

Great Goals: 5 Powerful Checks to Ensure Your Goals are Inspiring and Meaningful

(a Take Charge article by Ria Hawkins)

Anatole France, Nobel Prize Winner for Literature in 1921, once said “To accomplish great things, we must not only act, but also dream; not only plan, but also believe.” Great things are born of great beliefs supported by goals, plans and dedicated action.

Much is written about the mechanics of goal setting—the what, how many or much, by when, at what cost and what level of quality. But a well written goal doesn’t necessarily equate to grand action, great outcomes, or passionate and inspired people.

Great goals move and inspire. They provide the intellectual stretch that builds new skills and competencies. They provide the emotional stretch associated with putting your neck out and taking a risk.

How worthy are your goals? Use the check sheet below to assess your personal, team and organizational goals.

My/our goals:

- Require risk – in order to accomplish them I/we will need to step into the unknown
- Require me/us to work across divides in order to accomplish them
- Will be noticed by others (other units, customers, stakeholders, etc) because they will make a difference
- Are so great and compelling that I/we talk about them to others inside and outside of the organization
- Bring out the best in me/us and call us to develop even greater skill and competence

Talk about goals setting...what three actions do you need to take today based on this analysis?

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