



Malaysia  
Charter Chapter

# The Evolution Loops

Sylviane Cannio,



Founder Cannio Coaching

# A quick word – Sylviane Cannio



- A pioneer of coaching in Belgium – about 6,000 hours of coaching – founder of Cannio Coaching with a team of 75 coaches across 35 countries (new website available end of April – [www.canniocoaching.org](http://www.canniocoaching.org))
- Mentor since 1984
- Master Certified Coach by ICF since 2009
- Senior Practitioner EMCC
- President of Belgium chapter ICF 2004-2006, Member of the Global Board 2008-2010 and Vice-President ICF Global 2010
- Official ICF assessor
- Authored two books translated in several languages, other publications as well
- Inspiring keynote speaker on four continents
- Co-founder of MentoringCo, Shanghai, October 2019

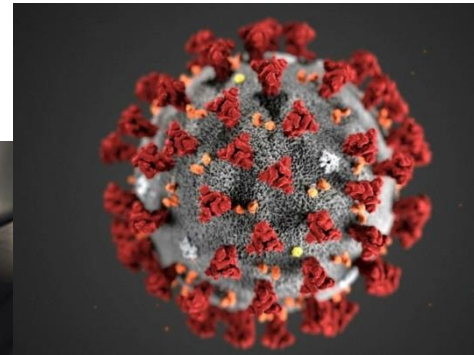
# Because change has become routine...



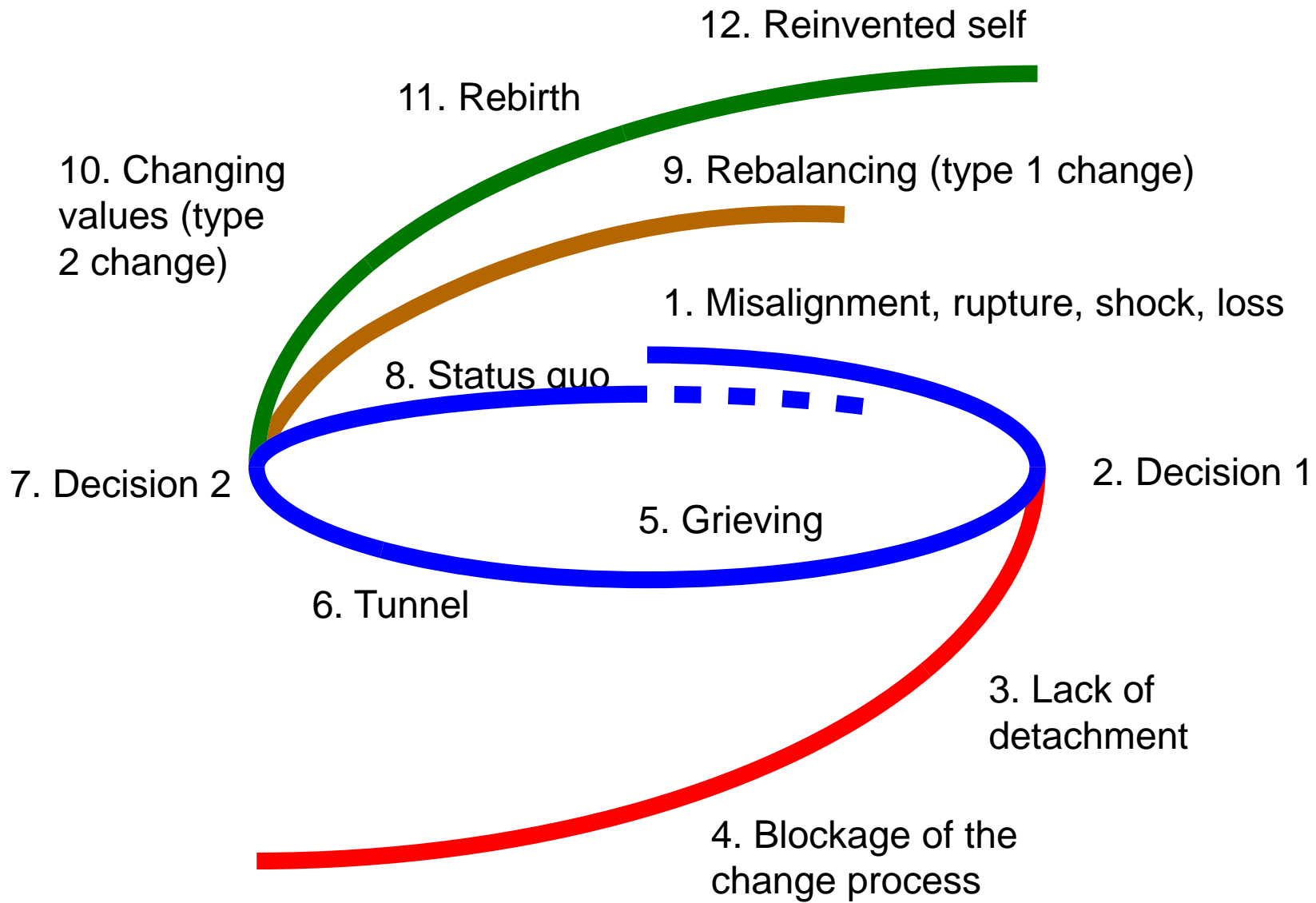
**Cannio-Launer Evolution Loops**



# Because change has become routine...



**Cannio-Launer Evolution Loops**



1

**Behaviour:** Displays little enthusiasm in dealing with problems, sulking, aggressive or withdrawal behaviour, lack of ability to stand back and see things in perspective

