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A special issue from ITD World Vietnam

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Happy Lunar New Year!

Dear our valued clients & readers,

ITD would like to send you the warmest greetings and best wishes. May this year bring you prosperity, contentment, and good health!

Lots of opportunities - and challenges alike - are going to await us in 2023. Whatever is going to come, let us face them all with enthusiasm and trust in ourselves.

In the meantime, our team would like to thank you for being part of our journey thus far. We look forward to continuing our partnership in this new year - and wish you success on your own path.

May your dreams be fulfilled, your wishes be granted, and luck be bestowed upon all endeavors! Let us all make this a memorable year full of joy and positivity as we strive towards brighter futures together.

To your boundless abundance in 2023,

ITD Vietnam team





THE SUCCESS DELUSION





THE SUCCESS DELUSION

Why we resist change

(Credit: What got you here won't get you there – Dr. Marshall Goldsmith)

All of us in the workplace delude ourselves about our achievements, our status, and our contributions. We:

- Overestimate our contribution to a project
- Take credit, partial or complete, for successes that truly belong to others
- Have an elevated opinion of our professional skills and our standing among our peers
- Conveniently ignore the costly failures and time-consuming dead-ends we have created
- Exaggerate our projects' impact on net profits because we discount the real and hidden costs built into them (the costs are someone else's problems; the success is ours)

All of these delusions are a **direct result of success, not failure**. That's because we get positive reinforcement from our past successes, and, in a mental leap that's easy to justify, we think that our past success is predictive of great things in our future.

This is not necessarily a bad thing. This wacky delusional belief in our godlike omniscience instills us with confidence, however unearned it may be. It erases doubt. It blinds us to the risks and challenges in our work. If we had a complete grip on reality, seeing every situation for exactly what it is, we wouldn't get out of bed in the morning. After all, the most realistic people in our society are chronically depressed.



