Living Our Healthiest Lives Possible
Helping people live the healthiest lives possible

= helping people adopt healthy behaviors
Imperative from Patient Engagement and Live Well Steering Committees

• Develop an Intermountain *behavior change model* that will influence people to adopt behaviors that improve their health at an individual, group (team and family) and community level.

• This model will be used enterprise-wide to engage all patients, employees and consumers in living their healthiest lives possible.
1. People **want** to change and **can** change.
2. Generally, people know what they **should** change with regards to health.
3. They don’t know **HOW** to change.
4. We have adopted faulty mindset messages about how to change.
“If you want to feel better, you just need to lose some weight by exercising more and eating better. It would also be good for you to get more sleep and manage your stress. Let’s see you back in a couple of months and you can tell me how you’re doing with these changes.”
Key Premises to Healthy Behavior Change

5. These faulty mindset messages promote failure, not progress. Consequently, when people try to change, they feel like they have failed.

6. Failure breeds fear, defensiveness, hopelessness and helplessness.
Helping people live the healthiest lives possible….

• Let’s teach them HOW to change with realistic, growth mindset messages and methods.
• When people experience success, no matter what the size or the action, they will feel hopeful and empowered to continue to try to move forward.
• Success creates courage, persistence, confidence and achievement.
The Intermountain Behavior Change Framework is ….

a “how to” framework for learning how to adopt healthy behaviors over a lifetime.
We’re Teaching Them To Fish

“Give a man a fish and you feed him for a day; teach a man to fish and you feed him for a lifetime.”

-Proverb
**KEY POINTS about this Framework:**

1. Motivation, Ability, and Prompt are three direct variables that can produce action. These variables are interdependent.

2. Mindset, environment, and relationships create a culture that promotes or deters action.

3. Once an action occurs, the outcome (both real and perceived) will influence future motivation, ability and prompts and ultimately future action.

4. This framework can be applied to individuals, groups/families, and communities.

5. This framework will be used to plan interventions (e.g., communication, resources, technology).

6. This framework is influenced by established change theories, including Prochaska (Stages of Change Model), BJ Fogg (B=MAT), Influencer, and Carol Dweck (Mindset).

**Diagram Description:**

- **Motivation:** Variables that tell me when I intend to take action.
- **Prompt:** External prompts that tell me to do this action now.
- **Ability:** How hard or easy it is for me to do the desired action.
- **Action:** Small, doable step.
- **Outcome:** What occurs after I take the action.

**Relationships:** People who positively or negatively influence me to do a behavior.

**Environment:** My surroundings that make healthy behaviors easy or hard.

**Mindset:**
- I can grow and learn from setbacks (growth mindset).
- I won’t attempt to change because if I fail, I’m a failure (fixed mindset).
Application of the Framework

An Employee Example
What is Mindset?

Mindset = the view you adopt about yourself

It can either be a *fixed* mindset
or a *growth* mindset.
Beliefs from a Fixed Mindset

Fixed Mindset: I am who I am. I can’t change.

- I avoid challenges.
- I get defensive or give up early when obstacles arise.
- I use blame.
- I put in minimal effort expecting big change.
- Give up when significant effort is required.
- I ignore useful negative feedback.
- I feel threatened by the success of others.
Beliefs from a Growth Mindset

Growth Mindset: I can become anything.

- I embrace challenges.
- I persist in the face of setbacks.
- I see efforts as the path to mastery.
- I learn from criticism.
- I find lessons and inspiration in the success of others.
- I reach ever-higher levels of achievement.
“Growth-mindset is a buffer against defeatism. It reframes failure as a natural part of the change process. And that’s critical because people will persevere only if they perceive falling down as learning rather than as failing.”

Carol Dweck
Changing Mindsets

Identify where in your life you apply fixed or growth mindsets by paying attention to your self-talk.

Remember:

• Fixed mindset focuses on judging (self or others).
• Growth mindset focuses on learning.
“...change isn’t like surgery. Even when you change, the old beliefs aren’t just removed like a worn-out hip or knee and replaced with better ones. Instead, the new beliefs take their place alongside the old ones, and as they become stronger, they give you a different way to think, feel and act.”

-Carol Dweck
You’ve decided to learn a new language. After a few classes the instructor calls you to the front of the room and starts throwing questions at you one after another.

What are you experiencing? What is your self-talk?
There have been changes at work that have required you to put in long hours and learn new things. As you hear about even more changes, you think…

Fixed mindset?
Growth mindset?
Let’s Practice Daily

A growth mindset practice:

• What did I learn today?
• What mistakes did I make *that taught me something*?
• What did I try hard at today?
You can become the expert on your health and well-being by experimenting to find what works for you.

There is no magic formula or quick fix. Healthy living is a lifetime journey with highs and lows. The secret is not giving up when it’s hard or when you stumble.

Small steps move us toward big goals.

As long as you learn from your experience, you cannot fail. What have you already learned?
5) Setbacks are normal.
   “An optimist is someone who figures out that taking a step backward after taking a step forward is not a disaster, it’s a cha-cha!”
   (Robert Brault)

6) The journey of growth can be just as fun and rewarding as the destination. Give yourself credit for your efforts and your discoveries. If you wait for perfection, you’ll never get to cheer.

7) Relax and be realistic – this journey isn’t about speed, it’s about steady progress forward.
Don’t be afraid to try,
Be AFRAID To NOT TRY.

It’s Brave to be a beginner.
All experts were once Beginners.