

## **When you Want to Change**

While changing behaviour can be a challenge, it is important to understand that we are capable of changing any behaviour we desire and we are totally responsible.

The first, and most important step in making any type of behavioural change, is to decide, specifically, what we really want. It is important to have a clear understanding of what we want to change and what we want to replace the behaviour with. As well, being realistic about what is preventing the change right now will help remove the obstacles as you proceed with your journey.

Get some leverage. With some sense of urgency we can reinforce our desire to change. Things like understanding the pain of not changing and making that pain real. Feeling the pleasure of having changed and linking the pleasure to the idea of the change. Every time you think about the change you can feel the pleasure the new behaviour brings to your life.

Interrupt the limiting pattern. When you are conscious of the same limiting patterns emerging, do something different. Force yourself to change the way you respond. Picture the limiting behaviour playing as a cartoon in your mind; then play it backwards. This tends to break the negative pattern, which can interfere with the new emerging patterns you have used as a replacement. As we change what we think, we change how we are ... you are what you think about.

Create a new empowering alternative to replace the old behavioural pattern. Consciously thinking about new patterns will help make the new patterns habitual.

Condition the new patterns until they become consistent. Put tremendous emotional intensity into the new patterns. You can even schedule the new behavioural patterns at specific times when you know the you will feel the best results. And don't be afraid to reward yourself. Even a simple "well done" as you recognize that you've experienced the results of a specific behaviour change.

Gary Millar  
Tel. (780) 467-6121  
Email: [gary@millarcom.com](mailto:gary@millarcom.com)



*Organizational Communication Management*