

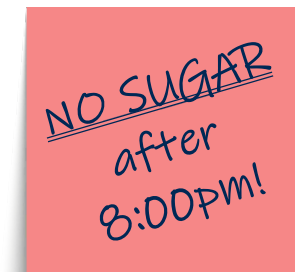
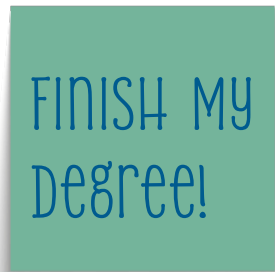
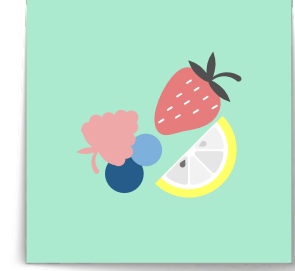
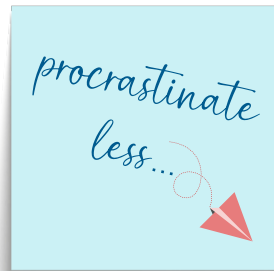
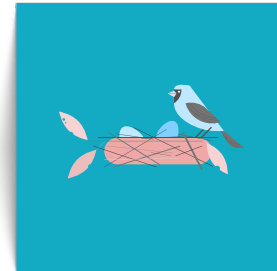
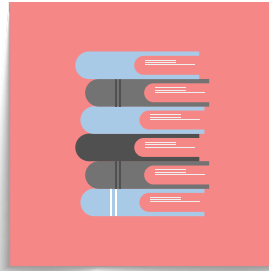


# **NEW YEAR PREMIER: GAIN MOTIVATION TO CREATE HABITS THAT STICK**

**A WEBINAR FOR EMPLOYEES FROM YOUR  
EMPLOYEE ASSISTANCE PROGRAM**

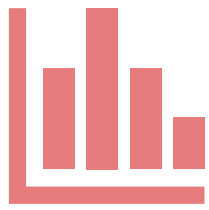
December 13, 2023

# INTRODUCTION



# OBJECTIVES

- Discover why it can be difficult to make healthy habits stick
- Understand the components of a habit
- Explore how to create an easy map to build habits
- Know how to stop self-sabotaging your new habits



# *Which one or two of these behaviors would you like to change?*

- Get more sleep
- Procrastinate less
- Exercise
- Eat more fruits and veggies
- Quit smoking
- Write in a journal
- Practice gratitude
- Meditate
- Spend less money
- Spend more time with family
- Recycle more
- Be a better listener
- Other

## SECTION 1

# HABITS: WHAT THEY ARE AND HOW WE FALL INTO THEM

# WHAT IS A HABIT?

**A learned  
behavior or  
choice that we  
deliberately make,  
then eventually  
stop thinking  
about but  
continue doing.**



# WHY DO WE FALL INTO HABITS?



- Our brains prefer habitual behaviors because they take less energy
- It takes more effort to create a new behavior or stop an old one
- It is human nature to avoid pain and go for pleasure, which often becomes automatic

SECTION 2

# HABIT LOOP COMPONENTS



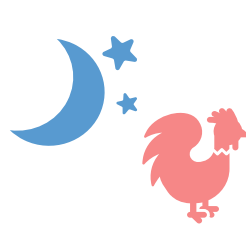
# THE HABIT LOOP



# COMPONENT 1: THE CUE

The piece of information that acts as a reminder prompt.

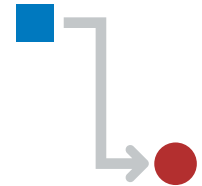
Examples:



Time of day



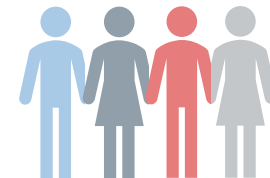
Location



A preceding event



Your emotional state



Other people



# STICKING THE CUE

Make it visible





# STICKING THE CUE

## Habit stacking

Attach the new behavior to another habit already in place.

 **Think about the new behavior you chose earlier:**

- What could be the cue that reminds you to do it?
- Which other daily habit could you stack with the new one?



