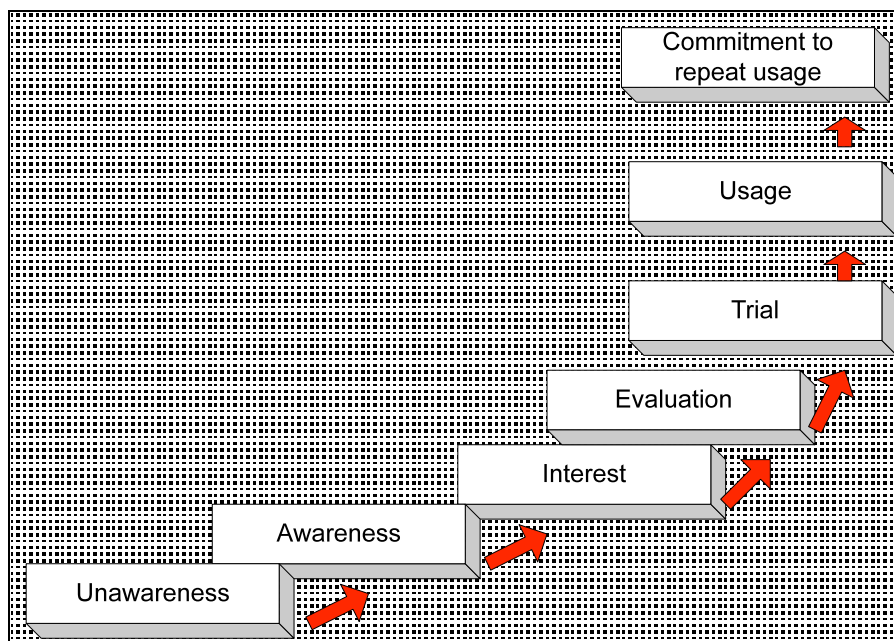


## Locking in a new behavior trait

If you ask management at a weight loss company, or at a fitness gym how long it takes for clients to lock into a new behavior, which will be one they continue with, they may well say "at least 16 weeks". It is no wonder that much training does nothing to influence behavior change. Yet behavior change is the fundamental thing that is necessary if an organization is to lift itself up to another level.

To make any breakthrough you have got to realize the impact of your current behavior on the organization. Why the behavior change process takes so long is because you need to travel along a path of enlightenment as set out in Exhibit 5.1

Exhibit 5.1 The behavior change process



Here are some of the basic behaviors that will make a difference. How do you score?

<b>Personal baggage checklist</b>	
<u>Focus</u>	
Do you allocate the major chunks of your time to the major goals in your life? (as per your treasure map)	<input type="checkbox"/> Yes <input type="checkbox"/> No
Have you determined what your goals are for the next 2-3 years?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Do you treat emails, as you would mail, read it at an appropriate time? (you can set up email filters to help manage the emails and better channel your time)	<input type="checkbox"/> Yes <input type="checkbox"/> No
Do you avoid being sucked into "non urgent, not important" issues?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Do you inoculate yourself from the diversion disease?	<input type="checkbox"/> Yes <input type="checkbox"/> No

