

This year's resolution: Be resolved

Written by Julie Desmond
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It's a good word, Resolve. It covers a lot of ground and carries multiple meanings. This week, every other commercial, headline and status update refers to someone's New Year's Resolution. You might resolve to lose weight, stop smoking, dance more, cheat less or finish something you've started. But what is resolve, really? Among Resolve's definitions, you'll find these: make decisions, solve difficulties, settle arguments, dispel doubts, change. During 2013, let the concept of Resolve be a focal point, taking you from where you are to something better.

Make decisions. Indecision steals time and energy away from progress. There might be more than one way to peel an apple or skin a cat. Choose the path that makes the most sense to you in the moment, and follow it. If you make a wrong decision, you can usually reverse course, learn from it or work your way through it. If you make no decision, you are wasting your own potential. Make decisions.

Solve difficulties. People steer away from challenging situations either out of fear or convenience or because they don't realize they are capable of adding value. I watched a team recently argue about how to get more money out of a budget in order to pay someone to lead them out of a problem. What they did not realize was that they had created the mess as a team and in this case they were uniquely qualified to clean it up. They decided to bring in someone to teach them how to resolve the issue, rather than to make it go away. Difficulty solved. Future disasters averted. Allow yourself the privilege of being a problem solver.

Settle arguments. If you are not involved, stay out. If you are involved, you might find an argument is most easily settled when you refuse to engage. Alix told a fired-up coworker, "I'm not discussing this with you." The other person was surprised, but the argument ended before it could begin. Recognize those people who live on the edge emotionally. Decide when to engage in an argument, and keep an eye on opportunities to negotiate a win-win agreement. Even Congress has to sign a bill once in a while. Be someone who settles arguments, and you will find you have fewer of them to settle.

Dispel doubt. Consistent actions and a positive attitude go a long way toward building up integrity at work. If you say you will, can I count on you? Resolve to be honest, kind and reliable. Resolve to be someone people trust.

Change. When you should, and when your closest companions suggest that you should. There will be setbacks along the way, but realize not many people out there are perfect. Slight tweaks to your activities, habits and efforts can have enormous, long term impact on your success. Resolve to change so you can continue to grow and improve.

Resolve. Re-solve. It's a good word, and a good goal for the next twelve months.

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