### Put your journal by the coffee pot

Making/pouring your coffee prompts you to write in your journal



### Stick a positive affirmation to your alarm clock

Turning off the alarm is your cue to tell yourself, *"It's going to be a great day!"*



### Keep your resistance bands next to your TV remote

Sitting down to watch the evening news reminds you to do your physical therapy exercises

# COMPONENT 2: THE CRAVING

The driving force or motivation that gets you to respond.

Cravings aren't so much about the action, behavior, or experience of the habit itself as they are about the **anticipation of the reward.**

Examples:



How you'll feel afterward

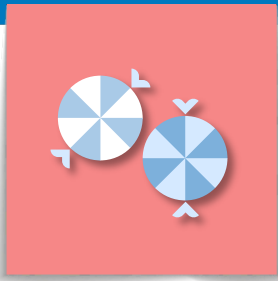
(e.g., healthier, accomplished, confident, organized, etc.)



Satisfaction



Relief



# STICKING THE CRAVING

Ask yourself some questions

- Why do I want to do this new behavior?
- How will I feel after it has become a new behavior?
- Are there any reasons to not do this new behavior?
- How important is this new behavior to me?

 **Think about the new behavior you chose earlier:**

- Why do you want this new behavior?
- Is there something you feel you will get when this new behavior becomes a habit?

# COMPONENT 3: THE RESPONSE

The action that leads to the new behavior.

The new behaviors you choose can determine how successful you are at making them habits.



- Large or complicated overarching goals can be **difficult or impossible** to turn into habits
- Adopting any new behavior takes **a lot of effort and energy**, and even more is required when a behavior is substantial and involves bigger changes



# STICKING THE RESPONSE

Address activation energy



Achor, S.



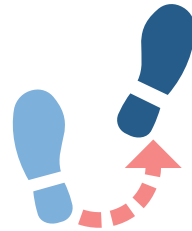
# COMPONENT 4: THE ABILITY

**How easy or difficult it is (the level of effort required) to engage in the response.**

Even with high motivation, if the behavior is too hard, you're less likely to do it long-term.



**Our brains prefer the path of least resistance**



**Breaking down a new behavior into smaller steps decreases the effort and increases your ability**



# STICKING THE ABILITY

## Tiny habits

### Think about the new behavior you chose earlier:

- How can you break it down into a very small component that will be easy to do?
- Is it something that you could do daily without much effort?

### Examples:

- Instead of 20 push-ups a day, start with one push-up a day
- Instead of writing a book, start with one sentence or paragraph a day

Fogg, B. J.

# COMPONENT 5: THE REWARD

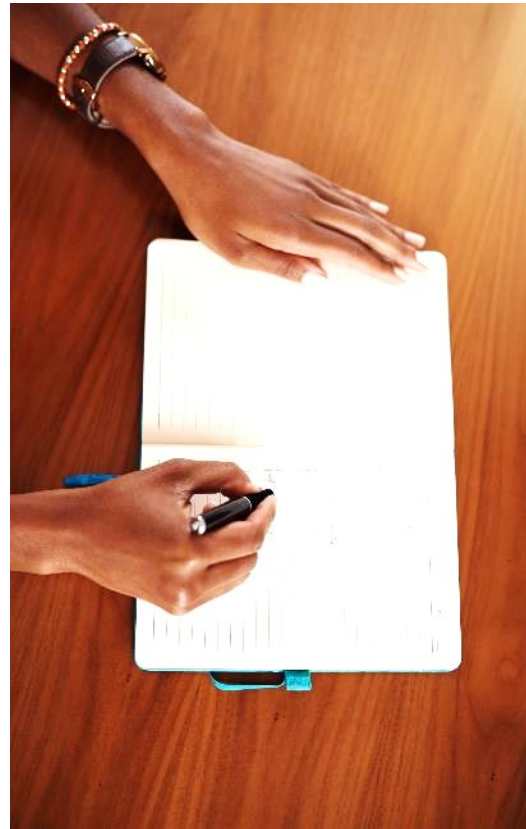
The internal or external incentive to accomplish something pleasurable or avoid something negative.





