



***Exploring Popular Concepts about Habit Formation in
the Context of Faculty Wellness and Success***

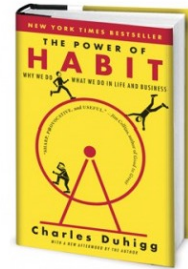
Heather Wilkinson

Professor and Associate Vice President

POPULAR HABIT CONCEPTS



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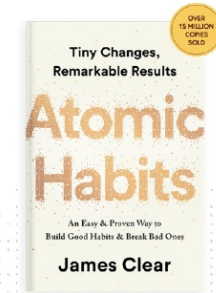
Duhigg, Charles. *The Power of Habit: Why We Do What We Do in Life and Business*. Random House, 2012.

- science and psychology behind habits
- habit loop
- identify and modifying keystone habits is transformative because the small change creates large effect across many areas of life
- habits conserve willpower
- major events catalyze habit change
 - routine disruption
 - identity shift
 - social context change
 - mindset shift
- environment supports habits.
- golden rule of habit change
- incremental change and marginal gains can be transformative
- accountability



Rubin, Gretchen. *Better Than Before: What I Learned About Making and Breaking Habits—to Sleep More, Quit Sugar, Procrastinate Less, and Generally Build a Happier Life*. Crown, 2015.

- habit formation through the lens of personality
- four tendencies framework: Upholders, Questioners, Obligers, and Rebels
- monitoring & scheduling strategies
- foundation habit strategies – focus first on habits that stabilize well-being & satisfaction
- abstainers & moderators
- lightning bolt
- clean slate
- habit pairing – use established habit to cue a new habit
- treats
- small wins
- accountability
- habit loop
- environment supports habits.
- habits conserve willpower, reduce decisions.
- progress over perfection



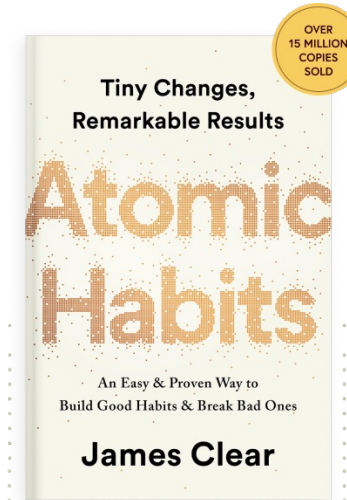
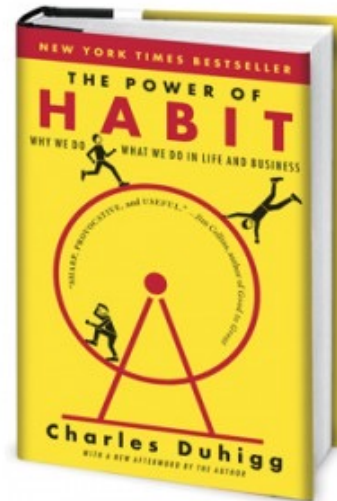
Clear, James. *Atomic Habits: An Easy & Proven Way to Build Good Habits & Break Bad Ones*. Avery, 2018.

- compounding effect of small (“atomic”) habits – establish the habit first and then improve it
- habit loop
- habit stacking (same as habit pairing (Rubin))
- habit bundling -promote formation of new habit by coupling a less enjoyable habit with an existing pleasurable habit
- implementation intention (similar to scheduling (Rubin))
- habit automation for routine tasks
- default decisions for common situations
- focus on identity: self-image serves to motivate & create sustained behavior change
- systems instead of goals
- environment supports habits.
- progress over perfection

What are habits?



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Taken together, habits encompass automatic behaviors, routines, and choices that play a fundamental role in shaping individual lives, productivity, well-being, and overall personal development

DECISION FATIGUE & WILLPOWER



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- Decision-making depletes mental energy
- Willpower can grow/be trained, nonetheless, it is limited
- Establishing systems and habits will minimize the need for constant decision-making, allowing individuals to conserve mental energy and maintain self-discipline.



