Motivation for Change:
Small Steps for Lasting Outcomes
What you will learn today

- Understanding the benefits of the change process for successful behavior change
- Determining the effects problem solving has on dealing with barriers and setbacks to change
- Identifying characteristics of SMART goals and realistic action plans
- Applying practical tools and tips to monitor the change process
- Creating an action plan for short- and long-term goals
What is motivation?

How does motivation lead to change?
Motivation + Ability + Trigger = Behavior change

- BJ Fogg
Steps to change

1. What is it that I want and do I REALLY want it?
2. What, where, how and when specifically am I going to do?
3. Rate confidence and importance
4. What is my trigger?
5. One step at a time, take action; be consistent
6. Monitor change: celebrate success and problem solve issues
7. Re-evaluate, start a new, keep building
Making a decision to change

- Advantages of status quo
- Advantages of changing
- Disadvantages of status quo
- Disadvantages of changing
SMART goals

- **Specific**
  - Who, what, where, when, which, why?

- **Measurable**
  - Establish concrete criteria for measuring progress.
  - Ask how much? How many?

- **Attainable**
  - Consider current workload, schedule, knowledge, abilities, commitments.

- **Realistic**
  - Are you willing and able?

- **Timely**
  - A time line makes it a priority.
Ready = willing and able

<table>
<thead>
<tr>
<th>Where are you?</th>
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</thead>
<tbody>
<tr>
<td>✤ Important (Motivation)</td>
</tr>
<tr>
<td>✤ Confident (Ability)</td>
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0 1 2 3 4 5 6 7 8 9 10
Practice: How to make smart SMART goals
Behavior Change Model: Plot your change

Fogg Behavior Model

B = mat at the same moment

motivation

High Motivation

Low Motivation

triggers

fail here

succeed here

triggers

Activation Threshold

www.BehaviorModel.org

Hard to Do

ability

Easy to Do

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Start with small changes

Examples of Tiny Habits

You craft Tiny Habits in this form:

After I [anchor], I will [new tiny behavior]

After I brush, I will floss one tooth
After I start my morning coffee, I will set out my vitamins
After I start the dishwasher, I will wipe one kitchen counter
After I walk in door from work, I will get out my gym clothes
After I sit down on the train, I will open my sketch notebook
After I hear a phone ring, I will exhale and relax for 3 seconds
After I put my head on my pillow, I will think of one good thing
After I arrive home, I will hang my keys by the door

http://tinyhabits.com
## Overcoming obstacles to change

<table>
<thead>
<tr>
<th>Obstacle</th>
<th>Strategy</th>
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<tbody>
<tr>
<td>Stress, overwhelmed, not enough time</td>
<td>Identify your sources and signs of stress. Find constructive ways to reduce and cope with stress.</td>
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<tr>
<td>Social pressures to repeat old habits</td>
<td>Enlist support and involvement of friends. Identify specific type of support you need.</td>
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<tr>
<td>Not accepting mistakes, being a perfectionist, hypercritical</td>
<td>Accept that slips are inevitable and learn from them. Acknowledge that humans are imperfect beings.</td>
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<tr>
<td>Self-blame for poor coping or a lack of willpower</td>
<td>Practice patience and positive self-talk.</td>
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<tr>
<td>Lack of effort, lack of motivation</td>
<td>Assess effort and make sure it is adequate. Reward small successes.</td>
</tr>
<tr>
<td>Faulty beliefs, lack of confidence</td>
<td>Develop new skills, focus on successes, and plan ahead for difficult situations. Change self-talk.</td>
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“You cannot change your destination overnight, but you can change your direction.”

— Jim Rohr
Putting it all together

✦ What will you take away from this seminar?
✦ What is something that you can do starting tomorrow to begin the change process?
✦ On a scale from 0 to 10, with 0 being unlikely and 10 being super ready, how likely are you to make that change?
Your action plan

✧ Set your goal
✧ Make a plan
✧ Find support

“A goal without a plan is just a wish.” – Antoine de Saint-Exupery
Your goal for this week

One thing

What is important to you?

Be specific

What? When? Where? With whom?

Be confident

How will you overcome obstacles? How will you celebrate success?
Resources

➔ Call a health coach to create a plan
  – Call 503-286-6816 or 1-866-301-3866 (toll free), option 2

➔ kp.org/healthengagement

➔ Classes and webinars
  – 503-286-6816 or 1-866-301-3866 (toll free), option 1

➔ kp.org/healthylifestyles for free online programs

➔ Search youtube.com for:
  – Charles Duhigg
  – BJ Fogg
Thank you!