

Sherry Prindle's Behavior Change Toolkit



Are You Conscious?

Analogy for the Dynamics of the Brain

Conscious Neo-Cortex

- Critical Thinking
- Planning
- Learning
- Willpower

Rider

Unconscious Limbic System

- Habit
- Autopilot
- Survival
- Rules

Horse

It is the horse's job to interpret what things mean. The meanings are based on *Past Experiences* and *Current Needs*.

To protect you from pain, the horse creates rules and enforces them with feelings.

You can have opposing thoughts in your horse and rider at the same time.

Whatever we learn can be unlearned, and we can learn new things: How much practice and repetition does it take to create a neural pathway?

Remember the old habit is always still there, so it is easy to go back to the previous behavior, particularly when you are Scared, Hungry, Angry, Lonely, or Tired.

Safe = SAME

Dangerous = DIFFERENT

When your HORSE runs into something DIFFERENT, it codes it as WRONG, BAD and DANGEROUS!

Source of Analogy: Dr. Tom Miller—Self-Discipline and Emotional Control from CareerTrack Press

Behavior Change 101: The Anatomy of Habits by Sherry Prindle

Are there some things you've been wanting to change about yourself, perhaps for a long time? Every time you think about how does it feel? You don't need to kick yourself or be demoralized. There are many things that make behavior change a struggle, the first being that we may not know the fundamental process of creating permanent change. Outlined here are the basic rules of creating permanent change. They have the potential of creating a "No Wonder!" response and giving you a path to habit-change success.

One day *Julie* decided she wanted to stop drinking coffee. She woke up the next day and made a pot without even thinking and was halfway into her first cup before she noticed.

Rule 1: Good Intentions Fade and Are Superseded by Routines. Just like you set an alarm to wake up in the morning, the minute you decide to make a change, set up a way to remind yourself of your decision when you get back into the daily routine.

Julie put the coffee pot away and gave all the coffee she had on hand to a neighbor. She got up the next morning sluggishly forcing herself to get ready and out the door. At work she was frazzled, stressed, and disconnected. At her morning break, she poured a cup at work like she always had.

Rule 2: Life is a Dance; It's in the Choreography. What is the pattern, what exactly you do as a part of the behavior you want to change, when you engage in it (times or situations) and why? Every time Tim sighs, Sally starts wondering why he keeps working there if he's so unhappy, then she gets angry and stops smiling. When Sally stops smiling, Pat thinks she's mad . . . In other words, there is a trigger and a predictable set of actions that follow it. Discovering the pattern is the first step toward breaking it. Procrastination could be part of a whole self-motivation ritual we are an unconscious participant in.

It was break time. What was *Julie* supposed to do, after all, it wasn't called coffee break for nothing? She decided not to take a break but couldn't concentrate on her work; she needed something to occupy her hands and satisfy her craving so she could think.



BEHAVIOR CHANGE CONTINUED

Rule 3: You take the action because it meets a need. Figure out what the payoff is for doing the thing you want to change, so you can continue to get the need met. One theory is that what smokers really want is a chance to get away and breathe deeply and systematically. Going to a bar may not be about drinking at all; it may be a necessary after-work ritual. Snacking may be a calming and grounding mechanism.

Struggling through another day without coffee, *Julie* had a big presentation to give and needed a pick-me-up. She felt uneasy going in front of others without the alert feeling the caffeine gave her, and the warm, steamy sensation as she drank it grounded her.

Rule 4: Motivation comes from pain and pleasure. Psych yourself up by thinking about the pain staying the same has caused, is causing, and will cause in the future if you don't change (Anthony Robbins uses a process he calls the "Dickens Pattern" to get "leverage" on yourself. While you are in the process of changing, only the negative aspects of the change make themselves evident. If you also look at the positives, how much better you'll be when you have achieved the goal, and remind yourself of the pain of staying the same as well as the pleasure of making the change, motivation can remain strong.

After *Julie's* presentation went well, she decided to abandon her goal; "I'm entitled to one vice," she thought. Remorse set in afterward, but at the time the pain of staying the same did not outweigh the pain of changing.

Rule 5: You can't stop a habitual behavior; find a replacement instead. The behavior meets a need, remember, but the replacement may be something completely unrelated or there may be multiples. Try several replacements until one feels doable.

Julie realized that she always sat down and read with her coffee, which allowed her to ground and reflect in the morning, so she brought back the reading but without the coffee. At work, she read that eating an apple would make you more alert than drinking a cup of coffee, so she always brought two small ones to work. For stress, though, it was the warmth of the cup and the liquid going down that created a reassuring sensation, so she did find a replacement liquid that felt but didn't taste good. She still felt a strong desire for the original habit of drinking coffee.

Rule 6: Resistance stays strong for 21 days while the subconscious is retrained. After three weeks, the new behavior starts to become automatic and you're on your way toward achieving a permanent habit. The survival mechanism is wired such that we do not completely change our way of being for an isolated incident. 21 consecutive days is the magic amount of time it takes to prove to the subconscious mind that the new behavior is to be permanent. You will still feel inclined toward the old behavior, but the resistance is much weaker and the new behavior is beginning to feel right.

