This Performance Improvement Plan was constructed to improve my own life performance. Feeling that my smartphone usage and smartphone pick up rate was destroying my concentration and attention to the things important to me, I wanted to improve the desired behavior of uninterrupted non-smartphone time. In my own personal life, I measured and tried to improve my behavior during the hours I was awake. I have been measuring and improving my behavior for the last 7 weeks.

I approached this issue by first determining and specifying the right **pinpoint**, **uninterrupted non-smartphone time**. Secondly, I started to **measure** creating a baseline in the first three weeks with the help of the applications “Forest” and “Moments” (these are so called ‘screen time trackers’ that measure the time you spend on your phone). During these three weeks I have done an **ABC analysis** determining the antecedents trigging the undesired and desired behaviors, and what consequences where already reinforcing the undesired and desired behavior, but also what new consequences could be thought of the change my behavior. I made an 8-step subgoal plan creating challenging but attainable goals and I created a reinforcement plan to keep me motivated. After I created the Performance Improvement Plan I gave myself the **feedback** of the measured baseline and started to change my behavior by reinforcing the desired behavior with tangible reinforcers, but many social reinforcements. During this process of behavior change, I kept monitoring to see if my behavior did change, and if the **subgoals** where attainable, and if the **reinforcers** and reinforcements were really motivating me to change my behavior. I did make some adjustments, as my initial goals were to challenging, to keep me encouraged.

When looking at the measured desired behavior a positive change has definitely occurred. Although the individual days do vary a lot, the average of the baseline -12 minutes- is definitely exceeded after the first intervention -average 16 minutes. Although the first subgoal (15 minutes) took three weeks instead of two weeks to achieve, I am currently on the right track to reach the second subgoal. After the second intervention the average in now 19 minutes, and only need three days above 20 minutes to reach the second subgoal. The overall trend in an line going up and hopefully reaching the final goal of 40 minutes in a few weeks from now.
Average uninterrupted non-smartphone periods in a day