



THE ACTION  
FACTORY  
PODCAST

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# Neurolinguistic programming in residential youth work.

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# Anchoring in NLP

In this session of the Action Factory podcast, we discuss anchoring in NLP and its potential applications in residential youth work settings. According to Neurolinguistic Programming, we are constantly creating anchors, some of which serve us well and others that do not. Recognizing these anchors in ourselves and others can help us install new, more productive ones in our clients.





# WHAT ARE ANCHORS?

## **What is Anchoring in NLP?**

It's the process of associating a specific emotional or mental state with a trigger, which can be either external or internal. Think of it as a 'button' that evokes certain feelings or reactions.

**Examples of Anchoring:** This could be a song that triggers a happy memory, or a particular scent that reminds you of someone. Anchors are often formed naturally in emotionally charged situations and can be either positive or negative.

**Use in Challenging Situations:** Anchors can be intentionally created to induce positive mindsets or to generate a powerful state on demand.

# How to Install Your Own Anchor:



**1**

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## **Find a quiet time and place.**

Somewhere that you are unlikely to be disturbed. Jumping around with your eyes closed can look a bit crazy to a spectator.

**2**

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## **Recall a moment of empowerment or intense joy.**

Example: Michael recalls a football match where his team scored the winning goal in the last minutes.

**3**

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## **Relive this moment vividly, engaging all senses.**

For Michael: This involves physically jumping and cheering as he did during the game.

**4**

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## **Attach your trigger at the peak of this experience.**

Michael's Trigger: Pressing his thumbnail into the end of his finger.

**5**

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## **Release the anchor by shifting to a calming or different thought.**

This involves opening your eyes and breaking the spell, allow your demeanour to change to a calming state.

**6**

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## **Test the anchor by activating it and noting the emotional shift.**

Michael's Test: Walking on fire!



# ACTIONS/TASKS:

W A Y S   W I T H   R E S I D E N T I A L   W O R K .

These techniques can be invaluable in daily life, for empowering ourselves or enhancing our mood. But how can this be applied to our work with young people in residential settings?



## 1. RECOGNIZE NATURAL ANCHORS:

Observe the anchors that trigger specific behaviors in others.



## 2. CREATE POSITIVE ANCHORS

Use physical gestures or unique phrases to evoke desired states. For example, a mother used the phrase “Hocus Pocus Focus” to calm her children.



## 3. EXPLORE PERSONAL AND CLIENT ANCHORS:

Practice recognizing your own anchors and those of your clients, understanding their impact on emotions and behaviors.



## 4. INTEGRATE ANCHORING INTO YOUR CULTURE:

Make anchoring techniques a part of the routine in residential youth work environments.