THE SUCCESS DELUSION

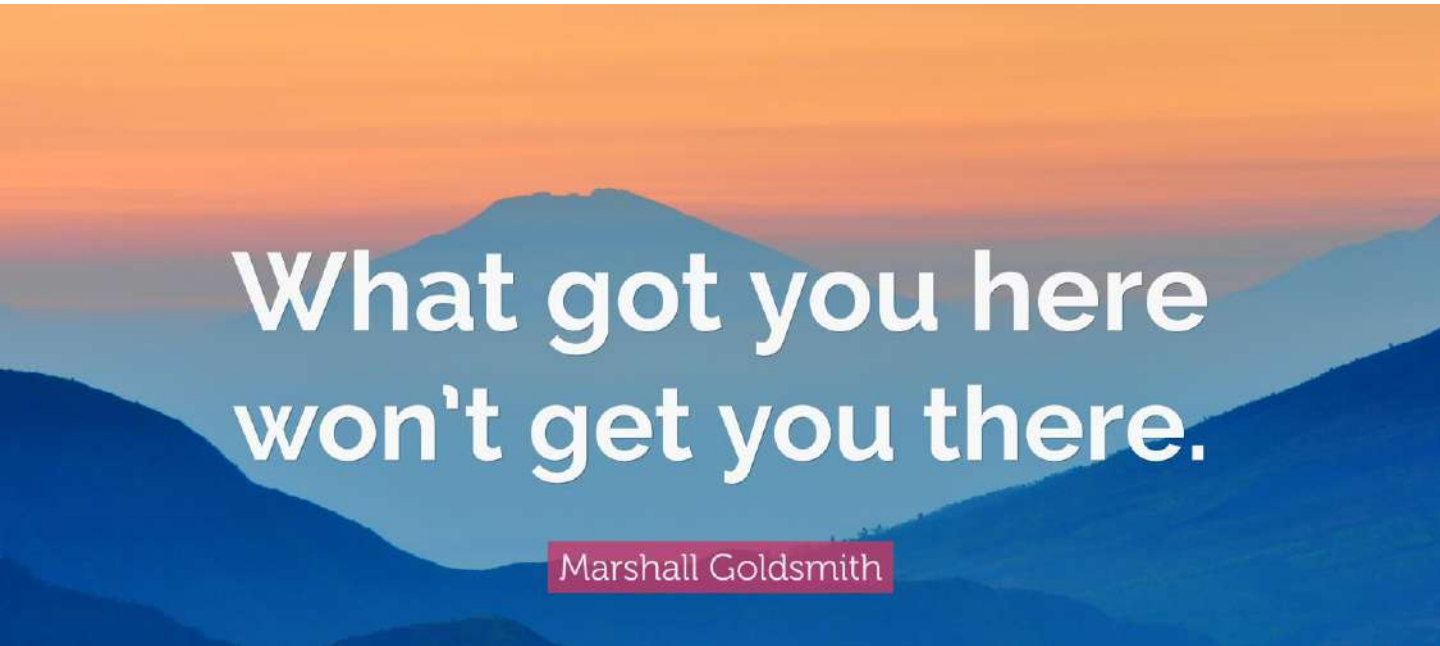
Why we resist change

(Credit: What got you here won't get you there – Dr. Marshall Goldsmith)

But **our delusions become a serious liability when we need to change.**

We sit there with the same godlike feelings, and when someone tries to make us change our ways we regard them with unadulterated bafflement.

- *First*, we think the other party is confused. They're misinformed and don't know what they're talking about. They have us mixed up with someone who truly does need to change, but we are not that person.
- *Second*, as it dawns on us that maybe the other party is not confused—maybe their information about our perceived shortcomings is accurate—we go into denial mode. The criticism does not apply to us, or else we wouldn't be so successful.
- *Finally*, when all else fails, we attack the other party. We discredit the messenger. “*Why is a smart guy like me,*” we think, “*listening to a loser like you?*”



What got you here
won't get you there.

Marshall Goldsmith

THE SUCCESS DELUSION

The paradox of success

Four key beliefs help us become successful. Each can make it tough for us to change. And that's the paradox of success: These beliefs that carried us here may be holding us back in our quest to go there.

Belief 1: I Have Succeeded

Successful people believe in their skills and talent. They have one idea coursing silently through their veins and brains all day: "I have succeeded. I have succeeded. I have succeeded." It's their way of telling themselves that they have the skills and talent to win and keep winning.

You'll see this confident mindset in your successful friends, simply by the stories you hear them repeat. Are they recountings of their blunders? Or are they tales of triumphs?

If they're successful friends, it's the latter.

When it comes to the thoughts we hold inside our heads, we are not self-deprecating. **We are self-aggrandizing.** And that's a good thing. Without it, we might not get up in the morning.



THE SUCCESS DELUSION

The paradox of success

The overconfident baseball player



Marshall Goldsmith once got into a conversation about this with a major league baseball player. Every hitter has certain pitchers whom he historically hits better than others. He said, *“When I face a pitcher whom I’ve hit well in the past, I always go up to the plate thinking I ‘own’ this guy. That gives me confidence.”*

“What about pitchers whom you don’t hit well?” asked Mr. Goldsmith. *“How do you deal with a pitcher who ‘owns’ you?”*

“Same thing,” he said. *“I go up to the plate thinking I can hit this guy. I’ve done it before against pitchers a lot better than he is.”*

And Mr. Goldsmith concluded:

“In other words, not only did he lean on his past success to maintain his successful attitude, but he relied on it even when his past performance was not so rosy—i.e. when the evidence contradicted his self-confidence. Successful people never drink from a half-empty glass”

We want to surround ourselves with confident people. This “*I have succeeded*” belief, positive as it is most times, **only becomes an obstacle when behavioral change is needed.**



THE SUCCESS DELUSION

The paradox of success

Belief 2: I Can Succeed

Successful people believe that they have the capability within themselves to make desirable things happen. It's not quite like a carnival magic act where the mentalist moves objects on a table with his mind or bends steel. But it's close.

Successful people literally believe that through sheer force of personality or talent or brainpower, they can steer a situation in their direction.

It's the reason why some people raise their hand and say, "Put me in, coach" when the boss asks for volunteers to solve a problem—and others cower in the corner, praying they won't be noticed.

This is the classic definition of self-efficacy, and it may be the most central belief driving individual success. People who believe they can succeed see opportunities whereas others see threats. They're not afraid of uncertainty or ambiguity. They embrace it. They want to take greater risks and achieve greater returns. Given the choice, they will always bet on themselves.

