

Start right

Just get started

It doesn't matter where you start.

It only matters that you start.

Action often must come before understanding and almost always comes before certainty.

Don't wait to be inspired. Don't wait for insight. Don't wait until you feel in the mood. Don't wait, period. Start anywhere. You'll work your way toward inspiration and insight.

We tend to put off tasks for one of three reasons:

1. We don't have enough information.
2. We don't feel confident.
3. We just flat out don't want to do it, not now, not ever. (The medical term for this disease is "Lackawanna.")

Most of us would much rather tackle the simple, familiar stuff than the new and potentially difficult.

If you need information, seek it out right now. But be careful. Seeking more info can be a great way to stall. There's always something more you could learn, right?

If you had to feel confident and comfortable before you took on a new task, you'd never learn to ride a bike, let alone drive a car. If you don't feel confident, act as if you do. Confidence comes with mastery, not before.

Face your "Lackawanna" straight on. That's why they call it work, and that's why they pay you to do it, right? You'll feel a whole lot better—and be a whole lot more efficient—if you get the Lackawanna jobs out of the way. Lackawanna happens to managers and employees. One of the goals of the manager who's also a coach is both preventing this malady and/or curing it if it has spread to your group.

Get your employees involved in the process from the beginning, helping you define the problem, develop the approach, and create the plan. It's much better to start off together than to try to bring people in later. You'll wind up saving time from the messes you don't have to clean up and the explanations you don't have to make later.

If you're having trouble getting started, here are three tips:

Don't overanalyze: Try things out. Let ideas flow.

Don't overevaluate: The time for criticism comes after you have something to criticize. Start troubleshooting too soon, and the whole process grinds to a halt.

Don't stop: You're only stuck if you refuse to move.

“Do something. Try something new. Keep learning. It will keep you and your employees enthusiastic.”