

Balance365 Episode 46 Transcript

Annie: The New Year is upon us and with that comes optimistic feelings of a fresh start, a clean slate and a chance to reach our goals. Love them or hate them, it's estimated that almost half of Americans make resolutions every year. Step into any gym the 1st week of January and it's clear that fitness and weight loss goals are topics for most resolution makers. Resolutions are a dime a dozen. It's sticking to them that can be difficult. Sadly, the reality is that most of us who vow to make changes in 2019 will drop them before January is even over. On this episode of Balance365 Life Radio Jen, Lauren and I dive into common reasons why New Year's resolutions fall flat and changes you can make to help ensure you stick with your goals long after the New Year's excitement fades. Enjoy!

Lauren and Jen, welcome back! We are discussing New Year's resolutions already, can you believe it?

Lauren: No.

Jen: I can't believe how quickly this year has gone.

Annie: No, I feel like I blinked and it was like the end of the year.

Jen: I feel like I just saw you guys in San Francisco in February.

Annie: I know, it was like a year ago.

Jen: I know.

Annie: That's what happens when you see each other every day and talk to each other every day, all day. Besties. So we are talking about New Year's resolutions because, I mean, it's obviously a timely subject, we're coming up on the end of the year and people are thinking about what they want to accomplish in the New Year, right? Which is ironic because we used to have a challenge, we did a challenge a couple years ago called the Screw Your Resolutions challenge and it was our alternative, our Balance 365 alternative to resolutions because so many of us have made resolutions and failed, right? Have you done that?

Jen: Most people.

Lauren: Yeah.

Jen: In fact.

Lauren: No, I've never done it.

Jen: In fact, I keep my eye out for workout equipment around March and April because it all goes back for sale, you can get really good deals on treadmills around that time.

Annie: Yes and workout clothes as well too, like they'll go on, I mean, they're not on sale right now necessarily but because it's a popular time to be buying them.

Jen: Yeah. Oh I mean second hand-

Annie: Oh, OK.

Jen: March, April, yeah people, they buy, they get the deals in December-January, they spend \$2000.00 on a treadmill and then by March-April it's back up for sale for like \$400.00 So keep your eye out-

Annie: Because that treadmill trend-

Jen: on buy and sell websites. Yeah because you just hang laundry on it, really. This is what you do. I mean, I've been there as well. But I sold my treadmill when we moved last time and I really regret it because now I'm looking at getting another one. And but I'm going to wait I'm going to wait for the New Year's resolution dropouts to put theirs up for sale-

Annie: Yeah, she's going to take advantage of you guys, listen.

Jen: March-April.

Annie: She's going to prey on you. Lauren, what about you? Have you made a resolution and failed to keep it?

Lauren: Yes, pretty much every year besides the last five. Yeah, it was always obviously diet exercise related too. But then I would add, like, other things so I would want to do all the things.

Annie: Yep. Which we'll talk about. Please don't jump ahead of my outline.

Lauren: I'm sorry.

Annie: We've talked about this.

Jen: I made a New Year's resolution-ish. It was a couple years ago it was really big to choose a word, like choose a word for 2016 or 2017 whenever it was and I jumped on board that train and it was a success but we will talk about that later. I won't skip us ahead.

Annie: What was your word?

Jen: It was respond.

Annie: Oh, OK.

Jen: Rather than react because I found myself, I was, like, you know, I could be quite reactive.

Annie: No.

Jen: So I really worked on that secondary, that response, when your inner B. F. F. comes in and it's like "Whoa, chill out, girl."

Annie: Yeah, I dig that.

Jen: What about this?

Annie: Yeah.

Jen: So then I would find, you know, I think it was 2016, I worked really hard on it and I'm much better at keeping my reactions under control and responding.

Annie: Well, I'll be interested, maybe a little bit later you can tell us about why that was so successful versus other attempts. But before we get any further, really, today we just want to discuss, I have 3 main reasons that we see resolutions kind of fall flat and I want to be clear that we are not anti resolutions, we're not anti goals, we're not anti action plans or whatever you want to tackle, resets, restarts, refreshes in the New Year because I'm totally one of those people that gets super excited about the idea of like a clean slate, like, that's really, like, I love, like, a fresh start, going to start over. I get to do this. I'm going

to do it right. It's super exciting and super motivating but just the way in which people approach them and their expectations around resolutions are usually why they aren't successful with them.

