

BEING HUMAN

The infinite potential of how we work, lead, and live.



beyond success



Hello, welcome to the New Year.

BY MIRJANA BOZNOVSKA

You know that feeling? First day back, you're finding your rhythm, and your inbox is already wide awake. But underneath it all, you've been thinking... about what you want, what you're ready for, what needs to change, what you're no longer accepting. And right now, before the pace fully kicks in, you have an opportunity to set the tone for your year and create it by your own design.

*To design the year you want to experience in your work and your life. Not just what you want to achieve, but how you want to feel while you achieve it. Because most of us don't just want a "successful" year. We want a year that feels aligned, energised, fun, and meaningful. So wherever you are right now... Inspired, uncertain or ready for something different, you're exactly where you need to **be**. And if you've been saying, **"This is my year."** Let it mean this: This is the year I choose differently. And Yes. It can **be**.*

IN THIS EDITION

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Work & Life, By Your Design

Inner leadership practices:

- **Self-awareness**
- **Radical responsibility**
- **Sustainable rhythm**

Real Work Examples

Intention Setting

January's Hidden Script

January has a certain energy, doesn't it?

It's the month where we imagine what's possible. Where we start fresh. Where we feel that pull to reset and rise. And I love that. But January also comes with a hidden script. A quiet pressure that whispers... Start strong. Stay strong. Go hard now. Thank yourself later. If you don't push...you'll fall behind. And suddenly without even realising it, we start believing:



Intensity = discipline
 Pressure = progress
 Busyness = success
 That's the false narrative. Because it's not your motivation that will determine your year. **It's your design.** Most people don't struggle because they lack discipline. They struggle because they design a year their nervous system can't sustain. They create goals... but not capacity. Plans... but not rhythm. Expectations...but not space. And by February, they're running on empty.



Let's make this real. You might recognise yourself here:

- You commit to 5am starts, and by week two you're running on fumes.
- You say yes to extra projects to "start strong," and you're overwhelmed and on edge.
- You build the perfect routine, and the moment life gets messy, you give up.

Sound familiar? Here's the truth: Burnout rarely begins with the workload. It begins when we stop paying attention to what's happening *inside* us.

- We override tiredness.
- Ignore overwhelm.
- Push through stress.
- And call it "discipline."

Not because you're failing. Because you're Being Human.

That's why this edition matters. Not to help you do more, but to help you design a year that makes **"This is my year"** true in a way you can actually sustain... and enjoy. So, instead of asking yourself and everyone else, "What are your goals this year?" Ask, **"How am I/you going to design a sustainable year that also feels good?"**

Work and Life, By Your Design

How to build a sustainable year

You start by **being** fully present and paying attention. Not just to your goals. Not just to your to-do list. But to what you're noticing day to day. Your energy, your stress, your capacity, and how that shapes your choices. Because designing your year isn't only asking, **"What do I want to achieve?"** It's also asking, **"Who do I need to be to sustain this?"** And, **"What will expand my energy?"**

Example 1: Leading a Team

If your goal is to lift team performance, ask, "Who do I need to be to sustain this?" Calm under pressure. Clear in communication. Consistent, not reactive. What will expand my energy? Creating focus and clarity, not constant urgency.

Example 2: Taking on a Bigger Role

If your goal is stepping into a bigger role, ask, "Who do I need to be to sustain this?" Confident without over-proving. Willing to ask for support. Grounded in my strengths. What will expand my energy? Work that stretches me without draining me.

Example 3: Improving Culture

If your goal is to strengthen culture, ask, "Who do I need to be to sustain this?" Present. Approachable. Willing to have honest conversations. What will expand my energy? Connection, trust, and shared ownership, not control.

This is how goals become sustainable. And this kind of year begins with three inner leadership practices:

- Self-awareness
- Radical responsibility
- Sustainable rhythm

Let's walk through them together.

Self-Awareness (Because awareness creates choice)

Self-awareness isn't a personality trait. It's a practice. It's the ability to pause and ask, in real time, **"What's driving me right now?"** Because sometimes what we call "discipline" is actually a fear response. And sometimes what we call "being helpful" is really people-pleasing.



For example:

- You tell yourself you're being *disciplined*... but you're afraid of falling behind.
- You tell yourself you're being *productive*... but you're trying to prove your worth.
- You tell yourself you're being *helpful*... but you're avoiding disappointing someone.

Once you see the driver, you can choose again and get your personal power back.

Try this today:

Before you say yes.

Before you add one more thing.

Pause and ask:

"Is this coming from alignment... or pressure?"

"Am I choosing this... or am I reacting?"

"How do I feel on the inside in this moment?"

That one pause might be the most powerful habit you build all year.

Radical Responsibility

(Because you are the cause and solution)



Radical responsibility doesn't mean being hard on yourself

It means **being** honest with yourself. Self-awareness helps you see what's driving you. Radical responsibility is what you do with that awareness. Because now you recognise that you are both the cause and the solution. It begins the moment you stop outsourcing your year to:

- your workload
- things outside your control
- other people's expectations
- "when I have more time"
- "when life calms down"

Because real life is happening *by you*, not *to you*.

So the question becomes, how do I lead myself through real life, as it is right now?

