

[Please stand by for realtime captions] Hello everyone and welcome to today's webinar, less is more. Presented by Dr. David Mee-Lee. And I am Samson Teklemariam . This online training is produced by NAADAC the Association for addiction professionals and close captioning is provided by high-tech. Vitac. Visit our website, the permanent home page for the webinar series. So please bookmark it. Every NAADAC webinar has its own webpage that houses everything you need to know about that particular webinar. You can choose from our list of webinars, watch the recording, take the quiz, and make a payment if you're not NAADAC member. You must be registered for any webinar live or recorded, to receive a certificate. Go to webinar provides us with the time tracking tool that verifies that those who pass the C quiz are not only registered but also watched the entire webinar. You're obligated to do that by those who watch our webinar sent for training. Looking at the slides alone does not qualify one for receiving a certificate. The web address on the screen is where you can go in the future whenever you need information related to this webinar or if you'd like to view it again it will be accessible. The quiz and answers to the questions during the webinar will be available. This webinar is approved for 1.5 continuing education hours. And a full list of national and local accepting boards is available on our webinar. It is free to watch the webinar if you'd like a certificate it will be available to when you finish. If applicable submit payment for the CE certificate and join NAADAC. The fee is \$20 for 1.5 sees if you're not a member. A link to download the certificate will then be emailed to you within 21 days of submitting the quiz. As you see here we are using go to webinar for today's live event. Here are some important instructions. You've entered into what is called listen only mode. This means your microphone is muted to prevent any disruptive background noise. If you have trouble hearing the presenter I recommend switching to a telephone line as some Internet connections are not strong enough to handle webinars.'s got questions for the presenter type them into the question box that you see here under go to webinar Control Panel. If time permits I will pose these questions to the presenter. Otherwise we will get the answers from the presenter and post them on the website within a week or two. Let's talk about today's presenters. First Dr. Deborah Teplow is the cofounder for the Institute of wellness foundation, making this the norm at home and at work and in the community. She previously served as Executive Director for the Institute of behavioral healthcare and with the CEO and founder of health focus ink. She's got extensive experience training clinicians and person centered relationship focused approach is to care and has published widely on the evidence-based strategies to promote lasting behavior change. Doctorate is from Stanford University and she is a certified tiny habits coat coach. And Dr. David Mee-Lee is a board certified psychiatrist based in Davis California he trains and consults both nationally and internationally. David is the chief editor of the American Society of addiction medicine's criteria for the treatment of addiction code during conditions and the senior vice president of the change companies. Is also a senior fellow Justice

programs office of the school of public affairs at the American University of Washington DC and cofounder of the Institute for wellness education. David has 40 years of experience in personal center treatment and program development for people with substance abuse conditions. NAADAC is honored to provide this webinar presented by these two professionals.

>>Thank you very much, it's a pleasure to be here. We will talk first about why are we even talking about this topic and why now. One reason was because when we think about addiction and behavior change we often give it as a huge task that has to be done where people change their friends and their lifestyle, quit using. And that makes it sometimes feel like a hard long process for people. When we think of change meaning these major changes where we have to do everything that has to last forever and recovery is a lifelong process. That can feel overwhelming to the people that we work with. And then it doesn't work. So what we are going to try to do today is to present how to make change bite sized and not so intimidating. This means we will go through some myths and mistakes about how behavior change happens and look at the behavior model. And a lot about tiny habits method that you'll learn about and then we will try to bring this back to what this means for addiction treatment. We are inviting you to be both the scientists and the subject in this. Meeting we are saying you're going to be both observing and creating experiments to put into practice the concepts and methods about behavior change that you will learn today. Check those out to see if they worked or not. To tweak that and ask yourself. That's the scientist part of the process. You're also going to be the subject because we encourage you to carry out these experiments on yourself and see how they work and fit for you. Is this something that is making a difference in your life. SAMHSA's definition, when you think about that definition of recovery it puts wellness not just about eating right, the right diet and exercising, but really addiction recovery is not about just using, wellness is not just about diet and exercise. Well-being is about the whole person. So making lasting changes requires a holistic approach that accounts for all the factors that contribute to a person's well-being. Thus the Institute for wellness education and we look at wellness from a 10 dimensional perspective. These 10 dimensions of wellness are the synthesis of different models that come from the center for disease control, the WHO, the substance abuse and mental health services administration and the U.S. Department of Defense. So if you look at wellness that involves these dimensions of physical wellness, nutritional, psychological, emotional, behavioral, and intellectual wellness. Spiritual, medical and dental wellness, environmental wellness, financial, social, and occupational. If you look at all of those dimensions that success will change in any of those dimensions. Any of those beginning where you can start off that makes sense to you, can create a powerful ripple effect on the other domain. So it's not like you have to change everything all at once. If you gain skills in one domain and get a toehold and leverage it can ripple in and help develop skills in all the dimensions of wellness and then you will get

