Kaizen

The key idea
Take small steps
Build on success
Small, comfortable, non-threatening steps towards improvement

Continuous improvement
Promoted by Dr. W. Edwards Deming

Idea started in World War 2
Training Within Industries courses

Introduced into Japan by General MacArthur
Japanese very receptive

Gave it the name Kaizen

Too much change creates fear
Fear creates resistance in the brain

Small steps are non-threatening
Bypass the brain's resistance

Needs to loose weight, get fit, de-stress

Would switch off if you suggested

Diet
30 minutes exercise
taking time for herself

March in place for 1 minute a day, in front of TV
Next appointment "what else can I do in 1 minute a day"
Keep building on success
Start marches on spot for whole TV programme

What is the smallest step I can take towards reaching my goal?
If I were guaranteed not to fail, what would I do differently?

Use questions to solve problems

With a person
What is one small thing I like about the person?

With a situation
What is one small change I can make to improve the situation?

Think small thoughts
Sculpt your mind!
Spend 1 minute a day visualizing the desired outcome

Examples
Visualize yourself getting really annoyed, but reacting calmly

The visualization needs to be:
- short
- repeated regularly
- detailed

When you are ready to go beyond visualization
Take small steps again
Give a public speech - to an empty room

Ask small questions

What is the smallest step I can take towards reaching my goal?
If I were guaranteed not to fail, what would I do differently?

Use questions to solve problems

With a person
What is one small thing I like about the person?

With a situation
What is one small change I can make to improve the situation?

Take small actions

Ask yourself - what is the SMALLEST step I can take
The step should be so small
It's difficult to fail
It's quick to do
There can be no excuses
Repeated regularly

Then ask yourself what's the next smallest step I can take:

Example: Loose weight
Eat less - NO too big a step
Stop eating sweets - NO
Stop eating chocolate - NO
Throw away the LAST chunk of the chocolate bar - NO
Throw away the FIRST chunk of the chocolate bar - YES!

Learn to spot small problems
Solve them before they grow into big problems

Big problems may have small causes

Solve small problems

Inexpensive
Convenient
Immediate recognition
Regular
Suitable to the receiver's needs

Big rewards frequently stimulate bad behavior

The solutions often in the detail

Focus on the moment
Focus on things that bring you pleasure

Bestow small rewards

Inexpensive
Convenient
Immediate recognition
Regular
Suitable to the receiver's needs

Big rewards frequently stimulate bad behavior

The solutions often in the detail

Focus on the moment
Focus on things that bring you pleasure

Identify small moments

The book
One Small Step Can Change Your Life: The Kaizen Way
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