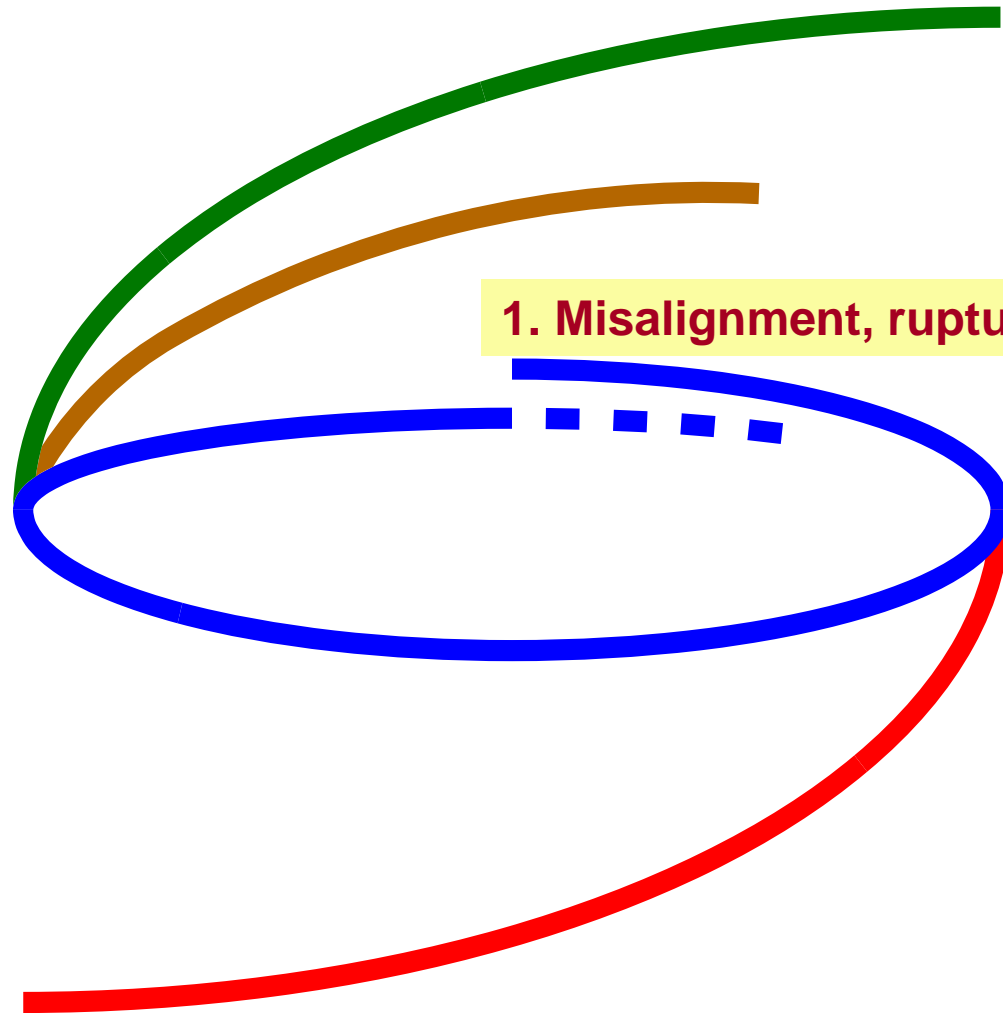
**Health:** energy flagging, fatigue

**Morale:** steadily falling

**Thought:** "It can't be true, not me, why me?, I'm sick if it, I've had enough"

**Feelings:** off balance, surprise, lassitude on going to work

**Sensitivity (spiritual):** fading, little or no perspective



1. Misalignment, rupture, shock, loss

2

**Behaviour:** negative stress, going round in circles

**Health:** energy and loss of speed, fatigue

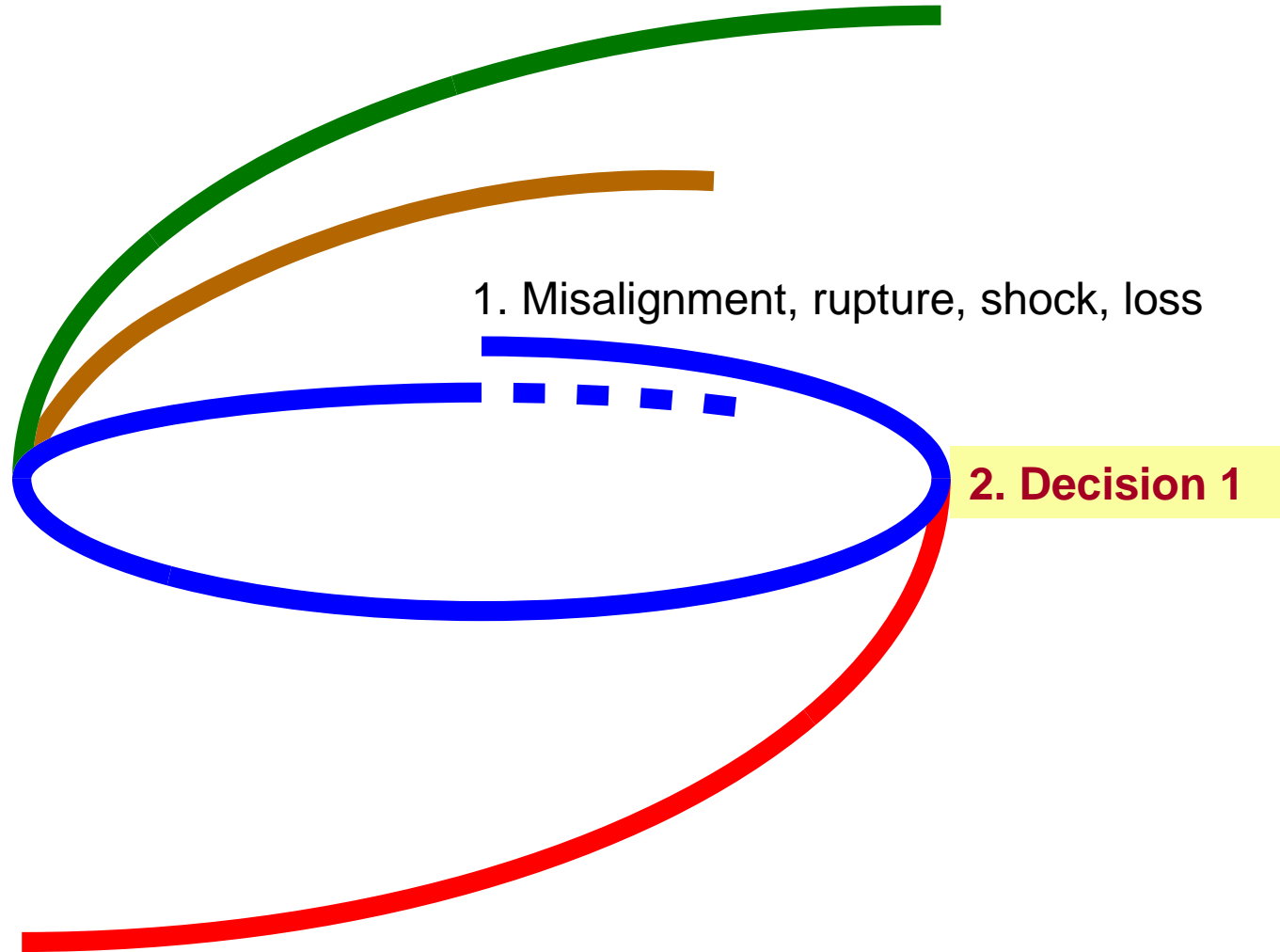
**Morale:** unsteady

**Thought:** "This is tough, unfair, I don't get it, I'm angry or I'm sad"

**Feelings:** fear, anger, doubt, enervation

**Sensitivity**

**(spiritual):** none or very little, lack of context and anchor points



## Cannio-Launer Evolution Loops

**3**

**Behaviour:** flight, inhibition, withdrawal

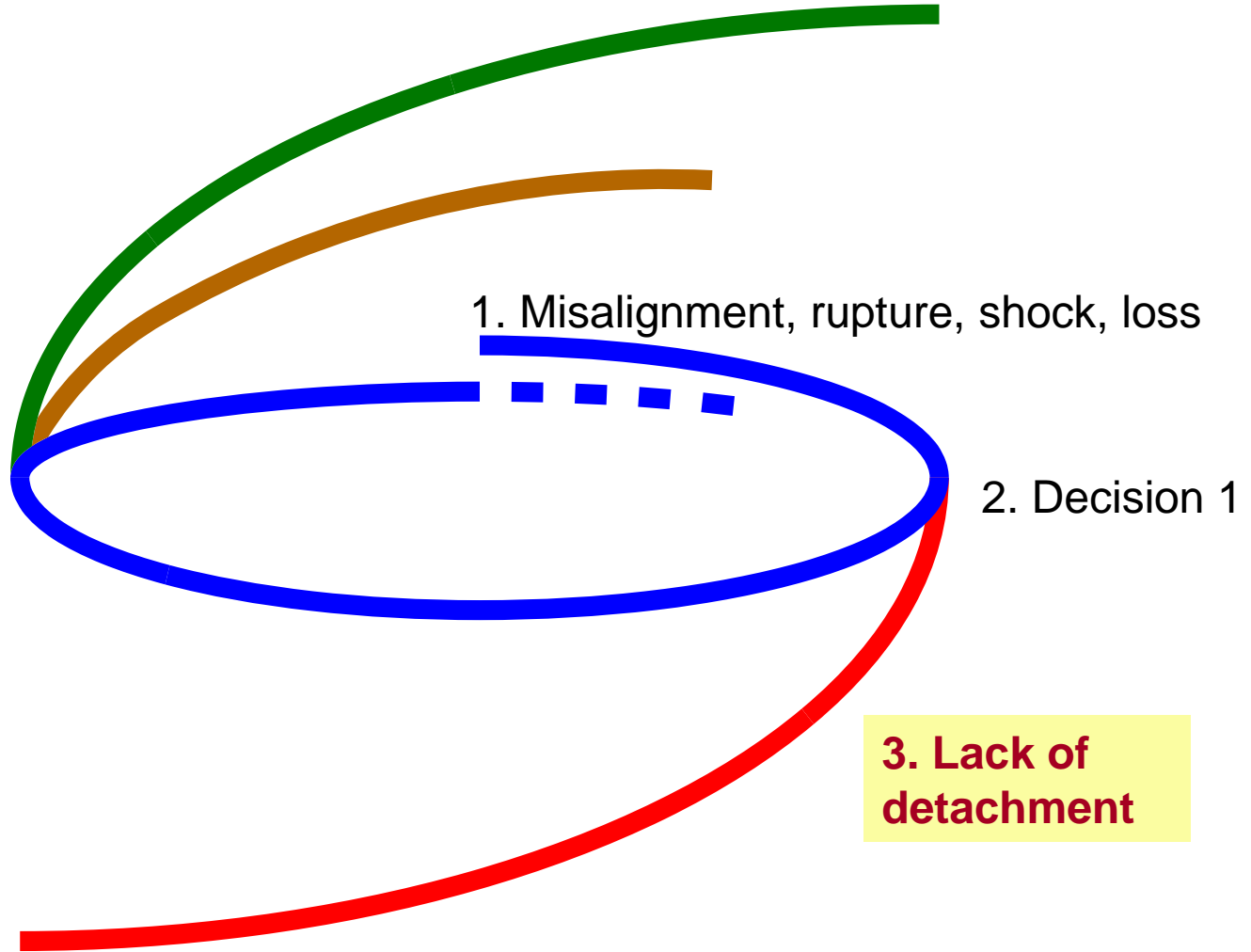