a holistic wellness. So again, we are not saying you got to do everything all at once. To find out which wellness domain and dimension make sense you get a toehold on that it can help start dribbling into a total wellness as an addiction recovery it's just not using it's more holistic recovery. So we are going to have this whole question and if you're like most people you make New Year's resolutions if you've got items on your to do list that language, you don't get to them. Pulling question number 1 is I have items on my to do list that have in their a while, but I haven't managed to get to them yet. Some examples are weight loss, eating healthy, getting more exercise, clean out my closet, garage, or meditate and keep in touch with friends. You've got these on your list yet they are sort of just sitting there. So the question is. I've got items on my to do list that have been languishing do strongly agree, agree, disagree or strongly disagree. That's your time now to check the right box.

>>The pole should be popping up on your screen thanks for responding. We will show the results soon.. Here are the results.

>>48% strongly agree that they have items that have been languishing. 43% agree. So it's pretty close to agree and disagree. Some of you are feeling like your doing well. Maybe you don't have a list so you disagree with that and strongly disagree that someone is able to do all the things that they have on their to do list. So that's pretty interesting. Deborah do have comments?

>>The comment is that this is typical, we all have things on our list that we would like to get to but have not managed to get to yet or don't know exactly how to do it we are just waiting for something that propels us into action. So today you will learn amazing fun and effective ways to check off some of those items on your list.

>>Let's 91% that have languishing issues. So let's take a look at the number two pulling question. I need to have more motivation and willpower to succeed. Is that how you feel picked you agree, strongly agree, agree, disagree, or strongly disagree.

>>The 18% said strongly agree 46% agree, 64% said that as we need to succeed. Richard percent said no and 4% said that's not the answer to getting success in change.

>>This is a bit different than we most often see. Usually it is about 90% of that people believe they need to have more motivation and willpower to succeed. So that's interesting to note. Let's see how that plays out as we go through the webinar today.

>>So maybe some people had a heads up on understanding that it's not all about willpower and motivation so they are already on the path to understanding this webinar. So pulling question number three is one or more reasons I don't succeed includes, not enough time, mental or physical energy or money, not having someone to do it with, or the thing I want to do is out of the ordinary. Think about the reasons you feel like you don't succeed in change. Do you agree, or excuse me do strongly agree, agree, disagree, strongly disagree. Take a few more seconds to get your answers in. 38% strongly agree, 84% agree. 12% disagree and 2% strongly disagree. So it looks like the majority has a number of reasons they think they don't succeed in those changes.

>>Later on you will see why we included these specific barriers to success. So let's go right on now. The problem that people have with change is that most often it's not what they should do but how they should do it. How can they do it. Most people know the basics like eating more vegetables, quit smoking, count your blessings. Take a deep breath instead of getting stressed out. The challenge is how to do these things. Unfortunately we believe a lot of things about change that are both not true and that keep us from taking the steps we need to take that promote positive and lasting change. So before we give you our special method for making change a lot easier and making sustainable. Let's look at myths and mistakes that people make. First some humor and who doesn't appreciate the truth of this cartoon. Thanks for not laughing at my absurdly unattainable New Year's resolutions. So let's take a look at one where we often go about change. Is a list of typical goals. Drink less alcohol, stop smoking, less chocolate, join the gym, start diet. Drink more water, early nights, go running. While those all sound great. Are they achievable. >>Now we have the answer in terms of smart goals. But unfortunately smart goals are not always so smart. And this webinar will not only touch on smart goals but I the and you will learn how to make smart goals smarter. So to review the S stands for specific. Specifically define what you want to do using action verbs. It has to be measurable how do you know you have reached your goal. Attainable or achievable, make sure your goal is possible for you to reach and relevant or realistic. Is it relevant and doesn't reflect your core values is it realistic. And timely, or time bound. Can you achieve it in a reasonable time. These are very familiar I'm sure everyone. Here are some smart goals from authority sites including the Mayo Clinic. We can just scan this. Walking enough to burn 1250 calories this week. I will drink water instead of soda. I will bring lunch to work instead of eating out. Every day this week I will walk briskly for at least 15 minutes. Will take the stairs to my office once a day. Will drink no more than three cans of sugar sweetened soda per week so this is a sparkle be found on authoritative sites I want to put them away for now and come back to them later. Two take a closer look then. So let's go through these myths and mistakes that people make at that to them off-track when they are trying to change. So the first mistake is relying on willpower for long-term change. Unfortunately willpower and self-control are exhaustible resources. Overtime they simply fizzle out. So what can you do instead. First imagined that willpower does not exist. That is one way to propel yourself into action to consider other options that really do work. Number two is attempting big leaps instead of baby steps. Big leaps, dramatic and massive action to start with, definitely don't work. It's simply too hard. And is not sustainable. So what do you do instead? Go for tiny successes, one after another, to create a momentum of success. The third mistake people make is ignoring how the environment shapes behavior. People, places, things, exert profound influences over behavior that can't be ignored. Think about the success that people have a rehab, health spas, and retreats. Conducive environments make it doable. And it

