

## Step forward into growth or to step back into safety



Today will be a short and simple message, however one that many of us fail to do, consciously on a daily basis. I am talking about making that step into your development plan.

We all (I hope) have a development plan and it is one of those super-worthy things we have that we will get around to if we just weren't quite so busy.

I am sure we have all said, *"I'll take a look in the Summer, when things calm down a bit"* or *"Let me just get Q1 out of the way and I can focus"*. All of these are possible and real, however my challenge to you is to think of the words of the title of this piece which is a quote from Abraham Maslow: *"In any given moment we have two options: to step forward into growth or to step back into safety."*

As I listen, in coaching sessions to colleagues and clients the top reasons for not starting on a piece of personal development are:

**Too Many Development Actions:** We often bravely list all the things we want to change, grow and develop at the beginning of the year in an attempt to cover every piece of feedback and failing from the past year. This exhaustive list seems to take over and ultimately create a barrier in starting anything.

**Not Enough Time:** There is a perception that there is not enough time to focus on development activity because we are too busy doing "real work". *"I don't have time to read the pile of articles I have printed off and piled up on my desk"* or *"The piece of e-learning that my boss recommended will still be there next month."* Not enough time is the third barrier.

**Fear:** What if I fail? Inevitably growing and learning takes away from safety and what we are good at into a heightened possibility to fail, make a fool of

our self or not be as good as we usually are. This fear is barrier or excuse number two.

So, what do we need to do if we really do want to step forward into growth? Well the answer is three fold:

1. **Pick one:** Stop trying to solve all the challenges of the world and pick an action. Pick the one that interests you the most, pick the easiest one, or pick the one that will have the greatest long-term impact, but just PICK ONE.
2. **Just do it:** Stop prevaricating, stop putting it off, stop waiting until the weather is right, JUST DO IT.
3. And in the words of the late, great Susan Jeffers: “*feel the fear and **do it anyway***”

Good luck.