



BUILDING RESILIENCE AND BREAKING HABITS

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OBJECTIVES FOR THIS SESSION...

Part 1 – Skills

The necessity of resilience – and the value of learning of learning a new skill

- Increasing the speed of change – and challenging identities
- Thinking differently – *how can skill building through bell ringing support people and attract new ones? Is that part of our Value Proposition?*
- *Are we as a community open to people changing us?*

Part 2 - Habits

Building habits that get people into the bell tower - and keep them there

- Skills aren't enough – need to build the right habits – *what is a habit and how do you make bell ringing one of them?*
- Building a habit of observing habits– *What habits do people see in the bell tower that hold them back?*
- How do you break a habit – *what do we need to challenge and change?*

SKILLS



CONTEXT OF OUR NEW RINGERS... THE SLOWEST RATE OF CHANGE IS HAPPENING NOW

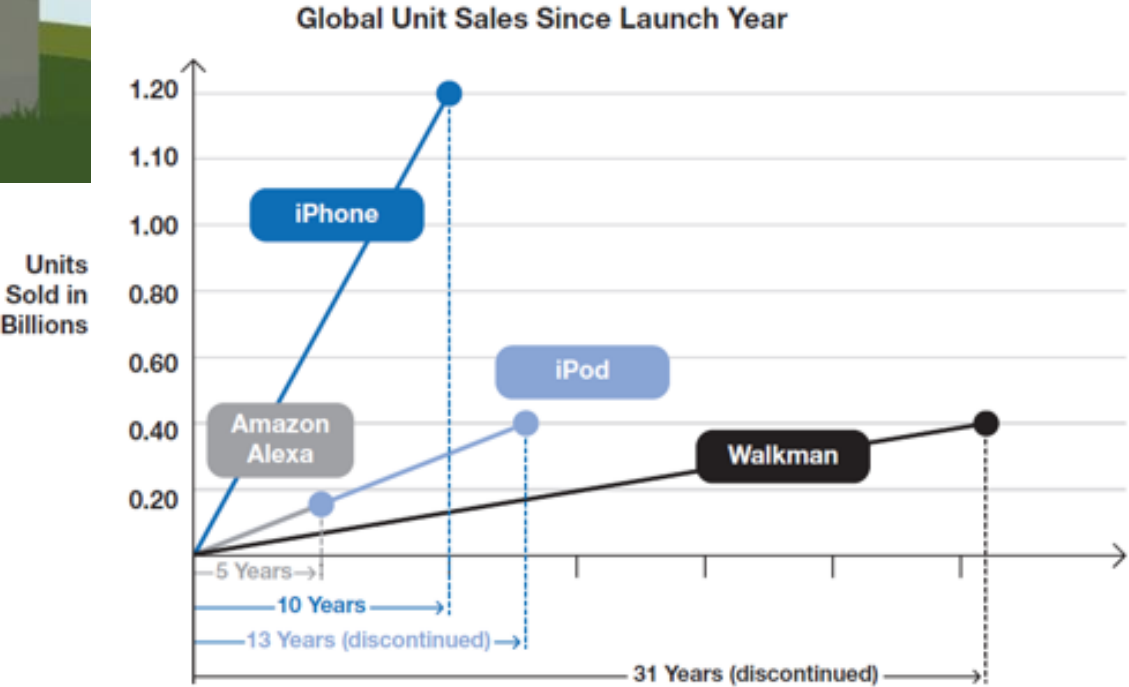
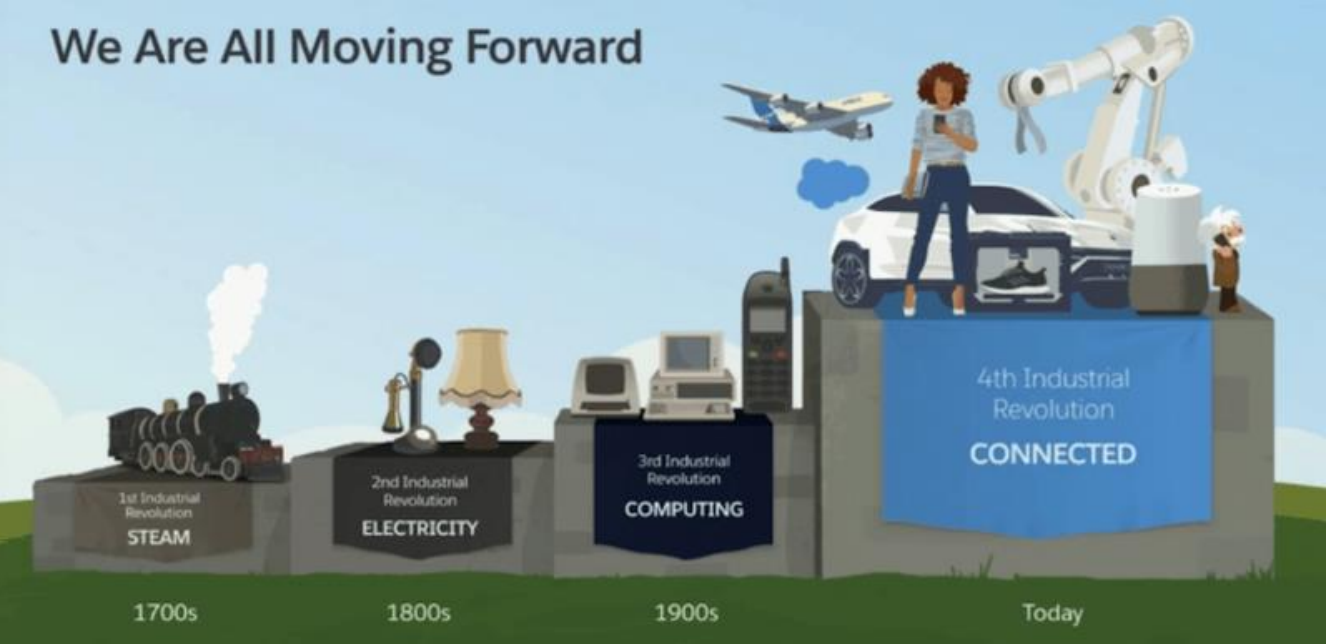
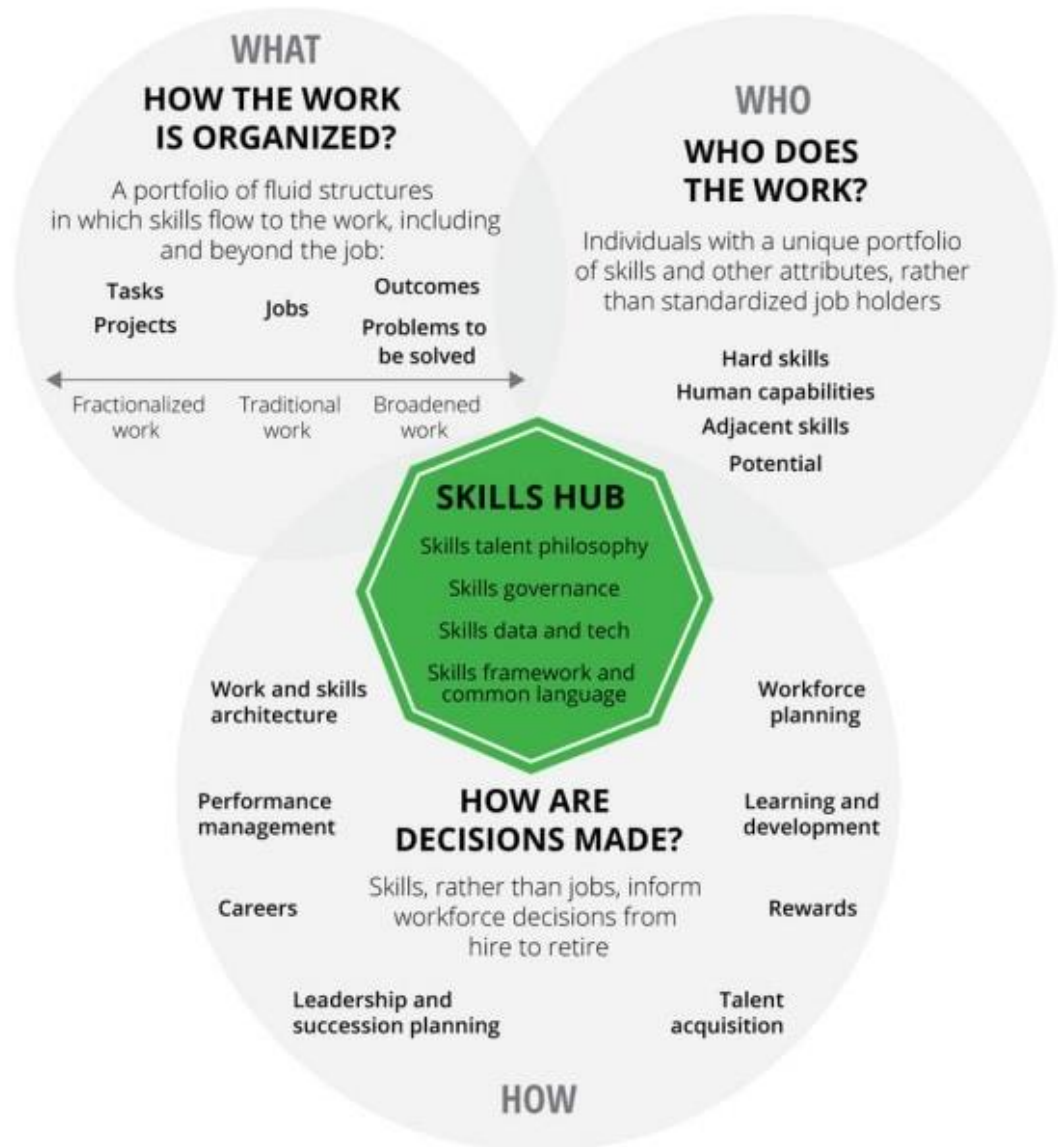


