

# Mindset, Change

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# Change

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- In order to grow and progress - we need to change
- To change, we need to address patterns, habits, and behaviors
- To do this
  - We have to admit bad patterns
  - We have to make conscious decisions to change
  - We have to work to change patterns (66d)
  - We have to change other things in our lives
    - Social hour, gathering behaviors, etc.
- This can be very challenging, create uncomfortableness

# Examples

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- Changing food habits
- Changing reaction patterns
- Changing our mindset from closed → open and growth mindset
- Changing habits into those better for us
  - Exercising
  - Grounding
  - Spending down time, play time
  - Decreasing media

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More to come on change.....

# Building a strong mindset

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- A strong mindset is more than simply refusing to quit
- True strength comes from a combination of awareness, focus and resiliency
- It is what allows you to stay focused on your intentions instead of negative thoughts
- It is what helps you understand that struggle is impermanent and won't derail your success.
- It also keeps you from making self-destructive decisions.

# 5 ways to Build an Unstoppable Mindset

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- Why is this important?
- We need to give ourselves tools to help us change, grow
- We need to create a mindset to change, grow
- We need to set ourselves up for success
- How many New Year's resolutions succeed? Why not?
  - We don't set ourselves up for success.
  - We don't work on mindset
  - We may not surround ourselves with others trying to be the best of themselves or those committed to the same things.
- Humans like to not have others be better than themselves - push you to come down to their level

# Step 1: Develop a positive mental attitude

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- This does take work and conscious effort
- Not talking about just the outward appearance - inner
- Use “anchoring”
  - Allows you to snap into a higher mental state when needed
  - Recall a moment in your life when you felt absolutely unstoppable
  - Once you are in this state - do something physical with your body twice
  - Do this twice a day for a week
  - This will then link in your brain so when you need it in the future - you do this and it will take you back to that moment/feeling

## Step 2: Get a coach

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- This can be a certified health coach
- Can be a spouse, family member or friend
- Most successful people have a coach or mentor
- Consume content from someone who's living the life you want to lead.
- Whatever you expose yourself to on a regular basis - you will eventually become
- By intentionally consuming content and ideas from other high-achievers you will begin to subconsciously adopt their mindset, beliefs and behaviors.
- Don't spend too much time on those that limit you.

# Step 3 - Set Goals that will fire you up and force you to grow

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- Aristotle “Nothing improves aim like a target”
- If you want to achieve something great, know your goal
- Write your goals down and visit them daily
- Repetition is the key to success
- To achieve a goal, we need to constantly strive towards them
- By having a concrete vision for your future and believing in yourself, you will start to build an unstoppable mindset, and start doing the things required to live your best life

# Being Intentional

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- “A day without intention is a day wasted”
- How many of us are intentional about our days?
- How many have specific goals and steps to achieve them?
- How many of us are looking ahead at specific goals and striving towards them?
- Or do we just get through our days? Get by?
- What activities do we fill our day with? And why?
- Ask yourself “Why am I doing this activity” and “Will this help me achieve my goals?”

# Step 4 - Take massive action

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- Massive action is perhaps the most important step towards achieving your goals.
  - Quitting a job, saying no to major things that don't lead you to your goals, etc..
- You have to do the work....not just make goals, listen to coaches, etc..
- You have to take action to get the outcomes you desire
- This is the difference between those with an average mindset and those with an unstoppable mindset
- Take risks and chances
- Putting yourself out there - making yourself uncomfortable

# Step 5 - Track and Review your performance

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- Sit down once a week - measure and review goals
  - 10-20 minutes
- What action steps did you take that week
- What were the outcomes of these steps
- The lessons learned and steps you need to take to improve next week
- You don't need to make great strides quickly
  - Even 1% better a day - will make an unbelievable change in a year.