might even make it easy. But daily life is not like that. So embrace the notion that change matters and by changing the environment you can change your life. The fourth mistake that people make is trying to stop old behaviors or bad habits instead of creating new ones. Remember that at least initially every behavior that you start fulfills some kind of purpose. And then it got hardwired into your brain. So stopping behavior that is already established is really an uphill battle. Instead, focus on positive action, and increasing desired behavior. Will focus on avoiding the old ones. And another mistake that people make is blaming failure on a lack of motivation. Just like willpower, motivation & flows. It might fizzle out. It's not enough to ensure success over time. So instead of depending on having an internal fire in the belly, make the behavior easier to do. Next is underestimating the power of triggers. No behavior whether undesirable or desirable happens without a trigger. We can use triggers to prompt positive behavior. Another mistake people make is believing that information leads to action. I found out recently that there's an acronym for this kind of thing it's called IEC, there is simply not enough to propel support and sustain lasting behavior change. So recognize that a lot more than just our conscious inking and cognition contributes to what we actually do. Knowing does not necessarily produce doing and one quote I heard someone say a few years ago was Cubans aren't rational. It's not really a way to describe how they operate. Another mistake is we focus on abstract goals versus concrete behaviors. So lofty goals and aspirations are super, but they make a difference in serving as the backdrop for behavior change. They are not the means for achieving change. Forever is a really long time and it's easily overwhelming. So a finite shorter period of time works a lot better than forever. People have a hard time with change because they assume that behavior change can be difficult. That's true, change is hard and can be difficult so whether you have the right systems and processes. Behavior change isn't actually so hard. I'd like to do a tiny review. If only change were as easy as having an epiphany. The problem with this is that you can't design for them and you've got no control over them. The epiphany strategy is not very reliable. It's not a matter of dream big. Because dreaming big, doing what you love is great. They just don't lead to lasting change. This added a few days ago because I found this graphic a few days ago I found it entertaining. This is the dream big and follow your heart. The problem and the solution is you need to follow your heart. That will not work if it's your primary strategy. All of this has its place but not as the primary strategy for propelling you into action that propels you into the change that you want.

>>So when you look at trying to make our well honed instrument sharp or blunt, if you think about a surgeon. They can't do good work if their tools are blunt. And we can't do good work and behavior of health and addiction recovery if we are seeing change in this way with all these myths as we work with people in addiction recovery, we often repeat these myths. People must be totally absent from day one and they need to be perfect otherwise we kick them out of treatment so you

