

JANUARY IS "SALES MONTH"!
We are now offering enrollment in our capstone
"Change Management Fundamentals" online course
at a **50% DISCOUNT - ONLY during January!**

This is **your year** to enhance your organizational change
management skills! More information below!



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January 2020

7 Reasons Your New Year Changes Won't Last

So here we are into the New Year and I'll bet you're one of the millions that have made their 2020 resolutions. And like millions of others, many of these won't last.

So why aren't the changes we make sustainable?

1. **Distractions:** Sheer will power doesn't work and old habits die hard. We make unconscious decisions so that our lives are easier to "do" which can ultimately work against you. Not to mention the bombarding influences of social media, advertising and peer pressure.
2. **Unrealistic Expectations:** It's not an obtainable objective to expect to lose 5 pounds in a week so why set up a goal that sabotages yourself right off the bat? You will lose any momentum when it doesn't occur.
3. **Negative Self-Talk:** The last thing you want to do is say to yourself "Now I've completely blown it" because it doesn't mean a full relapse. So you slipped...so what! Use the slip as an opportunity to learn what needs adjusting so that you can continue on your journey.
4. **Blaming Others:** Blaming others may feel good in the short term but has long term consequences of perpetuating discouragement. Not learning from the setback and taking ownership for your own change benefits no one - especially you!
5. **Ambivalence:** You will have to invest time and effort as well as taking risks to make your changes stick. Are you ready to do that no matter the cost?
6. **Lack of Support:** Some of those in your life may be threatened when you try to initiate a positive action for yourself because it means they may also need to make a change which they aren't ready to do yet.
7. **Lack of Preparation:** Setback and relapses are inevitable. Change doesn't occur in a linear fashion. Two steps forward, one step back. Not being ready for these can catch you off guard.

Now for the **GOOD NEWS!** It's all doable....with some intention and purposeful actions.

1. **Get Really Clear on Your Commitment and Motivations:** Write down the reasons you want to make the change and the consequences of not doing so. Making a public commitment to others will help cement it for you because it's more challenging to go back on your word.
2. **Identify Your Triggers:** Being aware is truly one of the first, most powerful steps in creating long term change. And it really helps to keep you grounded when the chaos of "life" happens.
3. **Practice Your Lapses Before They Occur:** Imagine a scenario where your attempted change is failing and then imagine what your response will be. Preparing yourself for the moment before it occurs helps you to deal with it more intentionally in the moment it does occur.
4. **Find the Right Support:** Find people in your life that will boost you up and help you to focus. Those that provide a safe place but will keep you accountable. And don't let the "bad guys" get you down.
5. **Create Your Own Rewards Package:** We do the things we do because they provide some kind of reinforcement that works for us. Find small ways to reward yourself that will keep you going.

Lapses, mistakes and slips are common but they are actually necessary! They provide you feedback about what is working and what needs adjusting.

Our best wishes to you for a successful 2020!

You've heard it said that "Change is the new normal".
Are you and your teams equipped to deal with it?

Change Management Fundamentals is our capstone, premiere online course that teaches the essential skills to lead and manage organizational change initiatives!

Because we are so passionate about helping organizations build this very necessary capability, we are celebrating this new 2020 decade with a
PRIME OPPORTUNITY FOR YOU!

And you can do it without having to travel and at your own convenience!

During January, we are offering **HALF OFF** the enrollment fee!

That means you get complete access to **ALL** downloadable learning modules, tools and bonuses for only **\$997.00!**

And that is a steal for everything that you are getting!

This course will never be offered at this price again!

To **learn more and sign up**, go to
ChangeManagementFundamentals.com
and sign up at the **"I WANT IN!"** button
at the bottom of the screen!



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