# Other tips

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- Do something uncomfortable every day
  - This helps build up your mental toughness
- Develop an outcomes journal
  - What's the desired outcome
  - Who does it impact?
  - How does it make you feel?
- You decide who you want to listen to and be influenced by
  - What you put in (food, media, attitudes, etc... is what comes out)

# 10 other tips from successful people

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- They use the power of intention
  - Be intentional about habits and activities that move you forward
- Make time to think
  - AM golden hour
  - Understand the importance of reflection and introspection
  - Take time to examine progress and give minds space needed to notice new ideas or opportunities
  - Such a critical step
  - Sitting with coffee each am - a drive - brainstorming session

# Negative thoughts

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- Are aware that negative thoughts derail most people
  - Have figured out a way to deal with them in a productive way
- Instead of suppressing negativity, they accept that negative thoughts are simply thoughts with no inherent power.
- They don't attach to negative thoughts, which creates a freedom to look at the same situation from a new angle.
- Finally, replace the negative thought with a new one that serves you well

# Thoughts

60, 000 THOUGHTS PER DAY  
90% RECURRING  
70 – 80% ARE NEGATIVE



# Language

Watch Your Language



# Case Study

- I'm tired of doing battle with my son every morning.
- I have to figure out how to arm myself with ammunition in preparation for this meeting with my manager.
- What kind of collateral damage am I causing at home because of my stress at work?
- I'm afraid if I bring this up it will lead to a war of words with my husband.

# What is Your Stress Story?

What or who is causing you stress and why?

How would you describe your attitude about this situation?

What are you believing about this situation, person, event?

What assumptions are you making about this situation, this person, or this event?

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# Examining beliefs

1. **Is it true?** (Yes or no. If no, move to 3.)

2. **Can you absolutely know that it's true?** (Yes or no.)

3. **How do you react, what happens, when you believe that thought?**

4. **Who would you be without the thought?**

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IF YOU CHANGE  
THE WAY YOU  
LOOK AT THINGS,  
**THE THINGS  
YOU LOOK AT  
CHANGE.**

WAYNE DYER

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# Tips

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- Don't listen to haters
  - If you play big, or even small - someone is bound to hate on your idea or success
  - Winners do not give their power away by allowing hate and external judgement to affect their ambitions or self-confidence
- Meditate
  - Meditation aims to calm the mind so you can be aware of your thoughts and emotions
  - A meditation practice helps you to get to know yourself on a deeper level
    - Lowers baseline of stress and anxiety
  - Stillness dissolves distractions and stress - leaving you clarity to flow in the direction you want to go.

# Tips

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- Commit to lifelong learning
  - Read and learn - key to a growth mindset
- Set clear goals
  - Journal, track, write down goals and steps to get there
  - Vision boards (separate meeting?)
  - <https://www.pinterest.com/scrappinmichele/vision-board-samples/>
- Exercise
- Laugh
- Be grateful

# Relate to food and health?

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- We get stuck in patterns, taking the simple path
- We have to look at the big picture with the small decisions
- What are your goals??
- How does health and wellness relate to these?
- Basic steps to health are food and the gut - can't skip this
- The more empowered and ready to make great changes and stick to them - the more likely you will succeed
- The more you are mentally tough and resilient - the more likely you will succeed