cannot have a slip or relapse, then we say you've got to develop a whole new recovery support system so change all your friends. And you've got to go to 90 meetings in 90 days you got a get a sponsor and get numbers. Then we wonder why it doesn't work that people are telling the right things to do. They can't be using and they set it up from day one where to get into treatment not only do you have to commit to abstinence whether you're ready or not, then you've got to be able to be perfect and not use, otherwise were suspended or discharged. Then no wonder our clients get overwhelmed because they expect too much too quickly then we blame the client for being noncompliant. So when you think about what we do with mental illness, we do a little better. I don't know any programs that have conditions for treatment.'s got to promise not to get depressed, suicidal, have a panic attack or manic. And then if you do are going to kick you out and suspend you if you do cut yourself and get suicidal. So we are a little better in mental health in sort of meeting people where they are and expecting that treatment is about progress and not perfection. So even though we say that progress not perfection is addiction treatment we still tend to treat goals of abstinent totally better or different with friends, going to meetings, it's not that these things aren't bad things, it's just we have to sharpen our instruments to use the strategies in better ways that are in keeping with change that builds on success. If you make the change process people feel like a failure and get demoralized we want to sharpen our tools to build on success that people can change and not face totally overwhelming odds with people who feel like they are expecting too much. So in the next part of the webinar we help to sharpen your approach to change. This requires that we think differently that we put aside some of those myths that we have about change that it just takes a lot of willpower or the have to dream big, sometimes we make goals that are way too much. Like meditating 20 minutes every day for the next six months. You know changing everything in my life, following my heart. Finding my passion. It's not that easy as Deborah went to the myths. We have to break this down into what we are going to talk about now in a much more change process that is doable and has a chance of success. I was saying that changes the process you can design for. We are taking a look at the fog behavior model. This is a model of behavior change developed by BJ Fogg. From Stanford University. The person with whom I trained to become a certified expert tiny habits coach. So this is the Fogg behavior model. You will see that there is an equation there $B = M+A+P$. So in this model BJ poses that behavior is a result of three things happening together. Motivation, ability, and a prompt. So motivation is the internal process that directs your behavior it determines why we feel like doing something and what we want to do. Ability is the ease at which you can complete an action. A prompt is something that tells us to do the behavior and propels us into action. Here you see a motivator in the Y axis going from high to low the X axis is ability hard to do or easy to do. Then this little -- line here, shows that as you gain in motivation, and the task becomes easier to do. The likelihood of your being able to successfully

complete the behavior, rises. We call this the action line. You will see in this lower left corner, no motivation, hard to do, this is propelling you into action. When you have an adequate amount of motivation and you have adequate ability, then once you have the behavior prompt, it will happen. And you see this slide shows that the prompts fail there, so motivation is heart it doesn't matter if are promised prompt that will happen whereas if you have enough motivation and the ability of behaviors that don't take a lot of effort or that are hard to do. Once prompted, you will be able to do that behavior. So let's talk about motivators. You can either have high or low motivation. Motivation ebbs and flows. So what happens is, when you initially think of something you're all gung ho with the fire in your belly. As I also mentioned it's an exhaustible resource and eventually it subsides and you can lose motivation. Let's talk about core motivators. These are some graphics from Samuel seltzer from Sweden he's adapted some attractive graphics. Here are the 3 motivators. Sensation, anticipation, belonging. They are common to all human experience and people give different names to these motivators. The graphic and terminology is part of how BJ explains motivators. It's what makes it really simple to understand. Sensation is pleasure on one pole and pain on the other. Anticipation has hope on one pole and fear on the other. I heard someone use the word novelty that is a part of anticipation. And then belonging there's acceptance on one pole and retention on the other. Here's another graphic that makes the situation easier to think about motivating. Each of the motivators can be manipulated to increase motivation. So in terms of pleasure, how do you make something more enjoyable how do you remove parts of something that are painful. How can you create more positive anticipation from a behavior in terms of hope. With fear, how do I remove some of the fear and uncertainty. In terms of social acceptance how do I get more support for the behavior. How do I avoid rejection to involve more people around. You'll see that behavior is fun to do and that is a big motivator. Fun and play. So let's talk about ability. We will see that ability ranges from hard to do to easy to do. So often as I said people know what to do but they don't know how to do it. So it's the ability factor that is lacking. So to do something you must be able to do it. So how do you increase ability? There's 2 ways. You can either train for it, and that works, but it's definitely too hard. Training does not make it easy. It's just hard when people give up. The second way to increase ability is by making the task easier to do. So reflect on Amazon, eBay, or any number of online commerce sites or people who want to get your name and email for subscriptions, EEs is a huge factor in their success. If only treatment were as easy as telling your client to just click one time and it will be done. We will show you how to make it easier. The best way to increase ability and make behavior easier to do is to reduce the cost of doing the activity. We have this in our pole. In terms of cost we think of six different factors that are cost factors. One being money. I just can't afford it. Another one is time. Physical effort is another. That's expressed with the I am just too tired. Mental effort. To stressed-out. Social

