**YGT episode 248**

You're listening to, you've got this episode 2 48. Welcome to you. You've got this, a weekly podcast for higher education professionals looking to increase their confidence and capacity for juggling the day-to-day demands of an academic life. I'm your host, Dr. Katie,

on this episode, I'm going to share a little bit about how I am adjusting my annual. Now, this is in response to a recent episode that I recorded about this 20, 21 plot twist that I've had, which is I am changing jobs. So I'm going to link to that, uh, episode in the show notes. If you haven't listened to it yet, you might want to go back just to catch up a little bit on, on this recent change.

And I hinted back in my quarter, two goals, uh, review for my annual goals that I. Thinking about changing up some of these annual goals. And that was indeed, uh, after I knew that I was going to be changing jobs and I knew that I was going to have to adjust some things. So I'm going to go ahead and link my original 21 goals for 2021 list.

And my quarter one and quarter two goals. Check in if you want to go ahead and listen to those, but in this episode, I'm going to talk about how I'm adjusting my annual goals and, uh, what I'm kind of keeping in mind as I do. So I have eight goals left, um, on my 21 goals list for this year and four of them are going to stay.

Um, and four of them are going to be adjusted. And one of the things I always keep in mind when I'm building goals, lists, and this has to do with, you know, goals that I'm doing for my annual list or even goals that I'm setting for my job is I always try to have some things on there that I know for sure I'm going to accomplish.

You know, these are things that I think are. Either already scheduled or are there things that are really important? And they're not going to be necessarily difficult to do, even if they might be time-consuming or, um, take a lot of my, my energy or resources to do them. And this year I had some things on my list that were definitely that way.

I had some trainings and other things that I knew were kind of scheduled and that I was going to complete. What I did not know at the beginning of the year was that I was going to be moving and that I was going to be undergoing this job transition. And so I had to make some room on my annual goals list, um, in part just because these are pretty major changes.

And I do not anticipate having time to do some of the other things that I had originally put on my list. So these are the goals that are, um, going to be adjusted. The first one is we had planned to hire someone, to install some cabinets in our laundry room. And as soon as it became a little bit more clear that we might be moving, we put that on hold.

And we knew that that was not necessarily something we were going to move forward this year. And, uh, indeed we are not, we're doing some changes in our new home. Including probably installing some new carpet and things like that, but we're not going to do any additional changes on this current house. So what I decided to switch that goal out for was, uh, the kind of, um, the medically similar goal of selling our current house and buying a new house because those.

Have to happen, um, pretty much in, in 2021. And they're pretty big, um, milestones for us in terms of this move. They're also taking a lot of our time and energy to do, and I talked a little bit about our progress on selling our house and buying the new house in this last episode on plot twist. So again, I will link that in there.

The second goal that I decided to switch out is the one on designing and launching a new project management offering. Uh, it is just not going to be possible for me to add another offering into my business this year. Um, and probably not for the next little while. So this is one that I am taking off my plate officially, and I'm swapping it out with starting a new job because starting the new job is going to be a big endeavor in terms.

Um, setting new goals around that, making sure that I'm, you know, meeting and interacting with a lot of new people, there's going to be a lot of creativity involved in starting the new job, a lot of writing and, um, ideating about what needs to happen next in that role. So I'm swapping that out, um, and saying that starting a new job is going to be one of my bigger goals that's happening in kind of quarter three and quarter four.

I also had on my goals list to figure out my next book, that I'm going to write and make progress on the proposal for that. And that is also something I'm going to take off my list. I decided to swap that one out with a couple of projects that I've been doing for my professional development, including completing my meditation, yoga teacher training.

Which was also not on my original goals list for the year and completing my change management sort of certificate, which was also not a, my goals list for the year. So I'm kind of trying to, um, replace some of these items with things that I'm doing anyway, because they're, they're kind of a big deal, but I also feel like sometimes when I have goals lists, I like them to be documentation of like big things that happened during the year or things.

Proud that I was able to accomplish and all of these things fall into that category. Um, and things that I want to document, but I didn't necessarily have on my plate at the beginning. Yeah. And then the last goal, um, was to match your surpass last year as business revenue. And I talked about this in earlier episodes, that last year's business revenue was a little bit of an anomaly.

Um, and we're actually on track to meet that revenue goal this year. Um, but I'm going to be pulling back on the business as I start this new job. So I'm basically calling this good, uh, for the year. And I'm saying that I'm kind of accomplishing this goal in that, um, I was able to hit kind of a revenue goal that I am proud of and then I feel good about, but I'm not going to push really hard to make more money for the remainder.