# Balance

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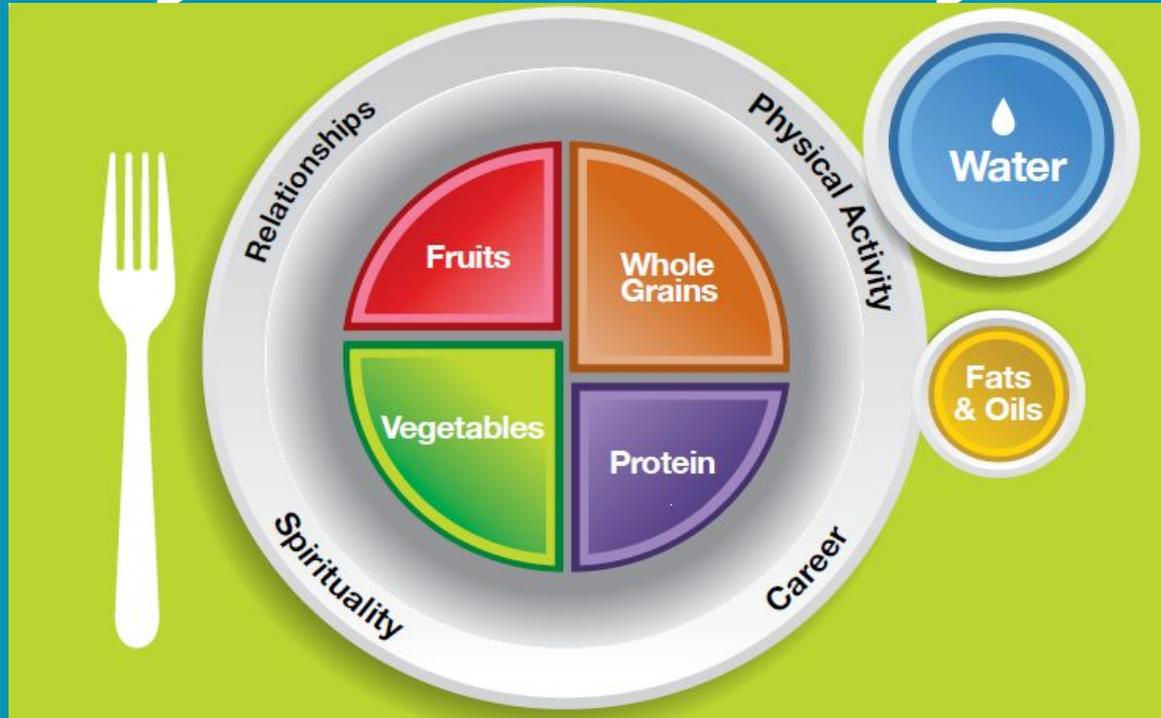
- Set your goals high - expect to achieve what you want
- Leave room for growth, gentleness and kindness
- Leave room for do-overs
- Look back and assess roadblocks - try to figure out ways around those

# Health and habit changes - Elimination

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- Importance of these changes?
  - How imperative are these changes? Are there personal benefits?
- Are you ready to change?
  - Look at the possible barriers to change
  - Take small steps initially to increase your confidence → make a bigger change
- How much do I want to make a change?
- What could get in the way?
- What could help?
- What is the 1st step?

# Primary & Secondary Foods





“We hunger for play, fun, touch, romance, intimacy, love, achievement, success, art, music, self-expression, leadership, excitement, adventure, and spirituality. All of these elements are essential forms of nourishment.”



– JOSHUA ROSENTHAL

# Change



"If you want to change your own behaviour,  
the first thing you can often do is  
change the environment..."

- Kevin Hogan

# The Lion on the Rock

- Disney's Animal Kingdom in Orlando, Florida - when I noticed a majestic lion sitting on a rock on top of a hill, in perfect view.
- "Aren't we lucky the lion is out," I mused to the "ranger" on the train with us.
- "He's always out there, sitting on that rock," he responded.
- "Really?" I said. "How do you get him to stay in that exact spot?"
- The ranger just smiled.



## *Change.....*

- There's just one way to radically change your behavior: radically change your environment.
- —Dr. B.J. Fogg, Director of Stanford Persuasive Lab

# How do we change habits

- Most of us think that our habits will follow our intentions
- The truth is that one of the mind's chief functions is to spot and utilize patterns as shortcuts, in order to process the multitude of information we observe each day. We are more reliant on environmental triggers than we'd like to think

# Change

- “Habits vs. intentions”
- Researchers found that students who transferred to another university were the most likely to change their daily habits.
- They also found those habits *easier* to change than the control group because they weren’t exposed to familiar external cues.

# Stimulus Control

- This mirrors research on the stimulus control theory, or the effect of a stimulus on behavior. Techniques involving stimulus control have even been successfully used to help people with insomnia.
- In short, those who had trouble falling asleep were told to *only* go to their room and lie in their bed when they were tired. If they couldn't fall asleep, they were told to get up and change rooms.
- Researchers found that by associating the bed with 'It's time to go to sleep' and not with other activities (reading a book, just lying there, etc.), participants were eventually able to quickly fall asleep due to the repeated process: it became almost automatic to fall asleep in their bed because a successful trigger had been created.

# Mindless eating

- If you take a look at studies published in books like “Mindless Eating” it is scary to see how small cues can greatly impact our behavior:
- If you use a big spoon, you’ll eat more. If you serve yourself on a big plate, you’ll eat more. If you move the small bowl of chocolates on your desk six feet away you’ll eat half as much. If you eat chicken wings and remove the bones from the table, you’ll forget how much you ate and you’ll eat more

- Good to know, but is it possible to use triggers like these in order to encourage *'good'* behavior?

