

THE OPTIMIST REPORT 2019

Confidence Booster for: November 27th, 2019

My five awesome accomplishments for the year include:

Accomplishment	Why	What can be built from this
1. Increased our team capacity and work on bigger and better jobs, and more of them, balanced with some smaller ones	We increased our income. It had us grow as a firm.	More retirement investing. Use additional funds to help build the business further.
2. Margins grew in 2019.	The economy was wavering for us in 2019. I am running a tight ship.	Lowering the microscope on our mistakes, track them, and find out how much they are affecting our margins per project.
3. Recognizing my role in the poor performance of some of my team members.	I have learnt where I let this happen and have built out a better hiring process to bring in an amazing new group of team members.	Hiring strategically and slowly. Have an 'A' Team for 2020.
4. Realizing the culture I have nurtured in my business is creative, fun and a productive environment	It enhances creativity, flow and ease. It is the environment that I need to operate in.	Bring more people to the table who would thrive in this kind of environment. We are our limitations – we can grow and thrive from them.
5. Being asked to speak at an international Conference	Having walked in those shoes and having a story is very meaningful. It gave me a sense that I 'got this', I have something important to share.	Actively going out and getting other speaking opportunities. Building on this story for further growth.

