

CHANGE ANYTHING

Tactics Definitions Based on the Change Anything Book

	MOTIVATION	ABILITY
PERSONAL	<ul style="list-style-type: none">• Visit Your Default Future: Play your current behaviors forward to their likely end• Tell the Whole Vivid Story: Fill in all of the ugly details behind the glamorous facade• Use Value Words: Shift focus from the unpleasant side of the vital behavior to the values your behaviors support• Make it a Game: Make change fun. 1. Limit the time; 2. Set a small challenge; 3. Keep score• Create a PM Statement: A simple, compelling statement that will motivate the right behaviors even during crucial moments	<ul style="list-style-type: none">• Start with a Skill Scan: Assess what skills and knowledge you lack• Employ Deliberate Practice: 1. Practice; 2. Break it into small parts; 3. Get feedback from a coach; 4. Prepare for setbacks• Learn the Will Skill: Learn how to delay gratification and distract yourself
SOCIAL	<ul style="list-style-type: none">• Know Friends vs. Accomplices: Recognize those that influence you in helpful ways vs. those that influence you in less than helpful ways (they may all have good intentions while their influence and impact may not be helpful)• Redefine Normal: Replace the “shared sense” of what is normal or acceptable from disinterested accomplices with your own sense of what is actually best for you• Hold a Transformation Conversation: Transform an accomplice into a friend by telling them exactly what to do (or stop doing) to be more helpful to you with your change goal• Add New Friends: Find new folks that are interested in you and/or your goal• Distance Yourself From the Unwilling: Put some distance between yourself and those that enable or encourage behaviors that work against you	
STRUCTURAL	<ul style="list-style-type: none">• Use Carrots and the Threat of Losing Carrots: Use rewards that actually reward and also use “loss aversion” to motivate behaviors too (people tend to be more motivated by losing something than gaining something)• Use Incentives in Moderation and in Combination: Reward in moderation so as not to distract from the personal meaning in the accomplishment and combine small rewards with tactics to engender personal meaning and to engage peer acknowledgment• Reward Small Wins: Use proximal goals that put a “win” within reach	<ul style="list-style-type: none">• Build Fences: Create intractable rules and decisive actions to keep you on the “straight and narrow”• Manage Distance: Keep helpful things close and derailing things far away• Change Cues: Use cues to remind yourself of your desired goals and new vital behaviors. Pick cues that kick you out of “autopilot” and nudge you to take the smarter next step• Engage Your Autopilot: Set up standing appointments and other repeat mechanisms that align with the new outcome so it happens automatically in the background without you having to decide again and again during weak moments• Use Tools: Repurpose all of your existing tools and gadgets to cue you to follow your vital behaviors