# Using your environment to change behavior

- Since we know that discipline is built like a muscle —and can likewise be worn out—environmental changes might be useful in getting ourselves to do difficult tasks regularly.

# Task Association

- Associate certain “things” or “places” with certain tasks
- Work station – keep it to work
- Bedroom – sleeping place
- Start assigning certain locations with very particular activities – and try to avoid others

# Reduce or increase friction

- Your environment can also be tweaked to make certain tasks more difficult or easier to do
- Tough habits stick when you can simplify the behavior
- Goals are harmful unless they guide you to make specific behaviors easier to do. Don't focus your motivation on doing Behavior X. Instead, focus on making Behavior X easier to do.

# The “Ah-Screw-its”

- Eliminating ‘ah-screw-its’, or those moments which make you want to abandon a task.
- You can also *intensify* these ‘ah-screw-it’ moments, however, if you are looking to prevent yourself from performing a bad habit.
- Habits are the brain’s way of simplifying the movements required to achieve a given result, so using the environment to increase friction really is the best way to influence your own behavior.

# Design for laziness (our auto mode)

- By designing for laziness, you can stop or reduce a behavior.
- For example, put bad snacks in garage on shelf that requires a ladder
- Put the remote for the tv in a far off place.
- Since willpower can be such a fragile thing, instead focus your energies on making undesirable habits harder to perform.

# Design for laziness

- When it comes to reducing friction, the most universal example is to apply the 'hit the ground running' mindset to your toughest habits.
- Pack gym clothes the night before – plan when the task is not at hand
- Remember supplements – keep them on the counter/pill box
- Have exercise equipment/supplies ready – with after incentive

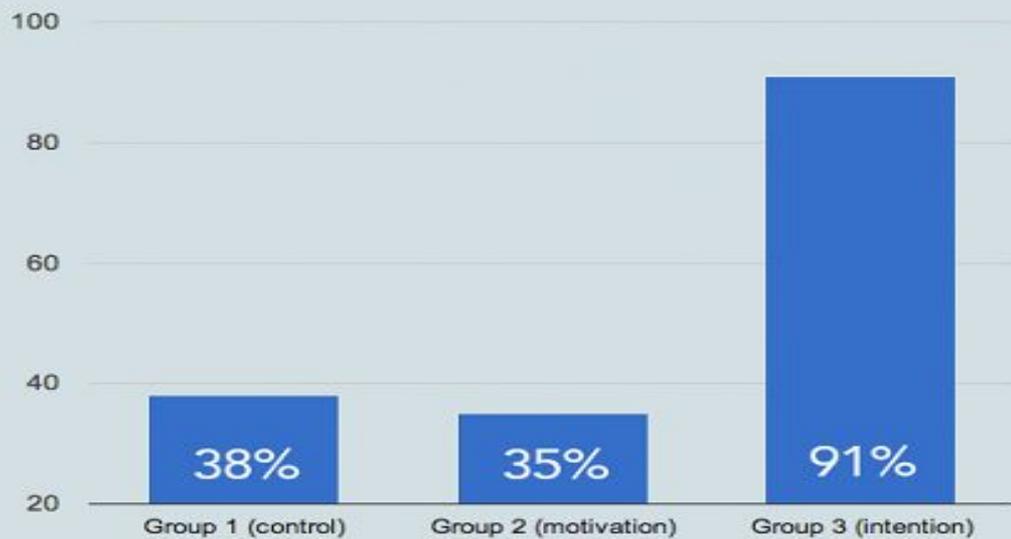
- The examples could go on forever, but the lesson here is that instead of trying to force habits on yourself, spend effort on making good habits easy to engage in, and bad habits difficult to engage in.

