

4 Characteristics of Good Goals

with Christopher Avery, The Responsibility Process guy

Notes and Worksheets

Note: The presentation deck and these worksheets are available on the Agile2017 program site.

The slide deck is also on www.slideshare.net/christopheravery

What do you want to change?

“The only failure is the failure to _____.”

What’s a S.M.A.R.T. goal?

S –

M –

A –

R –

T –

“The purpose of a goal is to _____.”

The Responsibility Process®

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RESPONSIBILITY

OBLIGATION

QUIT

SHAME

JUSTIFY

LAY BLAME

DENIAL

Characteristics of GOOD GOALS

1. CLARIFY INTENTION

The more clear you are about what you want and intend to accomplish the better.

2. FOCUS ATTENTION

If you want to make sure something happens you must focus attention on it.

3. REMOVE OBLIGATION

Too many goals become a burden because people feel like they have an obligation to do them. Procrastination come from Obligation!

4. GENERATE ENERGY

Good goals lead to excitement, motivation, and a deep desire to do it!

Read more at www.co-evolution.com/goals.php

Exercise: LET'S RATE SOME GOALS ON THE 4 CHARACTERISTICS

Thinking of recent years, write down at least two goals, more if possible, that you have met or are making good progress towards. Make it a complete goal statement, not just a one word project name. Write them in column 1 of the table on the next page, one goal per row, as in the example.

For that same time period, write down at least two goals, more if possible, that you have not completed nor made much progress toward.

Rate each against the 4 characteristics from 1 = LOW (Impotent) to 5 = HIGH ("Good").

EXAMPLE

Write your Goals below	CLARIFY INTENTION	FOCUS ATTENTION	REMOVE OBLIGATION	GENERATE ENERGY	Sum
(ex) DURING 2015, I WILL AUTHOR AND PUBLISH A BOOK THAT SHOWS GOOD, SMART, AMBITIOUS PEOPLE HOW THEY GET STUCK, HOW THEY CAN GET THEMSELVES UNSTUCK, AND HOW THEY CAN LEAD THEMSELVES AND OTHERS TO FREEDOM, CHOICE, AND POWER.	5	5	4	5	19
(ex) 2014 - WRITE THE RESPONSIBILITY PROCESS BOOK	4	4	1	1	10

Write your GOALS below, then assess each against the 4 characteristics to the right. 1=Low, 5=High	CLARIFY INTENTION	FOCUS ATTENTION	REMOVE OBLIGATION	GENERATE ENERGY	Sum

REFLECTION: Looking at your ratings, can you see a pattern between success and failure with goals and how they rate against the for characteristics? Describe the reality you now see.

Exercise: LET'S REFACTOR A GOAL

Choose one of your lower scoring impotent goals. Examine it to discover whether and how it could be refactored to be a GOOD GOAL.

Work in pairs to assist one another. Take turns supporting and being supported.

Ask questions such as

- What do you REALLY want?
- Were you in Lay Blame, Justify, Shame, Obligation or Quit around that goal?
- What's the truth that is worth seeing?
- What if you let go of "shoulds"?
- Maybe its not really a goal at all?
- What might CLARIFY INTENTION?
- What might FOCUS ATTENTION?
- What might REMOVE OBLIGATION?
- What might GENERATE ENERGY?