

## Key Point Summary

CCL has identified three main reasons why goals fail to inspire and motivate change:

1. The goal isn't valued – you haven't committed your mind *and* heart to the goal.
2. The goal isn't specific – your goal is too broad and overwhelming.
3. The goal isn't supported – you don't have someone to be your coach, cheerleader, or mentor.

When setting a goal, it's crucial that you motivate both your mind (what you think you should do) and your heart (what you value). If you bring both into the picture you're more likely to arrive at goals that are meaningful to you and that you can achieve. To bring your heart back into the goal-setting process, examine how your goals align with your values – the underlying life principles you believe are important. There's little motivation for success if you don't connect your goals to your values.

Of course, to make all this work you need to know exactly what your values are. How do you spend your time and energy? What are you passionate about? What do you need to do more of? What should you cut back on? What is missing? CCL suggests looking at five areas of your life – career, self, family, community, and spirit – and considering how in each of those areas you are living out your values. Gaining this perspective will give you some ideas about what you might like to change or improve.

At this point you're ready to cast those ideas into the form of a SMART goal. A SMART goal is specific, measurable, attainable, realistic, and timed. After drafting your SMART goals, you can take action to achieve them. Plan how you can break your goals

## Setting Your Development Goals

into small, specific steps that will move you in the right direction. Ask friends, family, and co-workers for their support as you work toward your goals. Revisit your goals at regular intervals to make sure you're on track and to re-energize your efforts.

Choosing and planning your goals is hard work. It takes time. It takes commitment. The rewards, however, are great. By aligning your head with your heart you will set meaningful, attainable goals that will help you make progress toward what you truly value in your life.