SHIFTS THAT CATALYSE HABIT CHANGE



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- **Major life events** (Duhigg) - Significant events can be psychological turning points that create natural opportunities for individuals to reassess their habits and make intentional changes
- **Lightning bolts** (Rubin) - moments of sudden insight or realization that have the power to spark significant change in a person's habits and behavior
- **Clean slate** (Rubin) - represents a mental reset, a chance for individuals to break free from the inertia of existing habits and make a conscious effort to adopt new, positive behaviors
- **Decisive moment** (Clear) - a critical juncture where choices accumulate and compound over time. Making the right decision in these moments can have a significant impact on habit formation. For example, what do you do when the alarm goes off?
- **Motivation follows action, not visa versa** (All)



MORE HABIT CONCEPTS



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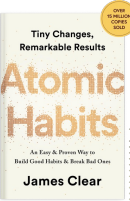
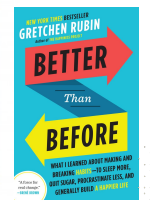
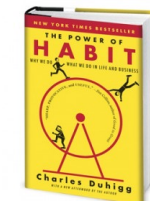
- **Habit Pairing** (Rubin)/**Habit Stacking** (Clear) – Link new habit to an existing well-established habit
- **Habit bundling** (Clear) - promote formation of new habit by coupling a less enjoyable habit with an existing pleasurable habit
- **Golden rule of habit change** (Duhigg)/ **Habit automation** (Clear)– by understanding and manipulating the components of the habit loop individuals can effectively reshape their habits and cultivate positive behavior change



ENVIRONMENT SUPPORTS HABITS



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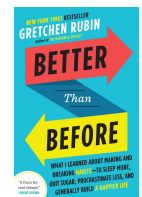


KNOW YOURSELF



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- **Focus on identity** (Clear) – Motivation for desired habits involves focusing on behaviors that reinforce a chosen identity. This shift in identity becomes a powerful driver of habit change. *E.g. “I am a marathoner”*
- **Abstainer vs. Moderators** (Rubin) – For abstainers it's often simpler to say "no" entirely rather than trying to moderate or have just a little. Moderators find allowing themselves a small amount allows them to remain motivated.
- **Four Tendencies** (Rubin) – Next slide