**Health:** immunity lower and lower

**Morale:** low

**Thought:** "I want things to be the way they used to be. I refuse to say goodbye, to let it go. It isn't real".

**Feelings:** fear, apathy

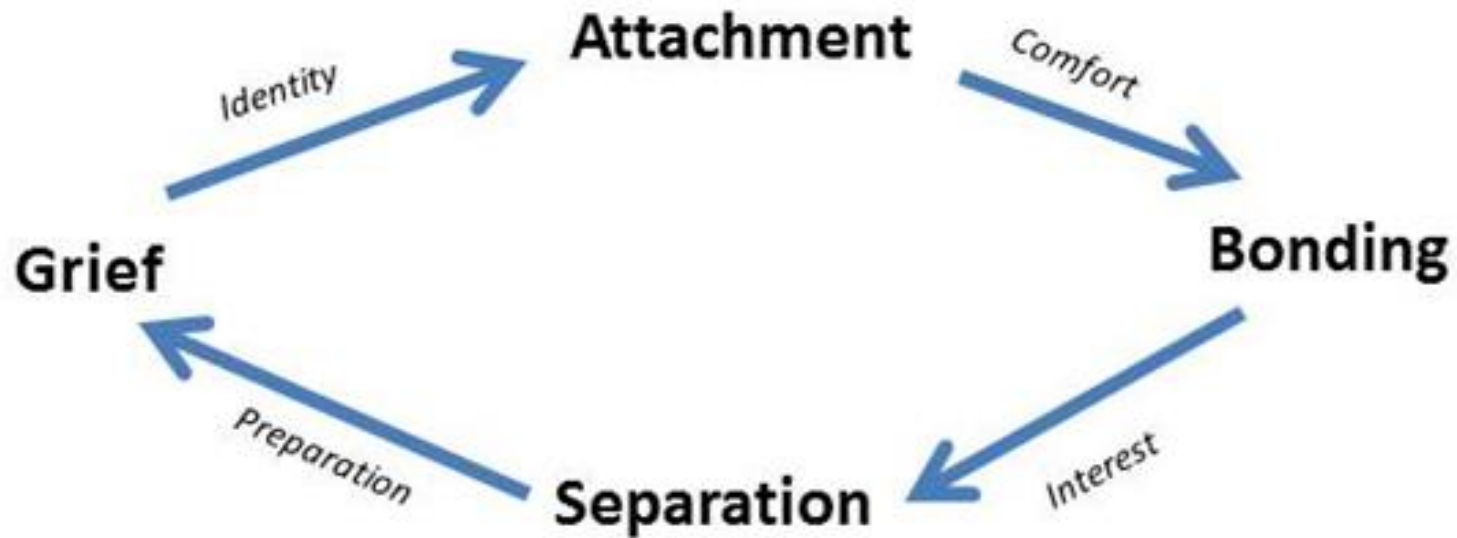
**Sensitivity (spiritual):** no spiritual feeling and anchor points belonging to the past



## Cannio-Launer Evolution Loops



# The Law of Attachment (John Bowlby)



Cannio-Launer Evolution Loops

4

**Behaviour:** attack (perhaps violent), inhibition (depression) or flight (into alcohol for example)

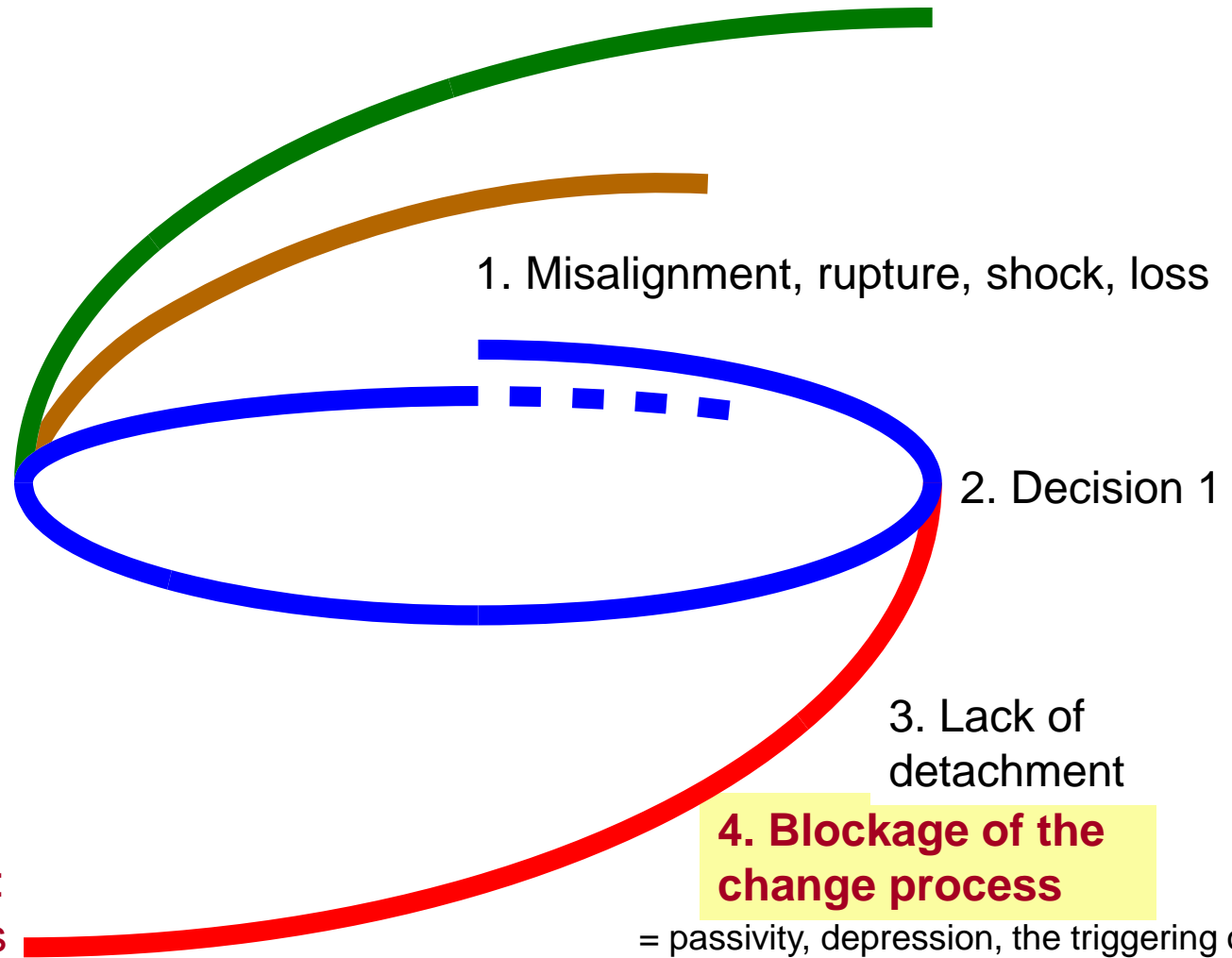
**Health:** poor because immunity is very low

**Morale:** rock bottom

**Thought:** "I want everything back the way it was. I refuse to say goodbye to it, to let it go. This is not real".

**Feelings:** fear, anger, apathy about the option chosen

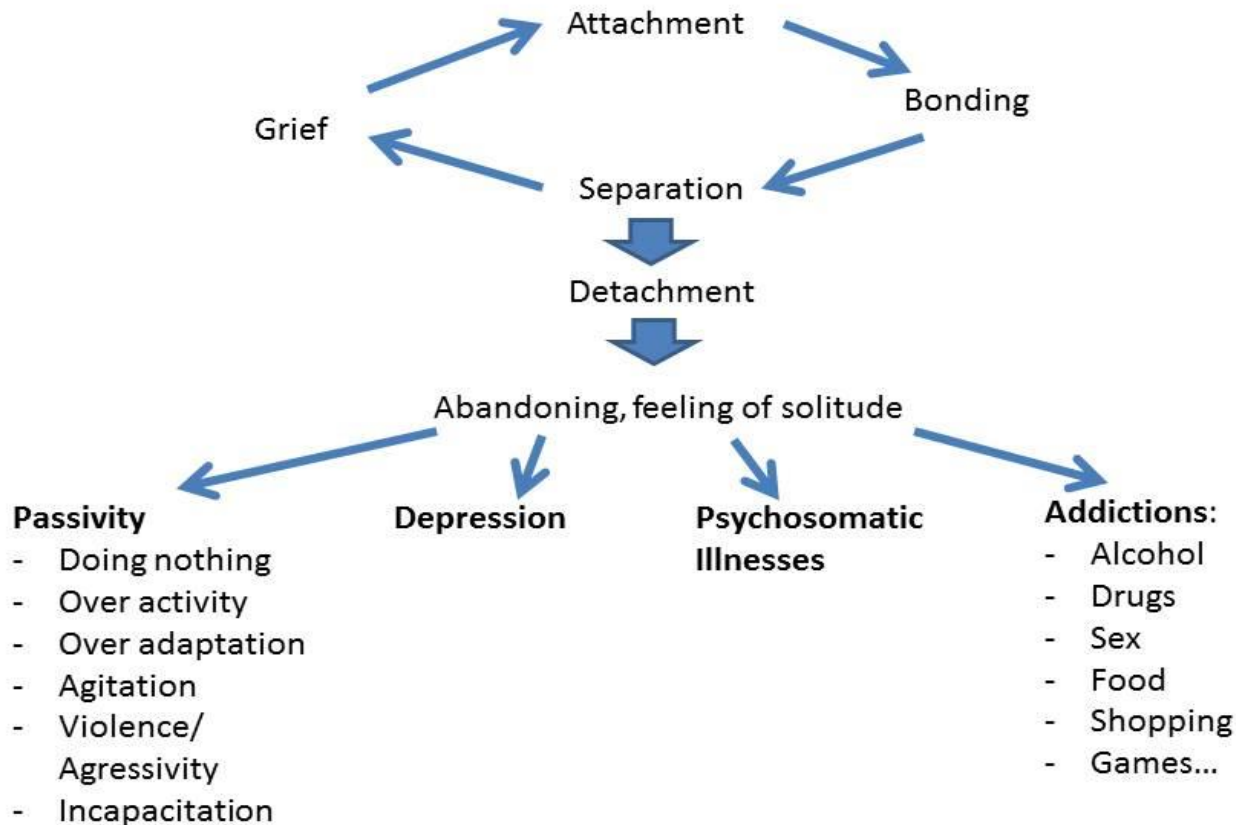
**Sensitivity (spiritual):** none, no anchor points



= passivity, depression, the triggering of psychosomatic illnesses and/or toxic reactions (alcohol, drugs, etc.).