Successful people tend to have a high "internal locus of control." In other words, they do not feel like victims of fate. They see success for themselves and others as largely a function of people's motivation and ability—not luck, random chance, or external factors. They believe there is always a link between what they have done and how far they have come—even when no link exists.

It's delusional, but it is also empowering.



THE SUCCESS DELUSION

The paradox of success

Belief 3: I Will Succeed

Successful people have unflappable optimism. They not only believe that they can manufacture success, they believe it's practically their due.

As a result, they tend to pursue opportunities with an enthusiasm that others may find mystifying. If they set a goal and publicly announce it, they tend to do “whatever it takes” to achieve the goal. That's a good thing. But it can easily mutate into excessive optimism.

It explains why successful people tend to be extremely busy and face the danger of overcommitment.

It can be difficult for an ambitious person, with an “I will succeed” attitude, to say “no” to desirable opportunities. The huge majority of executives feel busier today than they have ever felt in their lives. They were overcommitted because they were “drowning in a sea of opportunity.”

Perhaps this has happened to you. You do something wonderful at work. Suddenly, lots of people want to rub up against you and associate themselves with your success. They think, quite logically, that since you pulled off a miracle once, you can pull it off again for them.

So, opportunities are thrust at you at a pace that you have never seen before. You are not experienced or disciplined enough to say no to some of them. If you're not careful, you'll be overwhelmed in due course—and that which made you rise will bring about your fall.



THE SUCCESS DELUSION

The paradox of success

Belief 4: I Choose to Succeed

Successful people believe that they are doing what they choose to do because they choose to do it. They have a high need for self-determination. The more successful a person is, the more likely this is to be true. When we do what we choose to do, we are committed. When we do what we have to do, we are compliant.

“I choose to succeed” correlates perfectly with achievement in virtually any field. People don’t stumble on success; they choose it.

Unfortunately, getting people who think “I have chosen to succeed” to say “and I choose to change” is not an easy transition. It means turning that muscular commitment on its head. Easy to say, hard to do. The more we believe that our behavior results from our choices and commitments, the less likely we are to want to change our behavior.

There’s a reason for this, and it’s one of the best-researched principles in psychology. It’s called cognitive dissonance. It refers to the disconnect between what we believe in our minds and what we experience or see in reality.

The underlying theory is simple. The more we are committed to believing something is true, the less likely we are to believe its opposite is true, even in the face of clear evidence that shows we are wrong.



THE SUCCESS DELUSION

The paradox of success

Belief 4: I Choose to Succeed

For example, if you believe your colleague Bill is a jerk, you will filter Bill's actions through that belief. No matter what Bill does, you'll see it through a prism that confirms he's a jerk. Even the times when he's not a jerk, you'll interpret it as the exception to the rule that Bill's a jerk. It may take years of saintly behavior for Bill to overcome your perception. That's cognitive dissonance applied to others. It can be a disruptive and unfair force in the workplace.

Yet cognitive dissonance actually works in favor of successful people when they apply it to themselves. The more we are committed to believing something is true, the less likely we are to believe its opposite is true, even in the face of evidence showing we may have chosen the wrong path. It's the reason successful people don't buckle and waver when times get tough. Their commitment to their goals and beliefs allows them to view reality through rose-tinted glasses. That's a good thing in many situations. Their personal commitment encourages people to "stay the course" and not give up when the going gets tough.



THE SUCCESS DELUSION

How Our Success Makes Us Superstitious

To a degree, we're all superstitious. In many cases, the higher we climb the organizational totem pole, the more superstitious we become.

Psychologically speaking, superstitious behavior comes from the mistaken belief that a specific activity that is followed by positive reinforcement is actually the cause of that positive reinforcement. The activity may be functional or not—that is, it may affect someone or something else, or it may be self-contained and pointless—but if something good happens after we do it, then we make a connection and seek to repeat the activity.

Psychologist B. F. Skinner was one of the first to highlight this inanity by showing how hungry pigeons would repeat their twitches because doing so was randomly followed by small pellets of grain. After twitching in a certain way and then immediately getting fed, the pigeons learned to repeat the twitches. They mistakenly believed that twitching led to food. Twitch, they hoped, and you get fed. Twitch again, and you eat more.



