MAKING A SWITCH

9 Strategies to Help Switch your Thinking and Actions in Times of Change

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| **What is the change you wish to explore?** |  |

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# Directing the Rider

*What looks like resistance is usually a lack of clarity and direction*. To overcome our brain's tendency to become paralyzed by choice and our biases toward the negativity try these 3 strategies:

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| 1. Find the Bright Spots:**What aspects of your current situation or project are working exceptionally well?****How can you replicate these bright spots to achieve better results?**  |
| 2. Create a Destination Postcard:**What is your clear and compelling vision for the future?****How effectively are you communicating this vision to our team or stakeholders?**  |
| 3. Scripting the Critical Moves:**How can you simplify your choices and translate ambiguous goals into concrete behaviors or actions?**  |

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# Motivating the Elephant

To overcome our brains hypervigilance to threats, adversity to loss, and tendency to seek the quick pay off try these 3 strategies:

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| 1. Find the feeling:**How can you broaden and build your repertoire of thoughts and actions through play, joy and other positive emotions and by examining what you can gain?**  |
| 2. Reward yourself:**What timing and strategies can be employed to ensure that rewards are associated with the right actions and lead to lasting change?**  |
| 3. Shrink the change:**In what ways can you lower the perceived barriers and make the steps of the change journey seem less daunting? How can it feel like you are closer to the finish line?**  |

# **A picture containing building, dome  Description automatically generated**Shaping the Path

*What looks like a people problem is often a situation problem*. To overcome our brain's tendency to maintain the status quo, and become tired when creating new neural pathways try these 3 strategies:

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| 1. Tweak Your Environment:**Are there aspects of your daily routine or environment that make it difficult to accomplish your goals or desired changes? How can you modify your environment to make it more conducive to the changes you want to make?**  |
| 2. Building Habits:**What changes or behaviors do you want to turn into habits? How can you create cues or prompts that will remind you to perform these behaviors consistently?**  |
| 3. Rally the Herd:**In what ways does the influence of those around you impact your ability to change?****Who are the people in your social or professional circles who are already aligned with the changes you want to make?**  |

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