

Resolution ≠ Transformation

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The beginning of the year is a great time to reflect on the previous year's events and to work on setting New Year's resolutions—personal goals that will improve our lives or careers. It's a good idea to contemplate what we might need to do differently in order to make these goals a reality.

It's also a great time to hit the restart button. I personally prefer the idea of a “restart button” over a New Year's resolution because it means you are refocusing while acknowledging what you've already accomplished. Everyone owes it to themselves and their team to reflect on their accomplishments and their personal/professional goals. Be completely honest with yourself, but at the same time give yourself a break if you didn't accomplish everything. No excuses allowed, it is what it is and life happens to all of us.

Where most of us fail is when we start a new goal with a bang but quickly fizzle because we are focused on a quick fix—hoping to reach the goal as fast as we can. For example, I find January challenging because the fitness center becomes crowded with a lot of new people working as hard as they can. However, I know if I hang in there until February most of the people that made resolutions to get fit will be gone within three to four weeks. You see, we sometimes expect to see immediate results and when we don't succeed, we quit. While I wish everyone success, I know we sometimes are not focused on the right thing.

This year, I encourage each of you to try something different in your personal and professional lives. Decide what you want to improve, change, or learn and focus on the process to produce the result you want. Don't focus on the goal. Transformation happens because we develop better habits through the right process. Your habits will produce the results you see for your team and yourself. Proper habits happen when we change our thinking, learn something new, apply new skills, and influence change around us.

Simply changing how we think about our future can mean the difference between success and failure. Making small changes each day a little at a time makes it easier to hardwire new behaviors that are more likely to be sustained over time. A bonus is that we are less likely to become overwhelmed when we stay focused on smaller tasks that produce transformation and success.

Take a moment to establish small incremental changes and calculate what a one percent difference will make to produce the desired outcome. Then focus on the quality of the process to attain that one percent difference from wherever you are today. Daily incremental habits produce changes that are sustainable in the long run. Next, make a commitment to focus on a quality process each day, a little at a time. Before you know it, you will have gained new knowledge, developed new skills, and improved your performance.

Wishing you a transformative 2018!

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