

LEADERSHIP and ENGAGEMENT –PACK

January 2020

The New Year Edition

(Established 2006)

Welcome to this month's edition.

We spend January 1st walking through our lives, room by room, drawing up a list of work to be done, cracks to be patched. Maybe this year, to balance the list, we ought to walk through the rooms of our lives... not looking for flaws, but for potential." Ellen Goodman

Happy New Year and I hope you had a terrific Christmas. Everything about this edition is aimed at supporting you to have the best year ever. I have included a personal post about making commitments instead of resolutions. I never seemed to be able to keep to resolutions, so I have been making commitments for the last 30 years and you know what? It works for me. Let's commit to making 2020 our best year yet.

I highly recommend articles from three of our Leadership & Engagement community:

- Weeding – necessary to improve the garden and mind? From Damian Piper
- Highlights from an MBA: Leadership - Tame, wicked ... and critical by Meike Beckford
- New Year – Get Clear! An important message from Farren Drury MBE

New on social media from me: Instagram: @thera.leadership if you would like to keep up with what I am doing in my new role as Head of Workforce Strategy & Engagement for Thera Group you could always follow me.

"Every man should be born again on the first day of January. Start with a fresh page. Take up one hole more in the buckle if necessary, or let down one, according to circumstances; but on the first of January let every man gird himself once more, with his face to the front, and take no interest in the things that were and are past" Henry Ward Beecher

This month's quotes have been taken from my wife's @JoyceRaw1 and @livelier twitter feeds – thanks Joyce. I am also live on Twitter: @SteveRaw836 sharing leadership thoughts at 7am, 7 days a week. We welcome new followers!

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It's not about how good you are,

It's how Good You want to be

Weeding – necessary to improve the garden and mind?

I've spent a few hours out in the garden today. Whilst not much is growing it's a good time to tidy things and generally prep for Spring. I say not much is growing, despite it being winter there still seems to be plenty of weeds. That's the thing with those unwanted plants. They seem to pop up and establish themselves wherever there is space.

It's not just the garden that we need to give consideration to when it comes to unwanted things. Our mind is definitely somewhere we can find things that are unwanted. Just like the garden, we can quickly find we have a whole heap of thinking that detracts from what we would really like.

My lack of experience as a gardener often means my ability to tell what's a weed could be better. I ask myself is this plant wanted? To answer this, I run through a few other questions. We can adopt a similar approach when it comes to our thoughts. Depending on which study you want to believe people are having between 60,000 to 80,000 thoughts a day. I'm really not sure about the validity of those type of stats. I do accept it's a big number though. I also accept that people have stacks of thoughts that they either don't want or don't serve them. Working through the complexities of this topic goes beyond this article. There are however some things we might consider to raise our awareness and help ourselves.

Why does this matter? The thoughts in our minds invoke our feelings. These are two sides of the same coin; often feeding off each other. We do have a choice about whether to engage with the thoughts we have. The choice of getting 'lost' in thought is often at the expense of living in the present moment. So how do we go about weeding out the thoughts to engage with and those to drop? As always with these articles, I'll look to provide some practical suggestions. Here are three questions that build on each other:

- 1) **Do I want this thought?** This simple question is a powerful one. I say simple, although to use it when we probably most need it is not easy. Chances are the answer to this question for a vast amount of times you ask it, will be a big fat 'no'. A common cause of the thoughts we don't want is overly emotional/irrational thinking. And typically, these thoughts are dwelling on the past or projecting into the future. Deliberately shifting our thinking to something more constructive is possible. For example, focusing on our breathing or listening to the sounds around us can help bring us back to the present.
- 2) **How is this thought serving or hindering me?** If the answer to question 1) was yes, question 2) helps go further to understand what might be going on. Despite making us feel uncomfortable there may well be helpful information in the thought, in which case it is serving you; this may not be obvious. For example, helpful thoughts could be anxious thinking about a task, an indication that you to establish greater clarity about what you actually need to do. Hindering thoughts might be

about things you have little to no control over, for example, whether someone likes you or not.

