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ANOTHER YEAR BITES THE DUST. IT'S A STRANGE UNPREDICTABLE WORLD. JUST WHEN I THINK WE'VE GAINED SOME ENLIGHTENMENT, ALONG COMES ANOTHER WAR, CRISIS, FAD OR LUNATIC. THAT'S HISTORY MY FRIENDS. IT'S CYCLICAL AND ITS BEST MOMENTS ARE WHEN INCREDIBLE PEOPLE INTERVENE AND BREAK THE CYCLE. WE'VE HAD OUR DARK AGES FOR SURE BUT BETWEEN THEM, WE'VE HAD REFORMATIONS, RENAISSANCES AND INDUSTRIAL REVOLUTIONS. I'VE BEEN PREACHING FOR YEARS THAT THE BEST WAY TO HANDLE CHANGE IS TO CAUSE IT OR CREATE IT. THAT'S WHAT ENTREPRENEURS DO. THE REST AT BEST, EMBRACE OR ADAPT TO CHANGES OTHERS CREATE OR THEY GET LEFT BEHIND. ALL THEIR ENERGY IS EXPENDED IN SURVIVAL RATHER THAN GROWTH. THEY TEND TO PREOCCUPY THEMSELVES WITH CURES, BENCHMARKING AND KPI'S WHILST THE ENTREPRENEURS ARE BUSY SETTING THEM. SO, THIS BEGS THE QUESTION; WHAT STOPS THE MAJORITY OF PEOPLE FROM CREATING CHANGE? THE ANSWER IS THAT THEY DON'T KNOW WHERE TO START. THEY DON'T INITIATE. THEY'RE LOCKED IN A LIMBO OF PROCRASTINATION, FEAR OR APATHY WHICH OFTEN RESULTS IN REGRET. THAT'S WHY PEOPLE WHO DO CREATE CHANGE ARE SAID TO HAVE INITIATIVE. IT'S ALL ABOUT COMMENCEMENT OR INITIATING. EASIER SAID THAN DONE? ABSOLUTELY. VERY LITTLE THAT'S WORTHWHILE HAPPENS EASILY AND EXCELLENCE IS NEVER ACCIDENTAL. IT IS OF COURSE, THE SEASON FOR RESOLUTIONS AND FOR THE WORKING PROFESSIONAL, DECEMBER 31ST IS 'HALF TIME' WHERE THE FISCAL YEAR IS CONCERNED. HALF TIME IS A CHANCE TO REFLECT ON HOW WE PLAYED WITH A VIEW TO THE VICTORY LAP AT FULL TIME. THERE'S NO POINT ME PREACHING GOAL SETTING EVEN THOUGH TRUE EXCELLENCE DEMANDS IT BECAUSE FOR MOST, THEY'LL BE TOAST BY FEBRUARY. RATHER, I'D LIKE TO OFFER THREE FUNDAMENTAL 'HALF TIME QUESTIONS' WE CAN ALL ASK OURSELVES, THE ANSWERS TO WHICH JUST MIGHT CONTRIBUTE TO A BETTER FULL TIME SCORE. **MERRY CHRISTMAS EVERYBODY.**

WHAT DO I NEED TO KEEP DOING?

Think about why you win when you do. If you know why you won, it's easier for you to recreate the behaviours that gained the win. The best professionals act and think like rookies. Just like the best married couples act like newlyweds. In other words, the honeymoon isn't over. This means there's enthusiasm, passion, a strong will to win, humility and gratitude. These qualities create the open mind that is necessary for vision. That's the first step in being an entrepreneur. It starts with a vision and manifests through commencement to a visible or tangible change from what was. Regardless of your role, you can be the benchmark at it with this focus. The fringe benefit is that you're demonstrating leadership.

WHAT DO I NEED TO START DOING?

Remember That old cliché; "when you do what you've always done, you'll get what you've always got? Cliches becomes cliché because they've been right for a long long time. If your job is routine, it makes it harder to ask yourself this question because you may feel there isn't much scope for growth or being unique. The longer you feel this way, the more you'll fail to notice that you're predictable to your team or your customers and the more static your results will be. You'll develop an 'income thermostat' that shuts effort off when you think you've done enough. You'll be a stereotype. So, could your marketing be better? What about the strategic nature of the data you maintain? How's your fitness? Are you learning anything?

WHAT DO I NEED TO STOP DOING?

I've said in the past that foresight is better than hindsight. There's a better one still. This question, more than the other two, is about insight. This is a real test because breaking habits usually requires an intervention. For professionals, that usually comes in the form of a warning letter or a meeting with the big boss in front of HR. The best intervention or epiphany is when you can do it yourself. One simple way to measure whether something you're doing or saying needs to stop is to simply ask yourself; "if I do (or say) this thing, of if I don't do or say this thing, will that action or omission take me closer to or further from what I want? Make your decision to act or not to act based on the answer. Now that right there is self-help. The easiest person to lie to is you!

Merry Christmas

Thank you one and all for your support and friendship