Do you have a clear understanding of all the loose ends that are outstanding?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Do you carefully check the purpose and intent of a meeting before you agree to attend?	<input type="checkbox"/> Yes <input type="checkbox"/> No
<u>Ability to finish</u>	
Do you have specific times for finishing e.g. a finishing week each month or fortnight?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Do you minimize your involvement in new projects until your previous ones are finished?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Do you occasionally work away from your office (from home or a quiet location) so that you can focus on projects uninterrupted?	<input type="checkbox"/> Yes <input type="checkbox"/> No
<u>Interpersonal skills</u>	
Are you able to make sufficient eye contact; at least 50% of the time the conversation is taking place?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Are you able to demonstrate "humility" when you consider yourself an expert in the subject matter? (showing that you are open to others' suggestions and opinions)	<input type="checkbox"/> Yes <input type="checkbox"/> No
Can you remain open to ideas, which initially you would like to reject out of hand?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Do you listen to tone and context of the spoken words so as to ascertain what the person is really meaning? (the poor choice of words commonly leads to misunderstandings)	<input type="checkbox"/> Yes <input type="checkbox"/> No
Do you allow others to complete their conversations?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Are you using your mind to create more linkages from the conversation?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Do you show interest and give back verbal and non-verbal signals that you are listening?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Are you aware of all the non-verbal cues you are giving from your body language?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Can you be courteous with people and ruthless with time?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Can you be as least as patient with other people as you would wish them to be with you?	<input type="checkbox"/> Yes <input type="checkbox"/> No
<u>Calm in adversity</u>	
Can you avoid taking adversity personally?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Can you look at the funny side when adversity strikes?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Can you realize that adversity is part of life and deal with it?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Can you still be courteous to people when you are on a tight deadline?	<input type="checkbox"/> Yes <input type="checkbox"/> No

<u>Addiction management</u>	
Do you limit stimulants that adversely affect your behavior? (e.g. Caffeine can make a substantial impact on how argumentative we become especially if you have more than two strong coffees during the working day)	<input type="checkbox"/> Yes <input type="checkbox"/> No
Have you limited any addiction to the adrenaline rush of completion in the 11 <sup>th</sup> hour?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Have you controlled the need to work harder (or longer) than anyone else in your team?	<input type="checkbox"/> Yes <input type="checkbox"/> No
<u>Anger management:</u>	
Do you see anger as a negative trait rather than a good release valve?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Do you handle your angry feelings in a safe way?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Are you aware that you have a choice and alternatives? (there are many good behavioral change programs)	<input type="checkbox"/> Yes <input type="checkbox"/> No
Are you aware that frustration with one's self is one of the great initiators of anger?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Do you use the "time-out" technique to avoid expressing anger to your colleagues, staff, family?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Do you view events as challenges to be overcome rather than roadblocks to your progress?	<input type="checkbox"/> Yes <input type="checkbox"/> No
<u>Personal learning &amp; growth</u>	
Have you attended any personal development courses to overcome the defense mechanisms that you have put in place from childhood onwards which may be limiting your effectiveness?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Have you attended any personal development courses to challenge your negative behavior traits? (we all have them)	<input type="checkbox"/> Yes <input type="checkbox"/> No
Do you know where you lie on the Enneagram? (a worldwide program to help individuals understand their behavioral weaknesses)	<input type="checkbox"/> Yes <input type="checkbox"/> No
Do you know your Myers-Briggs personality type? (a worldwide program to help individuals understand their personality type)	<input type="checkbox"/> Yes <input type="checkbox"/> No
Have you done the Myers-Briggs team wheel?	<input type="checkbox"/> Yes <input type="checkbox"/> No
<u>Creating win-win situations</u>	
Do you analyze the situation from the other side?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Can you honestly say you are focused on a mutual win-win?	<input type="checkbox"/> Yes <input type="checkbox"/> No
If your trade suppliers, customers etc were contacted do you think they would say you are fair and reasonable?	<input type="checkbox"/> Yes <input type="checkbox"/> No

<u>Functioning team member</u>	
Are you able to curb your own desires in order to function fully as a team member?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Are you able to put other team members needs alongside yours?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Do the administration staff willingly help you? (because you have linked well with them)	<input type="checkbox"/> Yes <input type="checkbox"/> No
Do you share praise from others with the team rather than "bag it" for yourself?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Your score	
Your staff scoring you	

Number of Ticks	My advice to you
less than 20	Treat it as an urgent priority
20-25	Time to get serious with personal development
25-30	Still more could be done
over 30	Congratulations, you have made good progress minimizing your personal baggage (suggest you get a number of your staff to score you - there maybe a difference)

Tip: Read "The Power Of Now" by Eckhart Tolle, Published by New World Library - (USA)

Using the Enneagram for Self-Discovery by Don R Riso & Russ Hudson