## Cannio-Launer Evolution Loops

# Blockage of the Grieving Process



**5**

**Behaviour:** withdraws, looks for compensations, bargaining, recriminations

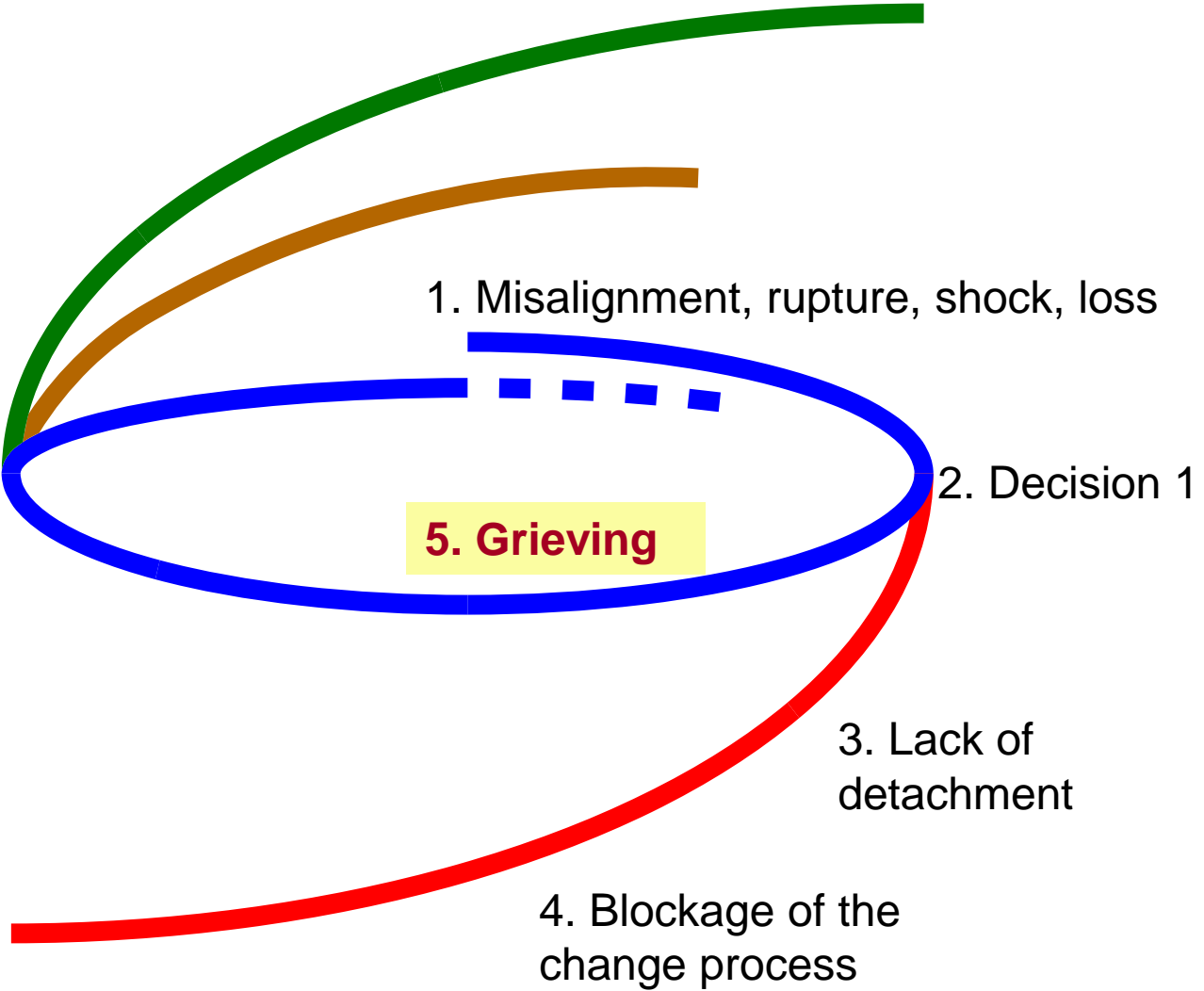
**Health :** poor because immunity is very low, insomnia

**Morale:** struggling to begin with, then lower and lower to rise once again acceptance takes place

**Thought:** "So this is how they pay me", "They have no respect for people or anything", "I can't escape", "After all I've done".

**Feelings:** anger, bitterness, fear, discouragement, incomprehension (of yourself and the situation), desperation, sadness then acceptance depending on the stage reached in the grieving process

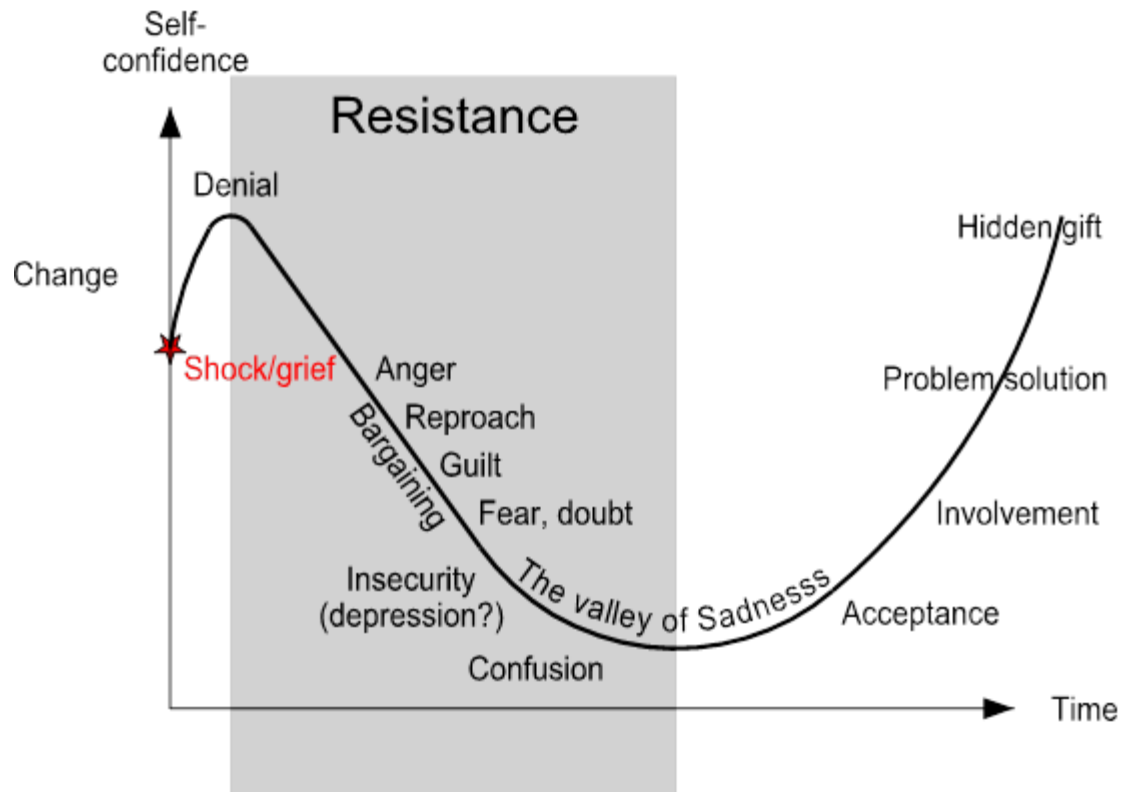
**Sensitivity (spiritual) :** seeking substitutes and new anchor points



