



CONCERN:EAP

# Healthy & Resilient You



SUCCESS

Within Reach:

The Art of Tiny Habits

## Redesign Yourself

**Has your New Year's resolution already turned into a distant memory?** Does it seem like no matter how inspired or motivated you are to make big changes, it's easy to feel overwhelmed or simply drift back into old habits? Stanford Professor BJ Fogg has done a lot of research on what he calls Tiny Habits – healthy activities you can easily integrate into your daily grind. Add a new tiny habit, and next thing you know, it will turn into big results.

## Finding the Sweet Spot for Change

The key to creating effective Tiny Habits is to find the sweet spot between your motivation, abilities and triggers. When working in harmony, the system can produce small changes in your behavior that lead to big victories.

With the following factors in mind, you'll be able to set realistic goals that will help you not only make positive changes in your life, but hold on to them too!



**Ability:** If the struggle is too challenging, it can be easy to lose momentum. Try setting goals that are too easy at first. After a while, you can always ramp up!



**Motivation:** Too little and nothing gets done, but being overly ambitious can quickly burn you out. Be patient and focus on progress, not perfection.



**Trigger:** Pick easy routines to anchor your new desired habits. Build on your history of successes and more will follow.

## How Small is Ridiculously Small?

Dr. Fogg's groundbreaking research revealed that success lies in the size of the steps we take on our journey, not the size of the goal itself. Sometimes we try to take leaps and bounds before we even get started. Even the moon landing, mankind's greatest feat, was started with "one small step".

First decide which existing routines to use as anchors for new habits. Just like an alarm that gets you out of bed or a commercial break that sends you to the fridge, you'll need a cue that will trigger your new action.

Start ridiculously small. Small enough that you'll quickly forget your new habit is new at all! The habit will soon become subconscious action.



**Pro Tip:** *Start early. Try adding a new morning habit that can be cued up by your need to get to work! This keeps the day from getting in your way and helps you get started on the right foot.*

For example, if your goal is to get more exercise during the week, instead of making your new habit a 2-hour sweat fest every day, start super small!

- **Simplify and specify what you want to do:**
  - Do one push-up every day
  - Take the stairs at work
- **Anchor this activity to something you already do:**
  - Do your push-up after you brush your teeth in the morning
  - Go to a different floor to get your morning coffee

While these Tiny Habits may feel "too easy" or silly at first, if you focus on the momentum of success, you'll soon feel more confident and focused on your new habits. Build on your momentum and watch your progress grow!



## Don't Hesitate to Celebrate!

The momentum you gain from the success of creating positive habits is not only the best part, but it's the most essential. The best way to build on this momentum is by giving yourself a reward!

Just like a cue that gets you moving, a reward will keep you coming back to your new habit. The reward can be as big or as small as you need it to be.

- **Celebrate your tiny victory:**
  - Look at yourself in the mirror and give yourself a thumbs up
  - Do a "Rocky" dance at the top of the stairs

And make sure you do it immediately. Don't hesitate to allow yourself to feel that sense of accomplishment! Athletes don't wait until Monday to celebrate that touchdown. Just don't spike the coffee mug!



**Pro Tip:** *Celebrate with others. Sharing in your success will not only hold you accountable, but may even inspire others to make a change!*

Looking for more useful information on creating new habits? Check out the **Habits** section on the Resilience Hub™. For first-time users, please type in your company name to access the site.

[www.ConcernResilienceHub.com/topic/habits](http://www.ConcernResilienceHub.com/topic/habits)

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