



## Top Tips to Change Your Money Mindset

# Money Mindset Checklist

### 1. Reflect on Your Current Money Story and Beliefs.

You can use these questions as prompts:

- What did you grow up seeing and experiencing with money?
- Where are you holding fear in relation to money? What is worrying you right now?
- What do you have a desire to change?

### 2. First Steps

It is tempting to try and 'fix' everything to do with money and your feelings towards money but this can be overwhelming. Remember these are deep rooted beliefs and habits that will need to be worked on over time. Instead, think about the following questions:

- What first step could you take?
- What support do you need to do it?

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### 3. Changing Your Money Mindset

Working out why you want your money mindset to change, can help to focus on what you do want rather than what you don't.

- Why is it important to you that you create this change?

**It is important to me that I create a financially abundant mindset because...**

**Well done! Write that somewhere you can see it daily.**



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# Money Mindset Activity

### A and B List

Recognising our money habits and forgiving ourselves for past mistakes are important steps towards creating a healthier money mindset.

In column A, write down your current money habits and beliefs. These can be positive or negative habits, such as:

- “I always save 10% of my income”
- “I often overspend on impulse purchases”.

## A

In column B, write down any money mistakes you have made in the past and are now forgiving yourself for. These can be mistakes like:

- “I racked up credit card debt in my 20s”
- “I didn’t save enough for an emergency fund, which left me in trouble when my car broke down.”

## B

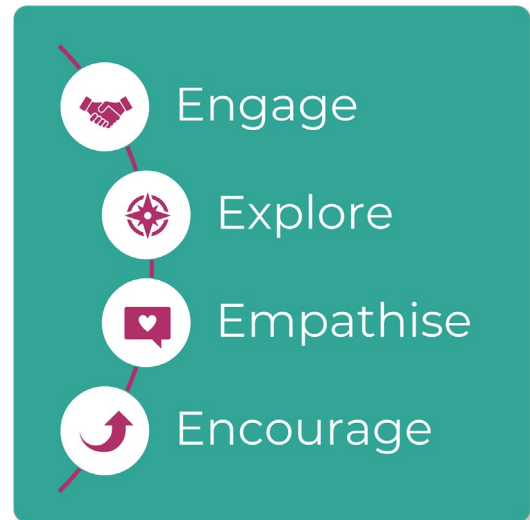
Once you have completed the lists, reflect on your answers and identify any mindset shifts you would like to make to move towards a healthier money mindset.

For example, if you have “I often overspend on impulse purchases” in column A and “I didn’t save enough for an emergency fund” in column B, then you may want to shift your mindset towards more intentional spending and building up your savings. One action you could take, is to use a passive savings app such as Plum or Chip or scheduling a money moment once per month for 15 minutes to review your spending.

We encourage you to create actionable steps to support your mindset shifts. These can be specific goals or habits you want to create, such as “I will create a budget and stick to it” or “I will set up automatic savings transfers each month”.

# Normalising the Conversation About Money

## The Listening Model



### Engage

- Engage with the person and show that you are present and attentive.
- This can be done through verbal and nonverbal cues, such as, nodding, and asking open-ended questions.
- Create a safe and private space for the conversation.

### Explore

- Explore the person's concerns and feelings.
- This can be done through active listening techniques such as paraphrasing, summarising, and reflecting back their feelings.
- Explore through open questions how they are feeling, and what adjustments at work might support them?

### Empathise

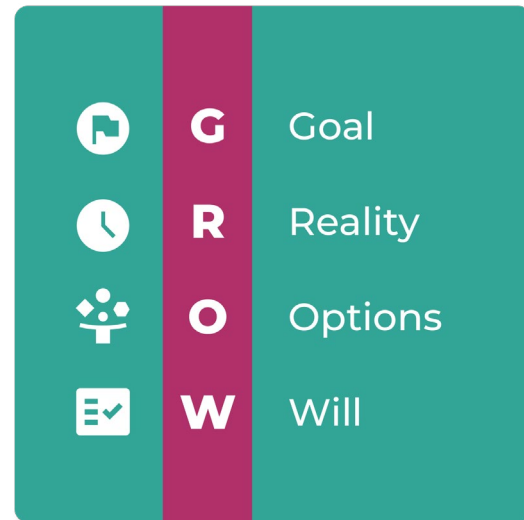
- Show empathy and understanding for the person's concerns and feelings.
- This can be done through validating their experiences and expressing your own feelings of empathy.
- Allow space for them to feel seen, heard and supported.

### Encourage

- Encourage the person to take positive steps towards improving their financial wellbeing.
- This can be done through providing resources and support through signposting both internally in the organisation and externally.
- You are not here to 'fix' the situation but to help the person get support swiftly.

# Normalising the Conversation About Money

## The GROW Model



### Goal

- What do you want to achieve with your finances in the near future?
- How do you want to feel?

### Reality

- What's happening at the moment?

### Options

- What could you do to move closer to your goal?
- Who could help?

### Will

- What's your one action for this week?