

# determination



***firmness of purpose, resoluteness; the act of deciding definitely and firmly***

Determination is a skill necessary for accomplishing various goals and objectives in your personal and professional life. It allows you to persevere and continue working toward achieving important milestones. Learning more about determination can help you progress in your career and motivate you to accept many workplace challenges.

**What is determination?** Determination is the commitment to achieve your goals, regardless of the challenges you might experience. It often includes being decisive and demonstrating resoluteness. People who express determination continue to work to achieve their goals, regardless of other factors. In the workplace, determination may entail persevering to receive a promotion or a raise.

## **BENEFITS OF DETERMINATION IN THE WORKPLACE**

Determination can be an essential trait for employees and leaders, as it helps keep them engaged in their work, even on busier days. Here are some of the primary benefits of this trait in the workplace:

**Hopeful feelings** Throughout your professional career, you may experience a variety of stressors, such as demanding customers, but determination can help you *resist the urge to quit*. Whether you have several upcoming deadlines or your manager changes your duties, determination can help you keep working and feel more hopeful.

**Increased creativity** Determination also can help increase your creativity by enabling you to develop innovative solutions to complex problems. For example, if you've asked for resources to help you complete a project at work but your manager isn't sure where to find them, determination can help you research creative ways to save money to finish the project on time and under budget.

**Provides guidance and motivation** Determination can help you become actively engaged in the workplace and motivate you when you feel distracted or confused. It can also help you overcome challenges and continue to improve your work. Determination allows you to improve your belief in yourself and can provide you with guidance if you're unsure of what to do in a particular situation.

## **TRAITS ASSOCIATED WITH DETERMINATION**

- Goal setting
- Positive thinking
- Forward-thinking
- Inward thinking

## **Tips to improve your determination**

**Assess your expectations** Develop goals for yourself to achieve and evaluate your expectations for yourself. For example, if you want to become fluent in another language to work abroad, develop a set of realistic expectations to guide you as you begin your language lessons and assess what you've learned after each lesson.

**Understand your abilities** Be realistic about your capabilities and leverage your strengths to help improve your determination. For example, you might use your excellent interpersonal communication skills to help your colleague persuade a potential customer to invest in a new product.

**Remain flexible** To become more determined, accepting risks in exchange for a potential reward can sometimes be necessary. For example, if you're unsure which technology to replace an old system, you might evaluate and test each to help you make the right decision.