# Contextual Cues

- It's easier to make a habit consistent if it's built off of an existing chain.
- In other words, Task X becomes easier to perform regularly if it is ALWAYS preceded or followed by Event Y.
- Because Event Y happens at the same time every day, it was easy to build on the second task, because there was a trigger I could rely on... every single day, without fail

- Try scheduling tasks for consistent parts of your schedule: coming home from work, during/after your lunch break, as soon as you wake up, etc.
- Applying the 'as soon as you wake up' technique – for certain goals.
- This process was found to be even more effective than 'motivational materials' in multiple studies on goal achievement

### Percentage of Participants Who Exercised at Least 1x/Week



Source: *British Journal of Health Psychology*

JamesClear.com

# Routinize with systems

- Few things happen overnight.
- Success is most often the result of consistent execution of a single habit, so perhaps it's no surprise that research suggests having too many choices is the *enemy* of long-term goals.
- Having 'options' makes consistent behavior harder to maintain.
- Ramit Sethi's take on this - 'tripod of stability'
  - the practice of routinizing some important aspects of your life to maintain consistency, but being more aggressive with the rest of your decisions.

- The classic financial example is saving vs. spending: instead of relying on willpower to save money, take away the decision altogether by having automatic withdrawals from your paycheck into an IRA and/or a savings account. This allows you to spend with less worry, since the system has taken care of stability for you, by withdrawing money before you even see it.

- President Obama may choose to only wear blue and grey suits, but perhaps you can pair down your decisions by setting up routines like: “I can only have meat and vegetables for dinner.”
- That small systematic change can have a measurable impact alone because it will compound (not unlike your savings!) if done over time.
- Identify the aspects of your life that you consider mundane, and then ‘routinize’ those aspects as much as possible. In short, make fewer decisions and save time!
- Take that time - and use it wisely

- That said, you can start making changes right now. You don't have to be a victim of your environment.
- Here's a simple 2-step prescription for altering your environment so that you can stick with good habits and break bad habits:
  1. To stick with a good habit, reduce the number of steps required to perform the behavior.
  2. To break a bad habit, increase the number of steps required to perform the behavior.

- Want to watch less TV? Unplug it and put it in a closet. If you really want to watch a show, then you can take it out and plug it back in.
- Want to drink more water? Fill up a few water bottles and place them around the house so that a healthy drink is always close by.
- Shifting your behavior is much easier when you shift to the right environment.
- “designing for laziness.” Change your environment so that your default or “lazy” decision is a better one.

- By designing your environment to encourage the good behaviors and prevent the bad behaviors, you make it far more likely that you'll stick to long-term change.
- Your actions today are often a response to the environmental cues that surround you. If you want to change your behavior, then you have to change those cues.

A scenic landscape of mountains at sunset or sunrise, with a white-bordered box containing an inspirational quote. The sky is a mix of soft pinks, oranges, and blues, with wispy clouds. The mountains in the background are bathed in the warm light of the setting or rising sun. In the foreground, there are dark, silhouetted hills and a valley with some sparse vegetation.

**EVERY  
NEW DAY  
IS ANOTHER  
CHANCE  
TO CHANGE  
YOUR LIFE**

A principal of a school in Boston, wanted to increase student engagement. They should talk to each other, he lamented, not just the teacher. He came up with a great solution.

- He didn't send out memos. He didn't retrain all the teachers. He didn't print posters and hang them in the classrooms. Instead, he rearranged each classroom, placing the chairs in a semicircle, so the students were facing each other as well as the teacher. Voila.
- You want to make it *easier to do* something you want done and *harder not to*.

# Time clocks

- Extra steps – discouragement!
- New time cards at a workplace
- Increased time to punch in — 10 seconds at most
- But that was enough to dissuade 50% of the people from following through.

# Look at your environment

- Researchers have shown that any habit you have — good or bad — is often associated with some type of trigger or cue. Recent studies have shown that these cues often come from your environment.
- This is important because most of us live in the same home, go to the same office, and eat in the same rooms day after day. And that means you are constantly surrounded by the same environmental triggers and cues.
- If your behavior is often shaped by your environment and you keep working, playing, and living in the same environment, then it's no wonder that it can be difficult to build new habits. (The research supports this. Studies show that it is easier to change your behavior and build new habits when you change your environment.)

## ...and the rest of the story...

- The lion that sat so royally on the rock at the top of the hill, day in and day out, for all the park visitors to see?
- It turns out the rock he sat on was temperature controlled. It was warm on cold days, cool on hot days. No need to train the lion or tie him to the rock or hope he likes the view. Just make the rock a place he *wants* to sit.

