

Behavior Change takes hard work or does it?

In many different articles, books, and presentations, there is a theme that is repeated: To develop a new competency...new habit...new behavior takes motivation, effort, time, hard work and sustained practice.

If you continue to do what you have been doing, then yes. If you start doing something different, then behavior change might take minutes or days and be much easier than ever experienced before.

When improved performance is expected and specific competencies are identified as being required, the traditional method is to teach awareness of the current behavior and its impact. Then offer various methods of adapting the original behavior to achieve the new response that supports the desired competency. And then with effort, repetition, 21 days of practice... the new behavior replaces the original. Right? Not necessarily.

What occurs more often than not, is that all is well as long as the person can THINK about adapting to the behavior. Yet, when additional stress or tasks consume some of the thinking capacity, the adapting behavior is no longer used and the original behavior appears again.

The reason is the original behavior is a response from established mental programs. When you adapt, you are overriding the natural response. When you think, you are using your conscious awareness. When you react or respond without thinking, your subconscious mind is in charge.

What is the subconscious? It is the storehouse for previous experiences and information that form our attitudes, habits, behaviors and values. If you want to change the external responses, then upgrading the programs in the subconscious is the fastest, most direct way of accomplishing sustainable change. Change what originates the behavior and no need to adapt or create coping behaviors because the natural response becomes the desired response.

How can change be sustained in a short period of time? Neuroscience research has shown that the power of attention can create and rewire neural circuitry. When adding the power of whole brain thinking, creating a coherence between the brain's hemispheres, then changing the subconscious perceptions, beliefs, or mental models are simple, quick, and sustainable.

Learning and practicing the concepts of a Sales process or Leadership approaches or Emotional Intelligence, etc. is still necessary. What I am suggesting is after the awareness is created, then take the next step to align the subconscious mindset to support the conscious actions.

As an example, if a manager/leader/coach has a mindset that ‘I am most effective when I am in control.’ Then the interaction or coaching experience will be frustrating for all involved. The individual could be taught how to ask questions and elicit information and ideas from others, however disbelief and distrust will occur unless there is congruency between what is being said and done externally with what the inner mindset/beliefs are regarding interacting with others.

Are you ready to know how to do behavior change differently? Come visit my web sites and find out more, www.InnerActiveMindset.com or www.WinningMindsetforSales.com

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