

Setting Compelling Goals

Creating development goals that are feasible, measurable, written and balanced is a challenging task for entrepreneurs. We are usually skilled at finding obvious business goals. However, when it comes to personal development, the task can be daunting.

To set useful and achievable goals requires some time and thought. An important first step is to quantify where in your life you can best set goals within this mentoring context. A quick interactive “Wheel of Life” exercise is available at <http://bit.ly/wHRO>. You can print out a wheel and start the goal-setting process.

There are two approaches to choosing areas for goal setting. Some authors argue that you should work to increase your strengths, and focus on those. Marcus Buckingham argues passionately for the wisdom of a strengths-based approach to life. Others would have you focus on an area that you have been neglecting to bring your life back into balance. Stress from neglect can ‘leak’ onto the happiness you’re trying create in another area. Whichever approach you chose, do so with intention.

The Pyramind

Your goals are the visible crown of a pyramid of beliefs. Strong and effective goals are grounded within the belief system that supports them. Your values are your feelings, desires and



underlying purpose that provide drive and energy. Along with principles they govern your life, decisions, and priorities. If you set goals that conflict with this system, you are very likely to fail and may even harm the quality of your life if you do achieve them.

Also be sure to think about the roles in your life, and how they show up in your wheel. This can help you chose the area that will provide motivating and powerful goals.

Sharing these key insights with your mentorship partner will provide important context for the goals you chose, and how you can be challenged as you work to increase the happiness in your life with goal setting and accountability.

Together, you can talk about obstacles (and how the mentor might help reframe those) and rewards to motivate you!

When setting your goals remember to be SMART: specific, measurable, actionable, realistic, and timed.