



Career Tips Thursdays: Session 43

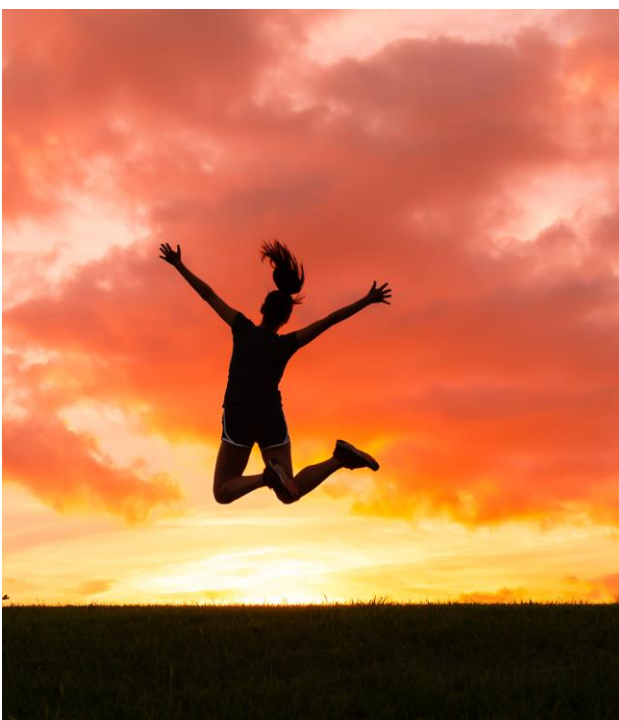
Habit and Agency: How to create lasting change in your career

World Health Organization





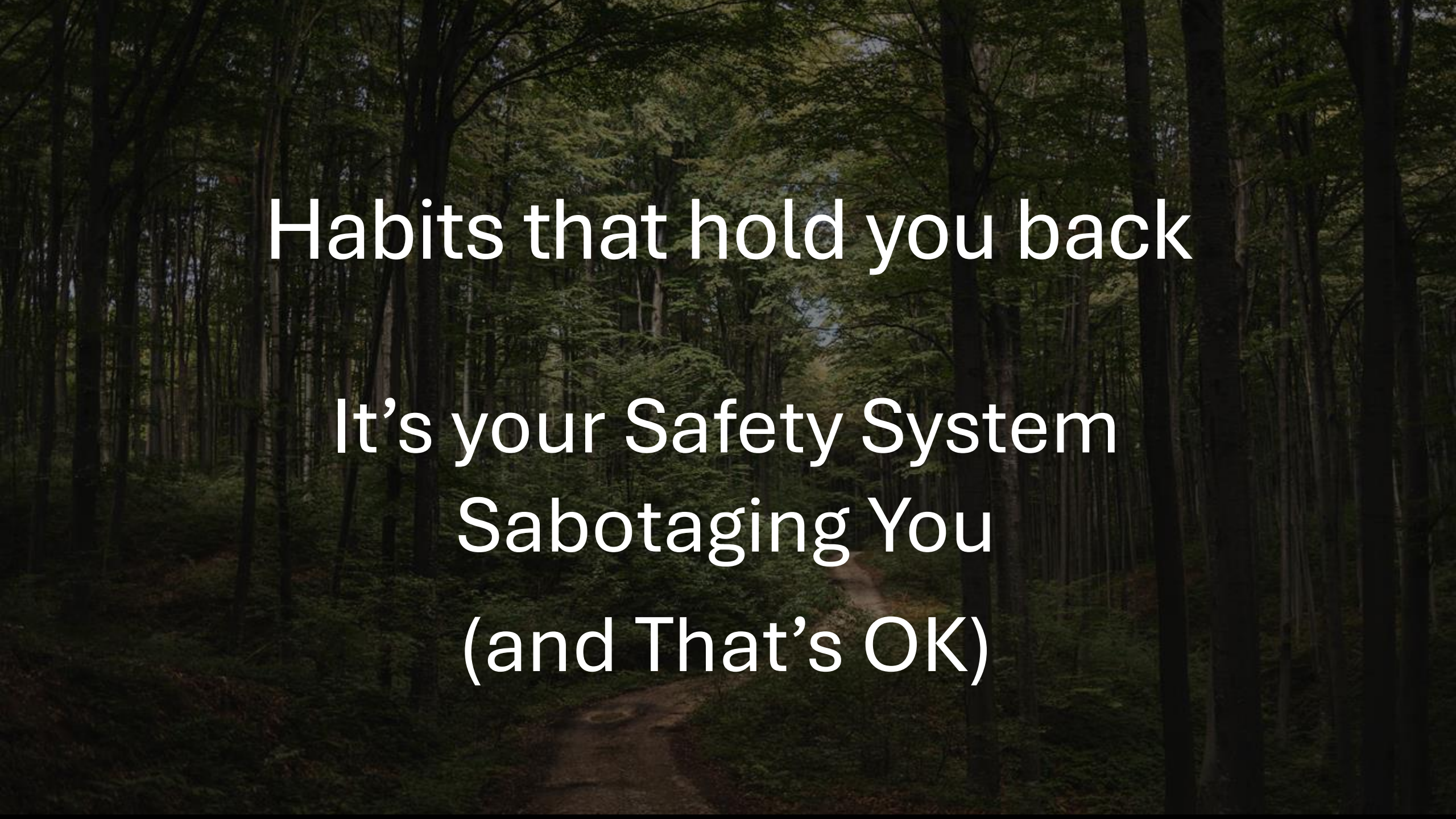
What is your curent level of job satisfaction?