3) **What will I do as a result of this thought?** Are you going to do something as a result of your thinking? If you're not, then it's likely the thought served no real purpose. For example, some work you have asked to be completed has fallen short of what you expected. Negative thoughts about the person who did the work or the circumstances you now find yourself in that just whir around your head is not helpful. You have three choices of what you can do:

- Change the situation through some (hopefully positive) action
- Accept the situation for what it is and genuinely move on
- Remove yourself from the situation

You might want to think about these questions as putting yourself in the driving seat of your thinking and use the CAR mnemonic as a way to help remember them.

Whilst it might be challenging and, in some cases, overwhelming to think about our thinking, I'm confident with some effort and understanding it is possible to make positive progress. Unchecked we are capable of making up all sorts of unhelpful stories. Raising our awareness and doing a spot of 'thought weeding' might just mean we allow ourselves to grow and bloom.

As always I'm interested in how you get on if you explore the content of the article. Drop me a line on damian@effectivechallenge.com

If the article has resonated, you might like to check out my podcast which explores topics which are aimed at improving your performance and results
www.effectivechallenge.com/podcasts

Until next time,

Damian

Damian Piper

Change coach and consultant



"Wear gratitude like a cloak, and it will feed every corner of your life" Rumi

Highlights from an MBA: Leadership

In the last few weeks, my two worlds of MBA and social care have come together on the topic of leadership. First, at a Skills for Care 'Well Led' training course and then on my 'Responsible Leadership' module, I have (re-)discovered the concept of tame and wicked problems and the different requirements they have for leadership and management, which I wanted to share with you as a useful reflective tool.

Tame, wicked¹ ... and critical

Some challenges are complicated, some are complex. Building a jet engine is *complicated* – it takes incredible amounts of people, technology and process, but we do know how to do it (I use 'we' in the broadest sense, having little engineering prowess myself!), so it is a complicated task that can be solved by following a process – it is a *tame* problem.

Climate change on the other hand is a *complex* problem – whilst we know some things about it, there is such a myriad of factors, stakeholders, known unknowns and unknown unknowns, that we cannot envisage a solution and indeed there most likely is no single solution or end point, but an ongoing process of discovery, development and learning. This makes it complex – we don't know how to solve it and must focus on ongoing engagement and collaboration to work on it together – making it a *wicked* problem.

Add into this, *critical* problems; that is highly time-sensitive emergencies, that need immediate action. Say, a road traffic accident or fight breaking out. We spring into action to deal quickly with the issue.

Manage, lead, or command

These three types of problem demand different approaches from those tackling them:

1. A tame problem requires management to implement a (known) process
2. A wicked problem requires leadership to ask questions
3. A critical problem requires command to give immediate answers

Intuitively, it makes sense. If someone draws out a gun in a crowded shopping centre, no-one wants the police to ask everyone to take a moment to think about how society has created the conditions for this person to feel that their only option was to murder countless strangers. You want them to be decisive, give clear instructions, get people out of harm's way and deal with the threat. You want a command rather than leadership approach... and in fact a command approach that can quickly move into management – we've seen this before folks, we know what to do, trust in the process.



Source: Keith Grint ³

(Which one) do we choose?

Here, there are different schools of thought. Traditional trait-based leadership theories might suggest that the leader can choose their approach by force of personality, preference or willpower; however this may neglect the context. Instead, situational leadership models would tell you that you need to understand the situation in order to execute the correct strategy. So, if you are faced with a problem, analyse it to understand whether you have a tame, wicked, or critical problem on your hands and then use the appropriate style.

But, how can we objectively analyse a situation and 'scientifically' state that it is definitely 'x'? The above examples are perhaps fairly clear cut, but is everything? We cannot have a birds-eye view of everything and are always influenced by our own values, context and intention. As is everyone else. So, there will be lots of different perspectives and readings of a situation – which one is 'right'? In fact, 'the context or situation is actively constructed'² – the leader or group create a shared understanding of the nature of the problem and therefore the appropriate solution. This is an often unconscious and constantly evolving process. Is the 'war on terror' a wicked problem that requires a collaborative, questioning, global approach, or an urgent threat that requires immediate military action?