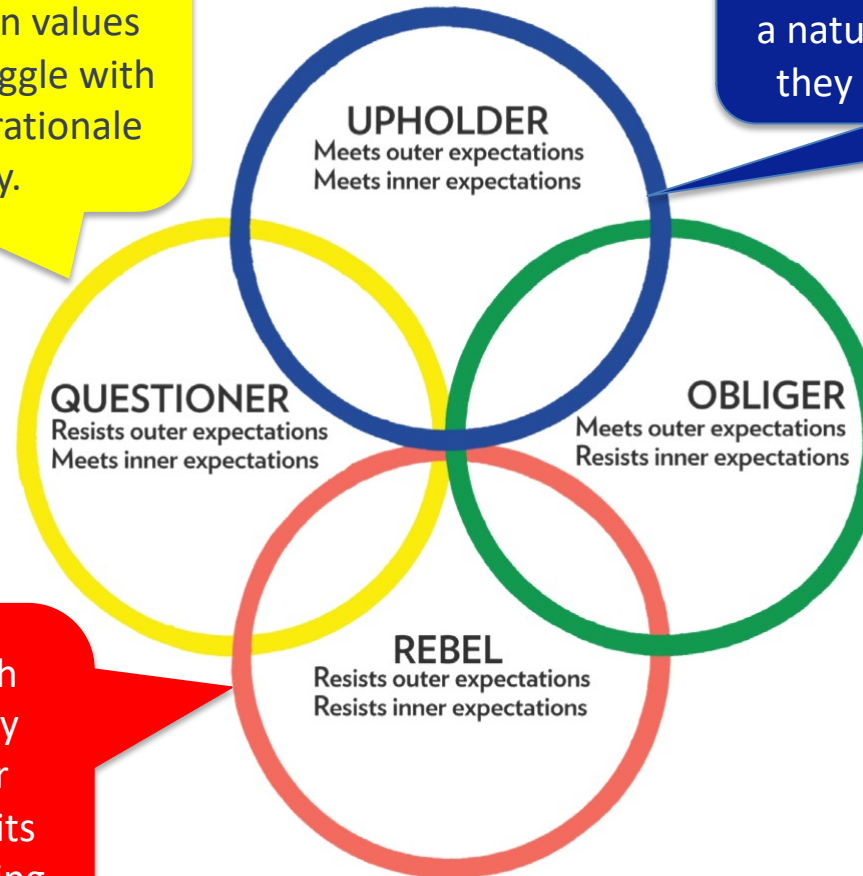
FOUR TENDENCIES



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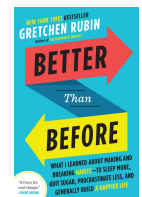
Habit Formation: Questioners are more likely to form habits that align with their own values and logic. They may struggle with habits that lack a clear rationale or seem arbitrary.

Habit Formation: Upholders tend to excel at creating and maintaining habits because they have a natural tendency to meet expectations, whether they come from within or from external sources



Habit Formation: Obligers benefit from external accountability, so forming habits may be more successful when they involve others or have external consequences. Group activities, partnerships, or coaches can be effective for them.

Habit Formation: Rebels may struggle with traditional habit-forming strategies, as they resist imposed routines. They often prefer spontaneity and may find success with habits that align with their sense of identity, allowing them to express their individuality.

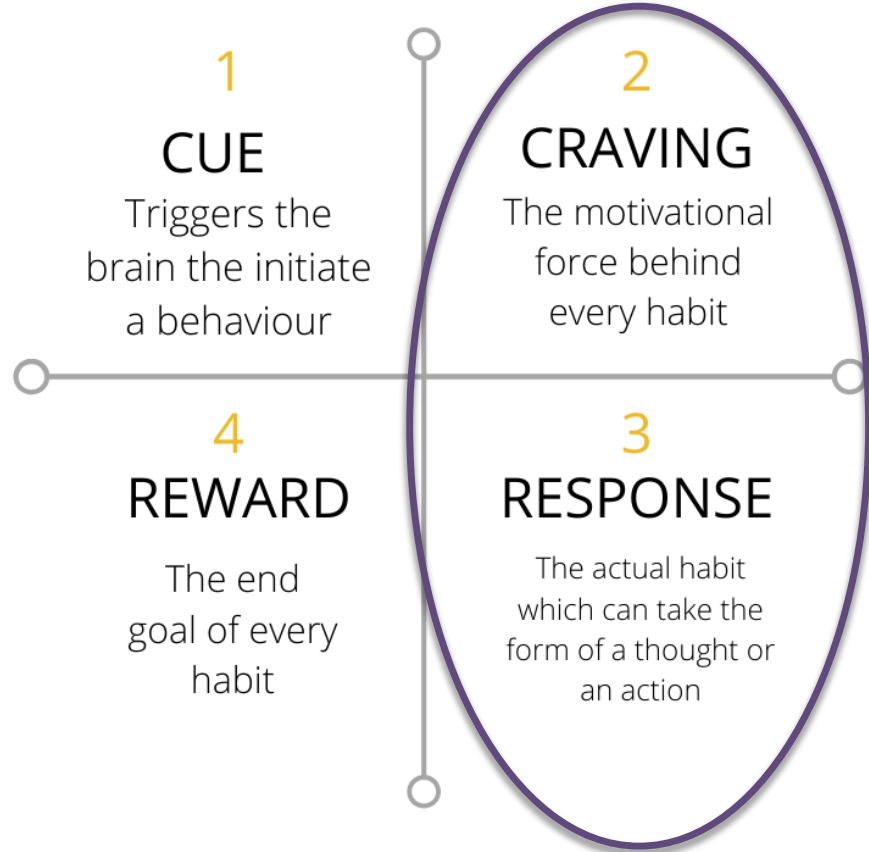


THE HABIT LOOP

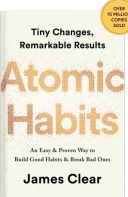
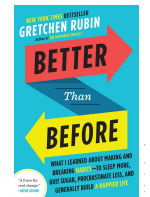
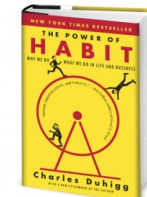


