

You Can Change Anything

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Intermountain Mission

*Helping people live the healthiest lives possible
= helping people adopt healthy behaviors*



What is your behavior change theory?

We should know the behavior change theory we are going to use and be sure we are applying it to all of our program elements.

Intermountain Behavior Change Framework



RELATIONSHIPS
People who positively or negatively influence me to do a behavior

ENVIRONMENT
My surroundings that make healthy behaviors easy or hard

MINDSET

- I can grow and learn from setbacks (growth mindset)
- I won't attempt to change because if I fail, I'm a failure (fixed mindset)

KEY POINTS about this Framework:

1. Motivation, Ability, and Prompt are three direct variables that can produce action. These variables are interdependent.
2. Mindset, environment, and relationships create a culture that promotes or deters action.
3. Once an action occurs, the outcome (both real and perceived) will influence future motivation, ability and prompts and ultimately future action.
4. This framework can be applied to individuals, groups/families, and communities.
5. This framework will be used to plan interventions (e.g., communication, resources, technology).
6. This framework is influenced by established change theories, including Prochaska (Stages of Change Model), BJ Fogg (B=MAT), Influencer, and Carol Dweck (Mindset).

Key Premises to Healthy Behavior Change

1. People want to change and can change.
2. Generally, people know what they should change with regards to health.
3. They don't know HOW to change.
4. We have adopted faulty mindset messages about how to change.

What are we really saying?

“If you want to feel better, you just need to lose some weight by exercising more and eating better. It would also be good for you to get more sleep and manage your stress. Let’s see you back in a couple of months and you can tell me how you’re doing with these changes.”

Key Premises to Healthy Behavior Change

5. These faulty mindset messages promote failure, not progress. Consequently, when people try to change, they feel like they have failed.
6. We have to adopt a healthy, growth mindset that enables us to learn the skill of behavior change.

What is mindset?

Mindset = the beliefs we have adopted about ourselves and our ability to learn or not learn and to change or not change.



Mindset: The New Psychology of Success

Carol Dweck

Fixed Mindset

- I can't change, it's too hard.
- Change should be quick, easy and require little effort.
- Failure means I'm a failure or it's someone else's fault.
- I should be able to do it by myself.

Growth Mindset

- I can do hard things.
- Change isn't easy. You have to be a beginner and practice a lot in order to get better.
- Failure is part of the process of learning. As long as I learn and keep trying, I can't fail.
- I can ask for help & support.

“I've missed more than 9000 shots in my career. I've lost almost 300 games. 26 times, I've been trusted to take the game winning shot and missed. I've failed over and over and over again in my life. And that is why I succeed.”

-Michael Jordan



All experts were once beginners.



Discussion

What comes from having a growth mindset when you are trying to adopt a healthy behavior?

The Power of Mindset

“Growth-mindset is a buffer against defeatism. It reframes failure as a natural part of the change process. And that’s critical because people will persevere only if they perceive falling down as learning rather than as failing.”

-Carol Dweck

How to Change Your Mindset

- Recognize what mindset you're using.
- Remember the proof you can do hard things.
- Change your words – change your mindset.
- Use growth mindset prompts.
- Practice growth mindset thinking.
- Look back to see your progress.

What mindset am I using?

Identify where in your life you apply fixed or growth mindset. How does it feel when you apply a growth mindset? How is that different than fixed mindset?

Remember:

- When you use a fixed mindset someone is a ***loser***.
- When you use a growth mindset there is no loser, just ***learners***.

Where do you use a fixed mindset?

Hint: Think of a healthy behavior where you say,

I can't _____
because _____.

Remember the proof you can do hard things.

- Identify times in your life when you did hard things.
- How did you do it?
- How can that experience be applied to this behavior change?

Change your words – change your mindset!

- I'm not good at this.
- My plan didn't work.
- I give up.
- I just don't do exercise.
- This is too hard.
- She's so healthy. I'll never be that healthy.

Use growth mindset mantras.

- I can do hard things.
- What do I need to do to be able to do this?
- Relax. I will get better with practice. I don't have to know how to do this right away.
What's my next step?

Practice Daily

A growth mindset practice:

- What did I learn today?
- What mistakes did I make *that taught me something*?
- What did I try today that was hard?
- How did I keep going when things got tough?

Look Back to See Your Progress



Changing Mindsets

“...change isn’t like surgery. Even when you change, the old beliefs aren’t just removed like a worn-out hip or knee and replaced with better ones. Instead, the new beliefs take their place alongside the old ones, and as they become stronger, they give you a different way to think, feel and act.”

-Carol Dweck

Let's Practice!

“I’ve tried to exercise regularly and I’m good for about two weeks and then something comes up and when I miss a few days, I just get too tired to try again. It’s very discouraging. Until I have more time in my life, maybe I shouldn’t keep trying.”

Coaching Exercise

- Pick a partner and talk through how to change your mindset about your experience with changing a healthy behavior.
- We'll debrief as a large group after you've completed your personal "coaching"

Final Thoughts on Growth Mindset

“Do not judge me by my successes, judge me by how many times I fell down and got back up again.”

Nelson Mandela

“You only fail when you stop trying.”