So, a leader may need to try to understand the situation, but also understand how the situation is being perceived and framed by others, as well as trying to influence this framing. Essentially then, in order to influence a situation and take action, they need to marry (1) persuading others of the nature of the problem and (2) implementing the leadership, management or command authority style to suit.

We see this frequently amongst business leaders and politicians, often clashing against media attempts to convince us that something is, or is not, a crisis. Pressure groups will try to up the ante by reframing something as a 'climate emergency' or 'social care crisis' to force a different response from politicians. Alternatively, leaders may use a management style to provide reassurance and convince others that there's nothing to worry about, it's business as usual and they can be trusted to manage the process.

Getting the two right can be a challenge and it is not about trying to force through your version of events and control the narrative. For me, what this concept brings is a sense that there are different ways to approach things and these will change over time – situations are actively and constantly constructed – as leaders we are part of that, as is everyone around us. We can reflect on how we are both conceiving the problem and conveying that to those we wish to lead. How will a different framing impact on me and others? How can I conceive and act differently here? A leader who is always asking questions can empower and inspire a team or come across as incompetent and weak depending on the context. We must be constantly mindful of different constructions of the situation – how people see it - and which role we are acting in. We do not need to pick just one approach but can add this to our toolbox to make us more reflective and hopefully effective leaders.

My thanks again to [Lancaster University Management School](#), in particular Randall Zindler, Emma Watton and Prof Steve Kempster, and [Skills for Care](#).

Follow me on @MeikeB88 and @DoshTweets and visit www.dosh.org for more.

¹ Rittel, H. & Webber, M. (1972) 'Dilemmas in a General Theory of Planning', *Policy Sciences*, 4, pp.: 155-169

² Grint, K. (2005) 'Problems, Problems, Problems: The Social Construction of 'Leadership'', *Human Relations*, 58(11), pp.: 1467-1494

3 Grint K. (2008) 'Wicked Problems and Clumsy Solutions: The Role of Leadership', *Clinical Leader*, 1(2)

Source: Meike Beckford

"To lead people, walk behind them" Lao Tzu

New Year – Get Clear!

(originally appeared in January 2019 edition)

You are more likely to be successful in achieving goals and New Year Resolutions if ... you get clear on what you are trying to achieve and why; you make a plan on how you will achieve them, and you win support (including challenge) from others to help you get there.

These are the facts and they are 'indisputable'. {Name that film ...!}

This is true for individuals as well as for teams ...

What will CLARITY give you? How about ... focus, determination, security, confidence to name just a few.



How high have you set your goals for 2020?

"The greatest danger for most of us is not that our aim is too high and we miss it, but that it is too low and we reach it." Michelangelo

Get Clear on the:



Ask the right questions – get the right answers!

What?

What's your Vision for this Year? Place yourself at the end of 2019, a year from now and... using 20:20 Vision ...

- What have you achieved?
- What have you overcome?
- What has made you proud?
- How are you feeling?
- Who are you at your best?
- How do others see you/experience you?
- Who have you helped/inspired?

Why?

Be clear on why this is important to you? Make your language POSITIVE ... Neuroscience tells us positive/'toward' language keeps us better focused on the new positive / good behaviour:

'I will achieve the following because it will ... enable me to / make me better at ... etc. ...'

- How will it make you a better person?
- How will it make you healthier?
- How will you be a better parent; husband/wife; lover; friend; colleague

AND ... what difference will these make in your life?

"We are what we repeatedly do. Excellence, therefore, is not an act, but a habit."

Aristotle

How? THIS IS THE PLAN!

- Break down your Vision into bite-sized chunks ...
- Get 'emotionally connected' to each one ... what music, quotes, pictures inspire and energise you?
- How will you monitor, record and celebrate your progress?
- Why is this important? You could consider – short, medium and long term benefits?
- What will it give you ... now; in the future?
- What will it give those close to you at home; in your circle of friends; at work?
- How will you go about it?

When are you going to do this – if you want it to be a habit:

- When will you start?
- How do you make it more likely you will bring it regularly into your life?
- What will keep me focused?
- Who is going to support and challenge me? Who are my 'fitness / learning / social / development' buddies? You are more likely to follow through on your commitments if you commit to someone else – a buddy – and even more widely, you win their backing and you do things together ... so there is a mutual commitment.

