

# MINDSONAR ME

*International MindSonar Community Newsletter*



## WORDS FROM JAAP

*Hi Everybody!*

*Here in the Netherlands, the climate crisis is impacting more and more. This morning a forester was on the radio. The soil of our heather fields is getting so acid that it's poisonous. Cause: nitrogen from fertiliser. Many plant species have died.*

*Several political parties are singing the praise of Maintenance: (We've been farming here for 200 years, we have a right to continue). Present: (I saw a barn full of birds yesterday: nothing's wrong with nature). Internal reference: (Science is just one opinion. We know better). And they are winning.*

*I will be singing the praise of Change, Future and External Reference, when it comes to nature (and voting).*

*Because you are so much more!  
Jaap Hollander, MindSonar founder*



## MINDSONAR NEWS HIGHLIGHTS

MindSonar CT in the UK starts May, and goes through June and July.

MindSonar CT in the Netherlands is on its way, with people from government, banking, financial services and training & development.

MindSonar CT in Poland is starting again this month.

MindSonar Global is talking with a new distributor in Colombia. We'll gradually re-extend our network in Latin America, with one distributor in each country.

VStorm is still working on what's now called, internally, 'The New MindSonar'. No predictions on when it will be finished, but we're hanging in there...

MindSonar Netherlands is organising a Zoom-day, with 6 presentations: Team building (F5 and Freestyle), Cognitive Diversity (with Ian), Telemarketing, Work Councils and Education.

Biljana is sending out the 26th series of LinkedIn post. Please love, comment and share.

## THE CLIENT DISAGREES, HOW YOU CAN HELP



What do you see as odd here? The client disagreed with one thing in their profile and said:

"I know I completed it like this, but..."

If like me, are you looking at external reference and considering, with the other patterns, this seems out of place?

So I helped clarify - I asked the client when she was at her best, how did she know? She only answered by stating I know, I see, I get - it turns out she had changed context at these questions as she was being promoted and thought about the importance of feedback from her senior line manager! Don't be afraid to guess and test patterns if they don't look right - but do it in a curious way.

## MINDSONAR PROFESSIONALS GLOBALLY



### Meet Kate Jackson

Kate is an NLP and ILM-qualified leadership coach specialising in helping leaders in tech, engineering, and finance.

She includes Mindsonar(R) to complement the coaching programs she provides to support leaders of rapidly scaling businesses. It helps them understand how to communicate more effectively with their teams, their investors, and their customers. She usually asks them to complete a questionnaire at the beginning of a program and one at the end so they can discuss their development.

She believes that building rapport is one of the fundamentals of coaching; she finds that MindSonar(R) 'turbo charges' this process and enables her (the coach) to focus on the core issues that the client wants to address quicker and more effectively. Contact Kate [here](#)



## RECOGNIZING MINDSET



### Conflict resolution

Recognising the patterns in conflict is the start to gaining resolution.

### The conflict thinking patterns:

**Internal reference/Internal LoC, Proactive,**

**Mismatching, Specific:** I am right, and in control of the argument; you are wrong in every aspect.

### Values:

**High Power and Winning-** I am in charge, and I will get what I want no matter how.

## Article

# ARGENTINA WON THE WORLD CUP AS A HIGH POTENTIAL TEAM

By Tomasz Zawadzki

### AGILE ORGANIZATION

The Argentinian national football team became world champions. Due to the money involved, and above all, the number of people who train this sport professionally, it is the most competitive contest in the world. The level of difficulty is increased by the fact that a High Potential Team must be organized for a month, consisting of a fairly large number of people - 26 players plus staff. In addition, to be a coach of the national football team, it is good to be able to work in agile sprints - teams are created as projects, and planned to achieve goals: eliminations, championships, and friendly competitions.

### PEOPLE, TOGETHER, KNOWLEDGE

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