

Momentum by Design:
Mastering **Habits** That Build
Confidence, Consistency, and
Career Progress

Elisabeth Galperin | Peak Productivity



Motivation
is what gets you started.
Habits
are what keep you going.

- James Clear



Habits Defined

- Behaviors we have normalized
- Actions we repeat consistently
- Reflect how we operate
- Become part of our identity

In a career transition, habits are what replace structure.



Habits as Systems

Behaviors are shaped by systems

- **Systems** = routines, rituals, protocols, best practices
 - The rules of operation

What is currently driving your job search- routine or reaction?



Willpower is not a strategy.



**Systems keep you moving forward
when motivation dips.**



Willpower is not a strategy.



The behavior changes **not** because I want it more...

But because the **system** made it easier to succeed.

Rely on **systems** that support **key habits & behaviors**.

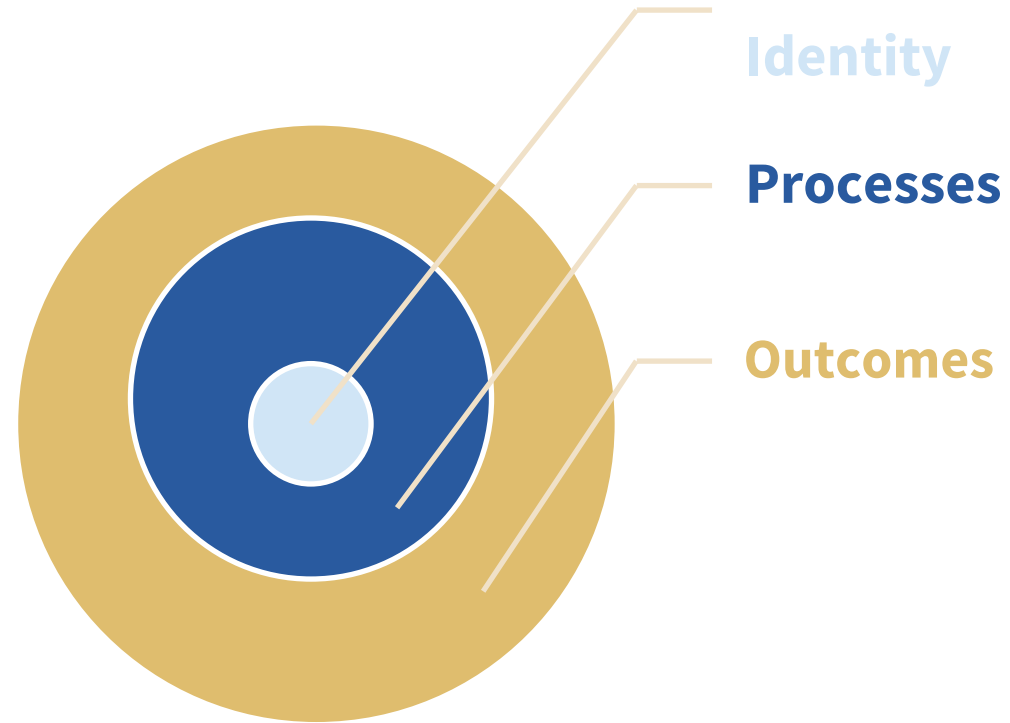


Why Job Searches May Stall

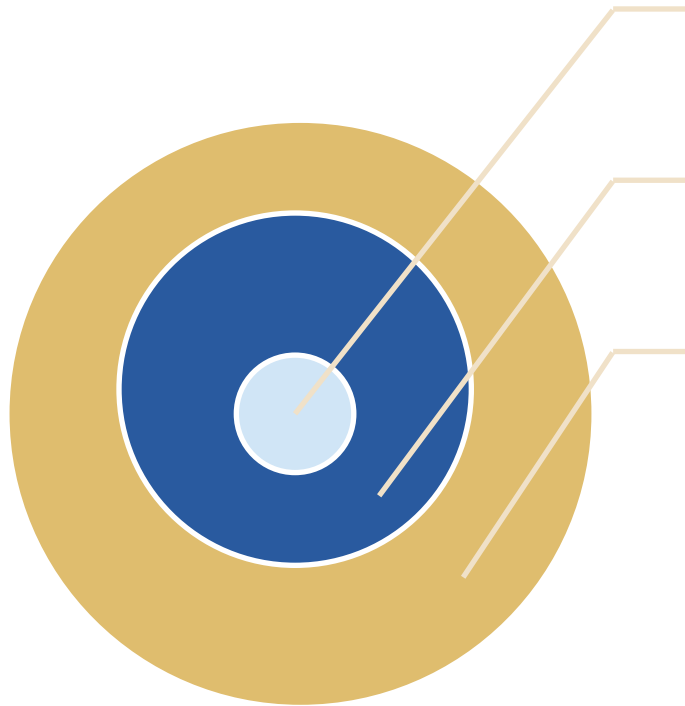
- **Lack of structure**
- **Inconsistent activity**
- **Emotional Fatigue**
- **No feedback loop**