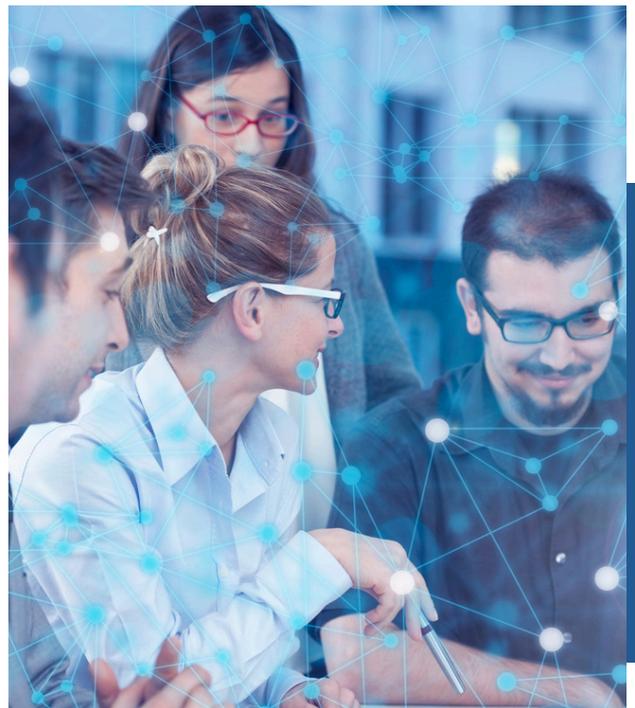
Radical responsibility looks like this in everyday moments

- You notice you're overcommitting, so you set a clear boundary.
- You realise your phone is draining you, so you put one rule around screen time.
- You catch yourself stuck in overthinking, so you take one simple step.

And the biggest shift? Stop abandoning yourself. Burnout isn't always the work. It's the cost of overriding your **authentic** self to get it done.

Try this today:

Ask yourself, "Where am I betraying myself to keep the pace?" Then choose one response that says: "I respect myself." That's radical responsibility.



Sustainable Rhythm

(Because your life responds to your leadership)

And once you start choosing differently, the next question becomes simple: What rhythm will actually sustain you? This part needs reinforcing because most of us were taught the opposite. That pushing harder is the answer. So I'm going to say it clearly. Momentum isn't built by pushing. It's built by rhythm. Rhythm is what Being Human looks like in real life. And a sustainable year is built on three rhythms: Rest. Connection. Consistency. Not because they're soft. Because they're smart. They're what keep you steady when work and life get busy, and they will.



REST

Rest is not laziness. Rest is strategy. When you don't rest, you don't just feel physically tired; you lose clarity and capacity. You become reactive. Overwhelmed. Flat. Simple decisions feel hard. If you've ever snapped at someone you love or stared at your laptop unable to think... that's your nervous system asking for care.

CONNECTION

Connection is the rhythm people sacrifice first. Because when you're chasing goals, you start doing life alone. You stop reaching out. You cancel plans. You tell yourself you'll connect "later." But later it becomes months. And humans don't thrive alone. Connection is oxygen; it steadies you, grounds you, and gives meaning.

CONSISTENCY

Consistency is what builds growth. Perfection is what burns people out. Consistency is choosing something small you can do on your best day and on your worst day, without negotiating with yourself. Small actions repeated become momentum. That's how you grow and move forward without the pressure spiral.

Try this today:

Instead of asking, "What else can I do?" Ask, "How can I care for myself in this moment?"

Try this today:

Send one message that isn't transactional. Just: "Hey, how are you really?"

Try this today:

Choose one small habit you can do daily, even on a hard day. Eg A random act of kindness.





A Powerful January Reset with Intention

Before you plan your next goal, ask yourself:

- *What do I want to experience this year, not just achieve?*
- *What has stopped me from experiencing this in the past?*
- *What patterns do I fall into when I'm stressed or under pressure?*
- *What boundary would protect the version of me I'm choosing to become?*

**You don't need the full plan.
Just the next honest choice.**

*Because small choices become patterns.
And patterns become what you
experience in your daily work and life.*

Real-Work Examples

When you're leading yourself

This is the quietest and most relatable example.

Typical January move: Overcommit, overdeliver, and override yourself to "hit the ground running."

Being Human approach: Set one clear intention for how you will show up, then let your calendar reflect it.

"I will not sacrifice my health for speed."

"I will speak up when capacity is stretched."

"I will build this year with rhythm."

Because how you lead yourself sets the tone for everyone around you.

When people return to the office

Typical January move: Assume everyone is refreshed and ready to go.

Being Human approach: Name the transition and set a steady pace. "Let's reset, get clear on priorities, and ease back into rhythm." People-First leadership lowers stress and builds trust immediately.

When setting goals for the quarter/year

Typical January move: Jump straight into targets, KPIs, and stretch goals.

Being Human approach: Set the support system with the goals. "What do we need in place to sustain these goals?" Talk about capacity, workload, and rhythm, not just performance outcomes.

When managing team expectations

Typical January move: Reward the people who say yes to everything.

Being Human approach: Model boundaries. Be deliberate to leave space. "I'd rather us do fewer things well than everything at the cost of burnout." That tells people it's safe to be honest.



BEING HUMAN

the January Reminder

January isn't just a month. It's a signpost.

Because what you practise now becomes your default later.

The culture of your year is being shaped, quietly, in the choices you make today, this week, this month. Moment by moment, the year unfolds.

In what you prioritise. In what you tolerate.

In what you say yes to (and what you don't).

And in what you model for everyone around you.

So January isn't about pushing harder.

It's about choosing better.

Choosing what's aligned.

Choosing what's sustainable.

Choosing how you want this year to *feel*.

And that's how **"This is my year"** becomes true for you. By choosing differently and designing a work and life that aligns with what matters most to you.



“The people who create by design don't just achieve more, they live more fully. Until next time, let your humanity lead.”

— MIRJANA