

The change in the calendar to the year 2023 has passed, and for some, this also means that it's the season for resolutions. With roughly 39% of adult Americans making new year's [resolutions](#), it is clear that this event has meaning and inspiration to many. While roughly only 9% of people follow through to the completion of a resolution, it is also worth exploring what makes for successful or realized new year resolutions.

For all resolutions, behavior changes are needed if the goals are to be met. Common knowledge in professional development is that one must practice a new behavior for at least 30 days before it becomes a habit or has a chance for success. With nearly 43% of people reporting that they give up the pursuit of their resolution by February, one can see that time is one reason that desired changes are not being realized.

The two most common reasons given as to why a resolution was dropped are:

- The timing was not right – people were simply unprepared to make a serious change on January 1.
- 35% of people report lost motivation – an interesting finding in that motivation is inner-directed

One explanation of lost motivation may relate to our expectation of time and desire for immediate or short-term results. Depending on the new goal's demand, 30 days can be hard labor and require serious changes in one's daily routines. If you plan to lose weight and improve fitness by going to a gym, you are unlikely to achieve that in 30 days. Like the benefits of learning and developing new skills in professional development courses, we do not immediately improve by simply going to a class. Rather, time, practice, failure, and perseverance are needed before behavior changes or desired results are seen. Having a longer-term approach to realizing goals contrasts with our fast-paced and short-term view of expecting immediate satisfaction. Thus, it is not surprising that when our goals are not evident after sweating them out for 30 days, we grow frustrated and become resigned to the status quo.

In many ways, the parallel between personal and professional development and new year's resolutions is clear. Research shows that successful individuals who achieve resolutions report control, willpower, social support systems, and resilience to bounce back after repeated failures. These same attributes are also essential in professional development endeavors. You will not establish 'trust' with colleagues by communicating well, especially if that behavior is new to an individual or team. The impact of behavior change happens over time, which requires people to have all kinds of resilience, willpower, and control.

MC ELITE cohorts are good examples of the kind of support one needs to help overcome the kinds of obstacles that lead to lost resolutions. Cohorts create an immediate social support network to keep people committed. They offer individuals the benefit of time to practice new skills and apply them to learn so they get past those dreaded early days of frustration. If you seek a career-related goal this 2023, you still have time to potentially join one of two leadership cohorts, set to begin by the end of January. If you are still pursuing your new year's resolution, keep going, and soon you will be past the 30-day mark, which means your chance of success is higher than 43% of others who have already dropped their resolution goal.

References:

[www.insideoutmastery.com](http://www.insideoutmastery.com)

[Fundamentals of Supervision | Montgomery College, Maryland](#)

[MC Management | Montgomery College, Maryland](#)

February 2023