deviance is. Nobody else does it I don't have support, people look at me weird, or non-routine. I call this the is it too wild and crazy. Either I don't believe in that, I've never done it before, or I just don't look good in pink ruffles. So that is the cost and you can make that task easier by reducing the cost. Here's the ability checklist. How do you reduce the cost and make the behavior easy to do by maximizing ability. This makes it easier to do. So can you make the activity available by reducing that need. So here we looked at motivation and ability. Note that it's a trade-off so if you have super high ability motivation, at the same time if you're not that motivated and you make it easier to do, that is ramping up your ability then you have success once that behavior is prompted let's look at prompts. What they are, and how they work. A prompt is something that says do it now so frequency. Doing it as often as you do the prompt. How do you put these ideas together. That's where the tiny habits of method comes in. It offers a novel way to create new routines in your life that can become automatic. So tiny habits makes change easy to achieve because it drives down the need for a lot of motivation while driving up your ability to do the behavior. So here's the tiny habits formula or what some people call a recipe. After I do blank, I will do the new behavior. So, the behavior should be tiny. A tiny habit is a behavior that you do at least once a day it requires less than 30 seconds to do and requires very little effort. It's not out of the ordinary and it does not have social deviation. It's something you should want versus something you should do. It also should not create pain or bad emotion and tiny habit method is not for Breaking Bad habits. So. Let's talk about what is tiny. And why it. Of this is a huge juxtaposition of this shack first the mansion. Why so tiny? Because every action is a cost even if we make it easy to do we still have a cost. Is still circumventing obstacles that trickle up on the day that we have all of those challenges, if our target behavior is tiny enough, we can carry out the behaviors. So this also means that we never have to deem ourselves up for failing. Let's look at tiny. I like to use the word ridiculously small. Emphasizing the ridiculous. So let's take a look at these quintessential tiny habits. Some are starter steps. The first step in a process, it might not be doing the behavior itself but it's taking that first step that leads to doing the desired behavior then there are tiny versions. So for instance, floss one tooth. That's a tiny version of flossing all of your teeth or take one bite of carrot. This is also a tiny version of eating a whole salad. The starter steps are like put an Apple in my backpack. Putting the apple in the backpack isn't eating healthier but it's a starter steps or putting a vitamin in a dish, putting out the dog food. That was inspired by a student yesterday who said she puts the food for her sons bearded Dragon next to the dish so her son can put the food in which sounds different. Tiny habits is working fantastically for her. So here's a quote from Admiral William the Craven, who is now retired. If you want to change the world start off by making your bed. If you can't do the little things right, you will never do the big things right. And the question

is, we use the word ridiculously small, because when we introduce this method, a lot of people scratch their head and say what. Sometimes we've had a couple of people say I don't believe this can work. The reason we use this quote this does work. It's from the 2014 commencement speech it exemplifies the idea of the power of small steps and the avoiding beating yourself up. Every morning in basic seal training my instructors who at the time were all Vietnam vets would show up in my barracks room and the first thing they would inspect is your bed. If you did it right the corners of the square and the covers pulled tight. The pillows centered just under the headboard and the extra blanket folded neatly at the feet of the rack. That's maybe taught for bed. It was a simple task made Monday and at best. But every morning we required to make our bed to perfection. It seems a little ridiculous at the time, particularly in light of the fact that we were aspiring to be real warriors, tough, battle hardened seals. But the wisdom of the central at approved to me many times over. If you make your bed every morning, you will have accomplished the first half of the day. It gives you a small sense of pride and encourages you to do another task, and another, and another. By the end of the day that one task completed will have turned into many tasks completed. Making your bed will also reinforce the fact that little things in life matter. If you can't do the little things right, you will never do the big things right. And, if by chance you've got a miserable day, you will come home to bed that is made that you made, that this gives you encouragement that tomorrow will be better. If you want to change the world, start off by making your bed. For some people it takes a big leap of faith to believe that successful change can happen without a lot of struggle. They bought into the no pain no gain idea. But for most people, no pain no gain cannot be sustained over the long term. So how small can a change be for it to still make a difference. The answer is the change can be really small. And you've already heard from Admiral M. So let's look at a simple example. In this example the designers change the color of the call to action button from blue to green. This one change yielded an almost 36% increase in conversion. That's the number of people who clicked and bought. That is a huge difference. So as we move forward, keep the power of this example for small change in the back of your mind. Right now what would like to do is, reflect on some of these things on your to do list that have been languishing. Write down a few behaviors you'd like to start doing right now on a regular basis. Then, write down the absolute tiniest version of the behavior or the first step in the process that could lead to the behavior. Member floss, vitamins, or breathing exercises. Let's take a moment, I will time it, take one full minute and jot down a few behaviors you'd like to start doing. If that goes quickly for you then jot down a few more. Practice this way of thinking. The simple but can be challenging.

>>Totally just think of behaviors you want to change but the tiny habit and that change process.

>>The tiniest version. So for instance if they want to do 12 squats a day, the tiniest version will be just to do one or two squats. If you

want to start walking, a starter step would be to put on your walking shoes.