Jen: Yeah we are pro, we want you to be successful.

Annie: Yeah so we're going to discuss 3 ways you can make your resolutions a little bit more successful because again, it's not that there's anything wrong with resolutions inherently, it's more how we approach them and our expectations surrounding them. So let's just dive right into it.

The 1st one is that remember that you can set goals, create new habits, set intentions any time of the year, right? Like this is not something specific just to New Year's Day or New Year's Eve, you can do this February 1st, just the same as you can March 1st or May 15th, like whatever time you want to set new goals, you can make new goals and as I noted, I totally understand the excitement that comes when everyone else around you is doing the thing, right, and it's contagious and I have severe FOMO, you know, fear of missing out so I feel this pressure like "Oh I want to do that, like, that's really exciting, right?"

Jen: Well, it can be like when you go shopping with your girlfriend and you only need one thing, like you need a pair of jeans and then you get in the store and your friends are like "I'm getting jeans. Oh, I also need earrings and look at this top, it's so cute, and this coat" and then all of a sudden you're like "Yeah, those things are so great. I should look at them too and I should get them too" and then all of a sudden you're leaving the store with like 6 bags and you only want one pair of jeans, right?

So during New Years, it's just that you're just surrounded by people changing all the things and you're like "Well that is such a good idea, I need to address that in my life too. Oh and that would be great too and that too" and then all of a sudden you've got 10 New Year's resolutions.

Annie: And the power of suggestion, sorry, Lauren, go ahead.

Lauren: I was going to say, well, even more than that for me is I would feel like I had to make a New Year's resolution period, like even if I was not in a particular space in my life where I could handle a new goal or setting a New Year's resolution, like, I had my daughter 5 years ago on December 1st and so it was

like "Oh, I should make a New Year's resolution" while I had an infant, you know, right, probably not the best time.

Annie: Yes and I was just going to add to the power of suggestion is really, really strong around this year because Jen you've shared advertising budget numbers from the diet and the fitness industry, they spend a large percentage of their marketing budget this time of year. They are pushing, pushing, pushing-

Jen: Yeah, the first few months of the year, the 1st quarter. I can't remember what the numbers are, I've shared them on a past podcast but it's like 65 percent of their marketing budget is spent in the 1st couple months of the year. Because yeah, so it's everywhere.

Annie: So you're really, really, you're likely seeing it in magazines and commercials and newspapers, in bookstores and anywhere you're going, essentially, to buy this product, buy this program, purchase this service, purchase this membership-

Jen: Yeah, people have no idea, like, how much thought goes into marketing and so even, you'll see, I noticed in my local bookstore that throughout the year when you walk in there's different tables set up featuring, you know, new books or this all these books on this topic. Well, in December or January the diet table comes to the very front of the store so when you walk in it's right there. Because they know, they know that that's the time to be selling these books, to put them right in front of you, get you thinking about it, it makes you buy them. We like to think we're so in control of our choices but we really are not.

Annie: I was just going to say that because I know, Annie 10 years ago would have walked into Barnes and Noble or whatever this bookstore, saw the diet book and "it's like they knew what I wanted," like, yeah, how did I, like, you know, how did they know but really?

Jen: If you don't even think about the change, it's like, this must have always been here.

Annie: Right, it's like, like, you know, it's like, it's, now we have Amazon ads popping up on our feed, you know, like Lauren, you just talked about how you were, posted about your standing desk.

Lauren: Oh my gosh, yes, I got this standing desk which is amazing, I got it from Costco, I don't know if it'll still be here when this airs but I got it from Costco and I posted about it on my story and I had never seen an ad for a standing desk before and after I posted it on my story I was started seeing Instagram ads for this other standing desk and it freaked me out.

Jen: Oh. There's so many conspiracy theories around what Facebook and Instagram listen to and of course they deny, deny, deny but that happens to me all the time. Sometimes I feel like I'm talking to a friend about something, like, in person-

Lauren: Yes.

Jen: Then I'll start seeing those ads on my feed.

Lauren: Yeah.

