



# REFLECTIONS



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## SETTING GOALS DAUNTLESSLY HOMEWORK FOR EPISODE ONE

Most goals seem entirely overwhelming when you look at the big picture. We get plagued by uncertainty, fear and nervousness when we look at any huge next step in our life.

*I want to move to California. How will I possibly pull this off? I don't have the money. I don't know anyone out there. It's too crazy. People will think I'm insane.*

*I want to join the Club Soccer league. I'm out of shape. I haven't played soccer in ten years. I'll suck ass and be embarrassed.*

*I want a job promotion. I'm nervous to ask. The Leadership team doesn't take me seriously. I don't have time to put together a big proposal. I don't even know how I should ask.*

### Mini-Goals

The answer? Avoid the noise.

A simple way to avoid the noise is to break your goal down into bite-sized steps, or mini-goals. By making a big scary goal much, much smaller, you're doing two things:

1. You're making it less overwhelming, and therefore, tackle-able.
2. You're giving yourself small wins along the way, which is so important for your continued dedication. Our psyche loves victories. We're all pretty much ego maniacs deep down, and we love to see ourselves win. So serve wins up for yourself. It'll keep you going. I promise.

Tackle each mini-goal with dedication, ensuring that you're focusing at least three times a week on that bite sized step.

## How to Set Mini-Goals

First, make sure that you have a fully defined overall goal. What is the end result – the big thing – that you’re shooting for? Once you have that clear vision, sharpen your pencil and write it out in detail. Annoyingly meticulous detail.

Use the S.M.A.R.T. method:

Specific – *target a specific area for improvement.*

Measurable – *quantify a benchmark of progress.*

Assignable – *specify who will do it.*

Realistic – *state what results can realistically be achieved, given available resources.*

Time-related – *specify when the result(s) can be achieved.*

Example:

Overall Goal: I want to grow my network.

Specific: *I want to grow my network on LinkedIn and within my local community.*

Measurable: *I'd like 10 new contacts on LI, and 5 new local contacts*

Assignable: *I don't have a team to collaborate with, so this is all on me.*

Realistic: *As long as I focus, I can get this done.*

Time-related: *I want this to be done within one month.*

Mini-Goals encompassing actionable steps and specific measures:

Over the next month, I will join at least two LinkedIn groups and log on at least once a week to engage in conversations. From these LinkedIn groups, I'll find at least 10 professionals to connect with. I will also attend at least two local business events in my area this month, and collect contact information from at least five individuals I meet. I will send them follow-up emails to build out a stronger professional network.

Your Turn:

What is your overall goal? \_\_\_\_\_

Now, define and brainstorm and define mini-goals using the S.M.A.R.T. model:

Specific: \_\_\_\_\_

Measurable: \_\_\_\_\_

Assignable: \_\_\_\_\_

Realistic: \_\_\_\_\_

Time-related: \_\_\_\_\_

Write out the full version of your own mini-goals:

Once you have done this work, you should already have a few mini-goals baked into your strategy. Now, you just need to pull them out and ensure that there are at least three things you can do this week to work towards your overall goal.

Write out the three things you can do this week to gain a skill, knowledge or practice towards your goal, using a chart like this:

ACTION YOU WILL TAKE THIS WEEK:	COMPLETED:

Once you've completed that step or action, celebrate with a check mark in the right column.

### **Accountability**

At the end of the week, review your initial goal, your S.M.A.R.T. breakdown, and your action items. Did you complete any steps? Did you take at least three actions towards your big goal?

Now keep it up. Rinse and repeat. Take three more actions next week. And the week after. Before you know it, you've accomplished your goal. Ain't that peachy? Don't you feel great? Go, you. You rock.