

GOAL Worksheet

Specific

What does success look like?

May include measures of success.

Word of caution: over measuring can lead to analysis paralysis. Painting a picture of what success looks and feels like can be more compelling at the individual level.

Is this a stop, start, or continue goal?

Behaviors lead to successful measures!

Motivation

Why should I care?

Why does this matter?

Attainable with Agreements

Is it possible? Is it a stretch? What support do I need? Do I have agreements with those that I work with and others around me?

Relevant and Reflective

How does this connect to achieving the aspirations of my company?

How will I reflect on the progress and my growth?

Timebound

By when do I need to show progress?

When does this need to be done?

What is my confidence level on this goal or task?

If I'm in doubt, what conversations do I need to have to develop perseverance to make progress?

What traits do I have that will be obstacles or benefits to this goal (refer to DISC, Kolbe A, Strengths Finder, Conflict Style, or other reflection instrument).

What biases or inclinations do I need to address stop to help me be more objective and successful?

Where is my current emotional state, stress-endurance level, and coping skill that will help or hinder progress?

What social-emotional approaches will I use to work with others to help me make progress on this goal, level-up to be even better, and bring others along as we all strive for success?

What additional skills do I need to grow or level up with and how will I do that? (eg. Mentoring, shadowing, courses/workshops, learning circles, practice partner, etc.)

How will I partner with my customers, manager, and other contributor to get me what I need to make progress?

What about the business or workplace conditions do I need to consider? Are we disrupting, innovating, stabilizing, coordinating, collaborating, shrinking, growing, speeding up, slowing down, experiencing financial strength/restrictions?
