in weight gain (Sominisky & Spencer, 2014). Uncontrolled instincts – together with unrealistic ambitions – play a major role in the erosion of self-esteem and condition the subjects' mindset for incapability due to biased attribution of failure, and are intensifying the psychological discomfort that induced self-rewarding habits (Thomas et al., 2008).

Objectives: Symptomatic treatments – especially those which promise quick and effortless results – are harmful both in psychological and, consequently, in medical terms, as subjects tend to experiment with increasingly radical procedures after moderate attempts fail (Collins & Bentz, 2009). Based on current obesity studies, a non-invasive, low-intensity approach promises a practical solution for the complex bio-psycho-social challenge.

Methods: As perceptible somatic issues often originate in – individually varying but generally similar – psychological syndromes that trigger unhealthy habits (Gluck et al., 2001; Goodman & Whitaker, 2002) and therefore continuously deteriorating the biochemical equilibrium that reinforces reactive behavioral responses (Alexeev et al., 2018; Osadchiy et al., 2018), these self-sustaining cycles are reversible with systemic approach and NLPt methods.

Results: The recently developed mental training based on the allergy-process (Dilts et al., 1990; Biró, 2006, 2015) and increased habitual control offer sustainable results by the improvement of lifestyle-related cognitive and affective factors – e.g.: identity, motivation, strategic thinking – and promote decisional consciousness, even in abruptly adverse situations. General experiences and selected cases are presented.

Conclusions: NLPt methodology permanently enables to provide solution for weight-related issues by enhancing self-control and consciousness. Psychological, biochemical and neurobiological advancements supporting the theoretical model behind practical results of lifestyle-changing and weight-control are discussed.

Keywords: self-rewarding routine, internalizing control, weight-control process, adaptation, performance psychology, preventive healthcare

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Early Maladaptive Schemas and Behavioral Coping Mechanisms in Relationship with Bulimic Symptomatology

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Abstract

Introduction: Eating disorders are difficult to treat and the relapse rate after classical interventions is high. Recent models of bulimia nervosa stress the role of the negative beliefs about the self in the etiology of this disorder. Other studies consider the strategies people affected by bulimic symptoms use in order to cope with stress. The present paper aims at identifying early maladaptive schemas and behavioral coping mechanisms in young women exhibiting bulimic symptoms, as well as testing the interaction between the two categories of variables in relationship to the severity of the bulimic symptomatology.

Objectives: a) to identify early maladaptive schemas and behavioral coping mechanisms associated with bulimic symptoms; b) to analyze the relationship between early maladaptive schemas and behavioral coping mechanisms that are relevant to bulimic symptomatology.

Methods: 144 young women ($m=20.21$, $SD=2.01$) were investigated using EDI-3 (Eating Disorder Inventory 3), YSQ (Young Schema Questionnaire), SACS (Strategic Approach to Coping Scale) and PDSQ (The Psychiatric Diagnostic Screening Questionnaire) in a design including two clinical and one non-clinical research groups established by using cutoff scores in Bulimia scale of EDI-3 and PDSQ scales.

Results: The results indicate that the participants reporting bulimic symptoms of high clinical relevance also have more severe abandonment, enmeshment, subjugation, emotional deprivation, and entitlement maladaptive schemas than the non-clinical group, with more pronounced abandonment, enmeshment, and subjugation schemas in the high clinical relevance group than in the group of typical clinical relevance. Participants in the high clinical relevance group use more frequently antisocial action and less frequently assertive action than controls. No moderating effects of the relationship between the abandonment schema and bulimic symptoms by behavioral coping mechanisms were identified.

Conclusions: The implications are that early maladaptive schemas and behavioral coping strategies belong to different mechanisms developing and maintaining the bulimic symptoms and that they may not interact. Experiential findings concerning the abandonment schema, the development of a secure attachment style, and anger management strategies could be integrated so as to improve existing treatments for bulimia nervosa.

Keywords: bulimia nervosa, abandonment, subjugation, anger, assertive action, attachment

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Depression in Children Diagnosed with Attention Deficit Hyperactivity Disorder (ADHD): Aggressive Behavior and Impairments in Peer Relationships as Predictors

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Abstract

Introduction: *The number of school-aged children that are struggling with difficulties in establishing proper relationships with peers and with aggressive behavior, referred for psychological assessment and psychotherapy in our psychology clinic, has been continuously increasing over the last years.*

Objectives: *The aim of this study was to examine the relationship between aggressive behavior, impairments in peer relationships, inattention, and impulsivity-hyperactivity as predictors for the level of depressive symptoms in children diagnosed with ADHD.*

