



Hampshire  
County Council



International  
**Wellbeing** Insights  
People, Culture & Wellbeing

# International Wellbeing Insights 7 Step Achievement Plan

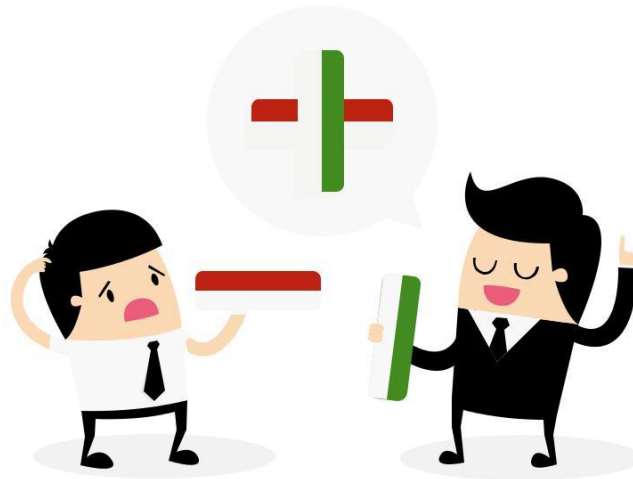


## 7 Step Achievement Plan for 2025

...ensure it is your best year yet!

Only 5% of people who set New Year Resolutions are successful in maintaining them – that’s a whopping 95% failure rate. This is because most people don’t understand the steps you must follow to achieve sustainable long-term results and as a result never get to the starting block.

We have put together a plan that will guide through the process – giving you the perfect way to create the momentum that will compel you to continue on the path to a phenomenal year filled with success, achievement and fulfilment!



### First Step: Be Clear

First, you must clarify where you really are now. . .

1. What did you love in 2024?
  - a. What were your Magic Moments? When were you larger than life? When did you surprise yourself? What did you achieve that was truly Outstanding and Extraordinary?

b. What were your accomplishments in 2024?

c. What are some of the things from 2024 that you wish to replicate in 2025?

2. What did you hate about 2024?

a. What did you find challenging in 2024?

b. What things that happened in 2024 do you wish to avoid happening in 2025, or ever again?

c. What learning did you gain by going through these experiences? Why was this learning experience incredibly valuable to you?

3. What decisions did you make in 2024 that empowered you?

a. What were the most important decisions that you made this year?

b. What decision will you make in 2025 as a result?

## Second Step: Be Certain

Now we know where you are, it's time to create the certainty that you have the ability to turn your dreams into reality.

1. Make a list of anything in your life that was once merely a dream, goal, wish or desire. Think of some of the massive things and even some of the smaller ambitions that at one time seemed difficult or even completely impossible yet you somehow managed to achieve, attain or acquire.

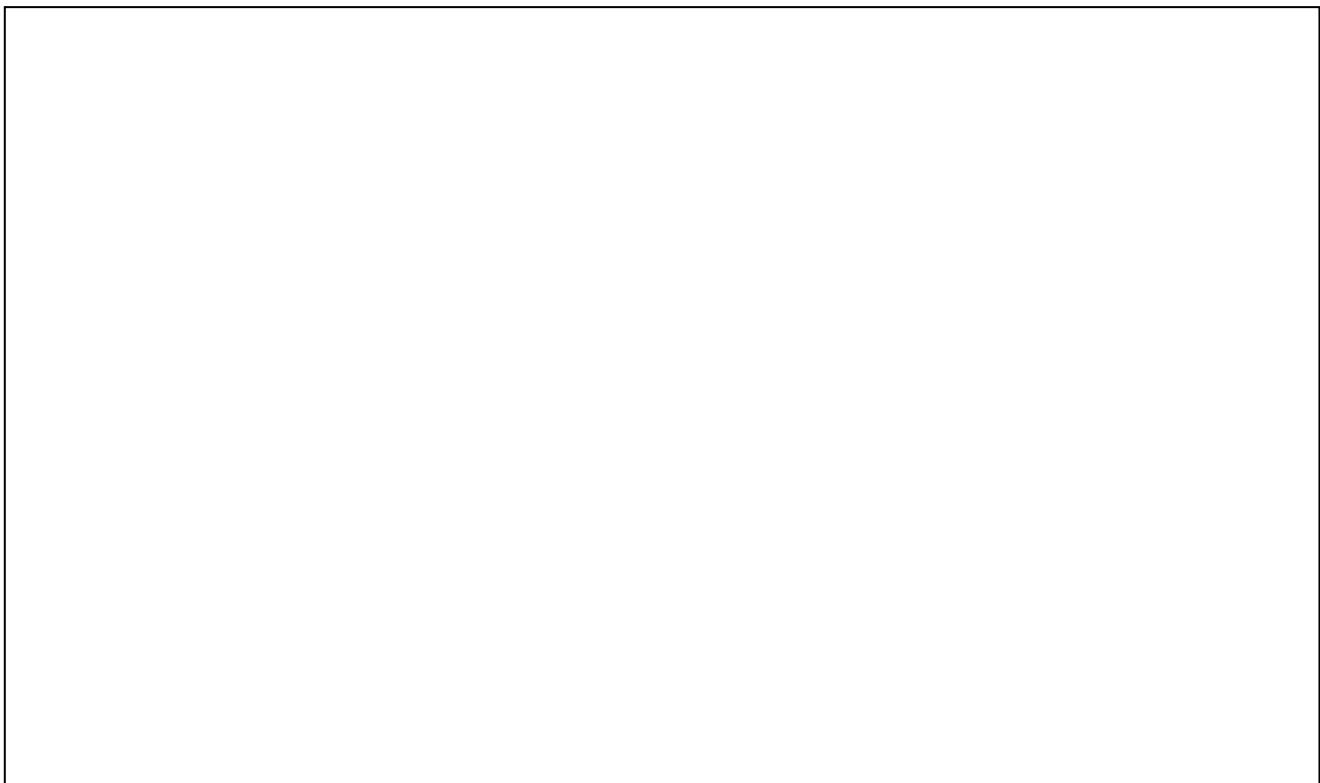
2. Mark three items from the above list that were the most difficult for you to achieve.