>>So again, remember the adjective ridiculous. Ridiculously timing, tiny. So how are you going to trigger it. Let's look at this anchors, triggers, and prompts. When BJ started his behavior model he gets motivation, ability, and prompt. Used trigger and used the word anchor. Some people respond to this word here. With tiny habits you attached the behavior you want to do or want to start doing with a routine that's already firmly established in your life. This a firmly established routine at as an anchor and triggers your new behavior. So this is the prompt in the behavior model. In this graphic you'll see there's two kinds of anchors, triggers, and prompts. One external and the other is internal. It's external. Internal and a feeling of routine situations. Tiny habits method uses the specific internal trigger of a routine that you do that is already hardwired. I think of internal triggers as the ultimate in convenience and reliability. They come with you no matter where you are. Here's a big example of anchors. These are behaviors that are well-established that you can tie your new behavior to end triggers that behavior. So notice how specific they are. The key being specific. Adding that some can be made even smaller. Such as you have the shower example, after turning a third example on the left after turning on the shower that's actually one that I use but I make it a more specific. After I release my hand from the shower faucet or after I put the dog food back in the cupboard. That's updated. These are good examples they could be sharpened by making them even more specific. So instead of taking out the trash, I want to put a new trash bag in a can or after press the button on the dishwasher or after I put my head on the pillow, those are specific to the more specific you can be, the better. The anchor at us as something you would attach your new behavior to and that catapults you into doing the new behavior. So here for example are some good linkages between the established behavior and the new target tiny habit behavior. So after I finished my run I would do to forward bends. That's related in behavior it's exercise, running, and exercises. Proximity. After I opened the drawer I will fold to articles of clothing. They happen in the same place. In terms of timing, after I sit down for my meal I will name one thing I'm grateful for. Here's an example of frequency that happens every time you do it. After you release the handle and the shower you do two squats then purpose. After a hangup my coat I will put my hat into the had been so that's keeping the house tidy. So now this to our work and Tivoli. Take a look at the tiny versions that you've written down and think about the routine behavior as you do every day that can serve as the anchor to trigger your new behavior. Take a moment to think about what you already do. What you do that might already be anchored in your life that can trigger your doing the new behavior.

>>Moving on, let's look at some examples of how we put it together. This is your target and this is your anchor after closing the front door after Q in the basket after buckling a seatbelt you'll open your eyes in the morning and tell yourself this is going to be a great day

after I turn off my computer I will write down one item on my to do list for tomorrow. So you can see the answers are specific in the tiny habits are tiny. Here's the formula again., I think we've gone over those. Here are a couple from students. After I get into bed and put my hand on the pillow all read one sentence from my Bible. And here's another one. After I hear my husband close the front door I will holler welcome home honey. Let's talk about the last part of the tiny habits method, that's celebration. This is what rewires your brain. So celebration is not the same as reward. A reward, it's like after work hard all go buy a new baseball mitt or go out to dinner. Something like that. Celebration is different. It's a spontaneous expression of an achievement that you do immediately after you perform your tiny habit. Celebration is the spontaneous and enthusiastic response you would make if you are watching your favorite sports team make a goal. It gives you the instant search of joy and the feeling of triumph and accomplishment. So adding celebration to your tiny habit is important because it's pleasurable. One of the core motivators that we all have this pleasure. And so every time you celebrate tiny habit, there are lots of physical ways to celebrate. You can also celebrate by making a sound. Of vocalization say good job, you can hear the roaring crowds in your mind. You can think awesome you can combine them also., Celebration is key. It makes a big difference in how well in wired you are established how you can make these new desired behaviors. I call it the delight and the. This is a reminder that celebrations are spontaneous feelings our joys and delight. How to repeat the tiny habits behavior and the behavior you want to be doing. In training several hundred people, found joy.

>>So now what we need to do is write down three tiny habits for yourself to try out this week. Use the recipe after I. Then your celebration. It could now sound like after I release my head from the shower I will do squats and say that's a simple example of me saying yes. So that may or may not have been amended. I looked at my watch and then forgot where we started. Let's go on there might be more time later. What you do when readiness to change behavior is low. Tiny habits is designed for behavior that you're ready to start doing. So you're prepared and ready for action. What if your not quite ready. How this came up was we taught tidy habits to a group last week, it occurred to us that you could use tiny habits when people are not ready to plunge into change but are in the contemplation stage. So here's a few examples. We suggest you use tiny habits as a rural to express change. Here's what we mean. Here are the tiny habits that we thought of. They don't have to tiny habits but making clear what the anchor would be if someone is not ready to plunge into action but more so at the getting ready states. After I open my eyes I will name a benefit for changing. I will write down one reason why making changes important to my future. After I close my eyes at night I picture what I will look like after losing 20 pounds. After I punch in at work I will think of one reason why it's important for me to keep my job by having a clean urine test. That's something I said was hot off the presses. We will be developing it and invite you to see how you might