**Cannio-Launer Evolution Loops**

# The Grieving Process (E. Kübler-Ross)

Resistance to Change



Cannio-Launer Evolution Loops



**6**

**Behaviour:** turning inward, indecision, discouragement, lassitude, persistent fatigue,

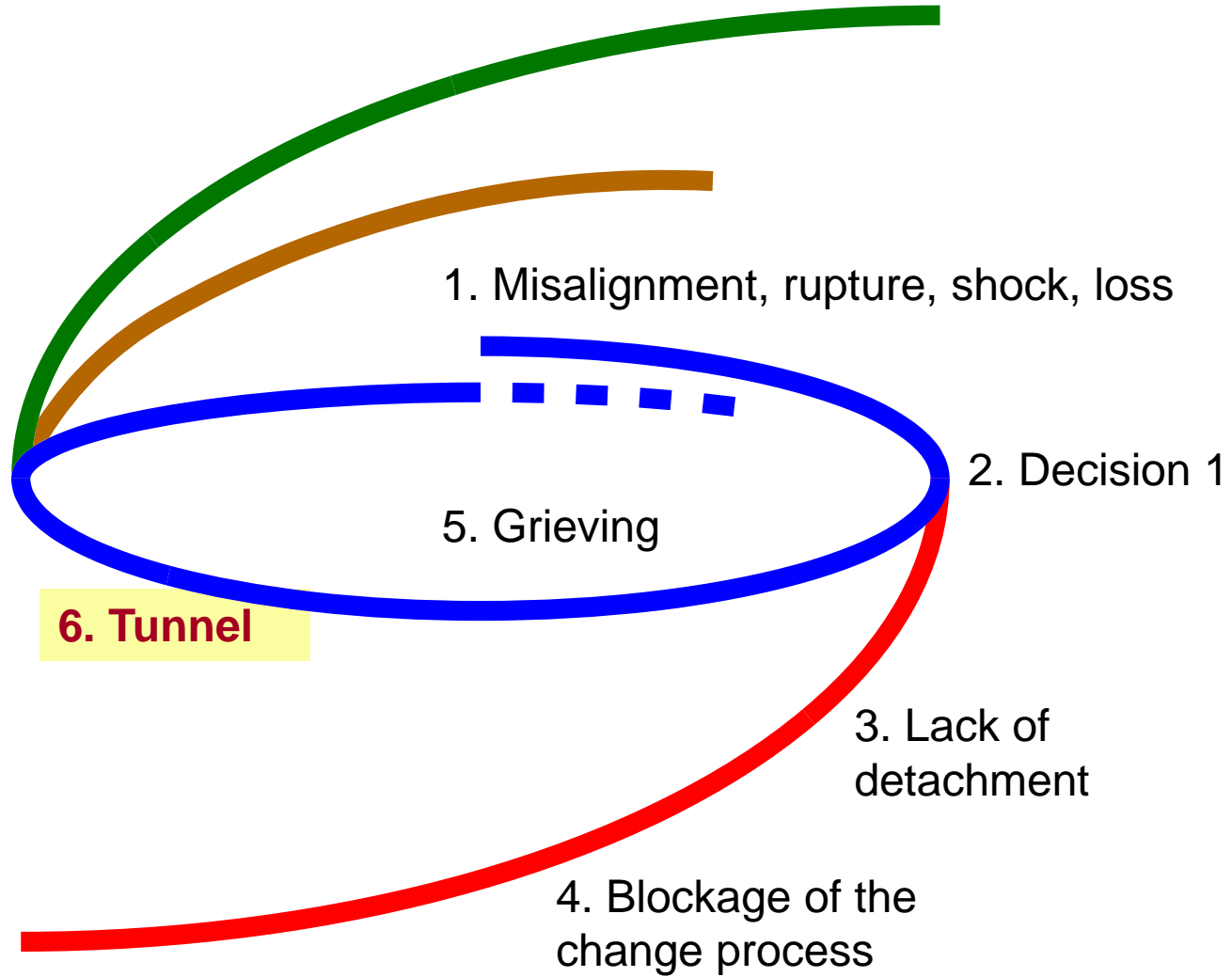
**Health:** energy and immunity still quite low

**Morale:** fluctuating

**Thought:** "This is hard", "I don't know what to do".

**Feelings :** fear, uncertainty about the future, feelings of impotence, confusion, lethargy, embarrassment, feeling of being lost

**Sensitivity (spiritual):** seeking models



## Cannio-Launer Evolution Loops

7

**Behaviour:** hesitation, pro and con analyses, sometimes aggression and anger.

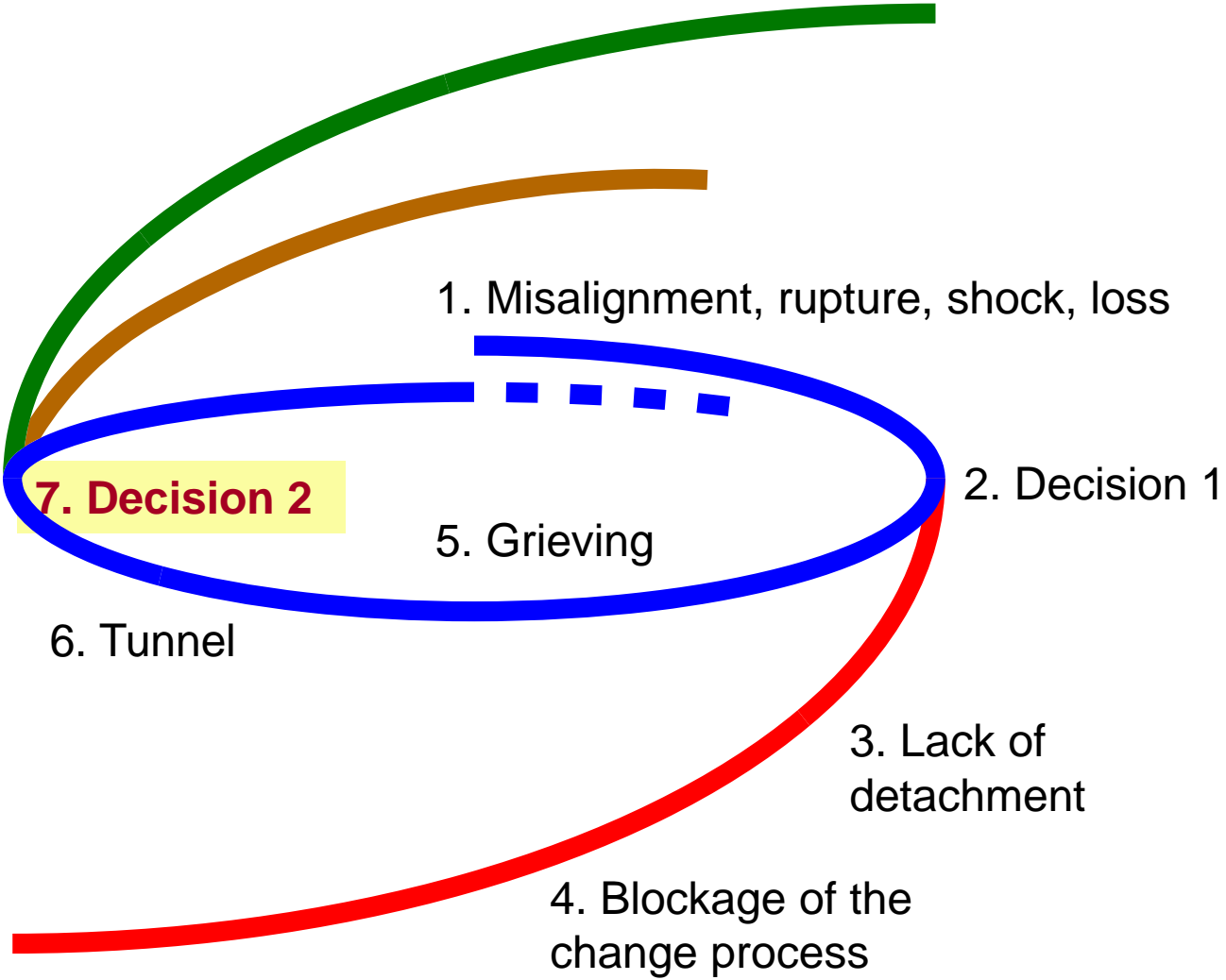
**Health:** he feels his energy returning because he feels he is once again a player in his own life. If headed for the status quo, health remains uncertain

**Morale:** not too bad, depending on the option emerging

**Thought:** "I have no idea what the future looks like, but I have to get there", or, "What's the good, I've got no right to succeed, that's for others",

**Feelings:** from excitement and enthusiasm to acting morose and helpless

**Sensitivity (spiritual):** new anchor points are being sensed and dreams are being transformed or even little by little abandoned.



