

Dear Friends,

Goals, Progress, and Looking Back

In previous newsletters I've written quite a bit about goals — but not many of my own.

So here are a few personal development goals I'm currently working towards:

- Obtaining a black belt in karate
- Becoming an advanced salsa dancer
- Becoming fluent in three languages

Each of these is a long-term challenge in its own right.

What I've realised, though, is that progress often comes from breaking large goals into much smaller pieces.

With karate, for example, one thing I need to improve is flexibility — particularly for high kicks. So for the past several months I've incorporated regular stretching into my daily routine.

I'm still far from naturally flexible... but I'm noticeably more flexible than I was six months ago. That matters.

The same applies to dancing. When I look back at old videos from great instructors, I realise how much there still is to learn. But it is also a reminder that improvement happens gradually over time.

Languages are perhaps the hardest for me personally. Consistency matters. Apps such as Duolingo and Clozemaster help, but pronunciation and listening takes real practice.

At times it can feel discouraging because there always seems to be so much to learn, and you feel as though you are not improving. But progress is rarely linear.

Sometimes one of the best reminders is simply looking back at older work — videos, presentations, or books. At the time they may have felt like major achievements. Looking back now, I can see many things I would improve.

The important thing is to keep moving forward, enjoy the process where possible, and be forgiving of yourself on the days where everything does not quite go to plan.

YouTube Video of the Month



This month's video explores the importance of psychological safety within teams, alongside ideas such as preventing basic and complex failures, confirmation bias, and the sunk cost fallacy.

Website of the Month

<https://radio.garden/listen/>

A fascinating website that lets you explore radio stations from all around the world using an interactive globe interface. Depending on where you are in the world, some stations may be restricted, but there is still a huge amount to explore.

If you think someone else would enjoy these ideas, feel free to share this newsletter with them.

One Final Thought

You do not need to improve everything at once.

Think of the long game rather than short bursts of motivation. Often the clearest evidence of progress is simply becoming better than your previous self.

Have a great month,

Chris