Reflect and write
down 10 things you
are grateful for in
your career today

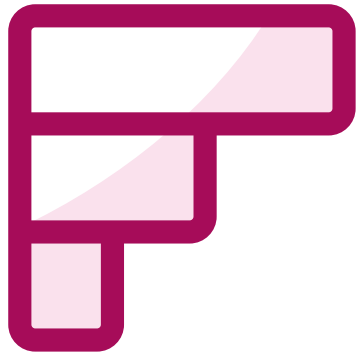


How would you rate your current career satisfaction now?



Habits that hold you back

It's your Safety System
Sabotaging You
(and That's OK)



Which habits do you see in yourself?

The Protector Behind the Pattern



The Person
behind the
protector



From Survival Strategies to Leadership Strategies

People-pleasing → diluted authority, exhaustion

Over-preparation → perfectionism over progress

Boundary fuzziness → resentment, blurred team accountability

Over-responsibility → disempowering others, isolation, lack of collaboration

Seeking validation → Reactive decision-making

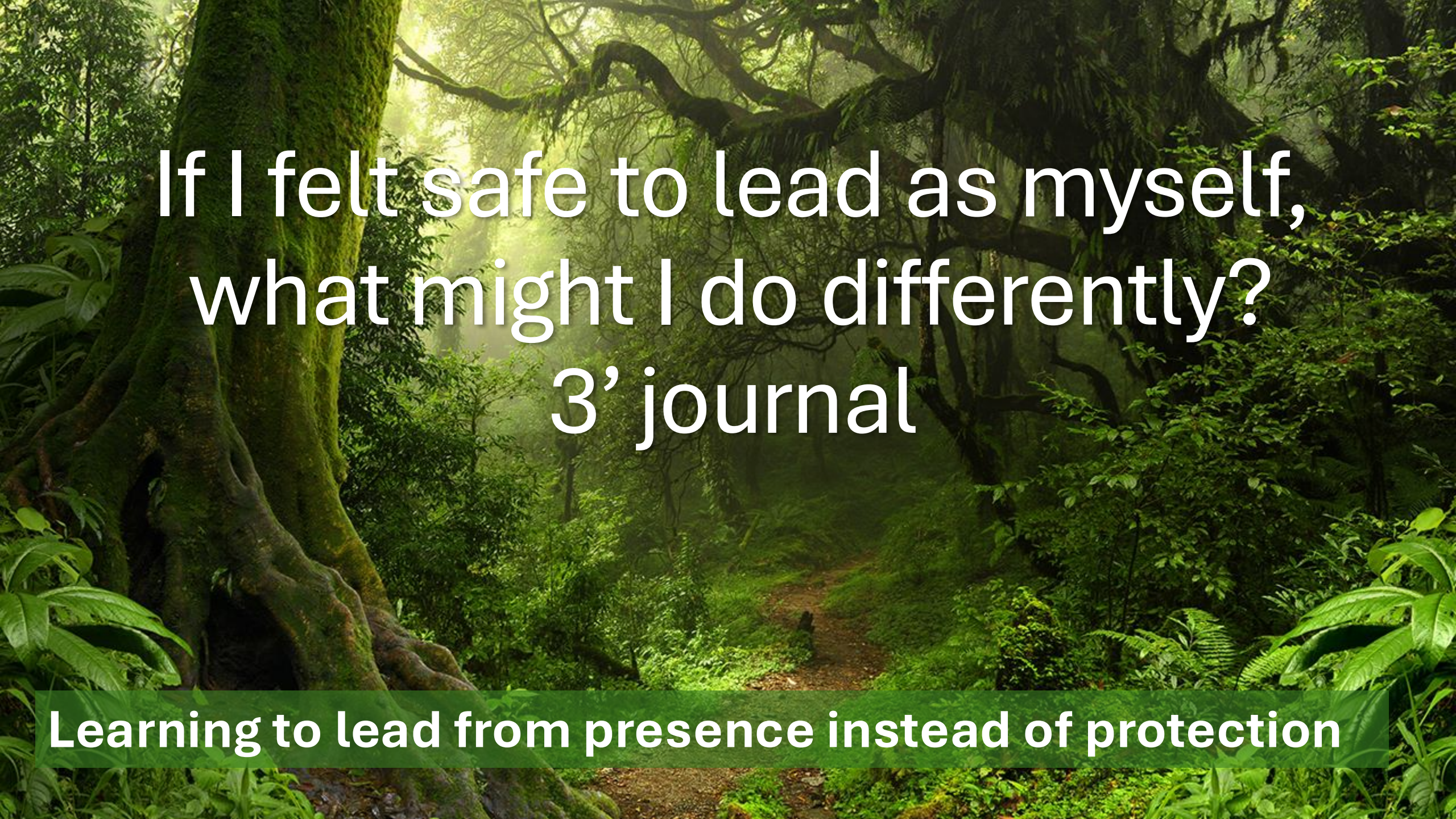
Conflict avoidance → Surface harmony, hidden tension

Over-analysis → Paralysis, loss of agility

Chronic busyness → No strategic thinking space

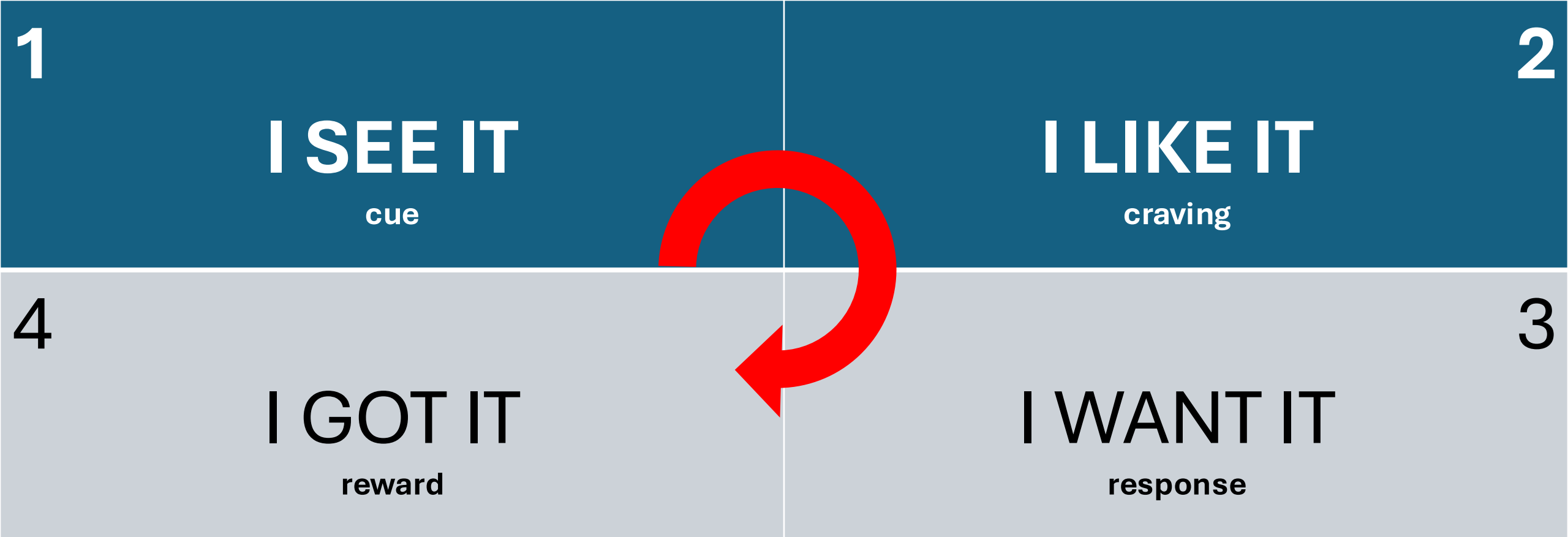
Self-criticism → Fear-based leadership, micromanagement