“I won’t let them down and I know they won’t let me down.”

- What other resources do you need to make this possible – how will you get them?

Co-creating a Visual Success Map can enable all of the above for an Individual or for a team. So: get with a buddy, coach, mentor or other team members and start co-creating! This is creative, fun and productive – enriching all your lives!

Go to: www.gomakeityours.com and take a Free 14 day Trial. Get alongside a buddy, mentor, coach, family member or friend/colleague and talk through these questions; putting a simple plan together as you go. It could look something like:



My Visual Success Map for 2020 – Being the Best I can be!

Click here to see it in the Make it Yours Web App and interrogate the stepping stones to see more by clicking on them and their constituent parts: <https://lets.gomakeityours.com/vsm-shared?share=3a87624c-a12a-4633-b374-ca52b485fc82>

Make contact via our website if you would like some support ...

<https://www.gomakeityours.com/contact/>

Fail to Prepare – Prepare to Fail

I am going to get up and go, taking a leap forward in 2020 by meeting up with Farren on 24 January to talk Visual Success Maps - Steve

Taking the time to be grateful and show gratitude with Bettina in 2020:

<https://leadershipintheraw.org/2015/09/09/being-bettinas-dad-taking-the-time-to-be-grateful-and-showing-gratitude/>

GET UP AND GO! TAKE A LEAP FORWARD IN 2020.

Resolutions? Let's face it, more often than not we don't keep them. So let's change the word to 'Commitments' as in "I am going to make some commitments in my life and in my career". It feels different - using the word Commitment feels like it has a purpose. So.....

Make 2020 your best with a year's worth of commitments for a lifetime of positive results:

1. **Set goals.** Take a good look at what you want in life. Have you committed to these goals by purposefully taking steps toward reaching them? (Write them down – if you don't your goals are just wishes)
2. **Get a Mentor.** Seek out people with the knowledge you desire. Find people you want to be like – now ask them and I promise they will be flattered

3. **Read.** Create a personal reading programme by determining how many books of different kinds (personal development, business, nonfiction) you'll read this year. Don't skip literary fiction; a recent study shows it improves social skills. I have just finished 'One False Move' by Robert Goddard and just started reading 'Rebel Ideas' (the power of diverse thinking) by Mathew Syed – I recommend both to you.
4. **Improve productivity.** Log your activities for a week to assess timewasters. Make sure you aren't spending chunks of the day on activities that don't drive your business forward or improve your life. My theme for 2020 will be 'Lean Management'. So, I will look at every part of my professional and personal life and eliminate waste – what am I wasting time on? What am I duplicating? What savings (financially) can I make that will not affect my performance and the difference I want to make in other people's live
5. **Wake up early.** Get up before your household to contemplate what you want to accomplish – then seize the day. (I get up 3 hours before I officially start work – it has worked for me over the last 47 years in both careers). Although I must admit I struggle a little (my wife says a lot) after 6pm.
6. **Get an accountability partner.** Check in regularly to review accomplishments areas for improvement and next steps. Meet them regularly, give them your set of goals and then get them to hold you to account.
7. **Do something you've always wanted to do.** Life is too short so don't wait to live it.
8. **Take small steps.** Whatever it is you seek, just get started. Commit to some easy, feasible activity to move you closer to those goals every day. I have always found that looking for small successes and achievements builds my confidence going forward to achieve something very big!
9. **Journal.** Whether it's an idea, a problem you want to solve or an inspiring quote, write it down. My oldest daughter, Jennifer has bought me two journals for Christmas: 'Run Free Journal' and 'Every Day Matters' 2020 Diary. Here is the first thought for 1st January from the diary: "***And, now we welcome the new year, full of things that have never been***" Rainer Maria Rilke
10. **Practice mindfulness.** You will improve your effectiveness, well-being and longevity. Research shows that by learning how to stop needless ruminating helps to focus on the here and now. Here is something from what I have learned from Bettina about mindfulness: <https://leadershipintheraw.org/2016/03/10/being-bettinas-dad-bettina-transforming-my-life-with-mindfulness/>

In 2020 I will take a step back (often) and I will think about what I have in my life and be grateful for everything that comes my way. <https://leadershipintheraw.org/2015/09/09/being-bettinas-dad-taking-the-time-to-be-grateful-and-showing-gratitude/> If it happens to be a failure, I will see it as my first and second step towards my next success. I will understand that failure is not permanent, and neither is success, so I will prepare for both this year.