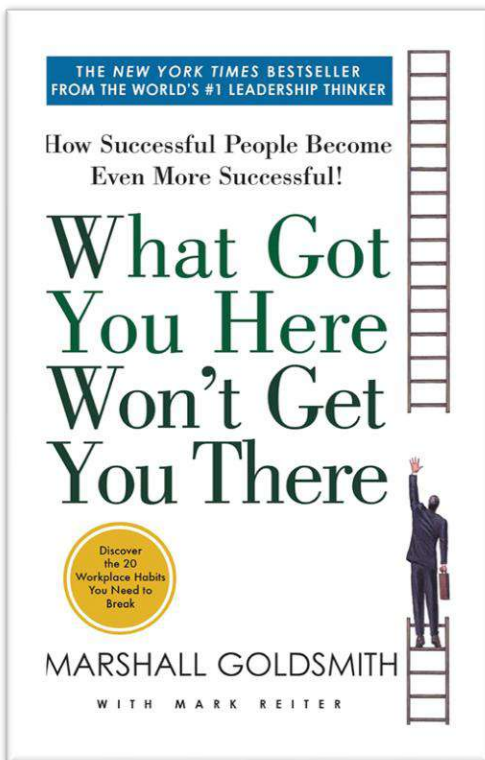
FIGURE 1.4 A typical “Skinner” box in which a pigeon learns that it will receive a food grain reward when it pecks on a spot of bright light.

THE SUCCESS DELUSION

How Our Success Makes Us Superstitious

Sounds silly, doesn't it? We would never behave this way. We assure ourselves that we are more highly evolved than Skinner's pigeons. But hungry business people repeat certain behavior all the time, day in and day out when they believe large pellets of money and recognition will come their way because of it.

Superstition is merely the confusion of correlation and causality. Any human, like any animal, tends to repeat behavior that is followed by positive reinforcement. The more we achieve, the more reinforcement we get.



One of the greatest mistakes of successful people is the assumption, **“I behave this way, and I achieve results. Therefore, I must be achieving results because I behave this way.”**

This belief is sometimes true, but not across the board. That's where superstition kicks in. It creates the core fallacy necessitating this book, the reason that “what got us here won't get us there.” I'm talking about the difference between success that happens because of our behavior and success that comes despite our behavior.



THE SUCCESS DELUSION

The story of Harry – by Dr. Marshall Goldsmith

“One of my greatest challenges is helping leaders see the difference, see that they are confusing “because of” and “in spite of” behaviors, and avoid this “superstition trap.”

This was my biggest hurdle when I worked with an executive I’ll call Harry. He was a brilliant, dedicated executive who consistently made his numbers. He wasn’t just smart. Harry saw things no one else at the company could see. Everybody high and low conceded this. His creative ideas led to groundbreaking new processes and procedures, for which everyone credited him profusely. There was no doubt that Harry had been instrumental in turning around his organization. Plus, Harry had other positives going for him. He sincerely cared about the company, employees, and shareholders. He had a great wife, two kids enrolled in top colleges, and a beautiful home in a great neighborhood. The works. Life was very good for Harry.

The flaw in this perfect picture—and there’s always a flaw when superstition comes into play—was that Harry was a poor listener. Even though his direct reports and coworkers respected him, they felt that he didn’t listen to them. Even when you factor in that they were somewhat intimidated by his quick mind and creativity, and thus more willing to accept that Harry didn’t have to listen to them all the time, Harry was still a world-class aggressive non-listener, not just a distracted genius who sometimes didn’t pay attention. His colleagues consistently felt that if Harry had made up his mind on a subject, it was useless to express another opinion. This was confirmed up and down the company by the feedback I conducted. And it was confirmed at home too, where his wife and kids felt that Harry often did not hear a word they said. If Harry’s dog could speak, I suspect he would have barked out the same conclusion.



THE SUCCESS DELUSION

The story of Harry – by Dr. Marshall Goldsmith

I suggested to Harry that he was probably successful because of his talent, hard work, and some good luck. I also said that he was probably successful despite being an appalling listener.