3. For the three items you marked, write down what process you went through to turn each one of them into reality. It was probably not a conscious act, however, there is a good possibility something made you desire it so much it became a fantastic obsession for you. At this point did you find that you were continuously focused on it? Put a lot of emotional charge into it? Then what? Did you actually create a plan? What were the steps you followed?

## Third Step: Be Excited

Now that you have identified and clarified where it is that you have been, and you are certain about your ability to make your goals, dreams and desires come true, it is time to decide where you want to go....

1. In an optimal state of awareness (jump around, dance, anything to get the blood flowing to your head), list every goal you would like to accomplish in the next 20 years. Ensure that you include ANYTHING you want to do, be, share, create, have and give. Consider physical goals, career goals, financial goals, personal development goals, relationship goals, contribution goals —anything you would like to learn, enjoy, experience, achieve or do. No matter how ridiculous, unrealistic or outrageous it may seem, this is your chance to dream without limits. Be sure to keep your pen moving as fast as possible!



2. When you are done, review your list and next to each goal, write down the number of years you would like it to take (or believe it will take) to achieve your goal (write 1 year, 2-3 years, 5 years, 10 years or 20 years).

## Fourth Step: Be Focused

1. From your list of goals (from the Third Step), mark your top four goals that you believe will take one year to achieve. Out of your entire list, what do you want most? What are the top four goals that, if you could achieve them this year, would you get up at the crack of dawn and keep you burning the midnight oil with excitement?

## Fifth Step: Be Committed

1. Think of your top four one- year goals, devise a statement (a few sentences) about why they are “MUST DO’S” for you to reach them. For what reason will you achieve this no matter what? Remember, reasons come first, answers come second! What makes you want to do this?

2. Think of some of the things that you may be required to do that you don't particularly want to do in order to achieve these goals? If you have enough passion, you can get yourself to do anything! But first you must be certain about what "anything" might entail. Let us face up to our fears and look the beast in the eye!

## Sixth Step: Be Driven

**IMPERATIVE!** Never leave the goal setting moment without taking action towards its achievement. You must take massive immediate action. It's the first step of your journey...

1. Decide NOW: What some SMALL things that you will do immediately toward achieving one of your top goals (e.g., making a phone call, booking a meeting, getting on the internet to research, signing up for a seminar, getting a coach, contacting The Stress Management Society for advice, support or training)?

2. What BIG things do you resolve to do immediately to achieve this goal (e.g., making a decision, throwing out all the unhealthy food in your house right now, giving something away, etc.)?

## Seventh Step: Be Smart

To ensure you follow through, you have to get smart and measure yourself consistently. Remember, most people set some form of New Year's goals, yet have no plan or direction, take no action, and then measure again next New Year's! The more you measure something, the better it gets. You must resolve now to measure your specific progress daily, or at least weekly.

How will you measure your progress (find a mentor or coach, keep a diary, announce your plans on your blog/site/channel for maximum accountability, then blog about your progress or record a progress video to upload).



