

# Make 2009 your best year yet!

By Gaynor Lowndes, recruitment industry spokesperson and Principal of The Recruitment Training Company and GaynorLowndes.com

I have had one of the most challenging years of my life. Not only have I experienced some health issues myself, I have also experienced critical health issues with my son and husband. On top of that, my dream of providing the recruitment industry with well trained and committed trainees didn't quite work out as planned and was closed this year. I will certainly be very glad to farewell 2008.

The end of a year is always a good time to reflect on what has happened and look forward to a brighter, better future. Why not take some time to go through the following process and set up a plan for 2009 to be your best year yet.

## What did I accomplish in this year?

This is a great starting point for setting goals. Even if you had a "shocker" of a year like me, there will have been some good points. For me it was growing my business (TRTC) and starting a coaching practice as well as getting my son and husband well again. Really spend some time reflecting on the year and write down your accomplishments.

It is really important for a balanced life to pat yourself on the back for what you have achieved, regardless of how significant or insignificant it may seem to others.

## What were my biggest disappointments this year?

Spend some time and make a list of all the stuff you wish hadn't happened or that you were disappointed about this year. Why is this of value? Simply that it is important that you understand exactly where you are right now before you start setting goals for the future. By looking at what went well and what didn't go so well you have both the positive and negative with which to move forward.

## What did I learn?

Take a minute to look over your accomplishments list and consider – what was the secret to my success? Then do the same with your disappointments list. If I were an observer, what advice would I give myself? In your experience of this past year is your recipe for

success: increasing income; building better relationships; taking better care of yourself? What does this information tell you about who you want to be?

Now here is the painful bit. To have your best year yet you must understand how you limit yourself and how to make it stop.

## How do I limit myself and how can I make it stop?

Think through your accomplishments, your disappointments and your learning around the last year. Do you see some patterns emerging?

Make a list of your limiting beliefs. For example, I'm not worth that much money or I could never have a relationship with XXX sort of person. Ask yourself the question and wait for your inner voice to respond.

Remember we attract what we think about whether we want it or don't want it.

## In what areas of my life am I not achieving what I want?

This is the first step in the paradigm shift that will occur to allow you to experience your best year yet. Make a list of what areas in your life are not the way you want them to be.

## What are my personal values?

Coaching taught me that all behaviour emanates from an individual's values and beliefs. If I have a belief about myself, then I will act it out for the world. Take some time to think about what is most important to you in your life. What gets you out of bed in the morning?

Understanding and articulating your values helps you understand yourself and perhaps with that understanding you will realise how you are holding yourself back.

## What roles do I play in my life?

Thinking about the roles you play in your life helps provide direction and places your values at the centre of your life where they should be. Your roles provide the framework in which to set and achieve goals. Make a list of all the roles you currently play in your life. Do you have a dream role for next year?

## Which role is my major focus for next year?

Reflect on your personal values and how you want them to impact each role you currently play. To help you do this, ask yourself: If I could put one problem behind me what would it be? In which role do I want significant change? What's stopping me from being happy right now? What would I love to accomplish in the next year?

## What are my goals for each role?

Set goals for each role, ensuring they are SMART goals: Specific, Measurable, Atttributable to me, Realistic and Time frame attached.

## What are my top 10 goals for next year?

Before you select your 10 most important goals for next year, review everything you have written down. Remind yourself of what really matters to you and why. Select the goals that mean the most to you and if achieved would really make a difference to your life. Once you have done this, prioritise your list, putting the most important one first.

## Staying on track

The best way I have found to stay on track is to make them visible. I have my goals stuck on my bathroom mirror so that I can't miss them when I go in there!

Set actions to ensure that you reach your goals. I find 90, 60, 30 and seven day actions work best for me. Review and revise regularly and you will be well on your way to 2009 being your best year yet.

This article is based on *Your Best Year Yet* by Jinny Ditzler (Thorsons, 2001). ■



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