



When I first started my business, I set a goal that I was going to write a blog post every week, and I did just that for six years.

Some weeks were easier than others, but for the most part it became a habit. It was on the schedule. It became a part of my weekly rhythm, and I just did it.

Until I didn't.

When six years turned into seven, when things started to get busy, when I was reevaluating some things, there was one week where I just said, I'm not doing it this week.

Then I got back to it the following week, but not the week after that.

Very quickly, it got to a point where I wasn't writing at all. This long established good, positive habit went away so quickly, and unfortunately that's what happens.

It can be really challenging to create a good habit and really easy to get out of it.

So today that's what we're going to talk about, both for you as a supervisor, how you can hold on to those amazing things you did in the beginning of your journey, and some of which may have fallen by the wayside.

And, as you're working with your staff on their professional growth, how to keep them motivated and holding on to their good habits.

Think about when something is new for you, when you first took on your position, when you learned a new skill, when you took on a new responsibility.

For many of us, there's a lot of emotion and excitement behind that. We're learning something new; we're committed to doing it well, and when we start to see those immediate benefits, we want those to become a habit.

Some we're able to implement and stick with and some after that initial excitement wears away, so too does the habit.

This is true for our own growth, and it's also true as leaders and supervisors in how we train and support our staffs.

When people first start out, we're often very committed to doing one-on-ones or with our teams to meeting on a specific schedule.

Over time, if we start to schedule over those meetings or decide we just don't need to meet this week, it's really easy to get out of the habit.

Same with feedback, coaching, opportunities for growth, praise, building relationships and connecting people to people they might not know in the organization, going over the



rules, policies, and procedures to make sure everybody's on the same page and understands, and simply checking in.

For most of us when we hire someone new, we're diligent to do these things. We want them to start off on the right foot. We want to make sure we have all these things in place and that people are ready to start their new job successfully.

But also, for many of us, what happens over time is we get out of this habit.

We assume consciously or otherwise that they got it now that they're comfortable in their job.

Maybe it's okay to skip that one-on-one.

Maybe they don't need as much feedback or coaching.

Maybe they're happy in their position, so we think that they don't need to grow or don't want to grow.

Maybe we assume that we think they know how much we appreciate them, that they already know everybody in the organization, that we've already talked about, the policies, that it's bothersome if we check in too much.

To be a successful supervisor, it's important that you remember these good habits when you're bringing new staff on, and you sustain them.

We may need to alter what this looks like from someone's first day to their 90th day, to their 200th day to their 500th day. But all these things are important and all of them become a lot easier when we maintain the habit.

Once we get out of it, it just becomes too easy to stay out of it and never come back in.

This concept is also important to remember in our professional growth cycle as well.

I use this slide a lot because it comes up a lot and because it's an important reminder, which is that same excitement in learning something new, we often feel that immediately after we've had some type of professional development, a conference, a training, a coaching session, we're all energized, ready to go- this is going to transform the way we work- and we might implement it for a little bit.

But if we don't commit to keeping this going, to practicing what we've learned and getting feedback, coaching, and having some self-reflection and then investing again in that growth, it too quickly goes away.

We need to commit to the habit of this ongoing cycle of growth and that the growth doesn't begin and end with that professional development opportunity.



Some things to remember in these habits that you're trying to create and then sustain is to go back to asking and reminding yourself, what's the point?

Why are we doing this? Why do we have one-on-ones?

Why do we give feedback?

Why do we have opportunities for people to connect with other people at the organization?

Making sure you are clear and that it's clear to your staff as well.

Very closely related to this is the question of, What's the impact of that?

By having weekly check-ins or biweekly check-ins, by reviewing once a quarter some of these policies and procedures, by ensuring that you are getting the feedback and coaching you need, what's the impact of that?

Making sure once again that you are clear and so are your staff.

Finally, what processes are you going to put into place to make the habit easier?

How are you going to ensure that you're scheduling certain things and that you're committing to not scheduling over or trying to reschedule or even cancel those things?

How are you putting it into a process so that it doesn't fall by the wayside?

Is it putting things in recurring meetings in your calendar, having recurring agendas or opportunities to make sure that all these important things continue?

Don't rely on yourself.

I certainly don't rely on myself just to simply remember or not to have a process in place because it's too easy to get out of that initial excitement and energy and then let all that good work slide.

So, my question for you to think about is how will you make sure you hold on to all your good habits?