Identity & Habits



Identity & Habits

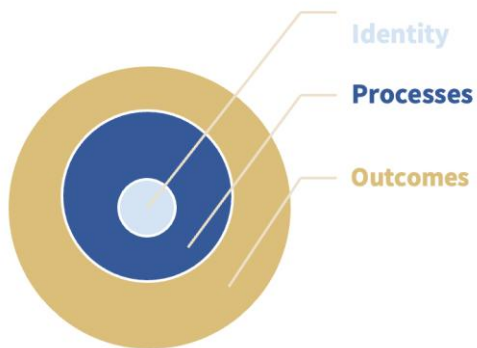


- **Identity**- what you believe [**beliefs**]
- **Processes** - what you do [**behaviors**]
- **Outcomes** - what you get [**results**]



Identity-Based Habits

- **Evidence** of who you are becoming
- Sustainable change starts with **identity**
- Focus on **becoming**, not just achieving



What kind of professional do I want to be known as... in this season?



Achievement vs Habit Goals

➤ Achievement Goals

- One-time
- Result-focused
- Defines the WHAT

➤ Identity/Habit Goals

- Ongoing, consistent, recurring behaviors or routines
- Focused on consistency rather than intensity
- System-driven
- Defines the HOW



Achievement vs Habit Goals

➤ Achievement Goals

- *Personal:* I will lose 20 pounds by Memorial Day.
- *Professional:* I will land a job in the next 60 days.

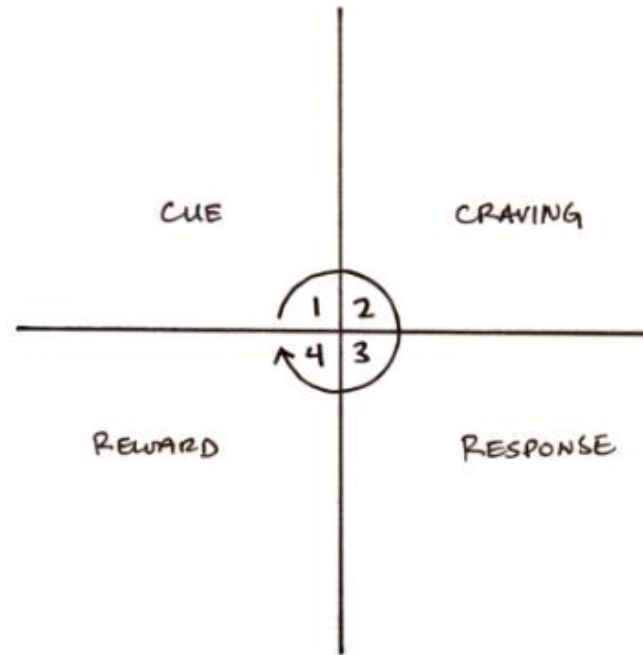
➤ Identity/Habit Goals

- *Personal:* I will adopt an active lifestyle and eat a healthy, whole food diet each day.
- *Professional:* I am someone who consistently networks, follows up, and creates opportunities daily.

