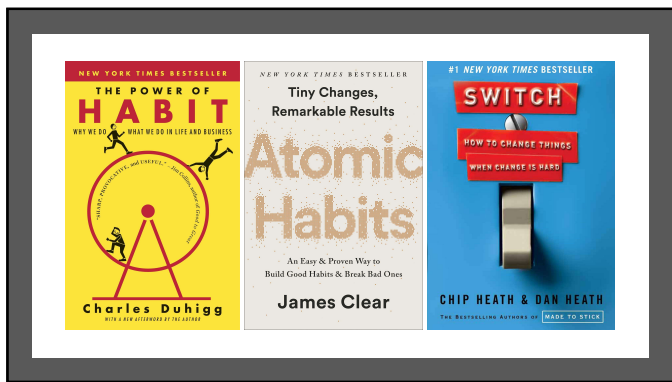


1



2

Why Am I Passionate About Habit Building?

- I've worked in Human Resources for 20+ years
 - Recruiting
 - Onboarding
 - Training
 - Coaching
 - Leadership Development
 - Employee Engagement
 - Change Management

} Efforts in these areas don't "stick" like they should

3

Why?

- Just having knowledge doesn't change anything
- The application of knowledge starts the process of building skills
- Regular implementation of this knowledge and new skills create long-lasting habits

4

Before we start...

- **Goals**- The big impact we're trying to have
- **Behaviors**- The things we improve to support the goal
- **Habits**- The micro-actions we take that support those behaviors

5

Examples

- | | |
|--|--|
| <ul style="list-style-type: none"> • Goal- Become fluent in Spanish • Behavior- Build comfort with vocabulary • Habit- 15 min. of practice on Duolingo daily | <ul style="list-style-type: none"> • Goal- Build business knowledge • Behavior- Read more books • Habit- Listen to Audible book on 30 min. commute daily |
| <ul style="list-style-type: none"> • Goal- Lose 20 pounds • Behavior- Eat healthier • Habit- Substitute water for soda daily | <ul style="list-style-type: none"> • Goal- \$250,000 Sales Goal • Behavior- Expand customer network • Habit- Reach out to 3 prospects daily via LinkedIn |

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The key is where you focus

The Problem with Goals

- Infer endpoints or finish lines
- Rely on factors which we cannot always control
- Rely on willpower and self-discipline
- Studies show people's brains confuse goal setting with achievement

The Benefit of Habits

- Once formed, habits operate automatically
- Can allow us to overshoot our goals
- Are easy to complete
- Are for life
- Can compound
- Can be as small as necessary

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Reflection Time

Each of you get 30 seconds to jot down

...a personal goal you have for 2019



8

HOW TO CHANGE A HABIT



9

Reflection Time

Each of you get 30 seconds to ...jot down

- what your current default behavior is
- what has got in the way of adopting a new behavior in the past



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GOAL: Lose 30 pounds

HOW TO CHANGE A HABIT

DO YOU WANT TO CHANGE A HABIT?

No → Quit reading this (booklet)

Yes → Stop stress eating!
THE HABIT YOU WANT TO CHANGE

DIAGNOSE THE THREE PARTS OF THE HABIT

1 THE CUE 2 THE REWARD 3 THE ROUTINE

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1 THE CUE

Every habit has a trigger...

What time will this habit occur?
Starting a drive, bathroom break, or when stressed. In my car.

Where will you be?
In my car.

Who else will be around?
I'm usually alone!

What will you have just finished?
Starting or finishing a drive.

What emotion do you think you will be feeling?
Tired, frustrated, lonely, or bored.

You don't need all of these to create a habit. ONLY ONE OR TWO IS NEEDED TO BECOME A CUE. But the more you know, the better the habit will be.

Stress Eating

Drink Soda

Reflection Time

As we go through each cue, jot down your...

- When
- Where
- Who
- What
- Feelings

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1 THE CUE

Every habit has a trigger...

	Stress Eating	Healthy Eating
What time will this habit occur?	Starting a drive, bathroom break, or when stressed	Starting a drive, bathroom break, or when stressed
Where will you eat?	In my car.	In my car.
Who else will be around?	I'm usually alone!	I'm usually alone!
What will you have for breakfast?	Starting or finishing a drive.	Starting or finishing a drive.
What emotion do you think you will be feeling?	Tired, frustrated, lonely, or bored.	Tired, frustrated, lonely, or bored.
THE REWARD	Drink Soda	???

You don't need all of these to create a habit. ONLY ONE OF THEM IS NEEDED TO BECOME A CUE. But the more you test out, the faster the habit takes hold.

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2 THE REWARD

After a few days, ask yourself: Do you crave this reward when you are exposed to the cue?

After two weeks, ask yourself: Do you crave the reward more than the automatic reward (what you give yourself as a treat)?

• Daily weigh-in
• New clothes
• Beach trip

Reflection Time

As we go through the reward process, jot down... **various rewards that could incent you to stick with your new habit.**

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3 THE ROUTINE

HOW PUT IT ALL TOGETHER.

Studies show that the easiest way to implement a new habit is to write a plan:

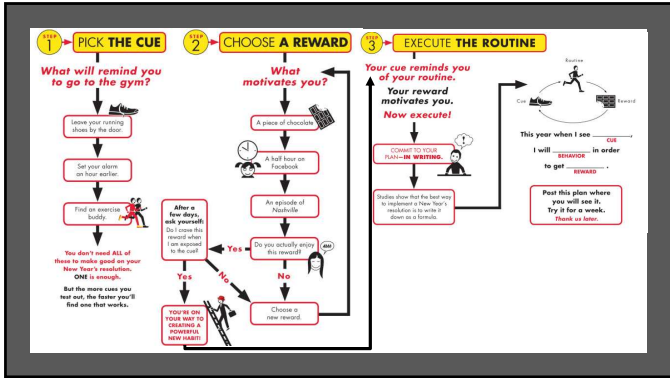
When **1 Stop at Casey's** (CUE), I will **Buy 2 bottles of H₂O** (ROUTINE) because it provides me with **Cold Drink/Scale results** (REWARD).

Post this plan where you will see it. Try it for a week. Eventually, studies say, the new behavior will become automatic.

Reflection Time

Put it together!
Write out your plan:
• When [CUE] happens,
• I will [NEW ROUTINE]
• because it provides me with [REWARD]

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Create a Habit Tracker

Benefit #1: A habit tracker reminds you to act.
Benefit #2: A habit tracker motivates you to continue.
Benefit #3: A habit tracker provides immediate satisfaction.

bit.ly/habitapps

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Q & A

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Want to learn more about how to build better habits?
Contact Joel Bennett at:
jbennett@veelhoedenconsulting.com



The image contains three logos: the LinkedIn logo, the ALC (American Life Coach) logo, and the Veel Hoeden Consulting logo. The Veel Hoeden Consulting logo includes a portrait of a man and a stylized hat above the text 'veel HoEDEN CONSULTING'.