Harry acknowledged that other people thought he should become a better listener, but he wasn't sure that he should change. He had convinced himself that his poor listening actually was a great source of his success. Like many high achievers, he wanted to defend his superstitious beliefs. He pointed out that some people present awful ideas and that he hated cluttering his fertile brain with bad ideas. Bad ideas were like brain pollution. He needed to filter them out, and he wouldn't pretend to hear out bad ideas simply because it made other people feel better. "I don't suffer fools gladly," he said, with a little more pride than patience.

This was defensive reaction number one. It always happens with people caught in the superstition trap. They cling to the notion that their success is causally linked to a specific behavior, good or bad, responsible or risky, legitimate or inappropriate. They refuse to accept that not all good things flow to them because of the less-than-good things they do. Sometimes there's no causal connection at all.

It was my job to make Harry see his flawed logic.

When I asked if he really believed that his coworkers and family members were fools, he shamefacedly conceded that his comment may have been over the top. These were people he respected, people he needed to get things done, people on whose backs his entire success rested.



THE SUCCESS DELUSION

The story of Harry – by Dr. Marshall Goldsmith

“Upon further reflection,” he said, “perhaps sometimes I am the fool.”

That was a big step for Harry—both conceding the legitimacy of other people’s feelings and recognizing that “perhaps sometimes” he was acting like a fool.

But then Harry went into defensive reaction number two: fear of overcorrection. He was concerned that he might start listening too much and that doing so would diminish his creative impulses. He would become too unwilling to share his opinions and eventually dry up creatively. I pointed out that the danger that a 55-year-old man who had been a bad listener for his entire life would overcorrect and suddenly become excessively interested in other people’s opinions was extremely remote. I assured him that he could remove this concern from his things-to-worry-about list. We were fixing one bad behavior, not manufacturing a religious conversion. Ultimately Harry decided it was more productive to hear people out than waste time justifying his own dysfunctional behavior.



THE SUCCESS DELUSION

Now it's our turn

Virtually all of us are superstitious, attaching too much value to bad behavior that we confusedly associate with our success.

We all know people who insist their cruel comments to colleagues are absolutely necessary because their pithy memorable zingers are where their great ideas begin.

We all know salespeople who think their pushy, belligerent sales tactics with customers are the reason they close more deals than their peers.

We all know executives who insist their remoteness, their inscrutable silences, and their non-accessibility to their direct reports is a controlled, calculated tactic to get people to think for themselves.

Few of us are immune to superstition. Pick a quirky or unattractive behavior that you habitually do, something that

you know is annoying to friends or family, or coworkers.

Now ask yourself: Do you continue to do it because you think it is somehow associated with the good things that have happened to you? Examine it more closely. Does this behavior help you achieve results? Or is it one of those irrational superstitious beliefs that have been controlling your life for years? The former is “because of” behavior, the latter “in spite of.”

Getting out of this superstition trap requires vigilance. We must constantly ask ourselves, “Is this behavior a legitimate reason for my success, or am I kidding myself?”

A pair of large, stylized, light gray eyes with thick, curved eyelids, positioned above a horizontal line.

KNOWING WHAT TO STOP





KNOWING WHAT TO STOP

Most annoying interpersonal issues in the workplace

(Credit: What got you here won't get you there – Dr. Marshall Goldsmith)

“We spend a lot of time helping leaders learn what to do. We do not spend enough time teaching leaders what to stop. Half of the leaders I have met don't need to learn what to do. They need to learn what to stop.” – Peter Drucker

When was the last retreat or training session you attended that was titled, *Stupid Things Our Top People Do That We Need to Stop Doing Now?* When was the last time your CEO delivered an internal talk, designed to motivate employees, that focused on his negative traits and his efforts to stop this destructive behavior? Can you even imagine your CEO (or immediate supervisor) admitting a personal failure in public and outlining his efforts to stop doing it?

Probably not.

There are a lot of good reasons for this. Probably most prominent is the fact that leaders and organizations focus on demonstrating a commitment to positive action to maintain forward momentum. For instance, using the phrase, “We must begin to listen more attentively” rather than focusing on what we can stop, “Playing with our iPhones while others are talking.”

Likewise, the recognition and reward systems in most organizations are geared to acknowledge doing something. For instance, we get credit for doing something good. We rarely get credit for ceasing to do something bad.