use tiny habits when a person is not absolutely ready to rock the change but they are thinking about it. So now let's go back to smart goals. Have you take a look at these smart goals and see with this new idea of specificity how these might work. You can see how specific they are how easy they are to do easy meaning that person has absolute ability to do it so it should be super tiny. How will the behavior be prompted. What tells that person to do it now. [Indiscernible] When we look at these smart goals look and see they are not triggered. They don't seem fun. One thing we know is that we like novelty we anticipate fun and pleasure and tiny habits allows you to do that if somebody wants to make them small enough so they are easy to do they include celebration. Let's talk about some common mistakes. As so many things, tiny habits is simple but it's actually not that easy to get right the first time around. It takes plastic. Let's figure out why these tiny habits recipes may not work. Here's some common examples of mistakes. When I get home I'll sweep the floor. It's way too vague because how will you know when you're getting home is it when I close the door is it what I take up the coat is it when I settle in. What is take off I'm sorry what is when I get home. Getting home and sweeping the floor, what's the relationship between them. Before leaving the house I will check to make sure the back doors locked. That sounds reasonable but the problem with this, it creates those tiny habits. Trigger the behavior cannot happen so you could say after I wake up little apple my lunch set. The problem with that is that the prompt and the target behavior aren't related they are connected in any way and it's distant. You wake up in your bed where's my apple, where's my lunch sack, that makes it hard. After I sit down to eat I close my eyes and meditate for 30 seconds. The problem here is the 30 seconds. That's without timing. The timer going off. This is really discouraging in timing. Really the best tiny habit in terms of meditating will be after I sit down to eat I will close my eyes and take two deep breaths. That's without timing. All right. Now let's go on. The answer is nope. One of the mistakes that we reviewed at the beginning of the webinar is people try to change their behavior by attacking their bad habits. Tiny habits was created specifically for creating new desired behaviors not raking bad habits. The way new habits are formed is easier and different than stopping habits that are already firmly established. One way to use tiny habits to get up bad habits is to use tiny habits to replace the bad with the good. I'm sharing a few examples, the son always hit her windshield when she got in in the morning. When she got in the sunlight was at her eyes, she said that started her day off on the wrong foot. So she created a tiny habit and said after I close the door I will flip down the visor in my car and tell myself it's going to be a great day. It completely transformed her mood. It was a profound change it's a way of using a tiny habit to substitute for something that is a bad habit that negative or firmly established. Another tiny habit that was a miracle was there as a student who learned tiny habits and his tiny habit was, let me give you this background, he had an intense sugar craving that he hated. He was a sugar Holick. He didn't know, he tried to break the

sugar habit these are completely unrelated there. The sugar craving in the tiny habit was unrelated that his tiny habit was, when after I opened my eyes in the morning I will tell myself that this is going to be a fantastic day then he would do a fist bump. He did that for six weeks he then realized he no longer had sugar cravings. He had no idea why or how it happened but his conjecture was that because he set the intention of having a fantastic day craving sugar and doing something he did not want to do was not aligning with his concept of having a fantastic day. So by sitting that intention somehow worked on the subconscious of completely eliminating his sugar problem. This is it necessarily related to a bad habit as much as renewing a lost one. We had a student who loved to play the piano but was too busy, she had a habit of drinking her coffee first thing in the morning and at night. Her family knew that she was having her coffee so don't talk to mom. Tiny habit was after I pour my coffee I sit down at the piano to sip it. Then you can probably imagine the rest of the story. She habituated to drinking her coffee at the piano it became automatic and she started playing the piano. So for her that was such a triumph. Tiny habits not for breaking bad habits but you can use it to substitute. Doing push-ups or situps is fantastic it's not to get you to the Olympics to that meditation retreat but tiny habits is a way of making behavior so simple and easy that it can be automatic. When you fill your daily routine with tiny habits and celebration, your building on momentum of success that propels you from one big treat to another. Remember the quote from the Admiral, that one success comes after another. People often ask how do you raise the bar and grow your tiny habits. But the answer is you don't. You don't raise the bar and you don't change your tiny habits. Once your tiny habit is established you can add to it and do more. But we call this extra credit, or a bonus. Because the reason to keep your tiny habit tiny enough to raise the bar is, that it makes it possible for you to always be able to succeed with the tiny target behavior no matter what comes up in your life. So on the day that you're really tired and stressed out or you don't have time, you're still able to do the tiny habit and celebrate success. So by not raising the bar you avoid beating yourself up when you can only do the tiny habit and not the extra credit. Quote from the Admiral was on the most miserable day you'll come home to a bed that is made to comment that you made. And that made bed gives you encouragement that tomorrow will be better. Is to make your tiny habit solid you'll be able to knock it out and it can become automatic so after you release the knob on the stove for coffee or tea in the morning I do 2 push-ups. Between turning the stove on and waking up, I had realized that I was doing push-ups. That was my tiny habit. I could knock out more. But on that day I was tired. I have already done seven push-ups. So that's the magic of tiny habits. You can build a lot of success and momentum. And this quote. Are the exact words were heard from a public health condition who learned tiny habits and learned them for herself and her clients.