**Cannio-Launer Evolution Loops**

**8**

**Behaviour:** inertia, seeking security in a rediscovered routine, justifies his actions, become fatalistic,

**Health:** not much energy, struggling

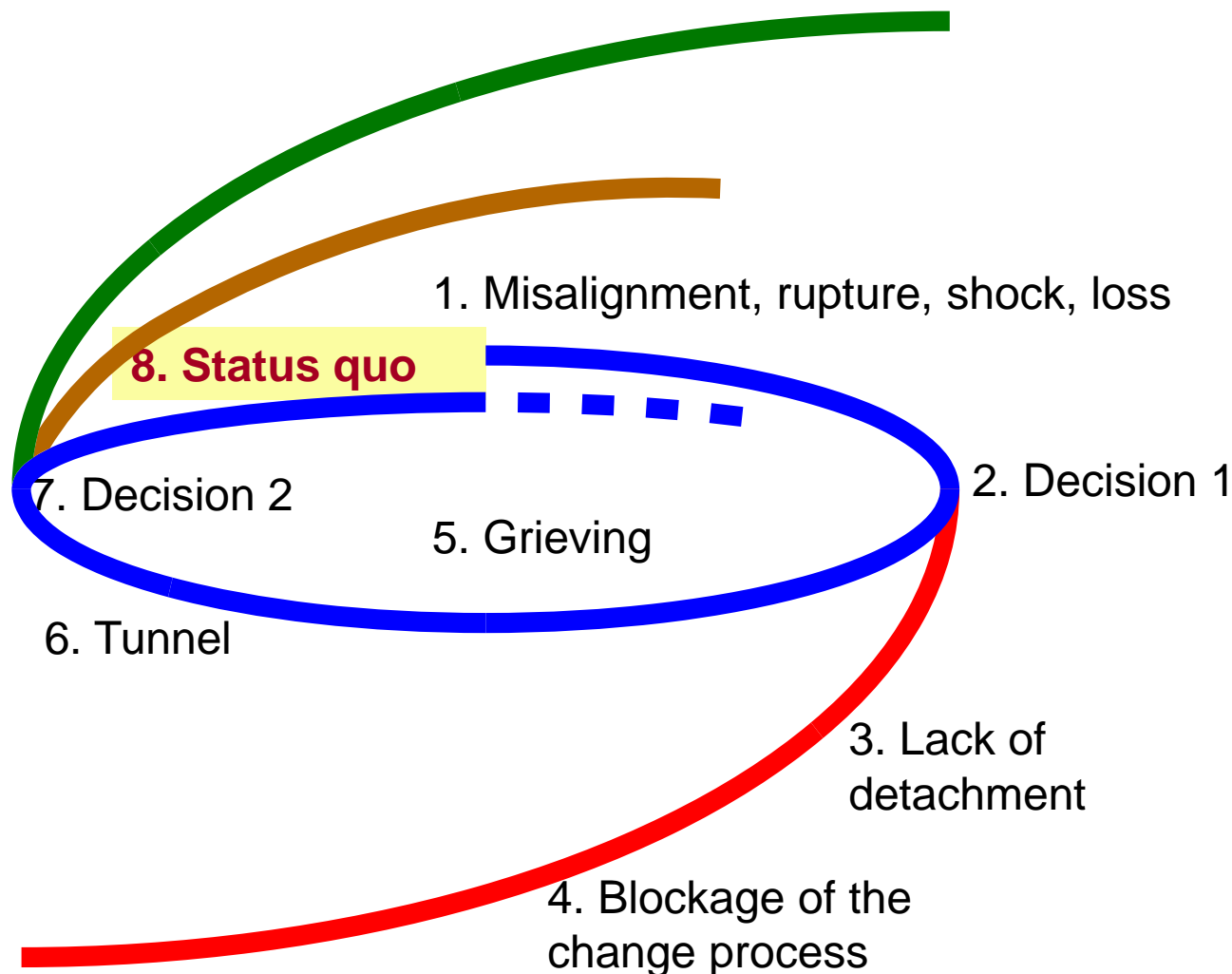
**Morale:** very average

**Thought:** "That's my fate, I have to accept it", "That's not for me", "I'm fine like this, it's safer", "Why change?", "A bird in the hand is worth two in the bush".

**Feelings:** resignation

**Sensitivity**

**(spiritual):** little



**Cannio-Launer Evolution Loops**

9

**Behaviour:** willingly accepts feedback on competence and training, gets to know the new environment (new colleagues, new duties, etc.)

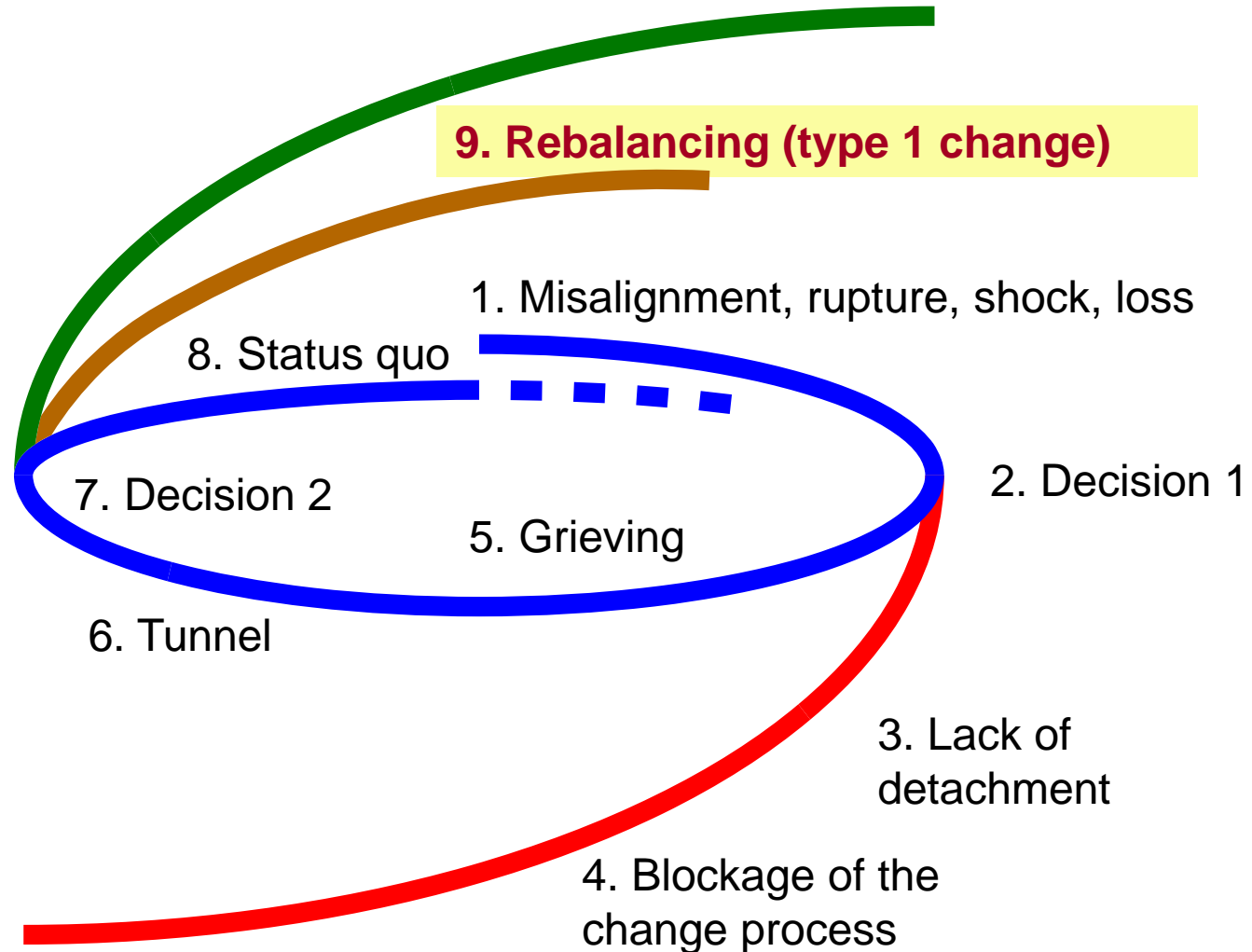
**Health:** good to very good

**Morale:** excellent once the decision has been taken

**Thought:** "I'm off again", "I believe in this", "This is a good opportunity".

**Feelings:** enthusiasm, desire to get moving, feeling of leaving, recognition of opportunities

**Sensitivity (spiritual):** direction rediscovered



## Cannio-Launer Evolution Loops

10

**Behaviour:**

Intellectually accepts the change but still resists it,

**Health:** lack of energy, hesitation

**Morale:** fluctuating

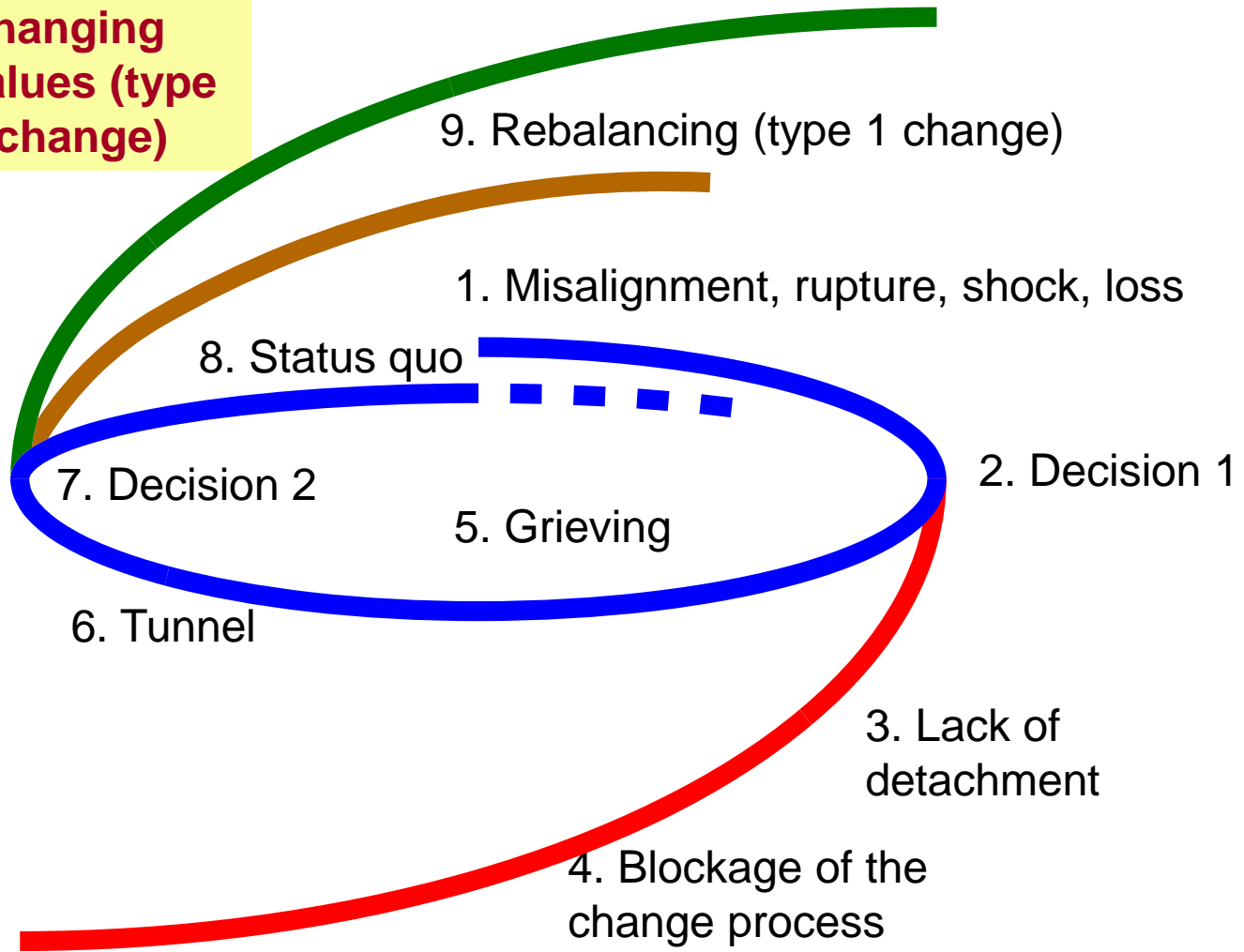
**Thought:** "I have to get in there, but I can't". ", "When it comes down to it, maybe the other way of seeing things is acceptable".