## SUPPORT RESOURCES

### Employee Health & Wellbeing Wellbeing Guides for staff and managers:

- HCC Wellbeing Guide - Managers
- HCC Wellbeing Guide - all staff
- Health & Resilience Guide HCC
- Wellness Action Plans

### Inclusion and Wellbeing Passport

### Policy and Guidance

### Occupational Health and Wellbeing Health and Safety

### IDW Events

### Wellbeing Session Resources

### Your development in Hampshire County Council (sharepoint.com)

### Staff Networks

### Staff Viva Engage Groups

### Diversity role models

### Health Assured (HCC employee assistance provider)

24/7 365 Helpline Number:

0800 028 0199



Wisdom app  
MHA000090

### Mental Wellbeing Hampshire | Health and social care | Hampshire County Council (hants.gov.uk)



### Our people

Annual Workforce Report  
2023 to 2024

*"Serving the people of Hampshire with purpose and pride to improve lives today and for tomorrow."*



### Mental Health and Wellbeing Support Guide for Managers



#### What's in this guide and who is it for?

This guide is for managers and provides an overview of the health and wellbeing support available internally to staff, along with further information to signpost to specialist external support and urgent care if needed. An all staff version of this Mental Health and Wellbeing Support Guide is shared with staff.

#### Information and support available from Hampshire County Council to all staff

Having good mental health and wellbeing helps us relax more, achieve more, and enjoy our lives more. The following support is available to all staff at Hampshire County Council.



Our staff mental health and wellbeing resources have been aligned to the Five Ways to Wellbeing themes and contain a range of helpful tips and resources. This includes a page for managers, as well as links to internal and external sources of support.



Our partners Health Assured have created a new app for smartphones. 'My Healthy Advantage' provides free easy, inclusive access to wellbeing tools and confidential counselling support by phone, call-back request, email or live chat. Download the app 'My Healthy Advantage' now from the Google Play Store or Apple AppStore. Register using the employer ID code: MHA000090



The Employee Support Line is a free phone 24/7 365 day, in-the-moment, confidential qualified counsellors and legal advisors with whom you may be struggling with, including financial. It also request a callback from a nurse for medical advice. Call freephone 0800 028 0199 or email [myhealth@hants.gov.uk](mailto:myhealth@hants.gov.uk). A live chat option is also available on the 'My Healthy Advantage' app. This service can be accessed by partners and children (aged 16+ in the same household).



For advice on medical conditions and adjustments in the workplace for managers and individuals the Occupational Health duty line 023 8062 6600 is available from 8am to 4pm weekdays.



### Mental Health and Wellbeing Support Guide for Staff



#### What's in this guide and who is it for?

This guide provides an overview of the health and wellbeing support available to you as an employee of Hampshire County Council along with further information on where to find specific support and urgent care if needed.

#### Information and support available from Hampshire County Council to all staff

Having good mental health and wellbeing helps us relax more, achieve more, and enjoy our lives more.



Our partners Health Assured have created a free app for smartphones. 'My Healthy Advantage' provides access to wellbeing tools and confidential in-the-moment counselling support by phone, call-back request, email or live chat. Download the app 'My Healthy Advantage' from the Google Play Store or Apple AppStore. Register using the employer ID code: MHA000090



Our staff mental health and wellbeing resources have been aligned to the Five Ways to Wellbeing themes and contain a range of helpful tips, resources and links to internal and external support resources.



For advice on medical conditions and adjustments in the workplace for managers and individuals the Occupational Health duty line 023 8062 6600 is available from 8am to 4pm weekdays.



The Employee Support Line is a free phone line giving you 24/7 365 day, in-the-moment, confidential support from qualified counsellors and legal advisors with whom you may be struggling with, including financial difficulties. You can also request a callback from a nurse for medical advice. Call freephone 0800 028 0199 or email [myhealth@hants.gov.uk](mailto:myhealth@hants.gov.uk). A live chat option is also available on the 'My Healthy Advantage' app. This service can also be accessed by partners and children (aged 16-24) living in the same household.



Visit the Learning Zone for a range of mental health and wellbeing training courses available for staff, from improving resilience and wellbeing to specific departmental courses aimed at particular roles. You can also visit the corporate mental health and wellbeing website for additional external courses.



[hants.gov.uk](https://hants.gov.uk)

## CALENDAR OF WELLBEING SESSIONS

Session/Topic	Delivered By	Date/Time
<b>DECEMBER – National Grief Awareness Week</b>		
Money and Employment: Retirement in Sight	Better with Money	Monday 2 Dec, 1-4pm
Success and Achievement-planning*	International Wellbeing Insights	Tuesday 3 Dec, 12-1.30pm
Navigating Grief: Building Resilience and Compassion Through Loss	Nick Elston & Helen Taylor-Brimson	Wednesday 4 Dec, 12-1pm
Understanding Women's Health: A Collaborative Event	Hampshire County Council	Thursday 5 Dec, 11-12pm
Money and Employment: Understanding Pensions	Better with Money	Monday 9 Dec, 1-2pm

**\*Session will not be recorded**

## Notes

For more information about how we can help you contact us on:

[www.stress.org.uk](http://www.stress.org.uk)

0203 142 8650

[info@stress.org.uk](mailto:info@stress.org.uk)



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**Wellbeing Insights**  
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