

# keeping THOSE NEW YEAR RESOLUTIONS

IT MIGHT BE THE SAME OFFICE AND SAME SET OF COLLEAGUES BUT IT'S THAT TIME OF THE YEAR WHERE YOU HAVE TO REEVALUATE EVERY ASPECT OF YOUR LIFE INCLUDING AND MOST IMPORTANTLY YOUR CAREER ASPIRATIONS. YOU HAVE TO SET NEW GOALS, RAISE THE BAR AND SOAR ON THE CAREER FRONT.



do. Imagine, when you were hungry and wanted that position so badly, that you would have done anything for the chance to prove yourself. The challenge is once in the job, how to keep re-inventing and improving on your performance in order to meet the required standard, if not surpassing your bosses expectations. At the end of the day, most of us are trying to establish viable careers, rather than merely doing a job. We want to be proud of the work we produce on a daily basis and not to be plodders who produce weak excuses for lack of delivery, especially when this type of employee knows that they aren't performing to their full potential. After all there is nothing more disappointing than wasted talent and potential.

So what if you face challenges? These challenges are what make or break a career after all, and it is during these times that your growth spurts come. You become a valuable worker who can problem solve to get the work done by holding the fort down and getting the job done. If you feel that your current desk job is not one where your talents are not being used effectively then make a resolution to

learn something new and set a time stipulation for yourself so that you can make a career transition where you'll be more productive. However, do not make the assumption, that it's the job that could be the problem as it could be a matter of your attitude. Really ask yourself, "Am I making the most of this opportunity?" Then ask yourself, when you look at your original job description if there is any way in which you can further develop your skill set, rather than assume that the salvation is in another job title or company. The reality is if you haven't exhausted your full potential at the job you're in, how can you do better in another?

Also it's worth noting that you should never promise what you can't deliver, because it means that your word becomes worthless. You become untrustworthy and by then you've blown it with management. If you run your own business and you promise something to your employees which you fail to deliver on then, again you've set a dangerous precedent. In his book "It's not How Good You Are, It's How Good You Want to Be" Paul

Arden says in references to pushing yourself to do your best work when faced with problem solving: "When it can't be done, do it. If you don't do it, it doesn't exist. A new idea can be either unfamiliar, or silly or both... but it's for you to work out how to do it.... If it was easy anyone could do."

He concludes that getting the job right is based on knowledge and experience, so these are your building blocks for expanding your horizon as you set your 2008 career goals.

According to Bob Urchuck, an International Professional Speaker, Trainer, Consultant and Author of 'Up Your Bottom Line, Featuring the ABC, 123 Sales Results System' and 'Online for Life: The 12 Disciplines for Living Your Dreams', you can set goals and stick to them with a few fail proof strategies which he outlines here.

Jesse Owens says, "We all have dreams, but in order to make these dreams into reality it takes an awful lot of determination, self-discipline and effort."

Keeping New Year Resolutions, and following through on goals, requires that same determination, self-discipline and effort to be successful. First let's understand the meaning of each of these words.

- \* Determination is the power or habit of deciding definitely and firmly with a direction to a certain end result.
- \* Discipline is a commitment to yourself, to do what you have to do even when you don't want to do it.
- \* Effort is amount of the total work done to reach a particular end result.
- \* Success is the progressive realisation of worthwhile goals.

Goals are resolutions - that is what motivates us.

Resolutions, like goals, are our desires. Without goals or resolutions, there is no reason to act, no motivation to take daily actions or go the extra mile.

Key factors in making a successful resolution are firstly, a person's confidence that he or she can make a change in behaviour, and secondly, their commitment (discipline) to making that change.

Behaviour is the manner in which you conduct yourself. It is the way you behave, the way you act, function or react. Appropriate behavior drives opportunities as you will learn to target your efforts. Opportunities come from setting goals, written S.M.A.R.T. Goals.

What do you want out of life, career or out of your

**Y**ou might just ask, what the hullabalo about New Years is, after all it comes every year... True but psychologically it's symbolic of a new beginning. This is when goal setting comes into play, with 2007 clearly in your past, you now know what you wished you'd achieved and didn't last year. This year, you have a clean slate on which to direct your goals towards being the very best that you can be. Whether it's a promotion, to be more diligent in delivery of your work to meet all set tasks, or taking a new direction.

Having the ability to see into your future, using positive visualisation or mind mapping is essential to plot your aspirations towards career milestones. A career gives each of us an opportunity to make the most of what ever job we have been tasked to

business? Who could determine this for you and who can make it happen? What are the daily behaviours that you must apply to live the life of your dreams or to make your career or business a success?

It is those daily behaviours, and when you implement them, that will make a big difference in your level of success. Once you identify these behaviours and times and stick to them, watch your time management skills and results improve dramatically.

Behavior, like attitude, starts with you. What you do for a living is a choice you made. But there is a reason you made that choice and that choice goes beyond making money. Sure money has something to do with it, but it is not the money that gets you out of bed in the morning - it is what you want to do with the money that keeps you motivated. It is the realisation of your dreams, and dreams can be realised when you take the time to organise, plan and put your plan into action.

You have to decide what you want to do, plan it out, and discipline yourself to make it happen, from the inside out, not the outside in. I've seen people overcome stuttering, go from poverty to riches, from having no self-confidence to great confidence in themselves. How? They determined what they wanted, created a plan, complete with action steps, and then monitored and measured their progress. They very literally disciplined themselves to make it happen."

One of the greatest lessons which I discovered while working in sales, we'd always set sales targets and objectives, and our performance was measured against them. This is a good practice and keeps us focus on our sales targets. So why not apply those same goal setting and monitoring strategies on our personal lives so that we too can stay focused on our dreams and end up where we want to be.

Today, in most organisations, management devotes enormous energy to setting work objectives and conducting performance reviews for individual employees. Corporations go through this time-consuming and costly exercise to ensure the most favourable results for their firm.

In professions such as sales, considerable time is spent questioning, listening, discovering and understanding the needs of clients in order to provide a recommended solution or action plan.

In contrast, how much time and energy do you expend discovering your own needs and desires, and then consciously setting objectives, developing action plans with measurable performance standards, and finally reviewing your own performance? By engaging in such an exercise, you will be doing something about your life. You will be going to work on yourself, for yourself. This is where the real behaviour has to start.

The behaviour if you do manage to inculcate will unavoidably work to achieve your resolution.

When you believe in your resolutions (dreams), nothing but self-imposed limitations will stop you from achieving them.

And your first step is to define your resolutions as goals - a goal is a specific and measurable result that must be achieved within

specified time, resource and cost constraints.

Remember a goal is an end, a result, and not just a task to be performed. It describes the condition we want to achieve. Our goals guide our actions and help us plan at work as well as at home. So, when we focus on our goals (resolutions), keep in mind that our resolutions are an extension of our values also. Therefore action your present as determined by your future... not your past.

Also, you need to measure and monitor your

progress on an ongoing basis. Without some form of monitoring you will not be able to recognise your progress and reward yourself accordingly. It helps keep you on track and makes discipline a habit.

If you pay heed to these words you'll definitely find that you'll become a more organised and disciplined person who guides his future the way you want it rather than settling for the undesired that might come your way. Resolve to chart your own success graph... Happy New Year guys!