I am always excited by the coming of each New Year, it is an opportunity for change, development, growth and reinvention, both in my personal life and my work. So please join me and: **GET UP AND GO! TAKE A LEAP FORWARD in 2020.**

Source: Steve Raw www.leadershipintheraw.org

All men dream; but not equally. Those who dream by night in the dusty recesses of their minds wake in the day to find that it was vanity: But the dreamers of the day are dangerous men, for they may act their dreams with open eyes, to make it possible. T.E. Lawrence

If you do make New Year resolutions, I hope these tips help you from my 'The Week' edition:

KEEPING A NEW YEAR'S RESOLUTION

- If you tell your friends what you have resolved to do, you will feel more pressure to see it through. You could also try partnering up with someone else so you can track each other's progress.
- Writing your resolutions down will also make you feel more accountable.
- Don't feel you have to go full throttle immediately: that tends to lead to an all-or-nothing mindset. It may be more productive to work up gradually to a new habit.
- Create an outline for your goal, breaking it down into monthly or weekly chunks, then tackle it little by little.
- If you have a slip, don't give up. Instead, see it as an opportunity to learn more about your habits and weaknesses and how you can combat them.
- A new habit will be easier to adopt if you attach it to an existing one. If you're going to take vitamins, keep them next to your coffee maker, or if you want to take more exercise, build it into your normal routine.

Source: FORBES

New Year's Resolution #1: Be more awesome than last year

My Top Picks from Ted.com

Each month I trawl Ted.com for presentations which I think may inspire you. I hope these 4 hit the mark:

1. The beautiful balance between courage and fear:

https://www.ted.com/talks/cara_e_yar_khan_the_beautiful_balance_between_courage_and_fear

After being diagnosed with a rare genetic condition that deteriorates muscle, Cara E. Yar Khan was told she'd have to limit her career ambitions and dial down her dreams. She ignored that advice and instead continued to pursue her biggest ambitions. In this powerful, moving talk, she shares her philosophy for working on the projects that matter to her most -- while letting courage and fear coexist. Watch for heart-stopping, vertigo-inducing footage of a trip that shows her living her theory to the full.

2. How to turn off work thoughts during your free time:

https://www.ted.com/talks/guy_winch_how_to_turn_off_work_thoughts_during_your_free_time

Feeling burned out? You may be spending too much time ruminating about your job, says psychologist Guy Winch. Learn how to stop worrying about tomorrow's tasks or stewing over office tensions with three simple techniques aimed at helping you truly relax and recharge after work.

3. This is what makes employees happy at work:

https://www.ted.com/talks/michael_c_bush_this_is_what_makes_employees_happy_at_work

There are three billion working people on this planet, and only 40 percent of them report being happy at work. Michael C. Bush shares his insights into what makes workers unhappy -- and how companies can benefit their bottom lines by fostering satisfaction.

4. A guide to collaborative leadership

https://www.ted.com/talks/lorna_davis_a_guide_to_collaborative_leadership

What's the difference between heroes and leaders? In this insightful talk, Lorna Davis explains how our idolization of heroes is holding us back from solving big problems -- and shows why we need "radical interdependence" to make real change happen.

5. How diversity makes teams more innovative

https://www.ted.com/talks/rocio_lorenzo_how_diversity_makes_teams_more_innovative

Are diverse companies really more innovative? Rocío Lorenzo and her team surveyed 171 companies to find out -- and the answer was a clear yes. In a talk that will help you build a better, more robust company, Lorenzo dives into the data and explains how your company can start producing fresher, more creative ideas by treating diversity as a competitive advantage.