Now that doesn't mean more revenue won't come in because of things that I already have scheduled and the things I already have scheduled are going to stay on my calendar. And there were some things that I had maybe thought about doing in the fall that I'm probably not going to be doing now, just because I won't have the time.

So, um, one question that, that you might be asking is what is happening to the business when I'm taking on this new role. And I actually gave this a ton. I thought, um, before I decided to even apply, I actually looked at all of my 20, 22 calendar and the kinds of things that I was committed to with the business and found a way to kind of work a lot of those things, um, in a different kind of structure, but to keep a lot of them there.

What I'm planning to do is continue my private coaching. And my coach training that I'm, uh, just recently got accredited. So that's definitely something that I want to keep doing, but I'm probably gonna pull back on some of my group coaching activities that I, that I was also facilitating. So. In the fall, I will not do a seven weeks to radical self-trust offering.

Um, I will probably pull back on the writing group unless I feel like I can kind of add that in, um, next year we'll have to kind of wait and see on that. And I'm still kind of thinking about what I want to do in 2022 with slow hustle. So there's some things that I. Really questioning whether or not I'm going to have the time to do them.

I'm also going to be adjusting my coaching schedule to only be coaching on the weekends. Now, this is something that was really kind of difficult for me to decide, but I do feel like during the week, I just need to be like a hundred percent committed to this job and I probably will need to do some work on the weekends for it as well.

But basically I'm moving all of my coaching and coach training to the weekends. I know that that's going to be tough, uh, for some people's schedules. Um, and right now I actually put a pause on accepting new coaching clients, just to make sure I can serve all of the people that I currently serve. I'm going to be coaching around the same number of hours every week.

I'm just moving around when I'm going to be doing it. So this is a very experimental for me to try this new schedule, see how it works, and I'll be sharing more about how that's going, you know, throughout the remainder of this year. And I'm happy to update on my quarter three and quarter four goals.

Debrief, just to kind of talk about that. But I think that I need to pull back just a little bit to make sure that I have enough room in my schedule and enough room in my brain to really be focusing on this new job. Um, and I'm looking forward to kind of seeing how that goes and then making adjustments along the way.

Now the four goals that I am keeping of those remaining eight is to read 100 plus books throughout the year. And I'm actually getting really close on this one. We need to order a new mattress, which we decided to do after our move. So that is something that's still on our list. I want to finish all the Elizabeth George books.

Um, I'm working on making progress here. We'll see if I can actually get this done. And then I also had a goal for the year of taking more walks. And this is one that I'm actually really excited about because I am building in some, walking into my commute time, which I'm going to be talking about. Uh, an upcoming episode, I'm talking about planning for my new commute and I'm also, uh, moving to a house that is literally right across the street from a park that has walking trails.

So, um, this is a very cool new development. Uh, the house we had in Oregon was also kind of close to a park, so I'm really looking forward to having some more outdoor time and being able to do some more walking. Both for my commute. And also, maybe in the mornings getting back to a little bit of a routine there.

So that goal is definitely staying on my way. Now I also wanted to just briefly talk about how I'm feeling about adjusting my annual goals. And honestly, I'm actually feeling totally fine. I think that when you have big life changes, you have to adjust your goals. You cannot just kind of go on autopilot and say like, oh, it's all going to be fine.

I can just kind of keep going with the things I had originally planned. I think we all know from the pandemic period, especially, but also just because we all have these big life events that happen. You do have to make adjustments. And the things that we thought were going to happen in the very beginning of the year, maybe just aren't going to work out for whatever reason.

And we do want to make adjustments and kind of think about what are the other things we want to focus our time and attention on. So for me, this was a really helpful exercise to think about where do I want, you know, my, my attention, my energy, my time. My resources to go for the remainder of 20, 21. And a lot of it, it's going to go to this new job, um, which I'm really excited about.

And I think it's going to be, um, a really kind of interesting learning experience for me. But I also know it's going to take a ton of energy to really get out of it and put into it what I want. So that is how I'm adjusting my annual goals for 2021. I will definitely continue to update throughout the year, um, at the end of each quarter about how things are going.

And this is actually already getting me excited to think about goals in 2022, what I'm going to be settled into my new house and the new job. And I feel like I'm going to have a much better sense of my schedule and the kinds of things that I can handle, um, both at work and outside of work. And I'm really looking forward to that settlement.

Feeling. So I would love to hear if you're adjusting your annual goals, you can always email me at hello at Dr. Katie linder.com. And I would love to know if you're making adjustments or if you have any questions about these adjustments that I'm planning to make. Thanks for that. Thanks for listening to this episode of you've got this show notes and a transcript for this episode can be found at Dr.

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