



TINY HABITS® FOR RESILIENCE AND WELLBEING

The 21st Century workplace makes unprecedented demands on the human brain; the pace of change, the volume of available information and an increasing focus on accountability have created an environment in which psychological flexibility and emotional resilience are as critical to success as technical expertise. If organisations and their people are to flourish, we need to be proactive in developing the thinking skills that build optimism, initiative and resilience.

Fortunately, small behavioural changes can have a big impact when it comes to resilience and wellbeing. Unfortunately, human beings generally find it hard to make changes for the better, and even harder to sustain those changes. No matter how deeply felt the desire to change – to be calmer, less stressed, more resilient – our attempts to improve are often characterised by a burst of improvement, followed by a dispiriting return to the baseline.

And the contemporary workplace – an environment in which attention is usually in short supply and cognitive overwhelm is the norm – serves only to exacerbate the challenge of making positive, sustainable changes.

Which is why our Tiny Habits® for Resilience and Wellbeing Program has such a big impact.

What are Tiny Habits?

The Tiny Habits methodology was developed by Dr BJ Fogg, Director of the Behavior Design Lab at Stanford University. BJ's research demonstrates that only three things will change behaviour for the long term:

- a: Having an epiphany
- b: Changing your environment (what surrounds you)
- c: Taking baby steps.

Option A is unreliable - generating an epiphany is difficult. Option B can work wonders, but is often beyond our control. Fortunately, Option C offers a simple, practical way to develop behaviour change skills that can be applied to almost any domain of life and work.

Once people learn how to create Tiny Habits, they quickly begin to appreciate the power of baby steps. And, because Tiny Habits focus on helping participants feel good about their successes, they create an upward spiral of positive behaviour.

What's involved?

Our Tiny Habits® for Resilience and Wellbeing Program brings together our expertise in resilience and wellbeing and the superpower of habit building. The Program comprises three elements:

1. **FULL DAY WORKSHOP: PLANT THE SEEDS OF YOUR TINY HABITS**
 - **Build positive emotion:** habits to cultivate gratitude, self-motivate and feel good more of the time
 - **Manage your emotions effectively:** habits to stay calm, reduce stress and respond to challenges constructively
 - **Protect your attention:** habits to maintain focus, manage distractions and reduce cognitive overload
 - **Be proactive in response to change:** habits to approach change and uncertainty with curiosity and a Growth Mindset.
2. **3 WEEKS IN THE TINY HABITS ONLINE 'GREENHOUSE': HELP YOUR TINY HABITS TAKE ROOT**
 - Daily personalised emails delivered to participants' inboxes through the Tiny Habits online 'Greenhouse' platform
 - An online coaching forum in which participants can communicate directly with their peers and the facilitator.
3. **3X1.5-HOUR ONLINE GROUP SESSIONS: GET YOUR TINY HABITS FLOURISHING**
 - Explore the models and methods of developing – and sustaining – resilience and wellbeing in greater depth
 - Troubleshoot, refine their Tiny Habit recipes and untangle unhelpful habits
 - Reflect on their progress, share successes and learn from their peers.

By the Program's conclusion, participants are practicing the daily behaviours that cultivate resilience, and their organisations are seeing *measurable results in engagement and wellbeing*.

Tiny Habits® for Resilience and Wellbeing can also be delivered as a half-day Introductory Workshop.

The facilitator

As one of South Australia's premier workplace coaches, **Anna Lee** has supported thousands of people across Australia – from recent graduates to CEOs – to develop habits that lead to personal and professional flourishing. Key clients include Santos, UniSA and the Adelaide Football Club. In addition to being a certified Resilience Trainer (SAMHRI), Anna is one of only three certified Tiny Habits coaches in Australia.



WANT TO LEARN MORE?

www.leedconsulting.com.au/tinyhabits