

Subject: Week 105 learnings - Resolutions
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Dear All

We are in the first week of 2020 and I am sure many people have made resolutions. My note this week is on learnings about resolutions of what I have seen over the years. The most common resolutions have to do with :

- a. Exercising to lose weight
- b. Losing weight
- c. Stopping smoking
- d. Stopping drinking
- e. Being on time
- f. Being positive
- g. Eating healthier
- h. Will build a social media profile

Data over years shows that new year resolutions are at best followed in the month of January and then the person goes back to the old way of doing things. American data suggests that about 40 % of people make new year resolutions and about 40 % achieve them in the first six months but by the year end that number is less than 10 %.

I am sure you have made a resolution. What can you do to ensure that you deliver on the new year resolution?

- a. Be as specific as you can. So if your resolution is I will eat healthy food in 2020, then be specific in terms of what you will not eat – fries , fried stuff, chocolate etc. etc. being specific helps you achieve your goal. Or say, I will eat fruit every day!
- b. Give yourself a chance to win. Ensure that the resolution is actively aided by you. If it is about exercise, then ensure that you have the gear, ensure that every bit of time you can generate goes into exercising be it walking or running or whatever. If you plan to eat healthy, then order lots of food and have it at home and in your office.
- c. Expect to fail: it is unlikely that you will meet the resolution every day of the year or month. The point has to be to get back to the resolution even if you missed it for a few days. Often times people think, I have missed out for a few days, lets me go back to my old schedule and that's wrong. American data suggests that 71 % of people slip in January but the people who are resolute use the slip up to tighten their resolve.
- d. Set yourself up for success: if you want to skip sweets, take them away from your fridge and your sight. So, ban the item in your resolution.
- e. Make your resolution public: ensure that you tell your family and close friends of your resolution and seek their help in achieving it. If the friends and family see that you are serious , then they will ensure your success.

We have always thought of resolutions something in the domain of individuals. I also think businesses and teams need resolutions.

All the best with your resolution, make it work for you
Feedback welcome.

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