# STICKING THE REWARD

Find what works for you





# *Which types of rewards do you think would work for you?*

- Doing a little dance
- Raising your hands overhead like a winner
- Saying to yourself “Great Job”
- Remembering the reason that you’re doing the new behavior
- Keeping a daily log and giving yourself a gold star
- All of the above
- Other

## SECTION 3

# CONTENDING WITH BAD HABITS

# CAN YOU BREAK A BAD HABIT?

Yes!



Focus on *why* it exists and *why* you want to change it



Celebrate all successes big and small



Break it down into parts, starting with the easiest step



Have self-compassion

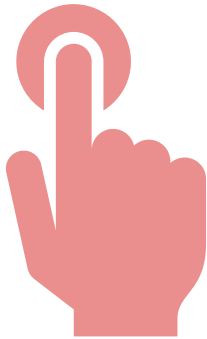


Limit access or make it difficult to do the bad habit



Get support

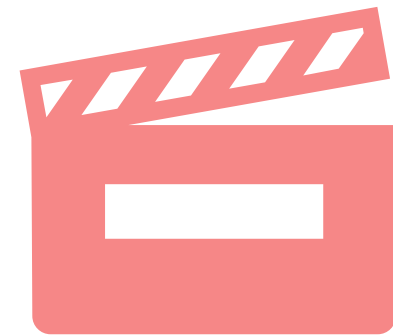
# ADDITIONAL TIPS TO DIMINISH BAD HABITS



Be very specific about the behavior you want to change



Decide which habits would support your new way of being



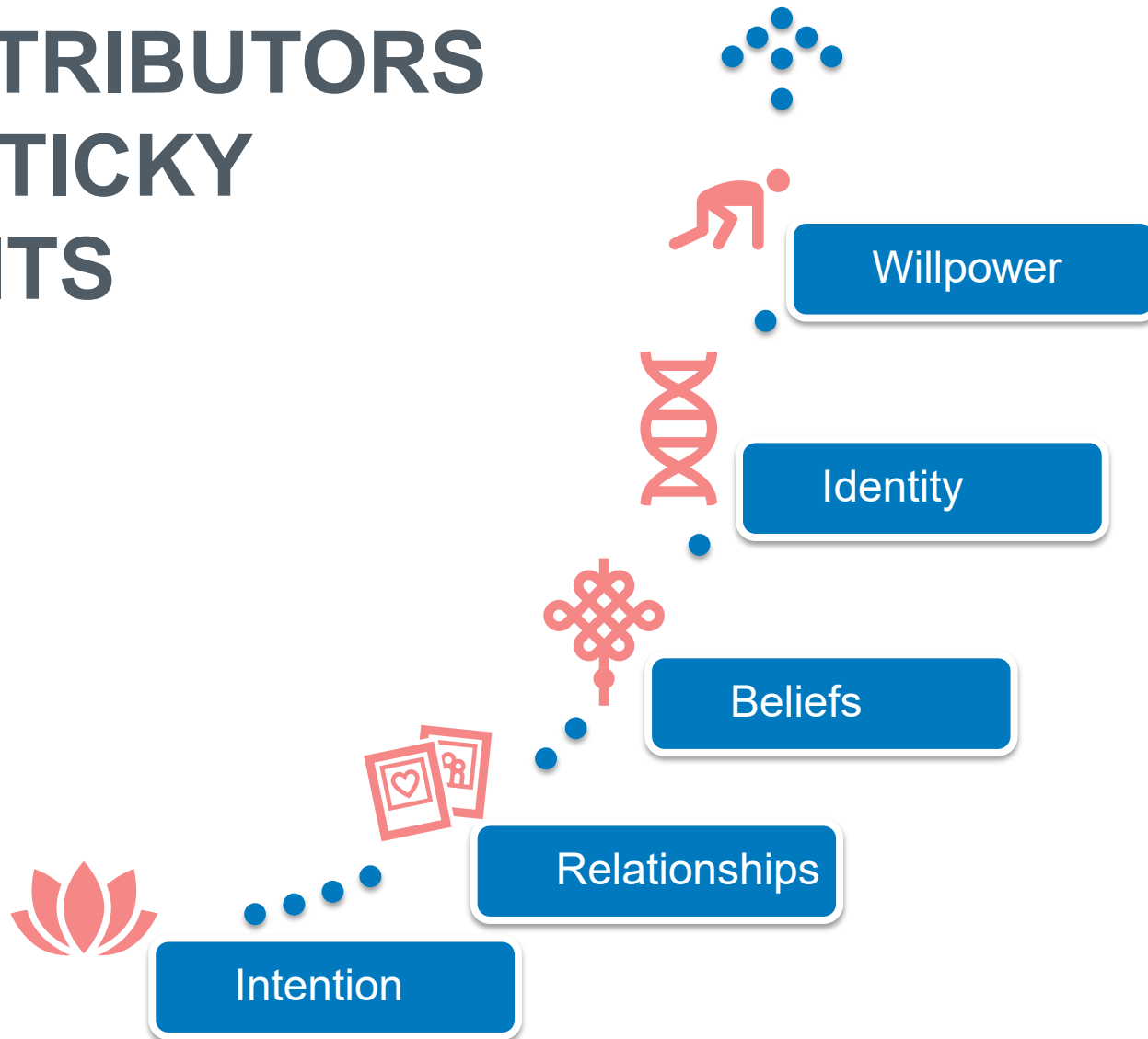
Identify what prompts the behavior and find a way to remove it



