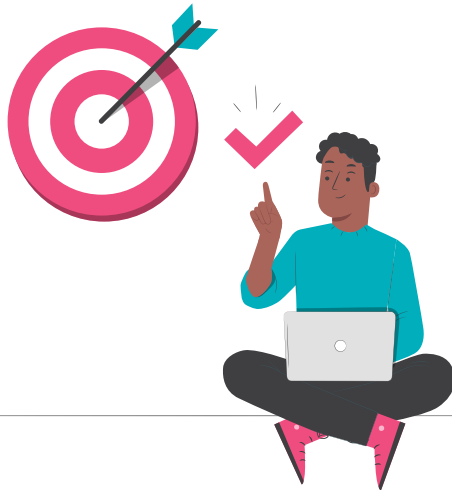


# Goal Setting That Works



<p><b>What is a work goal you have for this quarter? Where have you seen challenges?</b></p>			
<p><b>Goal coaching tools:</b></p> <ol style="list-style-type: none"> <li>1. End game it.</li> <li>2. Create buckets.</li> <li>3. Extract the benefit and loss statements.</li> </ol>		<p><b>Others:</b></p>	
<p><b>Goal setting tools:</b></p>			
<p>Strategy vs. tactics <i>“What does it link up to?”</i></p>	<p>Gap analysis <i>“What are the numbers?”</i></p>	<p>Lead vs. lag measures <i>“What is an early indicator?”</i></p>	<p>Zone of Optimal Arousal <i>“Is this a realistic challenge?”</i></p>

Goal Literacy Assessment: How good is your company at each of the following?	Score (1-10)
1. Goal identification skills: Prioritizing what matters, articulating it in measurable way	
2. Motivation skills: Getting people bought in, sharing vision + benefit + loss statements	
3. Alignment skills: Identifying interdependencies, mapping work, surfacing competing priorities	
4. Execution + accountability skills: Allocating resources, sticking to deadlines, creating accountability	
5. Integration skills: Learning, debriefing, communicating results	

## Bonus: A4 Strategic Planning Template

Next time you or someone on your team leads a project, fill out an A4 (named after a single sheet of paper, reminding you to keep it short!).

### NICKNAME: What will make your project / initiative easy to talk about?

- |   |  |
|---|--|
| <b>1. Measurable Objective:</b> What do you want to achieve?  |  |
| <b>2. Link Up:</b> Which company goal does it link up to?   |  |
| <b>3. Lead Indicator (Optional):</b> What will tell you you're on the right track?                                  |  |
| <b>4. Deliverables + Definition of Done:</b> What will we have by the end of the initiative that we don't have now? |  |
| <b>5. DACI:</b> Driver, Approver, Consultants, Informed   |  |
| <b>6. Time &amp; Resource Max:</b> How much time and money are needed?  |  |
| <b>7. Learning Goal</b> What skills or knowledge will you collect?  |  |

<b>TIMELINE Milestone:</b>								
<b>Do it by:</b>								



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