Annie: There's a meme that it's like, of course, if I had a dollar for every time I started a sentence with "There's a meme" on Instagram that says "Oh, oh, that's weird how this showed up on my feed when I didn't talk to anyone about it, I didn't type it, I didn't search it, like, it's, like, there in your brains, you know-

Jen: You thought it.

Annie: Yes, but anyways, it is, you know, it's kind of like when you go to Target and your kids don't want goldfish until they see the goldfish and then you know and it's like "Now I can't live without the goldfish."

Jen: And you have to and there's also food, food companies have to pay more to get their products on the shelf at eye level.

Lauren: Yes.

Jen: Do you know I mean because they know it leads to you choosing it more so they make a deal with, you know, whatever supermarket chain and they pay a fee to have their product at eye level, like, you really, if you know what I mean, like, it's just there's so much of this that goes on that consumers aren't aware of.

Annie: Right, which we kind of went off on a tangent there and I think that would make a really great podcast about how the the science and psychology behind marketing and how it works the way it does, especially when it comes to health

and wellness but the point here is that you can set these goals any time of year, so even though the bookstores are pushing it or you might feel like you're seeing these messages to get these really brand new fresh goals around your health and your wellness. It seems like it's everywhere. Remember that you can set these 6 months from now, 3 months from now, any time a year. You don't have to feel pressure to do it on New Year's Day.

Jen: Yes and now that we have told everybody about it, you will start noticing it and you can be more critical about it and this is called media literacy and media literacy has been found to be one of the greatest tools in preventing disordered eating and body image issues. So pass it on.

Annie: Pass it on. Stay woke, right?

Jen: Stay woke.

Annie: OK. Number two, remember your why. Ask yourself "Does this really matter to you?" when you're setting your New Year's resolutions because along the same lines of getting caught up, this can tend to be following the leader, kind of like Jen said when you're shopping with your girlfriend and in my experience, what's personally happened to me before is one girlfriend dinner is like "Oh yeah, I'm going to join this gym, I'm going to start this program, I'm going to start this diet" and the rest of us are like "Oh yeah, like, I guess that sounds good," like, "That sounds good to me, I'll do that too" or like "Guess I hadn't really given it that much thought but she's done the research. And she seems to think it's a good idea so I'll do it too" and if you listen to our Stages of Change podcast with our Balance365 Coach Melissa Parker, you'll know that skipping stages like contemplation, where you're thinking about doing a thing and preparation, where you're making plans to do the thing, are actually really vital to your success and this is one of the reasons people-

Jen: Not skipping stages.

Annie: Sorry, yes, not skipping stages. It's really vital to your success and this is one of the reasons that people can fall flat on New Year's resolution time is because they join the gym, they buy the meal plan, they sign up for the challenge or whatever it is they're doing without really considering "Does this even matter to me? Is this a good time in my life to do this? Is this reasonable to think that I can do whatever is required to make this goal happen?" Just like Lauren said, like,

she just felt this pressure to make a resolution and it's like "Hey, I just had a baby. Maybe now isn't the time to be all in on whatever it is I'm wanting to do" and if you give it some reflection and you come up with like "No, this isn't OK. This isn't the time, this isn't the thing I want. That's OK. It doesn't mean that you're stuck wherever, you're out forever. It just means that maybe you need to re-evaluate and get some clarity on what your goal is and how you're going to get there.

Jen: Yeah, it often is related to, I think, feelings of guilt around holiday eating as well so, I mean, that's why the advertising is so successful, right, because they know you're feeling bad about all the eating and sitting around you're doing over the holidays and that becomes your motivation, right, which is shame-based motivation, which we also know through research that shame-based motivation is not lasting.

Lauren: Yeah, and I'll add too on this that this is why we actually added a section in Balance365 it's called The Story of You and it helps you to uncover what your values are and what your core values are and so not only does that help you when you are making changes because when you make a change if it connects with one of your core values you're more likely to stick to it but it also can weed out this extra stuff so you can think back "Well does this really support any of my core values?" and if it doesn't you can feel a lot better of saying like "Oh, this isn't for me, like, it's good for them, it's not good for me."

Jen: Right.

Annie: And circling back to what Jen said about shame-based marketing, you know, I think in the past when I have started a new diet or a new exercise routine on New Year's Day it has usually been to combat those feelings of shame and guilt about eating too much, missing the gym because I've been busier than normal, the weather's been crummy, not enough daylight, you know, whatever fill in the blank and they know this.

