

The Importance of Goal Setting - Part 2

Last week we looked at the importance of goal setting and some of the reasons why people fail to set goals. We identified some of the areas of our life and work that need to change. The first step is to be really honest with ourselves, to get out of the rut and set some goals that will excite us and that will help us to grow, goals that inspire us to show up as a leader in our family, for our team and in our community.

Everything is interconnected so whatever area we start setting goals in, will impact every other area. Taking care of our health and self-care, which has been so important during the pandemic, means we have a better mental attitude in work. Setting and achieving performance targets in work helps us to feel more confident and fulfilled. Greater job satisfaction impacts positively on our emotional well-being. We finish the work day more satisfied, more relaxed and then we sleep better.

So here are a few tips for setting SMART goals: -

Specific – Goals have to be specific. If you want a new house, in what area do you want to live? how many rooms do you need? Do you need a garden?

Measurable – we have to be able to measure progress to determine whether we met the goal. It is no good saying you are going to lose weight? You need to set a target weight. How much do you need to release? What are the milestones along the way?

Achievable – while goals should be a stretch, we have got to believe they are achievable and then we need a successful strategy to make them happen.

Realistic – Is this the right time for this particular goal? Do you need to do some other things first? Sometimes it is not the size of the goal that is the issue -it's that we have to change our thinking and our behaviour in order to achieve it.

Timelined– it is essential that there is a timeline for achieving the overall goal and for each of the steps along the way. Take a project management approach and set/meet the deadlines for each phase.

Actions are the steps toward achieving the goal. Once we set a goal we must take immediate action in the direction of the goal. The law of diminishing intent teaches that human nature is such that, over time, our intention declines. Once we have set a SMART goal we must start working towards it immediately, create a plan and take action every day, celebrating small wins and continually apprising progress.

Commitments are the daily disciplines. Too often it is the lack of daily disciplines, ones that are consistent with our goals, that holds us back. Many managers like to be available to their teams and be approachable. They become over involved in day to day operational management which is often inconsistent with their goals of better governance, achieving documentary compliance, empowering their staff and finding a better work/life balance.

The chart below is a really useful way of working backwards from our goals and identifying the daily disciplines we need to instil, in order to reach them within the timelines agreed.

EXERCISE

Use this chart to get clearer on the daily disciplines and easy wins required to reach your goals: -

- Step 1 – Identify your goals in the right-hand column. Just pick one or two for starters.
- Step 2 – identify some of the easy wins – what are some of the things you can do right away to get momentum
- Step 3 – Identify what you need to do as daily disciplines to keep you on track

DAILY DISCIPLINES	EASY WINS	BIG GOALS

One final thing- think about all your current daily habits and ask yourself if they are helping you to achieve your goals or are they holding you back? When would now be a good time to do something smarter?

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