

How to make personal changes stick

HOW TO MAKE PERSONAL CHANGES stick!

① Know your
WHY deeply

What will you gain?

What is at stake?

② Have a plan
+ set targets

I will try 4 times
this month

③ Publicly commit
to the change

Tell someone who
will follow up with you

④ Make goals
visible

To self
& others



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The concept

It can be particularly challenging to implement behavioural changes in the workplace. In some cases you might be working against long-term ingrained habits, operating in an extremely busy work environment or just find it difficult to be motivated to make these changes. Utilising these four levers can significantly improve your chances of successfully making any behavioural changes:

1. **Deeply know your 'why'** – having a crystal clear emotional connection with the benefits that you will achieve or (even more powerfully) the losses you will avoid by making this behaviour change will make you more conscious of implementing new behaviours 'in the moment'.
2. **Have a plan with targets** – writing down the specific behaviours you want to take in particular situations with (where possible) a targeted frequency will provide a focus and sense of progress.
3. **Publicly commit to the change** – telling a few people about your plan will create a heightened desire to act and a greater sense of accountability.
4. **Make the goals visible** – to yourself and others

Why it's useful

These four elements, all working in unison, will provide a set of conditions that lift your consciousness and motivation to act. Not having these elements in place makes it easier to 'let yourself off the hook'.

How/when to apply it

When you have sought and/or received feedback (perhaps through a performance review, 360° process, a staff survey) or are undertaking some leadership or professional development there is a great opportunity to select 1 or 2 specific behaviours you want to work on. Deliberately applying this 4-part framework and then seeking feedback from key people over time will greatly enhance the likelihood of making these behavioural changes 'stick'.