>>Well. Thanks Debra this is a whole new concept for many of us and I'd like to summarize the behavioral model by Fogg. Think of how this

applies to addiction treatment. It offers a trade-off between motivation and ability. If you have no motivation to make a change..Just tried to push the motivation and pump the willpower and give this chair. Just increase the ability by making the behavior EC to do. That is why you start with tiny simple small behaviors so there is no chance for a risk for failure. Success builds on success. People feel empowered because success builds success and you don't have the risk of failure if you make the change small and simple. Meeting, as we think about applying this more specifically to the recovery process. Here are some examples of setting the stage for positive change. Here's the trigger. After I open my eyes in the morning I will think of one person to contact who encourages me to be sober and then I will say great. Not getting 20 names at a meeting. Because that's too big. At the next AA meeting as soon as I take my seat. That's very specific that I will look at one person and smile. Opening up a relationship and say to myself that you can do it. It's scary to go to a meeting to get a sponsor. People are too frightened to approach people so then they end up just slinking out the back. Another example not on the slide but here's an example of after I get into bed and pull the covers up, I will think of one positive thing that I did for myself today. That's you know not 10 things but here is the celebration. I will make a fist pump. And another one is after I get into bed and pull up the covers I will remind myself to take one step at a time by saying you're doing good. That's the celebration. So AA talks about one step at a time. One step can feel like a big task. >>Recovery is a process and not an event. So when people feel like they are not getting anywhere they can lose hope. Make it small against. After opening my eyes I will take one slow deep breath and say you can do it. After I turn on my phone I will write down one reason to stick with my program. And then if you think about triggers in terms of relapse or critical moments. We've got some suggestions here. After I get an invitation to go outside and smoke with the gang at the office I will look at the photo of my children and say no thanks. Then to celebrate I will say good job, good dad. So it's easy to get caught up in the social process of smoking. So you can say after I get at the party I will find a place to stand blocks the view of my drinks. These are just some examples of bringing it home to addiction treatment. Instead of making people feel like they have a huge task ahead of them in recovery. So to wrap this up and bring it home. Tiny habits and addictions settings can be done at a number of different levels how is there tiny habits to get wellness amongst the staff. You can change the culture and effectiveness by looking at what would be an example in the tiny habit to change our organization. Especially in the people we serve with client well-being. How do we apply tiny habits in the treatment plan working with them in a way that creates a sense of hope. So thick about where you want to start with this how you might start trying this out in the next few weeks in the environment that you work with. So just one polling question since we are running out of time. >>Think about this. Do you strongly agree you've got ideas about how

you can help your clients. Do you agree, or disagree that you've got some methods.

>>Thank you David and Deborah launching the pole you'll have another second here. Thank you for sending in your questions to the checkbox. Send all of your questions there now and we will close out the webinar in about 30 seconds. After closeout David and Deborah feel free to speak to these results.

>>99% of usage got something so that is success.

>>That's fantastic and we invite you, Samson, show this next-to-last slide.? We are offering a five day online tiny habits that takes all of 45 minutes over the course of a week. And that is the last slide that you can get online or this will be on the slides online because I can't share now. Tiny habits is something that you need to practice as a scale. Be the scientist and the subject. So thank you very much.

>>Yes. As they were saying these slides will be available on our website and you will see the link there also. As a reminder go to this website for the on demand recording. Your CE certificate, you'll receive by following these steps on the webinar then your CE certificate will be mailed to within 20 days of completing the quiz. This week you can meet us at Hill for the efficacy in action conference. And on 24 April we've got an amazing webinar about slavery, sex, and HIV. You can visit our website for more information and as always, thank you for participating. Thank you to Deborah and Thank you to David for your valuable expertise. Stay connected with us on twitter, Facebook, and LinkedIn. Have a great day everyone. [Event concluded]