**Feelings :** indecision, uncertainty, nervousness

**Sensitivity**

**(spiritual):** little by little the feeling returns

10. Changing values (type 2 change)



**Cannio-Launer Evolution Loops**



11

**Behaviour:** takes an active part in project meetings, looks for contact, starts joking

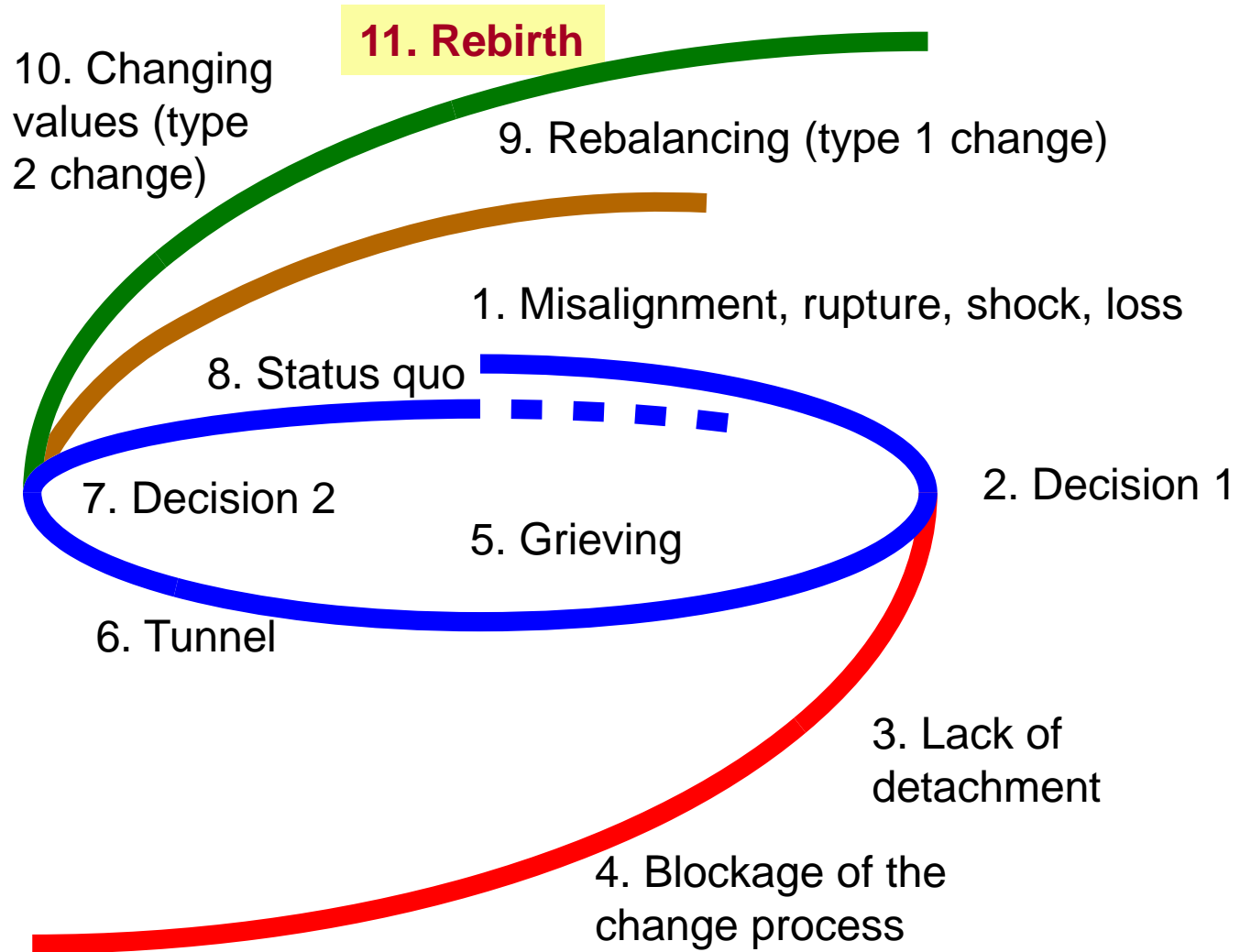
**Health:** excitement, little sleep, energy

**Morale:** excellent

**Thought:** "Life is beautiful, I can see where I'm going", "You can do other things".

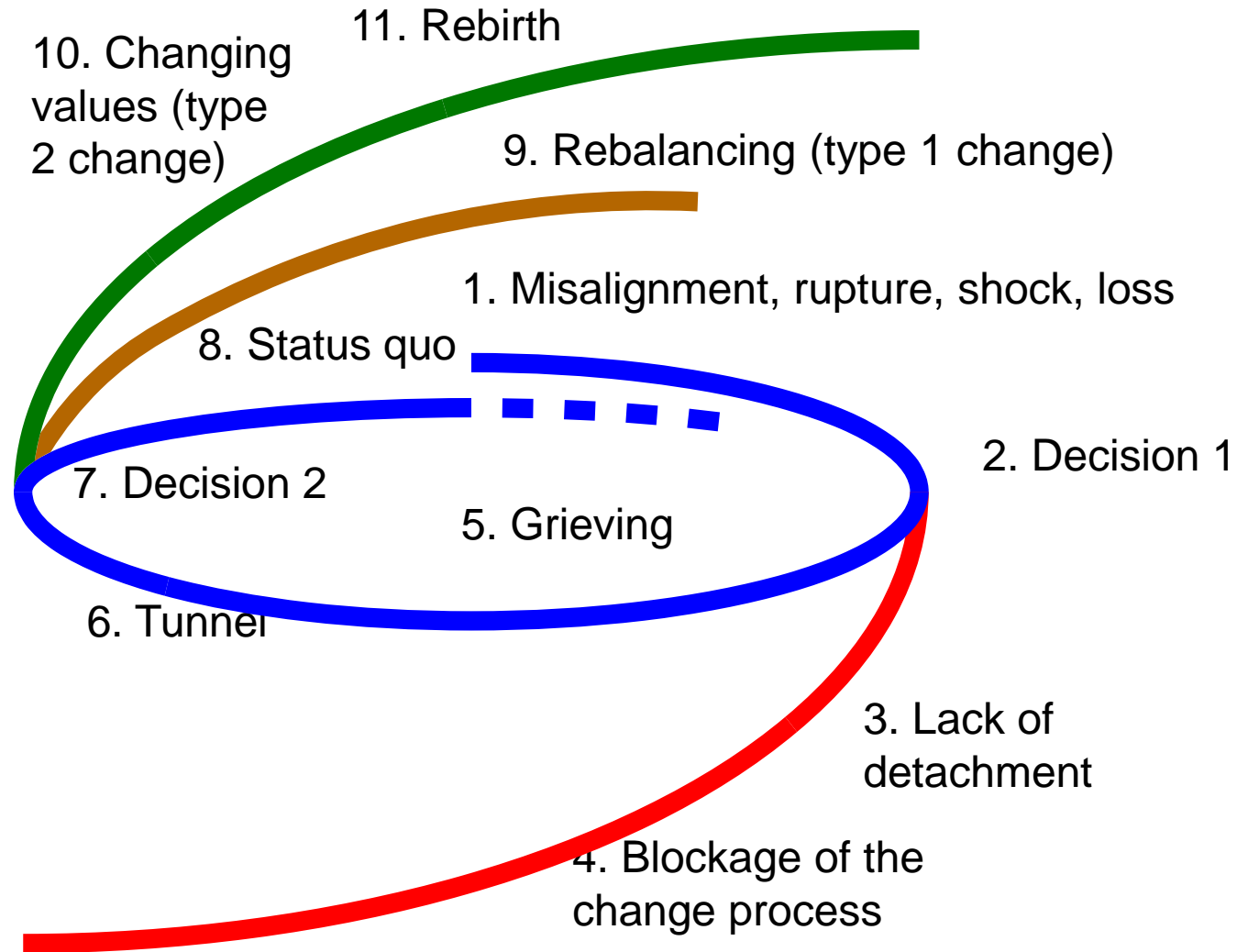
**Feelings:** confidence, openness, hope, optimism, confidence in self and others, joy, feeling of urgency, exuberance, enthusiasm

