



# Skills for **SELF-DIRECTED CHANGE**

**CHANGE  
ANYTHING**

T R A I N I N G

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

*—George Okantey, 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.

*Everyone knows an organization can't improve unless its people do. And people don't change unless they are willing and able to do so. Change Anything is a breakthrough application of powerful social science skills to equip everyone with the ability to succeed at self-directed change. Change Anything skills help employees and leaders take charge of their own change in ways that lead to greater engagement, performance, health, and personal happiness.*

## What Is Change Anything Training?

Change Anything™ Training is a one-day classroom course that teaches individuals 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 ten 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 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 ([changeanything.com](http://changeanything.com))

## Who Needs Change Anything Training?

The change model taught in Change Anything Training can be used by any individual struggling to change a bad habit or looking to improve performance. Training participants will leave with a systematic process for changing their behavior and experience new levels of productivity, engagement, and success.

## Organizational Benefits of Individual Behavior Change

The benefits of this breakthrough training approach carry far beyond performance improvement. When individuals have the skills and support needed to succeed at self-directed change, they become substantially more effective at:

- **Performance 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 are 10 times more likely to turn performance gaps into meaningful change.
- **Corporate Wellness:** The U.S. Centers for Disease Control and Prevention puts a \$3,391 price tag on each employee who smokes: \$1,760 in lost productivity and \$1,623 in excess medical expenses. Companies that teach employees to achieve greater personal health substantially reduce healthcare costs while increasing the well-being of their workforce.
- **Change Management:** Few organizations can successfully drive rapid, comprehensive change—even when the organization finds itself on a burning platform. While leaders might understand the recipe for change, they struggle to get their people to adopt the required behaviors. As a result, one initiative after another fails. On the other hand, leaders who enable employees with the skills to direct their own behavior are ten times more likely to influence system-wide change.

## Who Have We Influenced?

More than 750,000 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 could benefit from the skills taught in Change Anything Training, contact us today to learn more. Call 1-800-449-5989 or visit us at [www.vitalsmarts.com](http://www.vitalsmarts.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.*