Daily Accountability Ritual

Areas – Set a tiny goal you know you can achieve every single day in each of five areas: Body (Health, Fitness, Well-ness), Bank (Business, Work, Finance, Goals), Balance (Relationships and other Non-Work Priorities), Being (Self-Esteem, Happiness, Peace, Spirituality, Nurturing)

Give yourself one point for every one you achieve, and keep working until you get 28 every week without fail. Rather than push yourself harder when you fail, make the goal smaller until you find one you can achieve consistently. The point is you are training yourself to keep the promises you make to yourself.

Daily Accountability Ritual									
Goal	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Weekly Score	Weekly Total
1. Body (Health)									
Kathy - Waking up by 9	1	1	1			1	1	5	Kathy
Sherry - 15 Minutes Cardio	1	1	1	1	1	1	1	7	20
Tim - 10,000 steps		1	1					2	Sherry
Anna - 8,000 steps	1		1	1			1	4	28
2. Bank (Work/Finances)									
Kathy - Networking	1	1	1	1	1	1	1	7	11
Sherry - Create 1/2 Hour of Content	1	1	1	1	1	1	1	7	Anna
Tim - 30 Minutes a day webinar creation					1	1	1	3	19
Anna - Contact with one client	1	1	1		1	1	1	6	
3. Being (Emotional/Mental/ Spiritual Well-Being)									
Kathy - Walk Nature Connecting				1				1	
Sherry - Morning Ritual or Bedtime Meditation	1	1	1	1	1	1	1	7	
Tim - Read Bible Chronologically					1	1	1	3	
Anna - 15 Minutes of Quiet Time	1		1	1				3	
4. Balance (Relationships, Hobbies, Growth)									
Kathy - 15 Minutes Learning Something	1	1	1	1	1	1	1	7	
Sherry - Dabble	1	1	1	1	1	1	1	7	
Tim - Crystalized, Defined Coaching Point	1					1	1	3	
Anna - Write 15 Minutes a Day (prompts)	1		1	1	1	1	1	6	

Daily Accountability Ritual									
Input a "1" each day you accomplish each goal									
Goal	Mon	Tues	Wed	Thur	Fri	Sat	Sun	Weekly Score	Weekly Total
1. Body (Health)									
								-	-
								-	-
								-	-
								-	-
2. Bank (Work/Finances)									
								-	-
								-	-
								-	-
								-	-
3. Being (Emotional/Mental/ Spiritual Well-Being)									
								-	-
								-	-
								-	-
								-	-
4. Balance (Relationships, Hobbies, Growth)									
								-	-
								-	-
								-	-
								-	-

Build the Dream Self-Coaching Worksheet

- 1. What overall goals you would like to achieve in life ? Consider all the categories, and answer questions 2-8 for each goal.**
(Financial, Emotional, Physical, Spiritual, Professional, Relationship, Other.)
- 2. Why is this goal important to you? (What is the impact of doing or not doing it? This provides motivation.)**
- 3. How will you know you have achieved it? (Measurable result)**
- 4. Let's say you have achieved it; how do you feel? What do you see? Describe yourself and your environment; what is different? How about your lifestyle, how has it changed? What do you hear? What to people say to you? What do they say about you? What do you say to yourself when you look in the mirror?**
- 5. How will achieving this goal affect the other areas of your life? (Financial, Emotional, Physical, Spiritual, Professional, Relationship, Other)**
- 6. Write out affirmations stating each goal as if it has already happened.**
- 7. What has kept you from achieving the goal in the past?**
- 8. What skills, tools, knowledge, and resources do you have to help you?**
- 9. What specific steps will make this goal happen? When will you take each step**
- 10. Enlist someone to hold you accountable for following through, and schedule the next step.**

LASTING HABIT CHANGE EXERCISE

Find the Pattern: Your Childhood Wound

Think of our first negative memory. What happened? What did you make it mean? What did you decide about yourself? About your world? Notice how you spend your life reinforcing those beliefs.

What strength did you develop as a coping mechanism for that event? What other memories can you go through this exercise with?

Write out Something you wish you'd handled differently

Event—It all started when . . .

Interpretation—What was I thinking?

(should/shouldn't have happened, AWFUL, can't stand it, I'm a zero, they're jerks, poor me, I'm fired)

Feeling—How did I feel? (hurt, angry, frustrated, confused, sad, disrespected, victimized, worthless, afraid, irritated, threatened)

Behavior—What did I do or say?

I was talking to my mom, and she started nagging me about not being married or having kids. I felt hurt, angry, and frustrated, so I hung up.

Then Write the Target Scenario

Outcome—What would I like to see happen?

Behavior—How do I wish I'd handled it?

Feeling—How would I have had to feel to be able to do the target behavior easily? (calm, focused, in control, respected, confident, aloof, amused, compassionate, strong, amazed, steady)

Interpretation—What would I have to think about the event to be able to feel that way? (Hurting people hurt people, they must be stressed, this too shall pass, I'm still a good person, no big deal)

I wish I had calmly asked her to change the subject. To do that, I would have to feel calm, in control, compassionate, and amused. To feel that way, I would have to think she is just looking out for me and that she has too little to do, which causes her to obsess. I am a good daughter and person, and this doesn't really matter.

Installing the Habit

Visualize yourself doing it the right way. Envision this every day (set a reminder twice a day). The unconscious mind doesn't know the difference between what is real and what is vividly imagined.

When you catch yourself doing the old behavior pattern, stop and rework the scene in your head. Visualize the revision.