

“Create Tomorrow: A Tool for Goal Setting”

On Labor Day weekend my 16 year old son Mark was in a sailing regatta. He was crewing for a friend. When the friend’s wife told him to wear something colorful so those of us watching from the shore would be able to find the boat and learn their position, Mark replied, “I won’t need to wear anything colorful, just look for the boat that is in the lead.” Sure enough, they led the regatta until the very end and finished in third place. Now that’s being clear about and stating your goal!

The work force is filled with people who never achieve their career goals and never fulfill their potential. Others have a hard time setting goals, and still others relax when they have reached one of their goals or when they have achieved an honor, award or distinction.

As Woody Hayes, the great Ohio State football coach said “You’re either getting better or you’re getting worse; the status quo is a myth.”

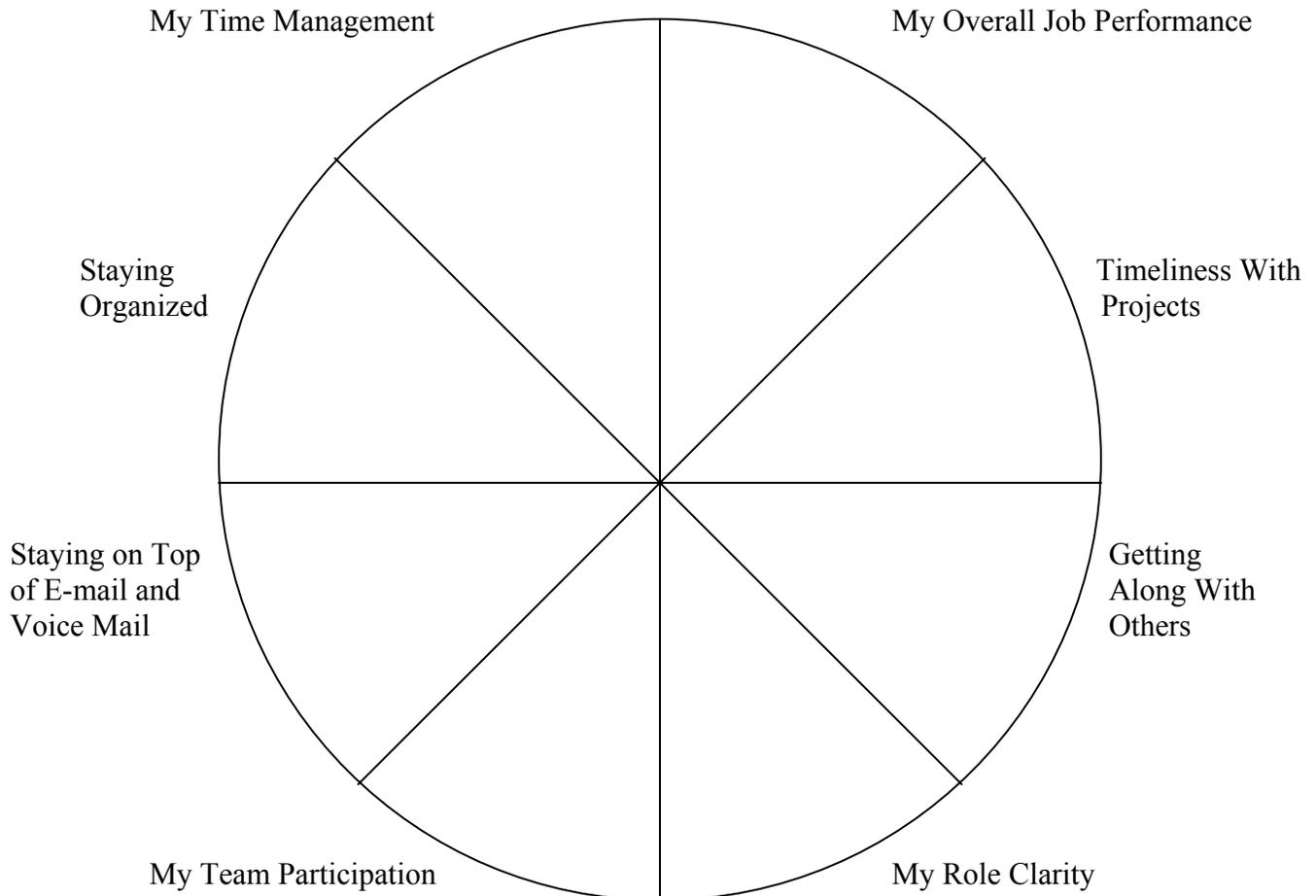
In order to keep getting better, we need to set goals. To establish our goals, we first need to become clear about what we really want. One simple tool I use when I coach people to get clarity about their goals is called the wheel (see illustration). This particular wheel is a job performance wheel. I labeled each of the wedges with a work related issue (the labels change according to the job and the person), and the wheel can be labeled with any issue in which your present reality differs from your desire.

After completing the wheel according to the instructions, look at the result in each of the categories. You might choose to focus on the one you marked the lowest, or on the one you marked the highest (you might reach that goal more quickly). If your line in time management, for example, is at a “4”, ask yourself, “what would it look like or what would I be doing in this area if I had marked a “10”? Your answer becomes the goal, and the gap between the 4 and the 10 represents the opportunity for improvement – getting from where you are to where you want to be. Then, write down the actions you will take to close the gap. Breaking the goal down into small parts helps, since the reason many people don’t achieve their goals is that they seem so overwhelming.

The wheel can also be used periodically to check your progress on the goals you set, and to help you “raise the bar” for yourself as you continue to achieve.

Many of the circumstances that seem to block us from achieving what we want may only appear to do so based upon the assumptions that we carry around with us. Try using the wheel or another type of assessment to identify the best of “what is” to pursue possibilities of “what could be.”

JOB PERFORMANCE WHEEL



Directions:

Seeing the center of the wheel as 0 and the outer edge as 10, rank your sense of satisfaction with the above aspects of your job by drawing a straight or curved line to create a new outer edge. If a label does not apply, replace it with a more appropriate label.

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