



LIGHTHOUSE LEADERSHIP

GOAL SETTING:
From "Goal Setting"
to "Growth Getting"

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WHY ARE GOALS SO DIFFICULT?

Only **8%** of people
who set goals will
achieve them

(University of Scranton Study by
Dr. Norcross, Ph.D.)

[News.Scranton.edu/articles/2021/01/fac-norcross-stories.html](https://news.scranton.edu/articles/2021/01/fac-norcross-stories.html)

1. GOALS REQUIRE TIME AND PREPARATION

Time vs. Time Management

- Make a plan
- Create a Priority List vs. To-Do List
- Start Early
- Breakdown tasks into smaller portions
- Delegate Tasks
- Set deadlines

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WHY ARE GOALS SO DIFFICULT?

2. GOALS REQUIRE US TO EVALUATE OURSELVES AND OUR ABILITIES

Are we living up to our full potential?

"A goal is the first step from turning the invisible to visible"

–Tony Robbins

**When we train our minds to work towards something we want, it
becomes an essential part of our identity.**

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WHY ARE GOALS SO DIFFICULT?

3. GOALS ARE NOT INSTANT GRATIFICATION

People will give up what they want most for what they want now.

Instant Gratification is human nature.

Delayed Gratification is harder, because it's something we have to learn.

Use a Commitment Device to help you not give in to immediate urges.

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WHY ARE GOALS SO DIFFICULT?

4. GOALS REQUIRE MORE EFFORT THAN WE REALLY WANT TO GIVE

One main reason is lack of motivation.

Motivation follows action.

Your daily standards will set the basis for changes you want to make.

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WHY ARE GOALS SO DIFFICULT?

5. GOALS REQUIRE US TO BE VULNERABLE AND STEP OUTSIDE OUR COMFORT ZONE.

Our comfort zone isn't really about comfort, it's about FEAR.

Zig Ziglar
interprets FEAR
in **TWO** ways.

F=FORGET
E=EVERYTHING
A=AND
R=RUN

- OR -

F=FACE
E=EVERYTHING
A=AND
R=RISE

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WHY ARE GOALS SO DIFFICULT?

HOW DO WE STEP OUT OF OUR COMFORT ZONE?

- Know what is out there -
- Get comfortable with being uncomfortable -
 - Take baby steps -
 - Learn from failure -
- Surround yourself with risktakers -
- Be honest with yourself when you start to make excuses -

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WHY ARE GOALS SO DIFFICULT?

Setting Goals is the foundation of all improvement performance. Without Goals, you are NOT going to know the full impact that you can make.

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WHY ARE GOALS SO DIFFICULT?

What Do *YOU* Find To Be The Most Difficult
Aspect Of Setting Goals?

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WHY ARE GOALS SO DIFFICULT?

"Give me a stock clerk **with a goal**, and I'll show you a man who will make history. Give me a man **without a goal**, and I'll show you a stock clerk."

-J.C. Penney

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SMART GOALS

- **It's time to set goals when you want to make changes more than you want things to stay the same**
- **Goals plus action plans increase your chances of success**

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SMART GOALS

S = Specific

M = Measurable

A = Attainable

R = Resourced

T = Target date

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SMART GOALS

- **Visualize your goal**
- **Make your goals specific and measurable**
- **Make your goals challenging but realistic**
- **Understand the cost of reaching your goal**
- **Reward your effort, even if things didn't turn out as expected**
- **Be sure your goals are in agreement with your values**

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SMART GOALS

- **Believe in yourself**
- **Think positive thoughts**
- **Welcome challenges**
- **Be flexible to change**
- **Start small**
- **Start now**
- **Focus on rewards**
- **Take pride in accomplishments**

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THE "GOAL SETTING" FORMULA

- 1. Identify Your Goal**
- 2. Identify the Benefits of Achieving Your Goal**
- 3. Identify the Obstacles to Overcome**
- 4. Identify the Skills & Knowledge Needed**
- 5. Identify Who / What Can Help You**
- 6. Create a Detailed Action Plan**
- 7. Set a Timeline (Deadline)**
- 8. Evaluate the Results**

THE "GOAL SETTING" FORMULA

Identify Your Goal

- **What specifically do you want to accomplish?**
 - **Write it down! Improves the encoding process**
- **What does the result look like?**
- **How do you define success with this goal?**
- **"Paint a Picture" of this goal.**
 - **Vividly describe your goal.**

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THE "GOAL SETTING" FORMULA

Identify the Benefits of Achieving Your Goal

- **What specifically do you gain from this goal?**
- **How does this goal impact your life?**
- **Is this goal part of your BIGGER plan?**
- **How do the results align with your growth?**

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THE "GOAL SETTING" FORMULA

Identify the Obstacles to Overcome

- **What specifically do you need to overcome?**
- **What are the REALISTIC obstacles that could arise?**
- **What gives you anxiety about this goal?**

If you fail to plan,
you plan to fail.