**Sensitivity (spiritual):** rediscovered



## Cannio-Launer Evolution Loops

## 12. Reinvented self



12

**Behaviour:** calm smiles, balanced enthusiasm, acceptance of others and discoveries, warmth in the voice

**Health :** excellent

**Morale:** high

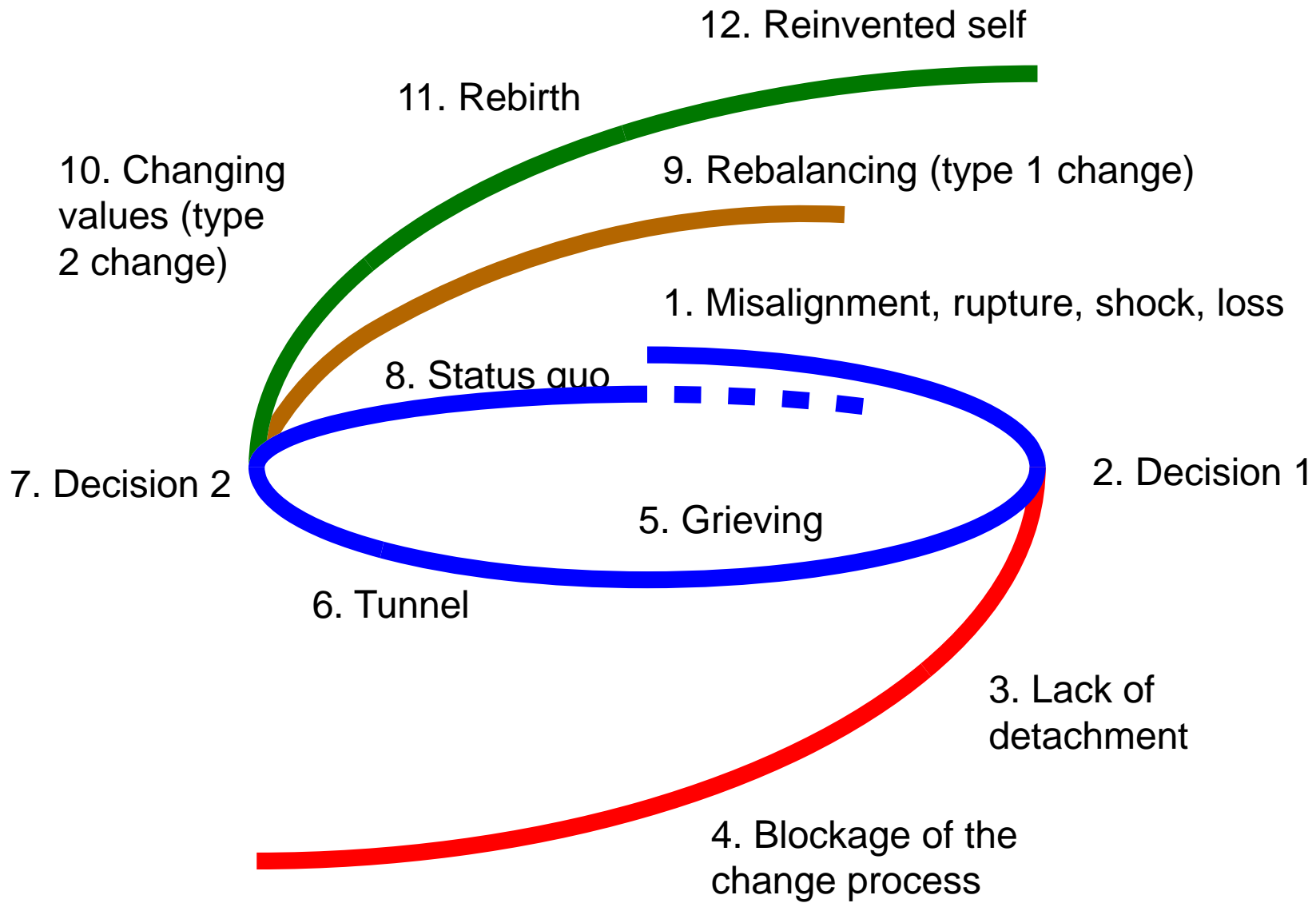
**Thought:** "Thanks for the opportunity", "The world is overflowing", "I'm just taking my time on my journey".

**Feelings:** Satisfaction

Feeling of fullness

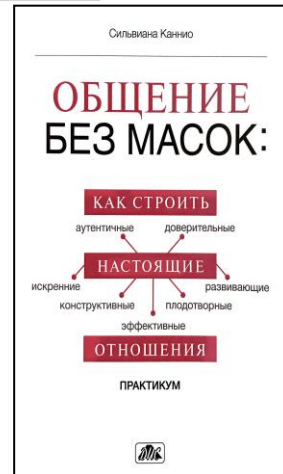
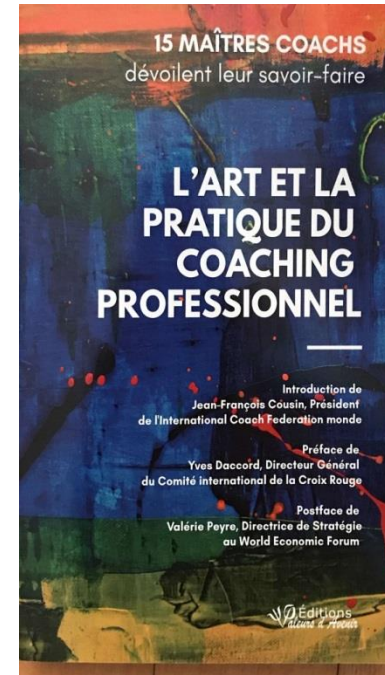
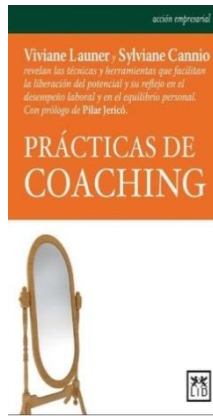
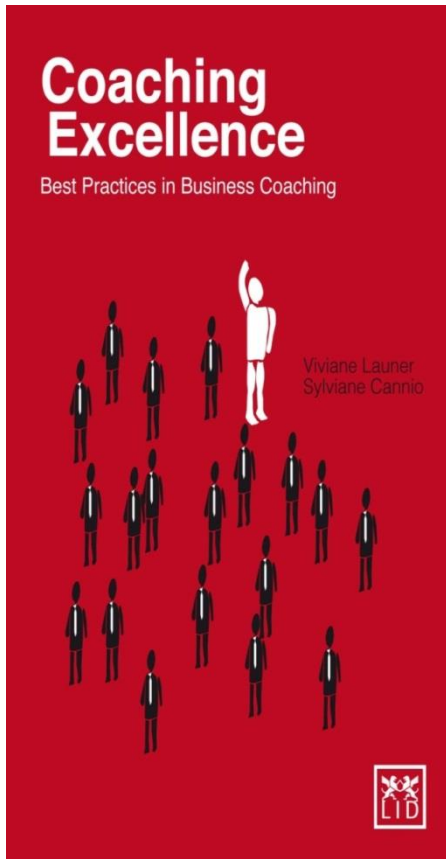
Feeling of recognition, serenity, new inner peace

**Sensitivity (spiritual):** the client is fully aligned with an identity, a mission and clear values



# Bibliography

- Robert Dilts, Beliefs, Pathways to Health and Well-being, Metamorphous Press, Portland, 1990
- Spenser Johnson, Who Moved My Cheese?, G.P. Putmans's Sons, NY
- John Bowlby, Attachment and Loss, Vol. 1. Attachment, Basic Books and Hogarth Press, 1977
- George Kohlrieser, Hostage at the Table, A Warren Bennis Book
- Sylviane Cannio & Viviane Launer, Coaching Excellence, Lid Publishing London, 2009.
- Taibi Kahler, « Transactional Analysis Revisited », Little Rock, Human Development Publications, 1978.
- Gysa Jaoui, Stages for success, in AAT n° 35.
- Claude Steiner, "Script and Counterscript", Transactional Analysis Bulletin, 5, 1966, EDMSA, 1971, and Franklin Ernst Jr, "The OK Corral: the Grid for the Get-on-With", Transactional Analysis Journal, 1, 4, 1971



Sylviane's books in English, French, Russian and Spanish



# To explore further...

- Webinar 1: **Support people in grief with the right attitude** – Tuesday 5 May
- Webinar 2: **Help your clients (yourself) boost their projects with joy and the right mindset** – Wednesday 13 May
- Webinar 3: **Supervision Evolution Loops** – Wednesday 20 May
- Timing 11-13 am Paris/Brussels/Amsterdam time,  
10-12 am London, 5-7 pm Beijing – Singapore - Kuala Lumpur,  
7-9 pm Sydney
- Cost 50 € each 21% tax included (PayPal payment on [sylviane@canniocoaching.org](mailto:sylviane@canniocoaching.org))

# To contact me:

- [sylviane@canniocoaching.org](mailto:sylviane@canniocoaching.org)
- [www.canniocoaching.org](http://www.canniocoaching.org)