KNOWING WHAT TO STOP

Most annoying interpersonal issues in the workplace

Shifting into Neutral

Not all behavior is good or bad. Some of it is simply neutral. Neither good nor bad.

For example, let's say you're not regarded as a nice person. You want to change that perception. You decide, "I need to be nicer."

What do you do?

For many people, that's a daunting assignment, requiring a long list of positive actions. You have to start complimenting people, saying "please" and "thank you," listening to people more patiently, treating them with verbal respect, etc., etc., etc. In effect, you have to convert all of the negative things you do at work into positive actions.

That's asking a lot of most people, requiring a complete personality makeover that is closer to religious conversion than on-the-job improvement. Very few - if any - people can institute that many positive changes in their interpersonal actions all at once.

Fortunately, there's a simpler way to achieve the goal of "being nicer." All you have to do is "stop being a jerk."

It doesn't require much. You don't have to think of new ways to be nicer to people. You don't have to design daily tasks to make over your personality. You don't have to remember to say nice things and hand out compliments and tell the little white lies that lubricate the gears of the workplace. All you have to do is ... nothing.



KNOWING WHAT TO STOP

Most annoying interpersonal issues in the workplace

Shifting into Neutral

When someone offers a less-than-brilliant idea in a meeting, don't criticize it. Say nothing.

When someone challenges one of your decisions, don't argue with them or make excuses. Quietly consider it and say nothing.

When someone makes a helpful suggestion, don't remind them that you already knew that. Thank them and say nothing.

This is not a semantic game. The beauty of knowing what to stop—of achieving this state of inspired neutrality—is that it is so easy to do.

Given the choice between becoming a nicer person and ceasing to be a jerk, which do you think is easier to do?

The former requires a concerted series of positive acts of commission. The latter is nothing more than an act of omission.



What got you here
won't get you there.

Marshall Goldsmith



KNOWING WHAT TO STOP

The 20 Challenges in Interpersonal Behavior

What we're dealing with here are challenges in interpersonal behavior, often leadership behavior. They are the egregious everyday annoyances that make your workplace substantially more noxious than it needs to be. They don't happen in a vacuum. They are transactional flaws performed by one person against others. They are:

1. *Winning too much:* The need to win at all costs and in all situations— when it matters, when it doesn't, and when it's totally beside the point.

2. *Adding too much value:* The overwhelming desire to add our two cents to every discussion.

3. *Passing judgment:* The need to rate others and impose our standards on them.

4. *Making destructive comments:* The needless sarcasm and cutting remarks that we think make us sound sharp and witty.

5. *Starting with "No," "But," or "However":* The overuse of these negative qualifiers which secretly say to everyone, "I'm right. You're wrong."



KNOWING WHAT TO STOP

The 20 Challenges in Interpersonal Behavior

6. *Telling the world how smart we are:* The need to show people we're smarter than they think we are.

7. *Speaking when angry:* Using emotional volatility as a management tool.

8. *Negativity, or "Let me explain why that won't work":* The need to share our negative thoughts even when we weren't asked.

9. *Withholding information:* The refusal to share information to maintain an advantage over others.

10. *Failing to give proper recognition:* The inability to praise and reward.

11. *Claiming credit that we don't deserve:* The most annoying way to overestimate our contribution to any success.

12. *Making excuses:* The need to reposition our annoying behavior as a permanent fixture so people excuse us for it.



KNOWING WHAT TO STOP

The 20 Challenges in Interpersonal Behavior

13. *Clinging to the past:* The need to deflect blame away from ourselves and onto events and people from our past; a subset of blaming everyone else.

14. *Playing favorites:* Failing to see that we are treating someone unfairly.

15. *Refusing to express regret:* The inability to take responsibility for our actions, admit we're wrong, or recognize how our actions affect others.

16. *Not listening:* The most passive-aggressive form of disrespect for colleagues.

17. *Failing to express gratitude:* The most basic form of bad manners.

18. *Punishing the messenger:* The misguided need to attack the innocent who are usually only trying to help us.

19. *Passing the buck:* The need to blame everyone but ourselves.

20. *An excessive need to be "me":* Exalting our faults as virtues simply because they're who we are.