# *The ability to change*

- Fortunately, we have the power to shape our environment.
- This ability becomes especially important when we're trying to make positive changes in our lives, everything from quitting smoking to not drinking to getting more sleep to improving low self-esteem.
- But, interestingly, even though it's so helpful, according to Norcross's research, the technique of using our environment is underused. "People can be so preoccupied with examining their inner thoughts and feelings that they neglect to keep their surroundings in sync with their goal."

5 key ways – to make the most of our environment  
to support our goals

## 1. **Environment extends beyond geography**

- “Your environment is not defined simply by where you are; it’s also characterized by the people who surround you and the situation you’re in,”
- We can adjust our contact with people, places and things
- For instance, if you’re trying to quit smoking, what situations make this goal especially hard?
- If you’re trying to improve low self-esteem, which people are especially critical or supportive?

## 2. Identify the “detractors” and the “facilitators.”

- Think of yourself as a detective, and notice “what detracts from and what facilitates your change.” For instance, problematic factors might include the time of day and your own feelings.
- When you’re stressed out, you might reach for a drink. When you’ve had your morning cup of coffee, you might reach for a cigarette. When you get home from work, you might start to feel your self-esteem sinking.

### 3. Create a positive environment.

- If you don't see the appropriate environmental options around you, create the environment you need.
- Orison Swett Marden: "A strong, successful man is not the victim of his environment. He creates favorable conditions."
- What kind of environment can you create to help you engage in positive changes? What things does your supportive environment include (or exclude)?

## 4. Add reminders to your environment.

- Text messages, notes
- Power of reminders
  - Alarm
  - Pill box in strategic places (maybe more than one)
- Post-it notes on various mirrors; to-do lists on your desk and in your bag; and messages on your phone and computer.

## 5. Avoid problematic people and situations.

- Avoid high-risk situations and people that rekindle the problem
- Andrew - had trouble overspending
  - He made the default behavior a quiet night at the movies with non-drinking friends
  - He had his employer put his paycheck into direct deposit so that he was not flooded with cash on Friday
  - and he scheduled chores, church, and breakfasts for Sunday morning instead of sleeping into the afternoon."

- Our environment plays a powerful role in shaping our behavior. Use that to your advantage when making positive changes in your life.
- When this is over - consider your environment and how it will impact doing the Elimination
- What do you need to change?
  - Hide bad foods      plan fewer outings
  - Get your family on board      Have a plan for....



The greatest influence in your life, stronger  
than your will power, is your environment.  
Change that, if necessary. Until you are  
mentally strong, you can never be what you want  
to be without a good environment.

-Paramahansa Yogananda



# Examples – Make exercise easy

- Get your gear ready and out
- Plan a group time – so you “have” to go
- Make it a family affair
- Create a reward
- Wire it with a certain time of day
- Spend some money on equipment or gym membership
- Set a phone reminder

# Cut Snacking

- Move the bad snacks out all together or at least to a harder spot
- Make healthy snacks available – prep before temptation
- Put a sign on your refrigerator/cupboard with a list of alternate activities. Do at least 1 first and then see if you still “need” a snack.
- Have a list of the vegetables – or rainbow a day. Once you have those in for the day – splurge with a sweeter one
- Have healthy snacks in the car, at work, in your purse

# Figure the trigger time and plan

- Plan when you are not in that moment.
- Have other options available.
- Eat before you go.
- Forgive yourself and start over if you fail

# Makeover your kitchen

- Make it a pleasant place you want to be
- Do a makeover – get rid of processed foods (Frankenfoods)
- Make mixes, containers that store whole grains, nuts...
- Keep good food - get rid of the bad
- Make it bright and cheery - a place you want to be
- Have a book on tape to listen to while prepping food
- Engage a family member and make it your visit time
- Turn on music and relax as you prep
- Diffuse relaxing oil
- Take some shortcuts if you need to



If you're old, don't try to change yourself, change your environment.

(B. F. Skinner)

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

# Homework

- Make a vision board
  - Spend some time thinking about goals you have
  - Think about the importance of these goals
- Think about your environment in relation to those goals
  - Make a list of your environment in relation to each goal
  - What will be a barrier
  - What would help it be easier to do
  - What is the first step
  - What will be some negative thoughts/patterns that I need to be ready for?
- Then pick an order and do it!
- Have a positive mindset

I am blessed.

