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IMPROVING LEADERSHIP PERFORMANCE
.....THROUGH INSPIRATION

The NLP Meta-Mirror Technique

This is a useful technique to help a coachee formulate empathy in a difficult relationship that they have with another, enabling them to see the relationship from different points of view.

Instructions for Coach

- Have the coacheee sit in a chair facing an empty chair – tell them to imagine the other person in the relationship is in the empty chair, so they must position themselves how they would feel comfortable if that other person were really there.

- Ask them to describe what they are feeling when they look at the person in the imaginary chair (aim for about six descriptive words).

- Ask the coachee to sit in the chair belonging to the other person, as if they are facing themselves. Ask them to describe their feelings now as if they were the other person in this scenario.

- Then, ask the coachee to position themselves somewhere that they can see both chairs, so they are observing the interaction between themselves and the other person from the point of view of a third person. Ask them for their reflections, for example what they see, if there's anything that strikes them, if there's any advice they would offer to the pair, what is likely to happen if things stay as they are etc. It is important not to rush this part!

- Now position the coachee even further away, so they can observe the two chairs as well as the third party. Ask them what resources the third party has that the imaginary self in the chair needs? What would happen if the third party were to swap places with the imaginary self in the chair – what would the relationship between the third party and the other person be like?

- Finally, ask the coachee to resume their original position in the chair. With all their insights from around the room, how now can they approach their relationship with the other person? What have they learnt? How do they feel? What are they going to do about the relationship outside the coaching session?