Lauren: Yeah, that was always me, like it comes right after the holidays, right, where everyone's crazy busy, there's treats everywhere. And it's just like, it's kind of like a perfect storm, right, everyone's doing it, you feel crappy, the advertising is being pushed to you, so it comes together on January 1st.

Jen: Yeah and it's just it's all part of that roller coaster, though, you could start if you zoom out a bit and start identifying trends so most people wouldn't binge over Christmas if they weren't dieting before Christmas.

Lauren: Right, yeah.

Jen: And most people wouldn't diet before Christmas if they were bingeing at Thanksgiving.

Lauren: And then you wouldn't feel crappy, right? And wouldn't be like "I need to do something."

Jen: Right, so the period between Thanksgiving and Christmas is also a very, very popular time to go on a diet so, you know, people go into the holiday, basically, diet to counteract their Thanksgiving bingeing and to prep themselves for Christmas. Someone just said the other day, told me a friend of theirs was working on losing 5 pounds in preparation for the holidays and I'm, you know, it's funny kind of, but you're also like, I just cringe and think, "Oh my gosh, like, you're basically just announcing that you have an eating disorder and that you are starving yourself in preparation for being able to binge."

Lauren: Right and that just feeds right into the cycle.

Jen: Yeah and then so you binge over Christmas and then you get back on that diet rollercoaster for January and then, you know, then you restrict, then you binge and then you're restricting for your bikini season and then it's just, it's just wild.

Annie: And most people are trying to stop that cycle in the binge, when they're in the binge they want to pull all the way back to restriction which I totally get, like, that seems to be, like, "Well, duh, like, I, you know, I'm either all in or I'm all out, I'm on the wagon, I'm off the wagon," like there's just two extremes and our approach would be to just let that pendulum settle down in the middle like, don't pull it so far back.

Jen: Yeah, so Chastity, she's in Balance365, she said the other day is that people want to stop bingeing but unfortunately they don't want to stop restricting. However the solution to stop bingeing is to stop restricting as well.

Lauren: Right.

Jen: And people just really have a hard time wrapping their heads around that.

Annie: Absolutely, I mean, it can be scary because it feels like you're letting go of some of that control, especially if you've been dieting for years and that's what you know, that a lot of women feel comfortable and in control when they're dieting, even if they're miserable, even if they're white knuckling it.

Lauren: I remember someone when we first started doing this had been dieting for years and years and she was terrified when we told her like stop counting your points, stop counting, like, just give yourself permission to eat and she was like "I will literally start eating and never stop."

Jen: I remember that too.

Lauren: And like, spoiler, that didn't happen and now she lives a free life and she doesn't count and she's happy with her progress but she was terrified, like there was a real fear for her.

Jen: Right.

Annie: So once again we went on a little tangent.

Jen: As we do.

Annie: I'm just looking at our outline, like "Remember your why" and now we're talking about restriction and it's all connected though, isn't it?

Jen: So remember your why. So remember that you don't want to be on the diet roller coaster and that is your why for not jumping on board a new diet in January.

Annie: Well and why am I doing this again, if I am being honest and years past it would have been to try to avoid or to remove some of those feelings of guilt and shame, so it's like "OK, I'm just going to try to regain all of my control by doing all the things and doing them perfectly" and you know, again, it just, what that does is eventually perpetuates the cycle of this diet cycle.

Jen: Yeah, an alternative to feeling guilty is to say "Wait a sec, I'm human and just like everybody else at Christmas, I indulge in the holiday foods and move along."

Annie: Yeah. Because the holiday foods are yummy.

Jen: They are.

Annie: They are yummy. And yeah and just cut yourself some slack, right?

Lauren: Yeah.

Annie: OK, so we covered the first two. A, you don't have to make these New Year's resolutions just this time of year, you can set goals or new intentions or create new habits any time of year, then you evaluate like "Does this really matter to me? Why am I doing this? What's my purpose? What's my mission behind this? What am I hoping to get out of this?" and then if you come to the conclusion that "I still want to move forward. I still want to make change" and your resolutions are around things like eating healthier, exercising more, drinking less, quitting smoking then we're talking about changing habits which, shockingly, is something we're pretty good at helping people do. Surprise! And Lauren you have some really good information about creating and changing habits, but essentially it boils down to you don't have to overhaul your entire life overnight because so often people go to bed on New Year's Eve and they're like, they set these plans and they're going to wake up like a person with completely new habits on January 1st, like 12 hours later, new year, new me, right?

