



## How to Reach Your Goals

We know from research and practice that those who commit to pursuing goals immediately following a feedback experience are much more likely to capitalize on their strengths and set a productive path for growth. There are three strategies that need to be fully utilized in any intentional effort to learn, grow, and change:

1. *Seek challenging assignments.* You will need to practice the skills and behaviors required to reach your goal—and practice them in situations that matter. You are most likely to find these opportunities for real-time practice in the challenges in your current job or in new assignments you seek out.
2. *Seek training for targeted skills.* You can benefit from formal training in specific areas clearly linked to your development goals. In fact, this is one of the best times to consider a training program—you will be motivated to apply what you learn in the program because it will bring you closer to your development goals.
3. *Seek developmental relationships.* You increase your chances of reaching your goals if you don't try to do it alone. You will need to identify people whom you can learn with and through—and enlist their help.