Leaders are the ones who keep faith with the past, keep step with the present, and keep the promise to posterity. - Harold J. Seymour

In 2020 I am going to get comfortable with being uncomfortable. Moving from my comfort zone to a growth zone. I hope this picture helps you too:



A Foundation for Emotional Well Being

Time to read: A minute to read - a moment to do

Dear Steve

From our work with the [NHS Foundation Trust in Essex](#), [The Prince's Trust](#) and other charities, there is one thing that can make the difference between happiness and sadness, well-being and illness – that can help people move towards pleasure, and away from pain.

Hope

In 2020, give people Hope.

As a leader, as a friend, as a human being – give someone you know:

- Something to look forward to
- A reason to be happy and optimistic
- A meaning in their lives
- The assurance that it's OK to feel as they feel

Do this for each other, also do it for yourself

Of course emotional and mental illness can be more complex than that, however with the number of people suffering at the moment, the high suicide rate and all the fear and bad news around, we are assured by those that know, that Hope can make a very big difference.

With my love and best wishes

David

(David Taylor author of the Naked Leader books which I highly recommend to you – Steve)

When you arise in the morning think of what a privilege it is to be alive, to think, to enjoy, to love ...

— Marcus Aurelius

4 Reasons You Should Think Like an Ant

by Jim Rohn | Feb 15, 2017

When was the last time you saw ants reach an obstacle and give up with their heads down and head back to the ant hole to relax? Never.

Here's another question. How much will an ant gather during the summer to prepare for winter? All that it possibly can.

Imagine what you could accomplish if you never quit and always did all that you could do.

I think everybody should study ants and their philosophy—it's simple, but it's powerful:

1. Ants never quit.

That's a good philosophy. If ants are headed somewhere and you try to stop them; they'll look for another way. They'll climb over, they'll climb under and they'll climb around. They keep looking for another way. What a neat philosophy, to never quit looking for a way to get where you're supposed to go.

2. Ants think winter all summer.

That's an important perspective. You can't be so naive as to think summer will last forever. So ants are gathering their winter food in the middle of summer.

An ancient story says, "Don't build your house on the sand in the summer." Why do we need that advice? Because it's important to be realistic. In the summer, you've got to think storm. Think ahead.

3. Ants think summer all winter.

That is so important. During the winter, ants remind themselves, "This won't last long; we'll soon be out of here." And the first warm day, the ants are out. If it turns cold again, they'll dive back down, but then they come out the first warm day. They can't wait to get out.

4. Ants think "all-you-possibly-can."

How much will an ant gather during the summer to prepare for the winter? All he possibly can. Ants don't have quotas or "good enough" philosophies. They don't gather a certain amount and then head back to the hole to hang out. If an ant can do more, it does. What an incredible philosophy, the "all-you-possibly-can" philosophy.

Never give up, look ahead, stay positive and do all you can.

Source: <https://www.jimrohn.com/think-like-ants/>

"Courage isn't having the strength to go on - it is going on when you don't have strength."

— Napoléon Bonaparte

11 Tips for Letting Go of Past Failures and Embracing the Future

By YEC | January 2, 2020

Failure is a part of life. It's inescapable, but failure is only a loss if you don't learn anything from it. Most entrepreneurs have fallen in their lives—some more severely than others. However, those who make it to the pinnacle only do so by dusting themselves off and taking stock of what their failures have taught them. Instead of seeing a failure as an insurmountable setback, these businesspeople see it as a learning experience and a guide to a different path.

How does one get over the idea of failure as a stumbling block? To learn more, we consulted 12 contributors to [YEC](#), in order to find out how they managed to let go of past failures and embrace the future.

1. Use your failures to succeed.

If it was easy, you wouldn't have failed. Your failure was likely the result of you doing something difficult, something new and challenging. Take a moment to be proud that you even attempted whatever led to the failure. Remind yourself of the honour that lives in that and be proud that you are doing something that is worth the potential to fail. Look back for motivation to get it right next time.

—[Matthew Podolsky, Florida Law Advisers, P.A.](#)

2. Track your progress and accomplishments.

When we fail, it is very easy to feel like we are doomed to repeat our mistakes. The best way to shed that negative feeling is to track—via notebook, web browser or phone app—the tasks that you have finished daily. These tasks can include if you have exercised that day, how many items you have completed on your to-do list or how you got approval on a project. We are more successful than we think we are.