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THE HABIT LOOP



Note, sometimes craving and response are combined and called “ROUTINE”

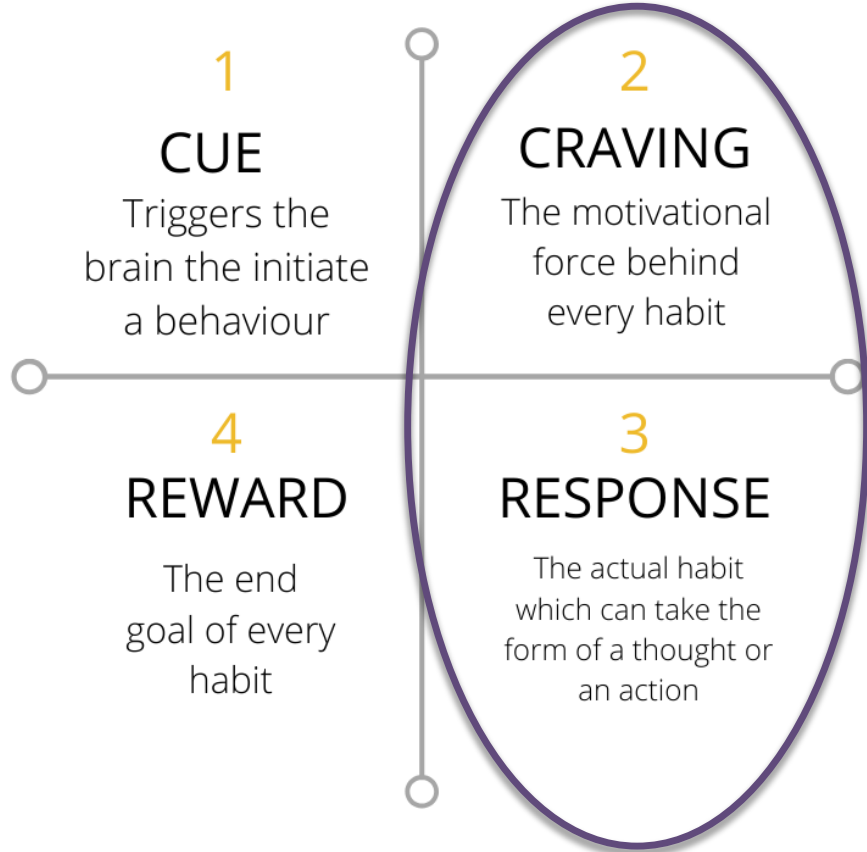


THE HABIT LOOP



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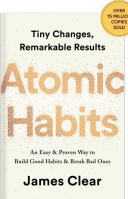
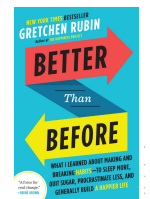
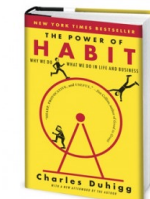
