

Well-being this Week

FOR EDUCATORS • BY EDUCATORS

How to really change.

by Lisa Sanetti, PhD

Hey there, fellow well-being warrior! In the past year and a half, we've dived into a whole bunch of topics to help you become a master of well-being, from understanding how stress works to trying out strategies for a happier life.

Perhaps you even checked out some of our issues and gave a few of the tips a whirl (if not, [don't worry, issue 1.11 has QR codes linking to all of them!](#)). But let's be real, sometimes those tips just didn't stick. No worries.

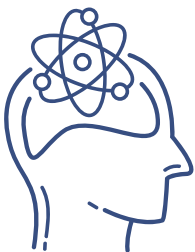
This year, we'll dig into HABITS.

small habits that lead to BIG RESULTS



You may be thinking:

- My unwanted habits seem to stick around forever.
- New habits are nearly impossible.



BUT:

- There's a science of habits that explains how to let go of unwanted habits and build new habits!
- And most of us are doing it WRONG!



So, don't worry:

- By the end of the year you will have the tools you need to break unwanted habits while maintaining new habits!

Mistake #1: We try to change the wrong thing.

With habits, there are three things we can change:
outcomes, processes, and identity

1. OUTCOMES - what you get

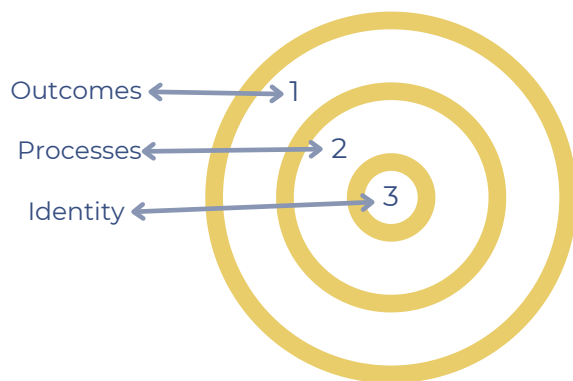
Focus of change:
results
Examples: weight
loss, publishing a
book
Aligned with: Most
goals set.

2. PROCESSES - what you do

Focus of change:
habits and systems
Examples: new
routine at gym, new
to-do app
Aligned with: Most
habits built

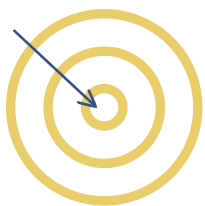
3. IDENTITY - what you believe

Focus of change:
beliefs, judgments
Examples: I'm not fit,
I'm a writer
Aligned with: Most
assumptions, & biases
held.



**The ultimate form of
intrinsic motivation is
when a habit becomes part
of your identity.**
-James Clear

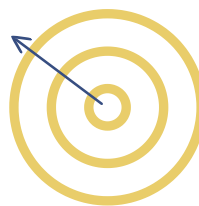
MOST COMMON



Outcomes to Identity

Start with what you
want to achieve

MOST EFFECTIVE



Identity to Outcomes

Start with who you
want to be.

The goal is not to

run a marathon
read a book
stop smoking
spend less

it's to be (a)

runner
reader
non-smoker
fiscally smart

because

runners don't skip runs
readers make time to read
non-smokers never smoke
fiscally smart people budget

Reflections

Over the next month, reflect on who you want to BE.
The values identification exercises from issue 1.6 may be helpful.
An additional exercise is provided below as well.



Imagine your 80th birthday. Two or three people make speeches about what you stand for, what you mean to them, the role you played in their life. In the IDEAL world, where you have lived your life as the person you want to be, what would you hear them saying?

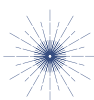
References:

Clear, J. (2018). Atomic habits: Tiny changes, remarkable results.
Duhigg, C. (2012) The power of habit: Why we do what we do in life and business.
Harris, R. (2009). ACT made simple.

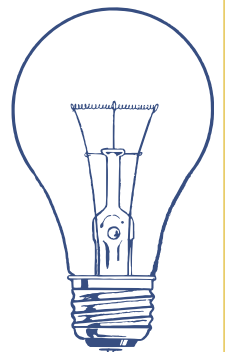
Well-being thisWeek Take-Aways



The most effective way to change your habits is to focus on who you want to become.



Habits matter because small changes can change your beliefs about yourself - which can have a lifelong impact on your well-being!



Well-being work isn't selfish. It's necessary.