A lush, mossy forest scene with a large tree trunk on the left and a path leading into the distance. The text is overlaid on the image.

If I felt safe to lead as myself,
what might I do differently?
3' journal

Learning to lead from presence instead of protection



Rewiring the Brain

- Change isn't just psychological - it's biological
- Every repetition reinforces a new neural pathway
- Motivation follows action
- 66 days to form a habit
- It gets easier with practice - until it is automatic
- It can also start with discipline, not just awareness
- Consistency not intensity is the key



Small changes

Over time

Big Impact

Confidence

- Discipline is the highest form of self-respect
- Each small action builds self-trust
- Confidence is evidence, not affirmation
- Do hard things → rewire your identity
- Easy dopamine fades - hard dopamine fulfills
- Intrinsic motivation = freedom



Mini Habits That Shift the Career Needle

1. Habits that build calm & focus
2. Habits that build courage & action
3. Habits that build meaning & momentum
4. Habits that build connection & joy





Habits that build calm & focus



One idea for Courage & Action



How might you build meaning and momentum?



What habits build connection & joy?

Mini Habits That Shift the Needle

- 2-minute breath
- I'll decide tomorrow,
- saying no with kindness
- Speaking up with care
- Pausing before responding
- Digital boundaries
- Naming your 'parts'
- Feedback not failure
- What would I do if I wasn't scared?
- Connecting with self
- Allowance for intuition
- Space for something else
- Confidence, integrity
- Clarity on goals
- Headspace and focus
- Self compassion
- Growth mindset & enjoying the journey
- Creativity & purpose
- Building your network