Methods: *A clinical sample of 119 children, aged from 7 to 15 years old, who were diagnosed with ADHD, have been tested in a psychology clinic in Romania, over the past three years, using the Child Depression Inventory (CDI) and Conner's 3rd Edition.*

Results: *Children with high levels of peers' relationships impairments, aggression, inattention and impulsivity-hyperactivity also manifest very high levels of associated depressive symptoms. Also, impairments in peer relationships and the level of aggression explained important levels of variance (25.2%) of the children's depressive symptoms.*

Conclusions: *The practical implications in child psychotherapy refer to the approach of the intervention so that it also includes a treatment for emotional disorders apart from addressing the child's cognitive, behavior and social problems.*

Keywords: *child depression, peers relationships impairments, aggression, inattention, impulsive-hyperactive*

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Effects of Mindfulness Techniques on Oncological Adolescent Patients – a Qualitative Psychological Study

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Abstract

Introduction: Studies show that mindfulness meditation can deeply and constantly change the structure and operation of the brain and fosters the improvement of mental processes related to emotional adjustment strategies, attention and social relationships. As we begin to pay more attention to our thoughts, we can see exactly where we block ourselves to appreciate the good things in life.

Objectives: Having as main landmarks from academic literature the Jon Kabat-Zinn's mindfulness-based clinical trials, the present study is a qualitative one, which had as primary objective to explore the psychological effects of mindfulness-based techniques on adolescent patients of the oncological unit.

Methods: The participants were three teenage girls hospitalized in the pediatric section of The Oncology Institute from Bucharest. The study sampling was random, having to consider the patients availability to report personal information and to participate in every session of the study – the clinical intervention being based on mindfulness techniques. Each patient attended nine individual sessions by going through a clinical interview, a projective personality evaluation and a pre-test & post-test intervention evaluation of the psychological effects of mindfulness techniques.

The clinical intervention based on mindfulness techniques was focused on exercises implying observing one's breath, handling one's emotions through conscious breathing, cultivating gratitude, connecting to their own body through breathing scanning, exercising a pain handling strategy, mindful eating, and also guided meditation focused on psychological qualities, such as: stability, strength, inner power, flexibility, acceptance, depth of inner resources and loving-kindness directed to oneself and others.

Results: The results showed an association between the psychosomatic aspects of cancer identified in the academic literature and psycho-individual aspects of participants in this study; post-intervention, patients who had high or medium levels of anxiety or perceived stress reported decrease or maintenance in the levels of those traits. Also, the level of mindful attention awareness appeared to either increase or maintained at a high level in the post-intervention evaluation.

Conclusions: Some of the benefits indicated by the patients were that "I learned how to calm down through observing my own breath"; "I managed to express my negative feelings, learning in the same way to observe that there are also good things, not just bad"; "I learned to relax just by trying to observe my own breath and to control my breath when I feel like it is needed".

Keywords: mindfulness-based stress reduction, cancer patients, clinical intervention, coping strategies

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The Maternal Postnatal Disorders – Assessment and Intervention from a Maternological Perspective

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Abstract

Introduction: *The postpartum emotional disturbances should be seen as a public health problem, as statistics show that at least 20% of mothers go through such distress, and there is more and more scientific evidence that these not only affect the woman’s condition but also the development of the child on the long run.*

Objectives: *This paper aims to present the maternological perspective on human development and mother-child relationship, to illustrate, by case studies, the psychological evaluation and intervention, as well as to highlight the need for a specific approach of the mother-child dyad.*

Methods: *The method used is a qualitative one, the paper presenting case studies. We used the maternological interdisciplinary method (psychologist-physician) of observation and analysis of the nursing moment (video clinic), the interview and standardized questionnaires (e.g. Beck Depression Inventory). The therapeutic intervention was carried out in individual and group psychotherapy sessions.*

Results: *In the analyzed cases, improvements in children’s symptoms and maternal sensitivity were observed; mothers expressed positive changes at the levels of mood, interaction and perception of the child. By observing the baby’s behavior and symptoms, as well as his interactions with the mother, we can have access to a better understanding of maternal suffering. By providing accompaniment/ psychological support and empathic listening to the mother we help her rediscover past injuries and wounds, foster emotional unblocking, and empower connection, increasing her being present for the baby.*

Conclusions: *Ensuring emotional support for mothers, as quickly and appropriately as possible, within the first few months of birth, proves its beneficial effect in real time by improving the child’s health and balance in the relationship between the two. We believe that the observations made so far can set the basis for more extensive studies that emphasize the quest for a specific way of intervention in postnatal psychotherapy, in accordance with the perinatal needs of the mother and the baby, an intervention with focus on mother and child together.*

Keywords: *postpartum disorder, psychological birth, support group, psychodrama*

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