CHANGE YOUR HABIT CHANGE YOUR WORLD



CHANGE YOUR HABIT, CHANGE YOUR WORLD

(Credit: Dr. Marshall Goldsmith, Dr. Peter Chee & Dion Ooi)

People often ask how they can change their life habits so they can be successful whether at work or in life. After years of research and putting thought into action, we have devised a powerful and proven process using the 7Ps of changing habits.

We want to make this process easy to learn and easier to apply for you. To that end, let us share with you the experience of one of our clients, Arul from Dell, as we guide you along in applying the 7P's in your life.

7P's of changing habits

Purpose

To begin the transformation process, we must begin with the question "WHY". This helps in focusing your intention in wanting to change your life. The "WHY" will provide the end in mind and develop a well-formed outcome you want for your life and career. Remember, the purpose is the BIG PICTURE, this is your Vision of what dreams you want to realize and bring into reality to achieve your goals.

and was spending extremely long hours in the office. As a result, he was stressed, frequently tired, and in danger of burning out. His purpose in wanting to have a balanced, healthy lifestyle for sustainable happiness and success was his key driver for change.



Let us now look at Arul. He was managing a critical business turn-around project

CHANGE YOUR HABIT, CHANGE YOUR WORLD

7P's of changing habits

Passion

Passion is an intense enthusiasm for doing something. This is the feeling that we get from engaging in activities we enjoy. The net positive from doing things that we are passionate about is we get better at doing the things we enjoy. This is a key component in driving changes in habits accumulated over a lifetime.

Now Arul had no passion for exercise nor for exercising at the gym, even though the gym was just a stone's throw away. What he was passionate about was

watching his favorite mini-series which we discovered after asking several coaching questions.

With that in mind, we suggested Arul exercise on the running machine while watching his favorite shows at the same time. Doing so allows him to obtain two positives, exercising and catching up on his television programs. The good thing is he was happy to exercise and watch television at the same time. The passion for his shows provided him with the motivation to exercise.





CHANGE YOUR HABIT, CHANGE YOUR WORLD

7P's of changing habits

Pleasure

Pleasure is the trigger that results in us wanting to continue what we are doing. The feeling is a sense of reward and accomplishment thereby encouraging us to do more of the same pleasurable activity. Think of this as a stimulus for good behaviors and habits we want to cultivate for success.

Unfortunately for Arul, he derived no pleasure from exercise since he had yet to feel the full range of benefits exercise can bring. Nonetheless, he identified having more energy to play with his two daughters and getting things done faster as pleasurable.

Pain

Pain is a double-edged sword, we usually want to avoid painful situations but pain can also push us to excel and realize our full potential when we overcome painful experiences.

In our case with Arul, he was experiencing frequent

backaches and neck pain due to sitting for too long, conducting meetings, and gadget overuse. This is his physical pain. His mental pain was not being able to care for his daughters if he falls sick which he desperately wants to avoid.



PAIN MAKES PEOPLE CHANGE

CHANGE YOUR HABIT, CHANGE YOUR WORLD

7P's of changing habits

People

It is said that those who want to fly fast have to fly alone; those who want to fly far have to fly in a team. The principle of teamwork is also relevant in the quest to change your habits. You could do well with help from those around you to break bad habits and create good ones for lifelong success.

Who are these people? They are your family, your spouse and children, your coaches, your mentors, your

accountability partners, and your team members. Stay close to them and they will make your journey to change your habits lighter to bear and easier to fulfill.

For Arul, his teammate was his spouse who enjoyed running and she joined him in his exercise routine. Her joining him on his run ensured he was accountable for what he wanted to achieve in his life.



CHANGE YOUR HABIT, CHANGE YOUR WORLD

7P's of changing habits

Process

Changing habits learned throughout life is not easy but having a process to help make such actions more automatic lightens the effort.

This is where technology can play a vital role in creating good habits. Smart usage of the smartphone and other electronic devices and gadgets can help set alarms and track progress. Those who prefer the old-school method of post notes or pen and paper are also free to do

so. The key is to use the tool you are most comfortable with and one which you use daily. The process itself therefore can even elicit triggers in your quest for change for the better.

