

Behavior and Thought Change After a Self-Improvement
Program: Studying the Effects of Environmental and
Other Factors on the Transfer of Training

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This study tested the attitude-behavior relationship and transfer of training on a specific training program - The Seven Habits of Highly Effective People. It is a self-improvement program designed to improve such things as: interpersonal relationships, time management skills, and concentrating only on what one can change. The subjects were 84 BroMenn Healthcare employees signed up to take the training program. Both groups were given a pre- and post-test consisting of four parts: one's behaviors and thoughts (including questions on locus of control), countertraining, and two parts of the Personal Strain Questionnaire. It was hypothesized that after taking the class: one's behavior and thoughts scores will increase, and one's post-test personal strain scores will decrease. In addition, subjects with low pre-test countertraining scores (meaning there is a lot of countertraining) will show very little or no change in their behavior and thoughts survey score. Subjects with a high pre-test locus of control score (meaning they have an internal locus of control) and/or felt positive about the usefulness of the course will show greater change in their behavior and thoughts survey score. The results will be discussed at the Research Conference.