



Overcome Career-limiting Habits and Reach New Levels of Success

**CHANGE
ANYTHING**

“Change Anything is the solution for any type of individual behavior change. It dramatically improves results.”

*—George Okantey, Extension Educator,
Purdue University*

Training Options

- **In house**—*One of our expert trainers delivers Change Anything Training at a location you specify.*
- **Public Workshop**—*Your employees attend a one-day public workshop.*
- **Trainer Certification**—*Trainers or leaders from your organization become certified to train Change Anything to others within your company.*

Leaders have long made substantial investments in performance management processes only to yield little to no change in employee behavior. After decades of testing this model, the verdict is clear: performance management as the tool for driving individual change has failed.

Our research shows an individual's failure to improve his or her performance is due more to a lack of *skill* than a lack of *will*. Equip your employees with the “how to” of behavior change and realize the results your organization has hoped to secure for decades.

What Is Change Anything Training?

Change Anything Training™ is a one-day classroom course that teaches a breakthrough methodology for solving any individual behavior challenge. Individuals learn to recognize the personal, social, and environmental forces of influence currently working against them—and then turn them in their favor. By doing so, they become more engaged and productive, and four times more likely to solve complex problems.

What Does Change Anything Training Teach?

Change Anything teaches participants how to:

- Diagnose what's keeping them stuck in the status quo.
- Create change plans that lead to desirable and lasting results.
- Translate performance feedback into action.
- Use six sources of influence to make individual change inevitable.



About the Book

A companion to the training course of the same title, *Change Anything* is the *New York Times* bestselling book that empowers readers with a model to overcome individual challenges and reach new levels of personal and professional success.

Participant Materials

- Change Anything Participant Toolkit
- Change Anything Change Plan
- Change Anything Model card.
- A copy of the *New York Times* bestselling book, *Change Anything: The New Science of Personal Success*
- Change Anything Audio Companion (four-CD audio program for strengthening your understanding and skills)
- A course completion certificate
- Post-training participant website: videos, exercises, assessments, additional reading, and more

Who Needs Change Anything Training?

The change model taught in Change Anything Training knows no boundaries. Any individual struggling to change a career-limiting habit or looking to improve performance—regardless of power or position—will leave with a systematic process for changing their behavior and experiencing new levels of success.

Organizational Benefits of Individual Behavior Change

- **Productivity:** Two out of three employees report they have much more discretionary contribution than they currently give. Their apathy can be traced to a career-limiting habit that keeps them from achieving their potential. And our research shows 97 percent of employees have a career-limiting habit they'd like to change but feel powerless to do so.
- **Teamwork:** Employees' failure to change chronic poor performance inhibits more than their own success—it also drags down their entire team. Improve the behavior, engagement, and skill of the individual and the entire team benefits.
- **Quality:** Often, employees are aware of quality standards but just don't know how to consistently deliver on them. Individuals who understand whether their behavior is due to a lack of motivation or ability are armed with the right tools to meet and exceed quality standards.
- **Change Management:** Research shows 70 percent of employees who are aware their boss is unhappy with their performance can't tell you what they are doing wrong or how they will change. On the other hand, employees equipped with the skills to change career-limiting habits can meet the demands and expectations of their role.

Who Have We Influenced?

More than 650,000 people and 300 of the Fortune 500 companies have used our skills to improve their organizational culture and create widespread behavior change.

What's The Next Step?

If individuals in your organization struggle to overcome career-limiting habits or improve performance, Change Anything Training is for you. Call 1.800.449.5989 or visit us at www.vital-smarts.com.

About VitalSmarts

An innovator in corporate training and organizational performance, VitalSmarts is home to multiple training offerings, including Crucial Conversations®, Crucial Confrontations®, Influencer Training™, and Change Anything Training™. Each course improves key organizational outcomes by focusing on high-leverage skills and strategies. VitalSmarts has been ranked by Inc. magazine as one of the fastest-growing companies in America seven years in a row, and has taught more than two million people worldwide.

