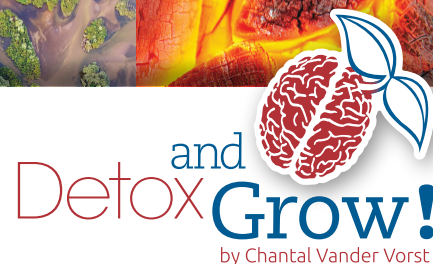


# Our newsletter

## Making change happen

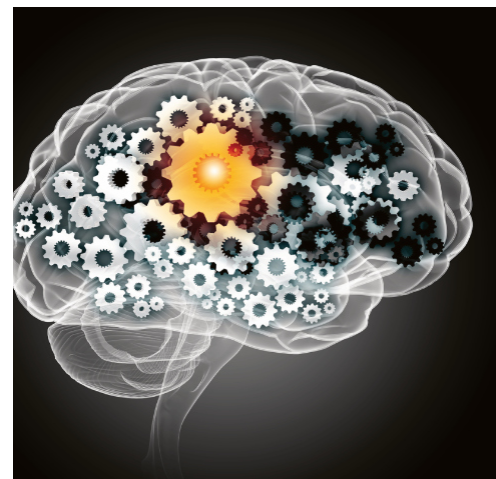
A newsletter for coaching and well-being practitioners



## Putting our biology back on the agenda



By Chantal Vander Vorst, speaker, coach, trainer, consultant. Pioneer of the international dissemination of the NeuroCognitive and Behavioral Approach



**T**oday neuroscience and human behavior science bring a new and almost objective perspective to our biology and our hundreds of billions neurons. Underpinning this knowledge and understanding is a firm belief that a better understanding of who we are as a human species can lead to motivating lives, constructive relationships, and a professional environment that finds the right balance between well-being and performance.

However, knowledge and understanding are not sufficient to tackle the changes and developments that are sometimes necessary for companies, teams or individuals: they must be part of a policy of continuous applied research and development of

pragmatic tools and be accompanied by a desire for dissemination and outreach to as many people as possible.

### About Homo Sapiens Sapiens

Our species, Homo Sapiens Sapiens, is the only human species identified on earth. It seems that it eradicated other human species by a mechanism not yet fully understood.

We could perhaps find in this eradication one of the possible explanations for the supremacy that humans attribute to themselves as well as their progressive disconnection from respect for their biology and the living systems that surround them, such as the earth.

This disconnection is reaching its limits.

### Anatomical strata

Let us look at a great paradox: our neurons are totally free, nothing prevents them from creating, innovating, moving forward... and yet our thoughts and actions are regularly limited in relation to all the possibilities. How is this possible?

We have several anatomical and functional layers in our brain, which means that we host several "governance" systems, which sometimes compete, or at least are not always on the same wavelength. This lag, these internal conflicts will be manifested by indicators that we know very well: stress, a decrease in

心  
核  
体

Shin Gi Tai  
Unification of  
mind, technique  
and body



motivation, inertia and a decrease in performance indicators.

It is thought that our global intelligence comes from the prefrontal neocortex. The high forehead of our species would therefore be the headquarter of our logical, creative and complexity management capacities. Its place in the human being is surprising: far from being the heart of our reigning consciousness, the prefrontal seems essentially unconscious or silent, and its role would therefore be, among other things, to nourish our intuition.

The more conscious and louder parts of our brain are therefore not able to take a step back and

make complex decisions. No wonder then that Homo Sapiens Sapiens sometimes makes non-sense, takes irrational decisions, even to the detriment of its own survival.

### **Toxicity at all levels**

It is therefore not surprising either that we create toxic systems for our species, not necessarily out of ill will, but rather out of ignorance of our own functioning.

In the toxicological chemical directories, we can read this: toxicity encompasses all the harmful effects of a toxicant on a living organism. The adverse effect is related to the dose, the route of absorption, the type and severity

of the lesions, and the time it takes for a lesion to appear. An acute effect is felt in a relatively short time (minutes, hours, days), while a chronic effect manifests itself only after a relatively long and permanent exposure time (weeks, months, years). A local effect occurs at the point of contact, while a systemic effect occurs at a location far from the point of initial contact.

Human toxicity could be defined in exactly the same way and is declined according to Chantal Vander Vorst in three levels:

■ **The relationship toxicity**, which is most often represented in the media and that affects the relationship itself

■ **The systemic toxicity** that is rarely talked about and which highlights the impact of the way we conceive the organizational structure



■ **The individual toxicity** in which we become our own executioner. Widely unknown, it is however currently wreaking havoc in the professional world. Reflecting even further, wouldn't we all be a potential source of toxicity for others and for ourselves, don't we all have our dark side? We can be the cause and the victim of toxicity, and more often than not, if we are not sufficiently vigilant, toxicity will spread, and the entire system can become harmful and counterproductive.

### **Towards a biocompatible organization**

All the resources are inside us, and we all have the possibility of creating organizations and teams compatible with our biological functioning, combining well-being and performance. Whatever the root cause, a high level of stress will sooner or later have an impact on well-being and performance.

### **A few tips**

- Really take into consideration the symptoms of stress, even mild because they indicate that a slippage is potentially occurring
- Build teams and operations including at the same time a minimum of structure, and a structure flexible enough to be able to be adapted
- Focus on relationships and harmony between everyone
- Ensure excellent alignment between responsibilities and degree of autonomy
- Clarify the role of everybody within the company
- Establish a culture of feedback

Detox and Grow is an international coaching and training center created by Chantal Vander Vorst.  
**Our mission? Making change happen.**

→ **Detox&Grow!**  
**Chantal Vander Vorst**  
[www.detoxandgrow.com](http://www.detoxandgrow.com)  
[chantalvdv@detoxandgrow.com](mailto:chantalvdv@detoxandgrow.com)