—[Patrick Barnhill, Specialist ID Inc.](#)

3. Mourn, then move on.

I've failed as an entrepreneur many times. I have found that being open about my failures with family and friends helps lift the burden and breathe new life into me. Ultimately, I have to make a decision to let it go and stay focused on the present and future. It just takes some time to process failure... kind of like the stages of grief. Mourn the failure, then move on.

—[Robby Scott Berthume, Bull & Beard](#)

4. Don't dwell on past failures.

Dwelling on past failures beyond the essential learning is a pure and simple waste of time. That is not the way to create success. Of course, we want to learn and change our behavior—after all, they say an apology without change is simply manipulation. So instead of dwelling on the past or pacifying the issue with a false sense of moving on, make a real pact with yourself and internalize the lesson.

—[Nicole Munoz, Nicole Munoz Consulting Inc.](#)

5. Use mistakes to determine which way to go.

Failures have a wonderful benefit of showing you what direction not to go, and we never stop learning from them. I find limitations (like failure) help really open up a clearer pathway forward, and when there seems to be a million possibilities, that really does help in navigating. It's like the game Battleship: Each miss helps you close in better on your target.

—[Richard Fong, Bliss Drive](#)

6. Be excited to start anew.

It is crucial to remember that past failures do not define you, yet how you react to them does. Failing at something simply means that you now get to begin again with a whole new understanding and perspective of what you are doing. Be excited to start anew.

—[Rana Gujral, Behavioral Signals](#)

7. Avoid pointing fingers at others.

If you blame others for your failures, you'll never be able to move on and succeed. It's important to take accountability for your actions like an adult so you can move forward knowing you're doing the right thing. It's more difficult to embrace new beginnings if you're holding onto old grudges or blaming others for your own wrongdoings.

—[Stephanie Wells, Formidable Forms](#)

8. Accept where you're at.

Are you in denial about where you are in your career versus where you want to be? Sometimes we lie to ourselves to help us cope with our shortcomings and failures, no matter how long ago they happened. It's important to stay honest with yourself because that's the only way you'll be able to move forward to better things.

—[Jared Atchison, WPForms](#)

9. Remember that you're a different person now.

The feeling of having failed in the past can be hard to overcome. It's helpful to remember that you're no longer the exact same person you were before. Today, you've learned a number of valuable lessons. You've met different people and had different experiences. You're a different person thanks to the experiences you've had. Promise to learn from the past and you'll do better this time around.

—[Syed Balkhi, WPBeginner](#)

10. Shift your mindset to gratitude.

To move forward after a difficult failure, shift your mindset to one of gratitude. Consider that challenges and failures are the universe on your side, calling you to grow. Without failures and challenges, life would be deeply boring and unfulfilling.

—[Rachel Beider, PRESS Modern Massage](#)

11. Don't look at mistakes as defining features.

We tend to look at our mistakes as our defining features. The truth is, most of our inner turmoil is self-inflicted and we are the only ones who notice! If you want to let go of your past failures, you have to acknowledge the fact that you have made mistakes, you learned valuable lessons and you're ready for new beginnings.

—[Chris Christoff, MonsterInsights](#)

Source: [https://www.success.com/11-tips-for-letting-go-of-past-failures-and-embracing-the-future/?utm_source=Maropost&utm_medium=email&utm_campaign=\[SUCCESS%2001-03%202020%20quotes%20to%20kick%20start%20the%20new%20year&mpweb=574-8499691-742481119](https://www.success.com/11-tips-for-letting-go-of-past-failures-and-embracing-the-future/?utm_source=Maropost&utm_medium=email&utm_campaign=[SUCCESS%2001-03%202020%20quotes%20to%20kick%20start%20the%20new%20year&mpweb=574-8499691-742481119)

And finally, for 2020..... Think lucky

Psychological research suggests that leaders who embrace the concept have a better chance of inspiring those around them. Richard Wiseman a psychology professor has identified the following key characteristics of people who are more than usually 'lucky'

- They tend to have networks of friends and are good at spotting opportunities
- They back their hunches and have good intuition
- They expect to be lucky and create self-fulfilling prophecies
- They adopt a resilient attitude that helps transform bad luck into good