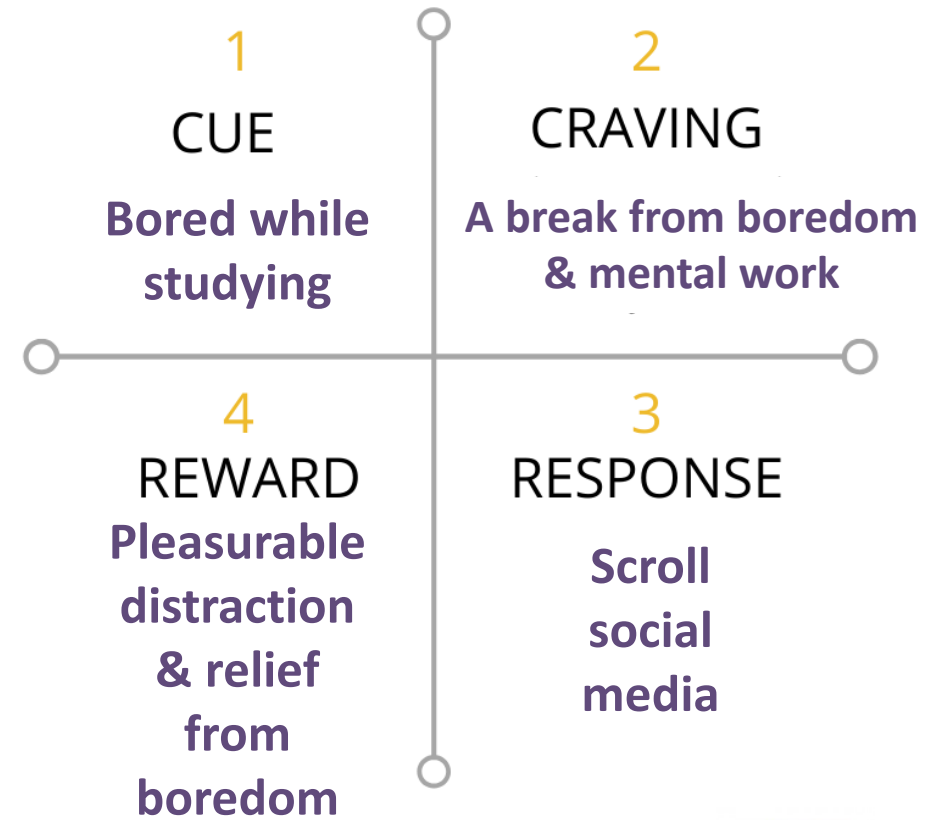
THE HABIT LOOP



Note, sometimes craving and response are combined and called "ROUTINE"

EXAMPLE

THE HABIT LOOP

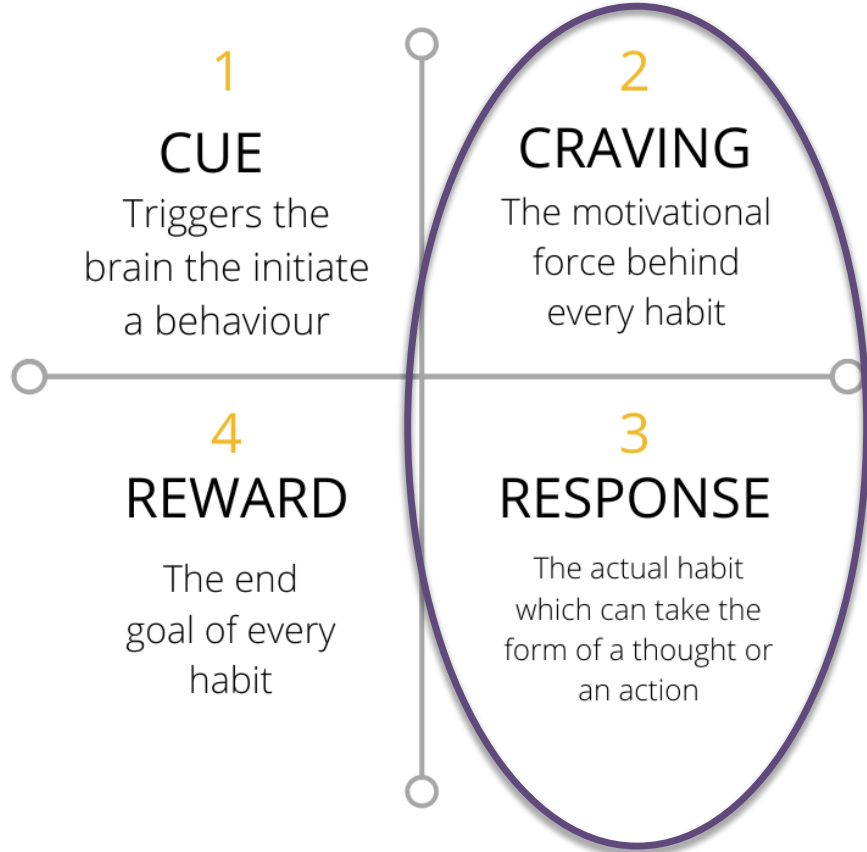


THE HABIT LOOP



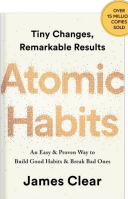
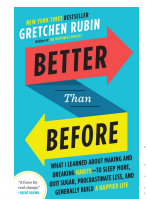
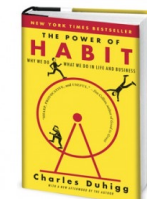
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THE HABIT LOOP



