



A Better Way to Set Goals

Anchor Your Goals in What Matters Most to You - Your Values

"You probably know the dismal stats. Over 90% of New Year's resolutions fail. Somehow, our good intentions don't stick. The reason is too often, we set resolutions based on what we think is wrong with us, instead of on our core values."

Marilyn Laverty

President, Teams On Target, Inc.

Values are formed early in our lives - they matter to us and they are great rudder that guide us through life's experience meaning.

Marilyn Laverty

Use Values to Set This Year's Goals

Values motivate us in ways the "have-to's" and "shoulds" can't. Here's a simple process to review your values and use them to set 2008 goals you will accomplish.

1. Get a stack of 3 x 5 index cards.
2. Write down your key values, one per index card (for example: excellence, honesty, balance, challenge, family, respect, health, etc.) For an extensive list of values from programs with our clients, see our website www.TeamsOnTarget.com and click on free productivity tools.
3. Sort your values by priority and pick your top three to five values.
4. Decide what two or three things you want to accomplish this year.
5. Reflect on how to move towards your goals through your values. Ask yourself, *"How will achieving this goal support my values?"*

Values can reframe your activities to be much more rewarding.

We all have those things we absolutely must do (but are not excited about). Step up your motivation by linking the activity to one of your values. Here is an example.

One of my role models for value-motivation is Steve Willie. When I worked with Steve, I was continually impressed with how he used what I considered to be a boring project to fuel his larger value of **autonomy** and his personal goal of **running his own business**. He never seemed to mind filing tax returns, reconciling bank statements or handling sales tax reports, because with each of these tasks, he would say, *"This is great. I've always wanted to run my own business and this will help me to learn that facet of the operation."*

*****:
Success Strategies 1
Set Goals that
Naturally Motivate You
to Action

*****:
When you have to do
things that aren't
intrinsically exciting,
use these steps:

1. **Link your actions to your values.** What can you take from this activity that supports something you really want to do? For example, remember when writing a grant proposal for your boss was a great experience for getting funding for your own project

2. **Start with the end in mind.** What's this going to look like and feel like when it's done? Keeping the end in mind can bring some excitement and energy to the necessity of taking the current small step



Success Formula:

- 1. Identify your values.**
- 2. Jot them down and place them so you can easily view them daily.**
- 3. When lying in bed, just before you fall asleep, enjoy the fulfillment of reflecting on all your actions today that were an expression of your values.**

Values in action create a life of fulfillment!

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P.S. Want help taking your team or organization to the next level of productivity? Call in the process improvement experts at Teams On Target

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If you're lifting weights and you'd rather be lounging, picture yourself being healthy and active later in life.

When your resolutions (i.e. "goals") line up with your values, you have a sense of accomplishment and fulfillment because you're acting on purpose...and next year, you'll be writing new resolutions instead of repeating because this year's goals are handled.

Contact the team of experts Teams On Target to support your 2008 values and goals. Customized team processes build employee buy in.

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Thank you for your executive coaching for the Marketing Department's annual goals. We finally have a well thought out plan that we all had a voice in building - it is working!

Nancy - Department Manager

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