

## Just imagine entering 2021 with the same state of mind as when we start a new job!

New year resolutions can be traced back to ancient Egypt some 4000 years ago. Why not begin 2021 with a special one: with the same state of mind as when we start a new job?

There are many positive feelings connected to starting a new job: excitement of the discovery, meeting new people, pride in our ability to achieve more. A new job comes also with concerns: will I make it, what is expected of me, will it be better than the last one? As we enter 2021, many of us may ask ourselves those questions too, even if we are in “old” jobs.

In an insightful book about transitioning into new roles, Richard Elsner and Bridget Farrands, two coaches, distinguish different phases in that transition: leaving one's role, arriving in the new one, surviving and thriving. We need to be aware that we are unavoidably conditioned by our previous role, to grow into the new one, we have to let go the previous one.

So turning to 2021 what does this mean in practice?

- What if we tried harder to think what from 2020 we need to leave behind? This could be for example leaving behind an unrealistic expectation of ourselves or of others, a difficult relationship or a recurring regret. We might enter 2021 with a freer and less conditioned mindset.
- What if we could discover something new in our existing work relationships? Instead of accepting the existing dynamics with the people around us, how about switching off the autopilot for a while. Depending on the situations, if you speak more, try listening more, if you observe more, try speaking out your mind more. We may discover something new from this openness to others and to ourselves.
- What if we were able to recreate the energy that comes with discovering new people without actually shifting jobs? Time to reach out to our network! Herminia Ibarra who has widely written about career development believes we are often lazy and narcissistic in our network, sticking around with people who resemble us, reflecting more a past than future orientation. By exploring our weak ties, our second, distant network we might refill our energy tanks, gain insights and generate opportunities.

Each new year could bring by design - rather than by chance- the state of mind of a new role. It is thought that January is named after Janus, Roman god of doorways and of beginnings. So let's keep the spirit of a new beginning as we enter January!

Happy start of the year, Christopher

To find out more :

- On new year's resolution's, article in The Economist ([link](#))
- On role transitioning, book Lost in Transition by R Elsner and B Farrands (2006)
- On career management, article by Herminia Ibarra ([link](#))

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