FIGURE 3

The skills-based organization: A new model for work and the workforce

REPLACING *JOBS* WITH *SKILLS*
AI WILL CHANGE 100% OF JOBS IN THE NEXT 5-10 YEARS (IBM)

What do you do for a living? Traps us in the past



Source: Deloitte analysis.

CULTIVATING RANGE!

The cult of the headstart...



How many of our ringers are Rogers???

OUTSIDER ADVANTAGE – THINKING OUTSIDE EXPERIENCE

TWO QUESTIONS

10 mins

How can learning new skills support and attract new bell ringers?

How can they change our bell ringing community? & are we open to it?





HABITS

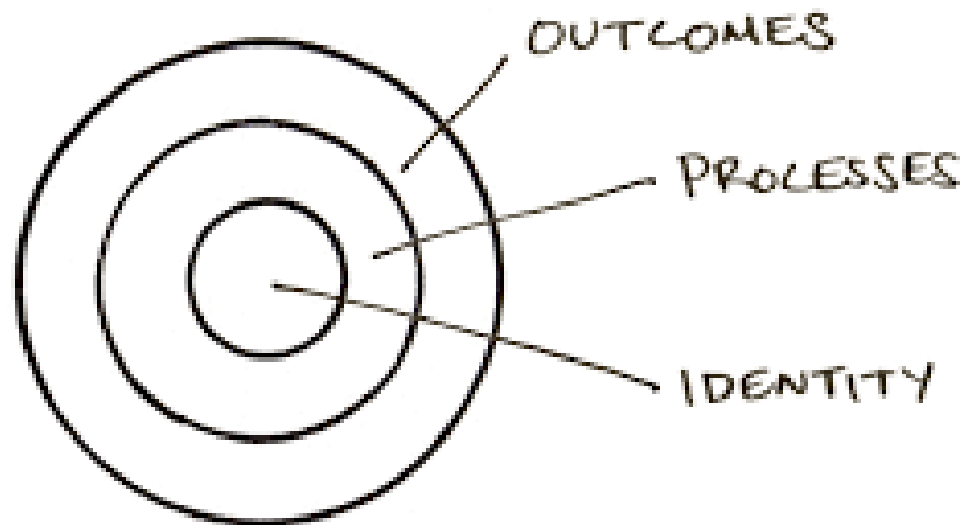
AND MAKING BELL RINGING ONE
OF THEM



WHAT IS A HABIT AND WHY DO THEY MATTER?

Habits are how you embody your identity.. Habits are how you change your identity.

- 3 layers of behaviour change





BUILDING A HABIT OF BELL RINGING

Focus on the learner - moving from “I’m learning to ring bells” to “I am a bell ringer”



Consider Habit stacking

HOW DO YOU BREAK A HABIT?

HOW TO BREAK A BAD HABIT

| Inversion of the 1st Law | Make It Invisible |
|--------------------------|---|
| 1.5 | Reduce exposure. Remove the cues of your bad habits from your environment. |
| Inversion of the 2nd Law | Make It Unattractive |
| 2.4 | Reframe your mindset. Highlight the benefits of avoiding your bad habits. |
| Inversion of the 3rd Law | Make It Difficult |
| 3.6 | Increase friction. Increase the number of steps between you and your bad habits. |
| 3.7 | Use a commitment device. Restrict your future choices to the ones that benefit you. |
| Inversion of the 4th Law | Make It Unsatisfying |
| 4.5 | Get an accountability partner. Ask someone to watch your behavior. |
| 4.6 | Create a habit contract. Make the costs of your bad habits public and painful. |

BREAKING A HABIT

Focus on the established ringers – what habits do we need to start / break

What habits do you see in the bell tower – what impact does that have on new ringers?

How should we challenge / break those habits?



Association of
Ringing
Teachers

**GET THE
FUTURE
YOU WANT**