

Hello, this is Wayne Rivers at FBI, and *We Build Better Contractors*.

It's '22. It's a new year. What do I do? Oh my. Contractors are really hard on themselves. You've worked super hard all year long, you take a few days off at the end of the year, you hopefully relax and enjoy the holidays with your family, and then boom, you're right back at it on January 02<sup>nd</sup> again. You're never far away from the hard work when it comes to construction. The bad news is it's really a tough time, a challenging time to be a contractor. The good news is it's a great time to be a contractor, a really, really, really good time to be in the construction business.

As leaders and high achievers, we tend to be really hard on ourselves. We think about mostly the things that we failed to accomplish in a given period. So, as you look back at '21, you say, "Golly, we really didn't get that job. If we'd only gotten that job, the year would've been that much better." All right. I want you to put that behind you. It's a new year. Put that negative thinking, Zig Ziglar would say "stinking thinking," put the stinking thinking behind you and let's focus on the positives for a little bit.

What about this is important to you? We're too hard on ourselves. You've really got to celebrate your accomplishments and not spend quite so much time thinking about the periods, the times, the efforts, that didn't quite make it and you came up short, okay. So here are four tips for how to start off 2022 with a bang.

The first one is celebrate your victories from '21. Get your team together. Review your calendars, review your correspondence. Ask them for their highlights for the year, and then celebrate all these things with the team.

A few years ago, I'm watching a college basketball game and Duke won the game, and Coach K is being interviewed afterwards, and the reporter asked him, "What do you think was the key to the game?" He didn't talk about a spectacular dunk or a three-point shot or a great pass or anything like that. He said, "I really thought when the pressure was on at the end of the game, that we did a good job getting the ball in bounds." That struck me as being odd. It made me stop and think. Getting the ball in bounds, such a basic thing. Who was he talking to? Was he talking to the reporter or the TV audience? Not so much. I think he was talking to his team, and he was emphasizing first a small victory. Second though, he was emphasizing the fundamentals, but without that small victory of getting the ball in bounds, there's nothing else to come on the offense, right? You're not going to score, because you failed to do the first most basic step, and that's getting the ball in bound.

Think about that with your team. What little things happened in '21 that helped you get down the court and score? What were your big accomplishments? What were the things that you're really proud of? I'm not just talking about job stuff. I'm talking about cultural stuff, people stuff, what people really stepped up and made an extra effort to make '21 special for everyone. So, recognize your accomplishments, your people, and all of the little things that add up to make an entire business year.

Number two. Two, three, and four, I want you to think about one thing only, okay. Try to distill down to one thing. The first thing is what one thing do you as a leader in your company need to do to make '22 a success? Not 10 things, not a hundred things. There are hundreds of things that you must do. What one thing, if you do it really well, would make '22 a success for you and your company, okay?

Second. Well, this is actually third, sorry. What one thing should you stop doing? What one thing should you cease? What one place should you get out of the way? What one thing do you hate doing that makes you miserable? What one thing can you stop doing to make '22 a success?

And finally, what thing do you need to clean up? Things that we don't clean up linger. They clutter up our minds. They clutter up our lives. They cause anxiety and fear and foreboding and loathing, and we don't want any of those things. So, what one thing do you need to clean up?

I'll give you a story. One of our former CEOs of a Fortune 100 construction company said that for years he kept a rainmaker on because let's face it, this guy was a rainmaker. He knew he was a bad cultural fit, knew he caused problems within the team, but he was a rainmaker and he kept him around. Finally, he decided it was too much. He pulled the trigger; the guy was gone, and he realized in his heart he had waited three or four years too long. The person, sure, he was a rainmaker, but he damaged the culture. He brought down the rest of the team. That was something that my guy knew that he should have cleaned up years before, but he didn't. So, what one thing can you clean up in '22 that'll make the year a bigger and better success for you and your team?

I'd like to hear what you're doing to make things better. Don't forget about our Boot Camp in Raleigh in late March, our Boot Camp in Denver in late April. Our western folks, we're coming to you in Denver, April, I think it's 28 and 29, 2022 so don't forget to sign up your folks.

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