Note, sometimes craving and response are combined and called “ROUTINE”

Building Good Habits	Breaking Bad Habits
1. Make it obvious	1. Make it invisible
2. Make it attractive	2. Make it unattractive
3. Make it easy	3. Make it hard
4. Make it satisfying	4. Make it unsatisfying

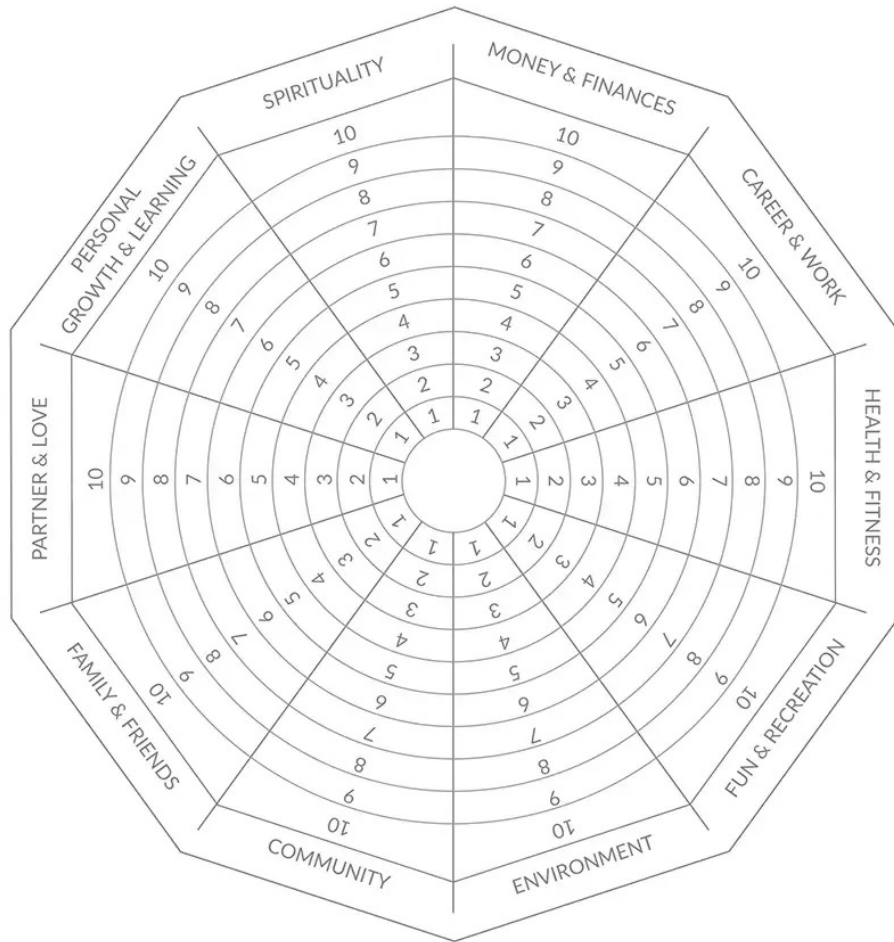


IDENTIFY HABITS OF INTEREST



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THINK – PAIR - SHARE



THINK (~10 minutes)

1. Rate various areas of your life in the wheel of life – draw an outline of rating
2. Where might the establishment of a new habit, or elimination of a current habit have the greatest impact?
3. Do you have habits in mind?

PAIR (6 minutes; 3 minutes each)

SHARE (5 minutes) - Insights



THANK YOU