Lauren: Right. That would be really nice.

Annie: It would be great if it were just that simple, if all the change could happen.

Jen: If worked, we would encourage it.

Lauren: Yeah, right.

Annie: Yeah, it'd be a heck of a lot quicker but will you share the statistics about why changing too many things at once isn't likely to bode well for you?

Lauren: Yes, so we share this all the time, actually but I find that it's so eye-opening for people is that studies show that if you want to change a habit and you change one small thing and only that thing you have about an 80 percent chance of sticking with that change long term, which is actually really good for percentages. If you try and change too things at the same time your success rate of sticking with both of those things drops down to about 30 percent and then 3 or more changes at the same time your success rate drops to almost

0 sticking with all those changes and then the more things you add on, the less and less your success rate will be.

Annie: That's not very promising to change a lot of things at once is it.

Lauren: No, so not only do you not have to, you shouldn't if you care about sticking with it, right?

Annie: Yes, so when you think about someone that wakes up New Year's Day and is like I'm going to change all 3 of my meals, plus my snacks, plus my sleep habits, plus my water and alcohol consumption, now I'm also going to add going into the gym 5-6 times a week, that is so many behaviors that it takes to change, I mean we're talking about, like, let's take a look at a meal, like, what does it take to change a meal, like, it could change what you put on your plate, how you prepare your food, what kind of foods you're buying at the grocery store, it might require, do you even go to the grocery store in the first place versus eating out, I mean, and those are the little steps that take to build a really great solid habit that so many people overlook. They just think "I'm just going to start eating a balanced breakfast, lunch and dinner tomorrow, all the time, forever and ever amen."

Lauren: And our brains just don't work like that. It's just the way we're wired and you know, we, like our brains, like consistency and constants and so it's not going to bode well for you if you try and change everything all at the same time.

Jen: I don't even like going somewhere new in the grocery store, like a new aisle. Like when I when I'm looking at recipes and there's just some whacko ingredient, you know, that either you can't find in a regular supermarket or I've just never seen that before I'm like, "Next!" Like, I just really resist. Yeah.

Annie: I think, yeah, I mean, obviously when it comes to cooking I'm the same way. I see it is a recipe with more than like four ingredients and I'm like "No, I'm out."

Lauren: Thank you, next.

Jen: Yeah, I know as far as our plans on expanding our our recipe collection on our website and just looking at, like, when we had a woman making recipes for us this fall and the first couple she sent me I was like, "Listen, like chickpea flour is just not going to fly."

Lauren: I feel like we should have a test where like if Annie, Lauren and Jen can't make it it doesn't get put out there and we would be like, "Pizza. Quesadillas. Chicken."

Jen: Yeah yeah and so it's like, I remember I would go all in like back in my dieting days on making things like cauliflower pizza crust.

Lauren: Yes I would take so long to make meals and they would always taste like crap.

Jen: Yeah and so but then it's like, you know, five years later, we're just having pizza, like just regular crust and it's way better.

Lauren: Like, it's fine.

Jen: It's like all those steps, right, like all those steps to make, to just get in the habit of making these healthy pizza crusts and yeah just really makes no difference.

Annie: And now, yeah, I feel good just throwing some veggies and some fruit and some extra protein on my Jack's frozen pizza.

Jen: Yeah, like, I'll just have a side of cauliflower with my regular pizza. Instead of trying to work it into the crust.

Annie: I really like how you say cauliflower.

Lauren: Cauliflower.

Annie: Anyways, yeah, but truly I think people really underestimate how much energy is required to change just one habit and it's definitely a slower process but what we hear from women in our community that are working through our program is that it feels effortless, they're not white knuckling through all these changes and just like, "Oh my gosh, I hope I can do this. I just need to do this for a little bit longer before it comes automatic." They're like, actually, they're kind of like looking around like "Is this really all I'm doing? Like, this is all you want me to focus on?" and we're like "Yeah, actually."

Jen: Just this one thing.

Annie: That is.

Jen: Yeah.