---Benjamin
Franklin

THE "GOAL SETTING" FORMULA

Identify the Skills & Knowledge Needed

- **What specifically do you need to know to achieve this goal?**
- **What skills does this goal require you to have?**
- **What do you need to learn to achieve this goal?**
 - **Unless you try something outside of what you've already mastered, you never grow.**

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THE "GOAL SETTING" FORMULA

Identify Who / What Can Help You

- Who can provide the skills and knowledge that you need to achieve this goal?**
- What group, organization, or agency can assist you?**
- What resources are available to you?**

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THE "GOAL SETTING" FORMULA

Create a Detailed Action Plan

- **Be SPECIFIC about the actions you will take.**
- **Answer the WHO, WHAT, WHEN, WHERE, WHY, and HOW questions.**
- **Include ALL steps of the formula into this plan.**

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THE "GOAL SETTING" FORMULA

Set a Timeline (Deadline)

- **Be SPECIFIC about the date on which you want to achieve your goal.**
- **Do NOT allow yourself to be vague on the Timeline.**
- **Test the timeline against reality.**

THE "GOAL SETTING" FORMULA

Evaluate the Results

- **Review your "Goal Setting" Formula for what DID Work and what DIDN'T Work.**
- **Explore the DIDs and DIDN'Ts.**
- **Reset your goal based on this new information.**

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THE "SMART GOALS" FORMULA

S M A R T

SPECIFIC

MEASURABLE

ATTAINABLE

RESOURCED

TARGET DATE

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THE "GOAL SETTING" FORMULA

You have achieved your goal!

Now What...?

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THE "GOAL SETTING" FORMULA

CELEBRATE!



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WHAT IS "GROWTH GETTING?"

WHAT is "Growth Getting" and WHY do I
need to learn about it?

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WHAT IS "GROWTH GETTING?"

In simple terms, "Growth Getting" is the
longest lasting impact:

GROWTH

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WHAT IS "GROWTH GETTING?"

**"Growth Getting" is about the GROWTH that
we experience when we set goals for
ourselves.**

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WHAT IS "GROWTH GETTING?"

- Goals have timelines (deadlines)
- Growth has NO Finish Line
- Growth develops our potential
- Growth creates momentum
- Growth builds our abilities

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WHAT IS "GROWTH GETTING?"

GOAL-ORIENTED MINDSETS
CAN LEAD TO FEELING LIKE
YOU'RE NEVER FULFILLED:
THERE'S ALWAYS MORE TO
ACCOMPLISH!

GROWTH-ORIENTED MINDSETS
OVERCOME THIS FEELING! IT
SHOWS WHAT YOU ARE
CAPABLE OF ACCOMPLISHING
AND MOTIVATES YOU TO
CONTINUE GROWING.

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WHAT IS "GROWTH GETTING?"

Growth inspires others:

- It can be contagious**
- It can show the path for those around you**
- It can be a catalyst for motivation**

WHAT IS "GROWTH GETTING?"

1. List your past three goals (**regardless of results**)
2. **Evaluate** the Steps of the Goal-Setting Formula
3. Determine what steps of the Action Plan **supported** the Results
4. **Apply** this information to future Goal Setting

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WHAT IS "GROWTH GETTING?"

List your past three goals (regardless of results)

- Three goals often can show a **pattern**.
 - Clarity of the goal
 - Mindset and understanding
 - Planning errors

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WHAT IS "GROWTH GETTING?"

Evaluate the Steps of the Goal-Setting Formula

- Were they specific?
- Were they detailed?
- What would you change based on the knowledge that you now have?
- What worked well with the plan?

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WHAT IS "GROWTH GETTING?"

Determine What Steps of the Action Plan Supported the Results

- What do you believe led to success?**
- What do you believe led to missing the goal?**
- What actions could you adjust for better results in the future?**

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WHAT IS "GROWTH GETTING?"

Apply This Information to Future Goal Setting

- **What will you start doing?**
- **What will you stop doing?**
- **What will you continue doing?**

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GOALS & LEADERSHIP

YOU MUST REMEMBER:

- It is very important that you understand the difference between a **TASK** and a **GOAL**. (Completing TASKS leads to achieving GOALS).
- Ensure that your team members understand the **EXPECTATIONS** around each Goal to avoid confusion (Ask the team member to restate the expectation to you)
- As the Leader, it is **YOUR** responsibility to **CHECK-IN** with your team on their progress towards goals (if you wait until the end, it's **TOO LATE**)

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THE IMPACT OF GOALS

"Everything that you want is **OUTSIDE** of your
Comfort Zone."

-John Maxwell

"What you get by achieving your goals is **NOT**
as important as what you **BECOME** by *achieving*
your goals."

-Zig Ziglar

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"GOAL SETTING" - "GROWTH GETTING"

THANK YOU!