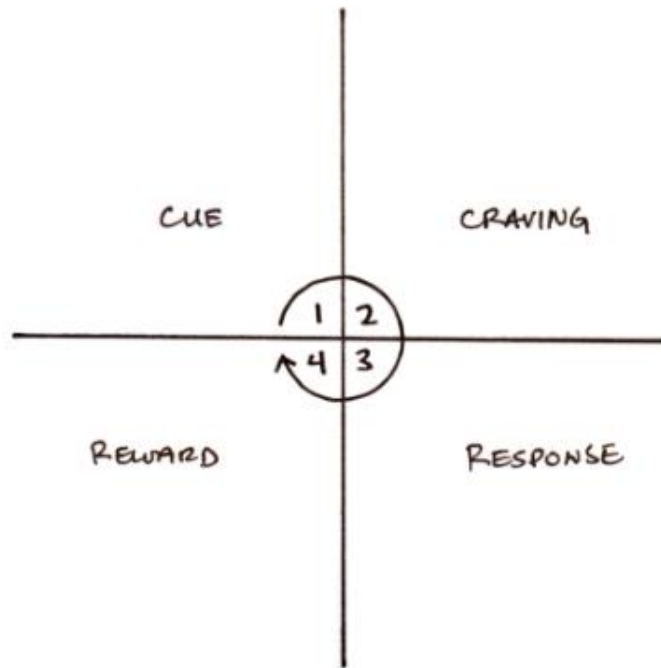


The Science of Habit Formation

Habit Loop



The Science of Habit Formation



Cue → trigger in the system

Craving → motivation or pull

Response → the behavior

Reward → progress, relief, recognition



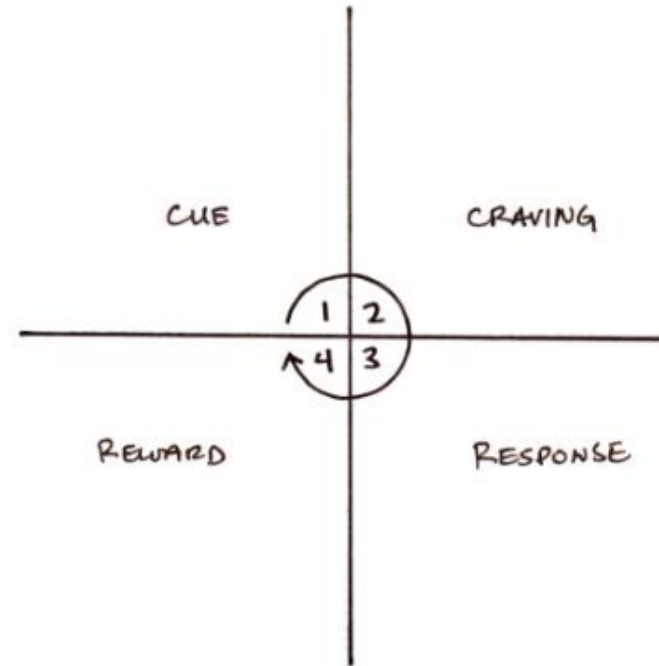
The Four Laws of Behavior Change

Make it **OBVIOUS** [Cue]

Make it **ATTRACTIVE** [Craving]

Make it **EASY** [Response]

Make it **SATISFYING** [Reward]



Metrics & Accountability



- **Metrics** → visibility & feedback
- **Accountability** → consistency & follow-through
- Together, they turn *intention* into *execution*

In a job search, no one is tracking your performance for you.
Build a system that does.



Habits & Career Momentum

- Focus on **behaviors** over outcomes [lead indicators > lag indicators]
- **Identity** & **habit** goals over singular achievement goals
- Design **routines** that reinforce your values and identity.
- Embed **metrics & accountability** into the system.



Apply the Science

- Identify one current goal.
- Rewrite it as a habit or identity goal.
- Apply one of the Four Laws.
- Align it to a core value.



When everything feels uncertain, habits create stability.



We do not rise to the level
of our **goals**.
We fall to the level of our
systems.

- James Clear





www.peakproductivitycoaching.com

elisabeth@peakproductivitycoaching.com