SECTION 4

# CONTRIBUTORS TO STICKY HABITS

# CONTRIBUTORS TO STICKY HABITS



# INTENTION

Setting an intention transforms the *wish* into a *plan*



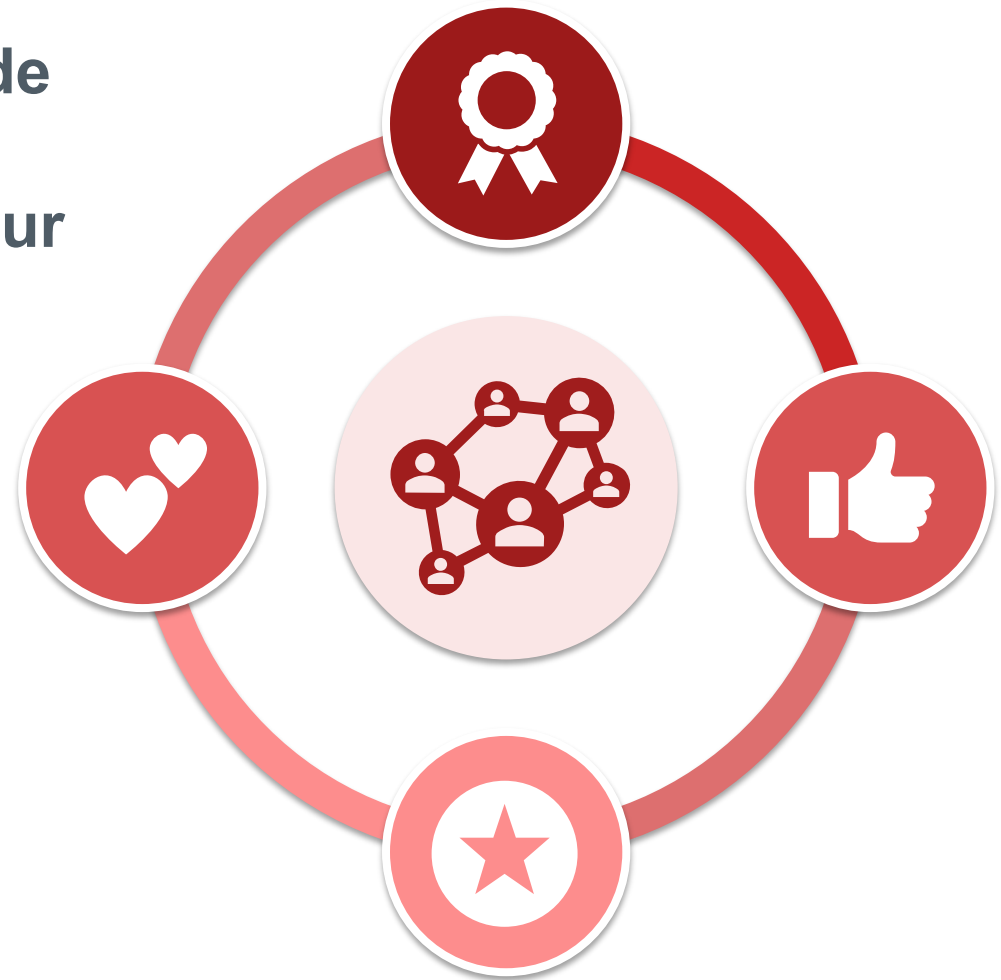
