

THE EXTRA POINT

BY JERRY ROBERTS



1523 3 Months Into the Year: What Happened to Your Goals?

The calendar has flipped over to April, and with that the first quarter of the year is now history. For a large percentage of workers who take the time to create a list of goals, something else is also history — their goals. I'm Jerry Roberts, and today we'll talk about goals, a harsh reality attached to them, and strategy that goes along with it. That's coming next on The Extra Point.

Do you have a written set of goals for the year? If you do, that's good because it gives you a greater chance to achieve them.

There are no precise figures as to how many workers have written goals. I've seen numbers as low as 3%, and as high as about 40%.

There are also fairly broad estimates as to how many people with written goals, abandon them within a few weeks or months of a new year. So, I can't tell you how many, just that it's a significant percentage.

The reasons for finding that your goals are cooked relatively soon after creating them are factors such as lack of accountability, poor or inadequate planning, unrealistic goal setting, loss of initial enthusiasm, and priorities that have shifted.

You can add on the challenges and demands of daily life, or perhaps an illness, causing people to lose sight of their original intentions.

Life seems to conspire against us, distract and derail us, causing us to veer far off course. We may even feel a twinge of embarrassment when we realize our lack of progress.

We tell ourselves that we'll regroup and go after our goals again. Unfortunately, more often than not, we don't.

A lot of people leave the story right here. Their goals are on the scrapheap, their confidence has taken a hit, and they've lost traction. If self-employed, they may worry if their business will be adversely impacted.

If they work for someone else, there could be fear that their boss will come down on them, or even consider replacing them. In any case, what can we do to turn things around?

Here is a quick plan to get back on track. Let's assume the priorities are still the same, that things just got away from you and you're ready to get going again.

Step 1. Do an assessment to figure where you are with the goals. Did you make any progress at all? Be brutally honest.

More brutal honesty. Analyze your situation and decide how much of the original objective is possible at this point. All of it, most of it, half, a third, or less. If you find that you can't reach a number you feel is accurate, get help to do it. You've got to get a realistic picture before you move on.

For our example, we'll say you can hit 60% of the original goal in the final eight months of the year. Math majors will tell you that you need to make up 7.5% of the goal each month, and you'll reach the goal by the end of month 12.

Step 2. Speed things up if you can. Doing 7.5% per month is fine, but what if something else happens and I fall just short? A different strategy could help me accelerate the process.

Remember, I need 60% of the original goal. If I double my expected output of 7.5% monthly to 15% and do that for two months, that's 30% — half of the total I'm going after.

Step 3. Keep your goals within easy access. Out of sight, out of mind.

Step 4. Lay out your steps every week, which will show the intentional actions you will take to make progress. Review week by week to make sure you're staying on course.

(Con't.)

The last thing isn't a step, it's an advisory:
Be flexible and don't beat yourself up if you fumble the ball.

If that happens, you simply retrace back to step one. Where are you in the overall picture? When you know that, hit the start button again.

Every successful person I know has fumbled at least once, and most have done so many times. The key is to recover from that, and get moving again as quickly as possible.

That's the Extra Point. Be responsible and make something good happen today. For 93.3FM, the Ray Gibson Show, and First Hawaiian Bank, I'm Jerry Roberts.

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