

Five Steps to Turn Resolutions into Results



Forget willpower. Use this well-proven strategy to accomplish what you want to do.

Each day I will...

- Walk 30 minutes
- Express appreciation for a coworker's efforts
- Sleep 8 hours

It happens every year: A list of well-intentioned resolutions has been abandoned by day nine. Why do resolutions fail? According to a Market and Opinion Research International survey, the resolution rule is that only 20% of us keep our New Year's goals.¹ And our resolutions fail because of procrastination (33%), no discipline (24%), and no game plan (19%).²

How do you create a plan that defeats the resolution rule? By shelving magic, luck, and willpower and focusing on *discipline*. FACET is a five-step tool that helps you turn your resolutions into results:

Choose one behavior
or way of thinking
you want to change.
Keep it simple.

Focus: Choose one behavior or way of thinking you want to change. Keep it simple.

Accountability: Pick people who will hold you responsible to do what you said you'll do.

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our New Year's goals.

Consequences: Build in costs for your actions.

Easier to Do: Eliminate barriers, and set up for action.

Tracking: Record your progress.

Anyone can achieve results with this technique. Consider Jane, the executive director of a large non-profit. Jane asked her employees for feedback on her performance. Their response was consistent: "Don't interrupt us when we talk to you." Jane was unaware of her annoying habit. Here's how she used FACET to break the habit and make her communications more effective:

Focus: Jane put an index card reminder on her desk and a note in her personal organizer. It read: "Listen first, don't interrupt."

Accountability: She asked all her employees to stop her every time she interrupted them.

Consequences: She took \$40 in dimes from her savings account. Each time she interrupted someone, she paid that person a dime. When she went an entire week without handing out a dime, she rewarded herself with dinner at her favorite restaurant.

Easier to Do: She used her employees as accountability partners, paying them dimes when she interrupted. Early on, dimes began stacking up on employees' desks.

Tracking: She used the amount of dimes she had each day to track her progress. After two months of rarely interrupting, her relationships were stronger and her staff members were performing at high levels. Plus, she no longer lost dimes!

Ready to conquer your resolutions this year? You can do it with FACET. For an easy-to-use worksheet, visit www.humanergy.com and click on Publications from the "Resources" dropdown menu. FACET is a discipline tool to break the resolution rule. Here's to your success in 2007! ■

Footnotes

¹"The Secret of Keeping New Year's Resolutions Revealed," www.csv.org.uk

²"Why New Year's Resolutions Fail," www.aisling.net/bus/kaspar-newyrs2005.htm

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