Annie: And if you're talking about changing existing habits, which that comes up a lot around New Years resolutions too is the best way to change an existing habit is to replace it with a new one and Lauren and I have a pretty good podcast, actually two podcasts on how habits are built, like Habits 101, and then how to change or break bad habits, so if you want more information on the science and the process behind habit building and breaking bad habits, I would highly encourage you to listen to those because, I mean, I think we give some pretty good tidbits.

Lauren: It's pretty good.

Annie: I mean, it's alright. And the other thing I want to add onto that too in terms of habit changing and going a little bit slower is to discuss the difference between outcome-based goals and behavior-based goals because so often, again, resolutions seem to be outcome-based goals. I want to lose 10 pounds. I want to run a 5K. I want to compete in this challenge or whatever and it doesn't really address the behaviors, like, OK, how are you actually going to do that? What actions are you going to take to lose 10 pounds? Like I'm not poo-pooing weight loss as a resolution goal, your body, your choice.

But how are you going to lose that 10 pounds? It might be I'm going to start exercising on Monday, Wednesday, Friday for 30 minutes or I'm going to replace, you know, X, Y, Z with vegetables on my plate or I'm going to increase protein or you know, whatever that looks like, we would encourage you to write your goals based off of your behaviors, not the outcome you want, because so often if you take care of the behaviors, which we have more control over, the outcome will just naturally be a byproduct of it and so often I see women doing all the right things and they don't get the outcome they want and then they feel like a failure, you know, they're making all these great changes.

Especially when it comes to weight loss. We've seen women work their butts off to try to lose weight, you know, they're maybe exercising more, they are addressing their self talk, they're getting more sleep, they are cutting back on sugary drinks or alcoholic drinks or whatever that is they're working on and they step on the scale and they're down 3 pounds instead of the desired 10 pounds and all of a sudden they feel like they've failed.

Lauren: Right.

Jen: When they've actually succeeded in all these areas of life that a lot of people struggle to succeed in and it's huge, it's a huge big deal.

Lauren: Yeah.

Annie: Yeah, when really if you just zoom out and it's like "Oh my gosh, look at all this great change I've made, I'm feeling better I'm taking better care of my body or you know, whatever it is, fill in the blank, that we just tend to lose sight of that when our goals are outcome based.

Lauren: Also when they step on the scale and they see that, that they haven't lost as much as they had hoped, they also a lot of times will be like "Well, what's the point, right?" and then they don't continue doing those behaviors and it's the continuation and consistency of those behaviors that's going to lead to possibly them reaching their goal, right?

Annie: Yeah, so the easiest way to turn your outcome based goal, if that's what you were thinking about before listening to podcast, into a behavior based goal is to just ask yourself "How am I going to achieve that? How am I going to run a 5K? How am I going to run a marathon? How am I going to lose 10 pounds? How am I gonna?"

Jen: Yeah.

Annie: You know, like and then usually that how, that's the behavior.

Jen: Yeah and then realize that that outcome goal you have actually could be made up of a series of behavior changes that need to happen one at a time, therefore it may not happen as quickly as you like, which is OK. Life is long.

Annie: Yeah, it's the tortoise and the hare, right?

Jen: It's a journey.

Annie: Yeah, as cheesy as that sounds, people are probably like, "Oh, come on."

Jen: It's a journey.

Lauren: Zen Jen over there.

Jen: I know.

Annie: Enjoy the process.

Jen: Gandhi.

Annie: We need one of those successory memes. You know, popular in the nineties. OK, well those are the three main points I wanted to discuss when it comes to New Year's resolutions. Is there anything you two would like to add?

Lauren: I don't think so.

Annie: OK, let's do a quick review. First of all, before you set your New Year's resolutions remember that you can set these new goals, create new habits, set new intentions, you can have a clean slate any time of the year. I totally understand that it's super enticing to have like new year, new me but you can do this on May 1st just as easily as you can January 1st.

The second one is to remember your, why does this really matter to you? Are you just doing this because your girlfriends are doing this or because marketing is telling you to do this or is this something that you really desire and then on top of that are you willing to do what it takes to make that happen and sometimes the answer is no, like Lauren said, you know, she really maybe wanted some of the things she wanted after having Elliott but it just wasn't, the timing wasn't good and honoring that, and being like, "Hey, I can just put that on the back burner and wait a little bit to start that until I'm ready to make those changes and I'm able to make those changes and stick with them" is absolutely, that's an OK answer.