Write down what you want to happen

- Why
- When
- Where
- How

# RELATIONSHIPS

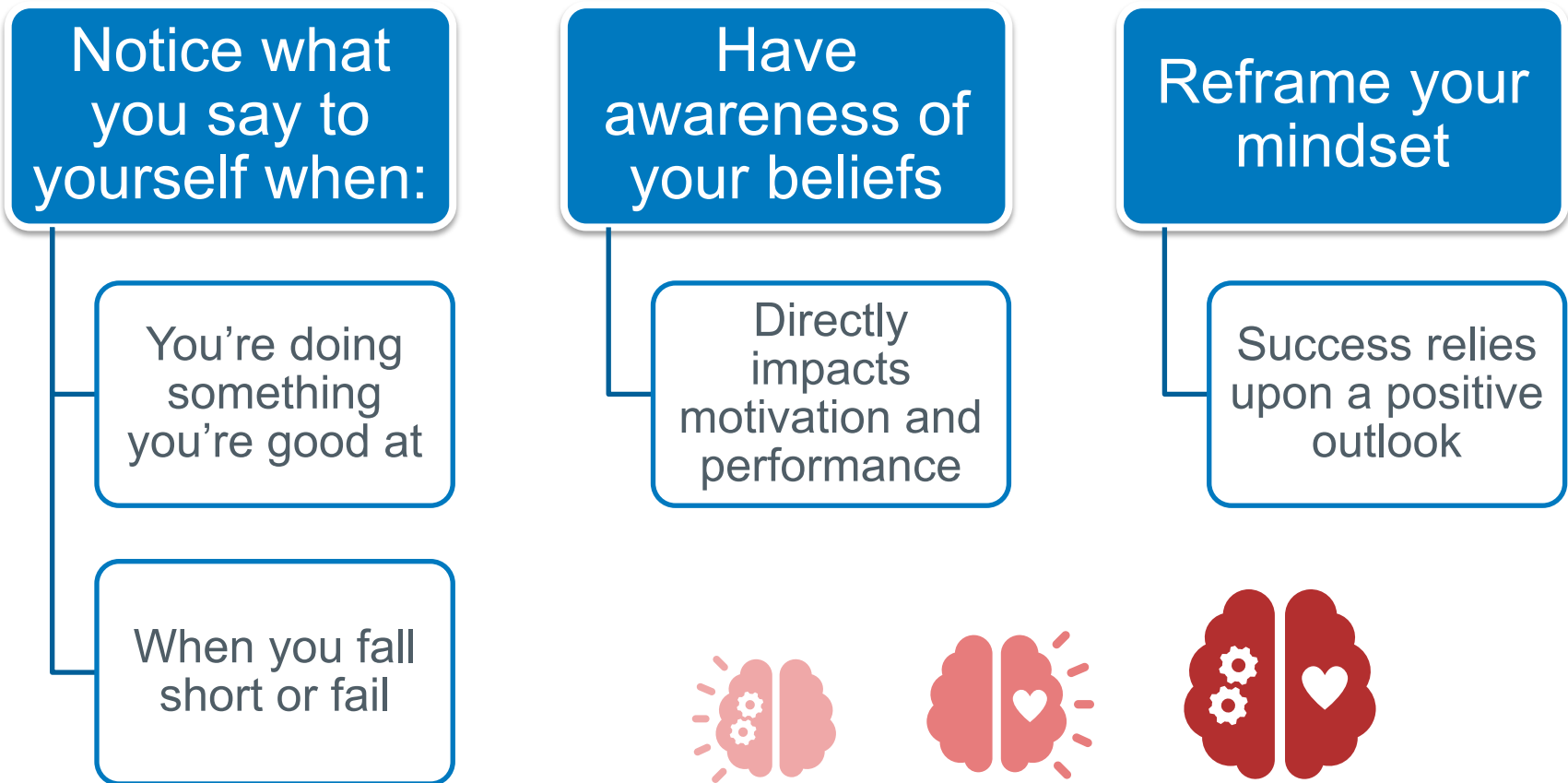
Forming habits alongside others will help with motivation and when your willpower fades