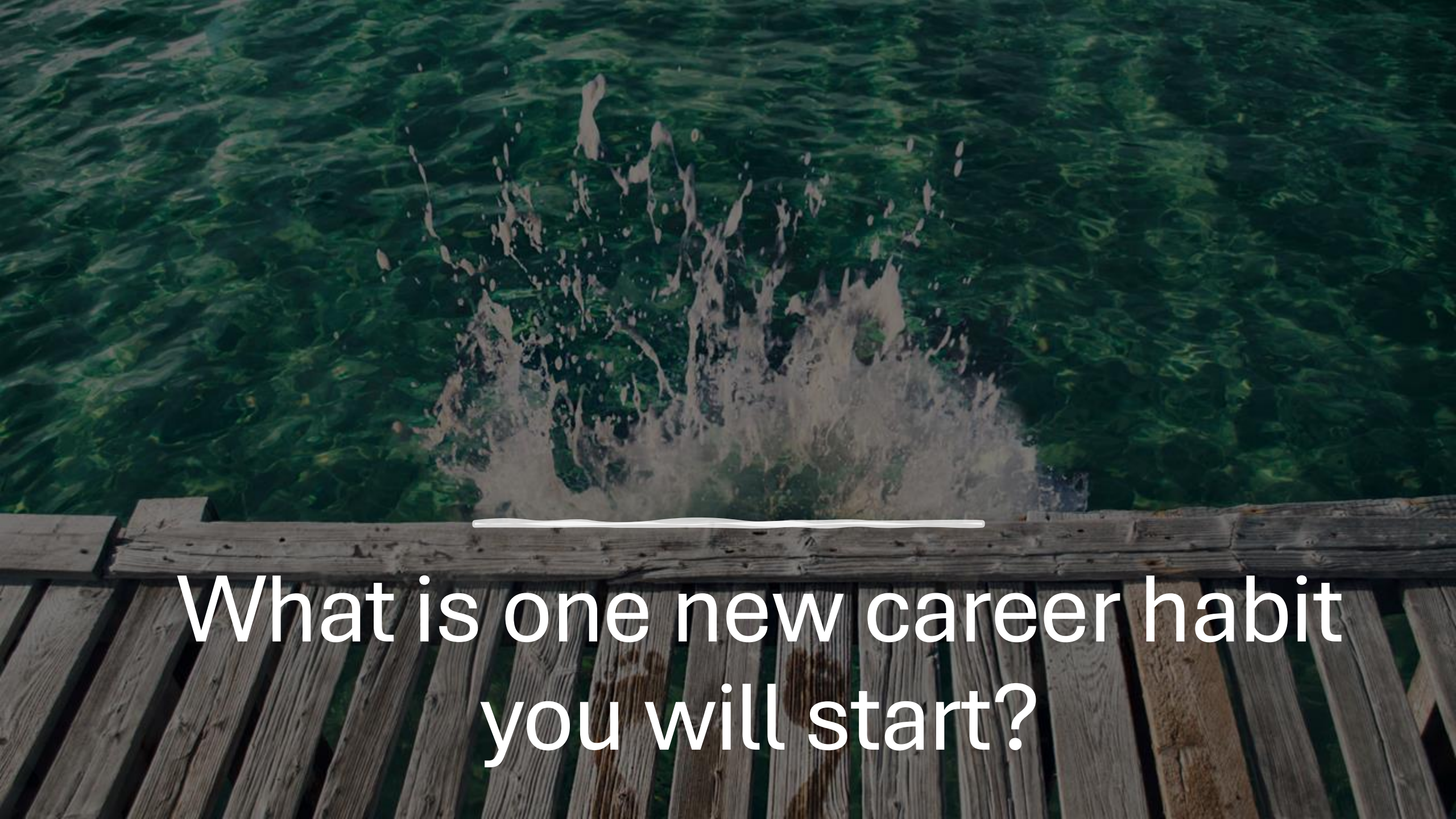
Habit Hacks: how to add what matters

- Why?
- Anchor
- Shrink It
- Rewards
- Reminders
- Self talk audit
- Track it
- Rehearse success
- Structure - not motivation
- Consistency not intensity

Miracle Mornings

- Your brain is most primed and **impressional** in the first moments after waking
- Breath, light, movement or **gratitude** shift your nervous system into **creation, not defence**
- Setting one clear **priority** in this window primes your brain to notice opportunities and remove obstacles
- 20 minutes of intentional calm
- What will fill your first 20 minutes tomorrow?*



A photograph of a wooden pier or dock extending over a body of water. The water is a deep, vibrant green color with visible ripples and a large, energetic splash in the center. The splash is composed of many white and light green droplets and foam, rising from the water's surface. The wooden planks of the pier are visible in the foreground, running horizontally across the frame. The overall scene suggests a moment of action or a fresh start.

What is one new career habit
you will start?

Further Reading & References

- Lally, P. et al. (2010). *How are habits formed? European Journal of Social Psychology.*
- Duhigg, C. (2012). *The Power of Habit.* Random House.
- Clear, J. (2018). *Atomic Habits.*
- Fogg, B.J. (2019). *Tiny Habits.*
- Deci, E. & Ryan, R. (1985). *Self-Determination Theory.*
- Duckworth, A. (2016). *Grit.*
- Imai, M. (1986). *Kaizen: The Key to Japan's Competitive Success.*
- Palmer & O'Riordan (2016). *INSIGHT Model for Resilience*

Evaluation form

Let us know your
thoughts about
the session!



<https://forms.office.com/e/T3z4ENH5ms>

Upcoming Career Tips Thursday sessions

**Stay tuned for the 2026 sessions, which will be announced
shortly in the CTT website**

<https://learning.unog.ch/career-tips-thursday>