In Arul's case, he had his assistant set daily reminders on his smartphone and uploaded the shows unto his electronic devices so he could watch them while running on the treadmill.



CHANGE YOUR HABIT, CHANGE YOUR WORLD

7P's of changing habits

Persistence

Bear in mind that change does not happen overnight. Persistence is the key to the journey to change your habits for the better. Being persistent means you will become better as time goes on.

Persistence was key for Arul as he kept up his exercise regime for 60 days, creating the desired habit. He can feel his life has changed for the better. He was able to maintain the positive momentum and continued to use the 7P's success formulae

to change his other crucial habits at work. To mark the occasion and to celebrate, he took his wife out for a romantic holiday.

Arul's case is just one of many of our successes in helping people achieve their dreams in life. We are truly happy about his transformation and our 7Ps have helped him greatly. We strongly believe that you can realize your aspirations in work and life if you continue doing the right things.

Persistence






CHANGE YOUR HABIT, CHANGE YOUR WORLD


“I am not the richest, smartest or most talented person in the world, but I succeed because I keep going and going and going.” - Sylvester Stallone

Transformational coaching questions

Prepare to change your life for the better by answering the questions below. We recommend you copy the questions to a separate document and save your answers for future reference. Discuss the answers with your partner so you can encourage each other in this transformational process:




What habits do you want to cultivate to achieve the results you want?




What habits do you want to cultivate to achieve the results you want?



How would you celebrate once you successfully changed your habits?



If you do not change your habits then what is the worst that can happen?



What help do you need and who can help you in creating good habits for success?

CHANGE YOUR HABIT, CHANGE YOUR WORLD

Transformational coaching questions

Your answers will help you to identify daily deliberate actions you must take to create new and good habits. Track yourself by using the following tool we have provided. Refer to our examples for ideas and create your own content.

Ultimate result tool

7Ps of Changing Habits

NAME: ABC

DATE: xx June yyyy

Habit to	REDUCE	INCREASE	START	KEEP	STOP
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PURPOSE	A daily 30-minute regime on the treadmill beginning July 1 to September 30 for a healthier and balanced life for sustainable success and happiness.				
	ACTION	TRIGGER			
PASSION	Running on the treadmill while watching favorite television shows and mini-series.	Wanting to catch up on the story's progress.			
PLEASURE	Having playtime and fun activities with daughters.	Desiring a healthy and happy life for sustainable success.			



CHANGE YOUR HABIT, CHANGE YOUR WORLD

Ultimate result tool

PAIN	To strengthen body and mind through daily exercise.	Low energy levels coupled with neck pain and backache.
PEOPLE	Exercise and accountability partner. Support and follow up.	Exercise and be accountable to your spouse. Motivation from regular coaching.
PROCESS	To set a daily reminder. Set up the mini-series with support from the assistant. Visit the gym regularly to run.	Create a daily alarm on the smartphone and ensure all the tools are ready.
PERSISTENCE (Sustainability)	Celebrate success after three months of consistent activity through regular exercise.	Bask in the glow of health, revel in positivity, and the glory of victory.



CHANGE YOUR HABIT, CHANGE YOUR WORLD

Ultimate result tool

PURPOSE	
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Habit to	REDUCE	INCREASE	START	KEEP	STOP
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	ACTION	TRIGGER
PASSION		
PLEASURE		
PAIN		
PEOPLE		
PROCESS		
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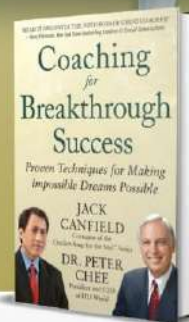
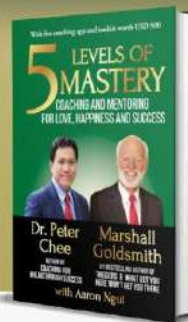
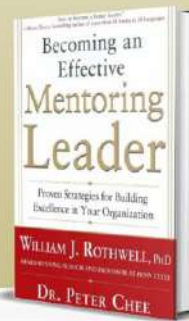
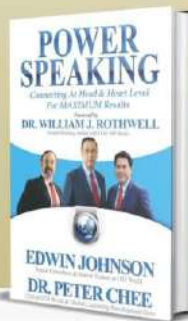
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