

# Individual goals

*behaviors and results that focus on continuous improvement that support and drive a better business*



*What behaviors do I bring to my day that support my team and the business?*

*How do I show up?*

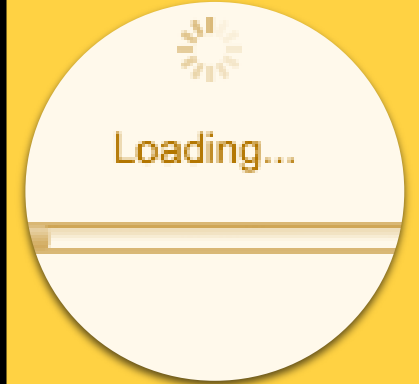


**What am I capable of now and in the future?**

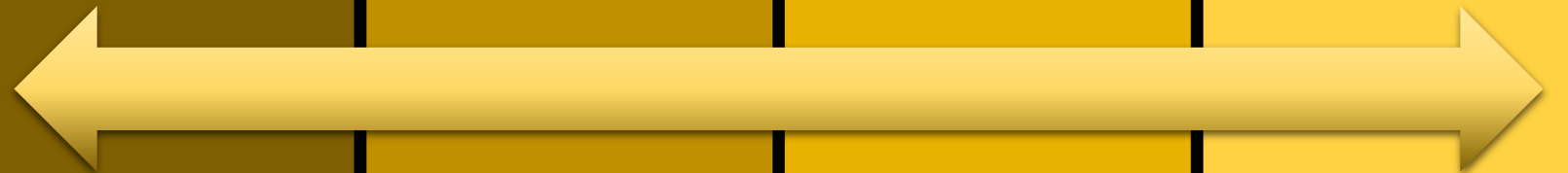
*Am I growing and changing with the business?*



**How do I drive or contribute to results?**



**What progress have I made on specific business metrics and scoreboards?**



# Constructing a goal: Five Aspects to Include and Monitor

## Specific

What will I/we accomplish? What does winning look like? How will I know that I/we have done the right work well?

## Motivational

Why do I/we care about achieving this goal? Why does it matter to the business? What gives it meaning to me? How does this work connect to company purpose, values, and mission? How does this connect to my vision and values?

## Attainable

Can I/we get this done? What support and resources do we need to make it happen?

## Relevant and Reflective

What is the connection? Do I have a tool to record progress and reflections?

## Timebound

- By when do I need to show progress? By when must the full scope be completed?
- Or - How much time will it take for the results to come in to being or progress to be observable?

*no*

Do we have it?

*yes*

*yes*

Achieve

Preserve

*yes*

Do we want it?

Do we want it?

*no*

Avoid

Eliminate

*no*

*no*

Do we have it?

*yes*

# Setting and constructing



## Specific

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## Motivational

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## Attainable

- Can I/we get this done? What support and resources do we need to make it happen?

## Relevant and Reflective

- How does this work connect to company purpose, values, and mission? Do I have a tool to record progress and reflections?

## Timebound

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# Goals and Behaviors

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What do I aspire to achieve with others? For myself?

What behaviors must I achieve, avoid, preserve?

How will people be able to observe change?



# Checklist

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- ✓ Are you a good coach? Do you help people develop the skills, knowledge, and attitudes to be successful on your team?
- ✓ Do you micromanage people? Are you the only person for all of the answers? Or, are you empowering? Do you strengthen others?
- ✓ Do you inspire a shared vision? Are you productive and results oriented? Do people know how to win? Do you nurture shared aspirations? Do you make time to celebrate wins? Do you create a spirit of community?
- ✓ Do you support career development and performance growth?
- ✓ Do you develop trust? Remember, trust is built one interaction at a time.
- ✓ Do you create good decision structures and nurture conditions for agile decisiveness?
- ✓ Do you create conditions that allow for experimentation, smart risk taking, and appropriate failure?

# Constructing a goal (Personal)

Perseverance, growth, and ambition in alignment with your vision of the future.

Vision: What can my future *look* like?

What goals can help me achieve that vision?

What are short term actions will bring my goals in to being

# Constructing a goal (Business)

Perseverance, growth, and ambition in alignment with what the business needs

Purpose/Values/Vision

Mission

*goal timeframe 2-5 years*

Strategy/Business Plan

*goal timeframe 1-2 years*

Purpose driven teams

(cross-functional business forward projects)

*goal timeframe 6 – 18 months*

Specialized team

(targeted functions)

*goal timeframe 3 – 9 months*

Individual goals

*goal timeframes 4-16 weeks*