Create an accountability group or buddy



# BELIEFS

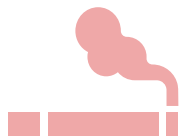
**Growth mindset: A positive, supportive inner voice**



# IDENTITY

- Values often represent our identity
- Be open to changing how you think of yourself (with your new habit/without a bad habit)
- When your habit becomes a part of who you are, your motivation becomes intrinsic and it's easier to maintain
  - Consistently repeating a habit soon leads to a new identity
  - The new identity supports the new behavior

## Examples:



*"I'm quitting smoking"*



*"I don't smoke"*



*"I'm on a diet"*



*"I eat healthy"*

# WILLPOWER

To manage your impulses and persevere even when it's difficult



“I will power”

Your ability to push through in the face of boredom or uncomfortableness to reach a new goal or behavior



“I won't power”

Being able to put on the brakes in the face of behaviors we want to stop



“I want power”

The ability to be directed by inner goals and values instead of having the world impose on you

# WILLPOWER TIPS

Check your  
battery



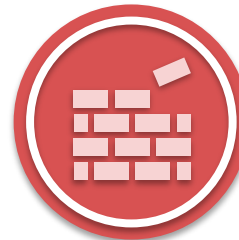
Do what you hate  
first



Practice pushing  
through



Build tolerance





# STICKY HABIT BARRIERS

## Common barriers:



Staying isolated



Having no easy reminders for your new behaviors



Ignoring the power of your beliefs



Celebrating only when you've reached your final goal



Relying solely on motivation and willpower to change



Holding on to your old identity, even if it conflicts with your new behavior



Starting with new behaviors that are overwhelming

# SUMMARY



Your  
formula for  
success:



# RESOURCES

## Books

- ***Atomic Habits: An Easy and Proven Way to Build Good Habits and Break Bad Ones***
  - J. Clear, 2018
- ***The Happiness Advantage***
  - S. Achor, 2010
- ***Smarter, Faster, Better: The Secrets of Being Productive in Life and Business***
  - C. Duhigg, 2016
- ***Tiny Habits: The Small Changes That Change Everything***
  - B. J. Fogg, 2020

## Tools

- Habit Tracker  
[jamesclear.com/habit-tracker](https://jamesclear.com/habit-tracker)
- Rethinking Stress Toolkit  
[sparqtools.org/rethinkingstress](https://sparqtools.org/rethinkingstress)

## Podcasts

- Huberman Lab Podcast  
[hubermanlab.com/podcast](https://hubermanlab.com/podcast)
- Ten Percent Happier  
[tenpercent.com/podcast](https://tenpercent.com/podcast)

## Apps

- Habit Tracker
- Insight Timer
- iBreathe
- Mindfulness Coach

# THANK YOU



## Behavioral Health Services Employee Assistance and WorkLife Programs

24 HOURS A DAY

**800-222-0364**

[foh4you.com](http://foh4you.com)



# CERTIFICATE OF WEBINAR PARTICIPATION

is hereby granted to



for the completion of the following one-hour presentation offered by your Employee Assistance Program

## NEW YEAR PREMIER: GAIN MOTIVATION TO CREATE HABITS THAT STICK

Date:

