



## **The Power of Prompts:** How to Make Positive and Sustainable Behavior Changes

Ever tried to change a habit and felt like you were swimming upstream? In a pool of jelly? Wearing water wings? Yeah, we've all been there. But here's the good news: behavior change doesn't have to feel impossible. In fact, with the right approach, it can be surprisingly manageable.

**Let's dive in!**



# Mastering Behavioral Change Amid Life's Curveballs

Let's face it – changing behavior is challenging enough when everything's going smoothly. Add in life's unexpected twists and turns (like that neighbor who decides 3 AM is the perfect time to practice their drum solo), and it can feel downright impossible.

**But here's the thing: the path to change isn't about perfection. It's about progress, persistence, and (our secret weapon) prompts. →**



# Define Your Behavioral Baseline and Goals

Before you jump into change mode, let's take a moment to get our bearings. After all, you wouldn't start a road trip without knowing both your starting point and destination, would you?



## Know Your Starting Point

Ask yourself:

- What exactly are you doing now? (Be honest – this is a judgment-free zone!)
- How often are you doing it?
- What triggers this current behavior?



## Envision Your Destination

Get specific about:

- What does success look like in action?
- How will you know when you've arrived?
- What measurable changes will you see?

Think of it this way: if your goal is "better leadership," that's like saying you want to go "somewhere nice" on vacation. But if your goal is "providing meaningful feedback to three team members each week," now that's a destination we can work with!

# Adjust Your Timeframe

Remember when you thought you could train to run a marathon in a month? Let's be more realistic this time:

- Break down your journey into manageable chunks
- Consider potential obstacles and plan for them
- Give yourself permission to adjust as needed

**Pro tip:** The most successful changes often happen gradually. Think evolution, not revolution!



# Look for Support

Going solo might sound brave, but it's about as effective as trying to high-five yourself. Instead:

## Find Your Change Champions

- Who could be your accountability partner?
- What kind of support do you really need?
- How will you structure your check-ins?

**Real-world example:** Sarah, a team leader, wanted to improve her feedback skills. She partnered with another manager for weekly coffee chats where they shared challenges and wins. Not only did she stick to her goal, but she also gained a valuable mentor in the process!



# Leverage The Power of Prompts

Now we're getting to the good stuff! Think of prompts as your behavior change GPS – they help you navigate to your destination without constantly consulting the map.

## What Makes a Good Prompt?

- It's impossible to ignore (like that sticky note right in the middle of your screen)
- It's relevant to your goal (no random reminders!)
- It fits naturally into your routine

**Real-world example:** Remember our friend Sarah? She set up calendar prompts before each team meeting with three simple questions:

1. What went well this week?
2. Who deserves recognition?
3. What specific feedback can I provide?

**Simple? Yes. Effective? Absolutely!**



# Implement Your Own Powerful Prompts

Ready to create your own prompts? Here's how to make them work:

## Design Your Prompt Strategy

- Choose prompts that feel natural not forced
- Place them where you'll see them
- Make them specific and actionable

**For example:** Want to give more recognition? Set up a daily calendar reminder titled "Who made my day easier?" It's simple, specific, and kind of fun!





# Sustain the Change Over Time

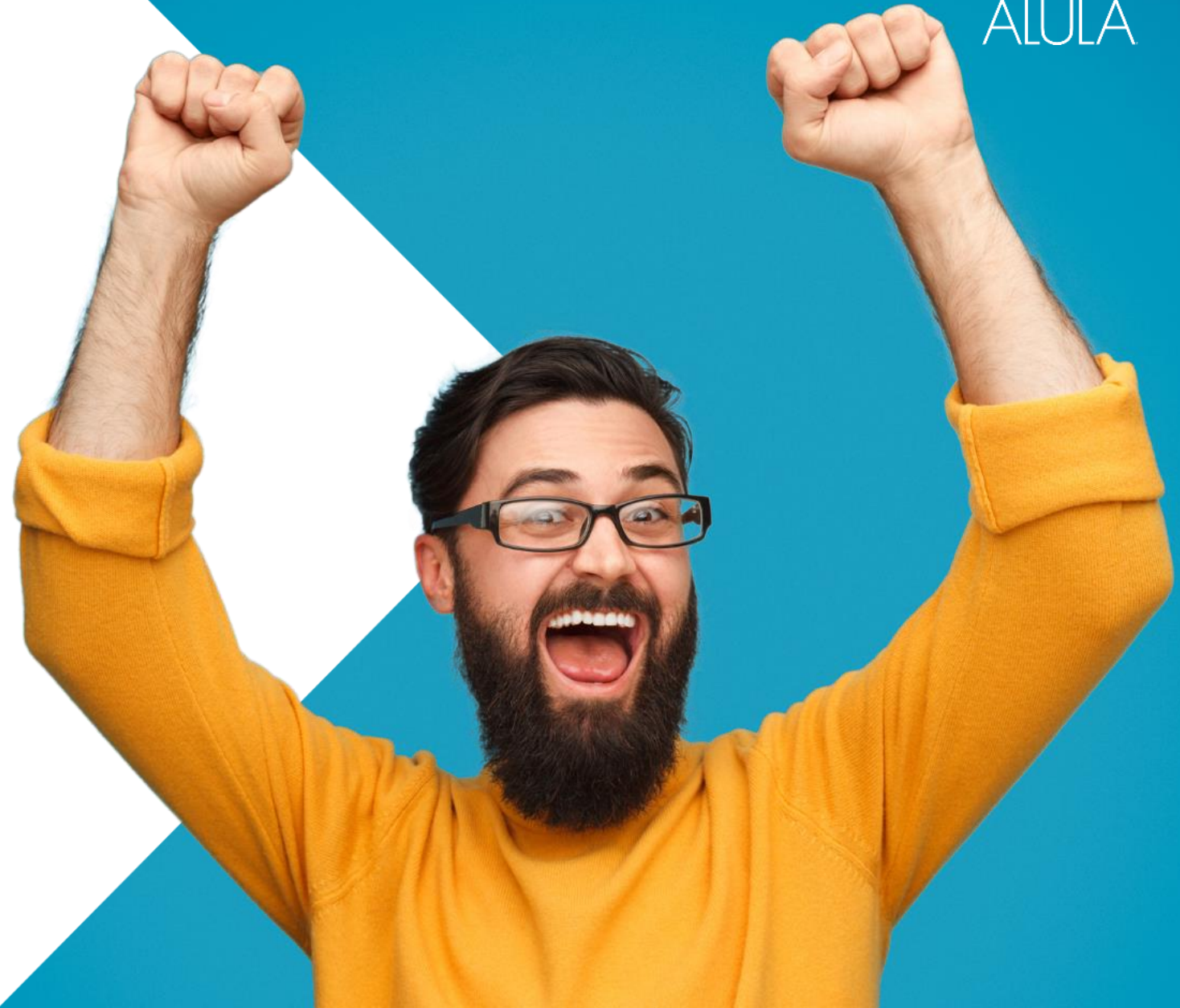


The real challenge isn't starting – it's sticking with it. Here's how to make it last:

## Keep It Going

- Celebrate small wins (yes, even tiny ones count!)
- Adjust prompts that aren't working
- Track your progress in a way that motivates you

**Remember:** Every big change is just a series of small changes that stuck!



# Ready to Start?



You've got the tools, you've got the knowledge, and now you've got a plan. What's your first step going to be? **Pick one small change, design one simple prompt, and give it a try.** After all, the journey of a thousand miles begins with a single prompt! (Okay, that's not exactly how the saying goes, but you get the idea!)

Need more guidance on your behavior change journey? Visit [alula.clg.com](https://alula.clg.com). We're here to help you turn those "someday" goals into "today" achievements!





## About **ALULA**®

ALULA is a management consultancy that helps organizations and the people that fuel them achieve their full potential by unlocking the right behaviors and uplifting performance.

We believe that the most important asset of any organization is its people. When people are engaged, motivated, and working towards common goals, they can achieve great things. But too often, organizations are held back by outdated behaviors and mindsets.

That's where ALULA comes in. We help organizations unlock the critical few behaviors that have the biggest impact on achieving results. We do this by working with leaders and teams to identify the behaviors that need to change, and then developing and implementing a plan to make those changes stick.

We believe that when people are working at their best, they can do amazing things. And we're here to help make that happen.

Learn more at [alula.clg.com](https://alula.clg.com)