Jen: I know you always say, Annie, there is more than two options, it's not always "yes" and "no", there's a third option which is "later."

Annie: I would love to take credit for that but that's actually Lauren.

Jen: Oh, I'm sorry, Lauren.

Lauren: Yes.

Annie: Yes. I was like, as soon as you said that I was like "Oh, I really wanted credit for it because it's good, it's good advice, but I'm going to be honest, that's Lauren's advice." Yes, later is always an option which I think is, that's goes back to your maturity about responding, Jen, versus reacting, you know, so many

people can get reactive during New Year's resolutions like they feel compelled to do something just because everyone else is doing them and it's like, if you just have pause, like think like "Do I want this? Was I considering this before I heard Susan over here talking about her weight loss? Like.

Jen: I always think of my inner BFF like she's, she just like, she comes to me in that first second I react and then give it 20 seconds and my inner B.F.F. is sitting beside me like "Hey, girlfriend. Calm down."

Annie: That first voice in me though, she can be really kind of grumpy sometimes.

Jen: She's my naughty friend. She's naughty.

Annie: Let's do it! Yeah! Is this is code for Annie and Lauren?

Jen: There's Annie and then there's Lauren.

Annie: Annie is like shoving you into the mosh pit at a concert, like "You can do it!" and Lauren's like, "I don't think that's a good idea."

Jen: Let's stay safe back here.

Annie: Both are needed sometimes, OK? And the last point we just discussed today was that you don't have to overhaul your life in one night, that to think that you're going to go to bed on December 31st and wake up 8 hours later a completely different person doesn't usually happen for people and that's not, that's not because you lack willpower or motivation or determination or discipline, that's just the way behavior change works and it takes time and slowing down the process to focus one thing until that becomes automatic and then layering on brick by brick is usually the best place to start and we have a saying too that we stole from James Clear that "Rome wasn't built in a day but they were laying bricks often"

Lauren: We changed it to make it our own. What's our new one? Beyonce wasn't built in a day.

Jen: Beyonce wasn't built in a day.

Annie: Beyonce also wasn't built in a day. So if you could just lay a brick, you know, if you have these big goals 2019, 2020, 2021, start with a brick, really and

lay your strong foundations, good solid habits, one by one and you'll get there eventually and hopefully you'll wake up one day and you'll have this big beautiful Coliseum and you'll be like "Oh, that was easy."

Jen: Exactly. Exactly. That really is how it happens.

Annie: Yeah and I know that's probably sounds a little bit ridiculous or a little bit too good to be true but you need to be able to play the long game for behavior change, you have to have big picture and patience which, I'm saying that to myself right now. I'm talking in a mirror. And yeah, hopefully this helps people build some better resolutions. I would love to hear what people are working on. So if you are working on something for the new year and you want to talk about it, please join our Facebook group, it's, we're Healthy Habits Happy Moms on Facebook. We have 40,000 women in our private Facebook group and if you need a place for safe support, reasonable advice and moderation, this is your place to go.

Jen: I got a huge compliment yesterday. I was at a cookie exchange with 10 women and not many people know about my our company locally where I live and actually a couple women from my community just joined and the one woman said to me yesterday "Your group is the first place I've ever found that actually promotes you giving yourself grace."

Lauren: Aww.

Annie: Can we like get a testimonial from her?

Jen: I'll ask her. She's in Balance365 now.

Annie: Oh that's wonderful.

Jen: She would be happy to.

Anne: Yeah, I think it's a pretty sweet place. We have amazing women, it's really, it's not it's not us, it's our community that's made it such an amazing place to be, they provide support, applause and encouragement and tough love sometimes when it's needed. It's a great place to be, so find us on Facebook at Healthy Habits Happy moms You can also tag us on social media on Instagram and show us what you're working on, show us your more reasonable New Year's resolutions.

Jen: Yes.

Lauren: Yeah, I like that.

Annie: Yeah, me too. OK, anything to add?

Jen: No.

Lauren: No.

Annie: We're good to go? Alright, well, we'll talk soon, OK?

Lauren: Bye.

Jen: Bye.