

September 10, 2008

*Most people set goals on January 1<sup>st</sup> for the year. By mid year, goals are many times a distant memory, lost in the day to day hectic pace and challenges. How about thinking about those goals in a different way? It is now 100 days and counting until the end of the year. How will 2008 end for you? September 22nd is an important date as it marks the 100 day countdown of 2008.*

*With that in mind, I have put together a number of questions as food for thought for you to consider as you progress toward the end of this year:*

- 1. What specific results have you achieved so far this year?*
- 2. Are you healthier, wealthier, and wiser?*
- 3. Are you winning, losing or just holding ground?*
- 4. What results are you committed to achieve by the end of the year?*
- 5. How have you grown and what have you learned this year?*
- 6. Are you actively pursuing what's most important on a daily basis?*
- 7. What habits or behaviors do you need to change to ensure better results?*

*As you evaluate the answers to these questions, are you happy with what you see? Do you need to refresh your goals and develop action plans to solidify your thoughts. Because when it comes to the last 100 days of the year, every day and everything you do counts.*

*To get you started, here is a great article about goal setting that mirrors my philosophy and should give you added food for thought.*

---

### **The Journey To Success** by Mary Owens, Managing Partner of Black Diamond Associates

Have you ever wondered why some people seem to achieve so much? How some people have an uncanny ability to get just what they want out of life? What are they doing that you're not? The difference between dreaming great dreams and achieving great success is the written word or perhaps the "written goal." If you are serious about achieving the success you have always dreamed of, begin your journey today.

Where should the journey begin? The answer may be found in the goal achievement process. Although people are goal seekers by nature, they are not goal setters and goal achievers by habit. The person that identifies the things most important to them and takes specific action to close the gap on those things will accelerate their success. That is what the goal achievement process is all about.

The key to unlocking the goal achievement process is as easy as driving a car, once you learn how! When you learned to drive a car, you followed basic steps that were conscious actions. Today, the steps to driving are habits – unconscious actions. Goal achievement is no different.

How can you move from being a goal setter to a goal achiever? The answer is by following five proven steps. Are you willing to take a risk by applying these five steps to your goals and make the move from being a goal setter to a goal achiever?

The **first step** critical to successful goal achievement is to have written goals. If a goal is not written it is merely an idea with no power, commitment, and motivation behind it. But just writing the goal is not enough. The goal must pass the "SMART" test. It must be Specific, Measurable, Attainable, Realistically high, and have a Time for accomplishment.

But being SMART is not enough. Through years of experience working in corporate America I understand there is one more thing. One year, I had 38 "SMART" goals tied to my performance review and bonus. Although most of these goals did pass the "SMART" test there was something missing. The problem was they were not MINE and hence were not personally meaningful to me. As a business coach, I ask my clients to put their goals to one more test – the SMARTY test with the "Y" being "Yours." If you go to the trouble of setting a goal that is not yours, it will have little meaning to you and therefore, less likelihood of success.

The **second step** is to visually imagine your goal accomplished. Visualization paints a powerful picture in your mind and moves your dreams from thought to reality. Through visualization you bring your mind, body, and spirit together to effectively achieve those dreams. Teamed with visualization is motivation.

The key to motivation is determining WIIFM (What's In It For Me). By listing all the rewards and consequences of achieving (or not achieving) your goal, you will have a clear picture of why this goal is important, and it will keep you focused on the most difficult day.

The **third step** is to identify all the possible road blocks that could stand in the way of you achieving your goal. List EVERYTHING that comes to mind and never stop until you have at least six identified! Then brainstorm on all the possible solutions.

Remember - there is always more than one solution to an obstacle. Do not stop until you have listed at least two for each obstacle.

The **fourth step** is to turn your brainstorming into real actions. Now that you have a clear picture of all the things you "could" do to close the gap, you can decide which are the "best" ones and set very specific actions with due dates. In this process, you have broken that bigger goal into specific actions that can be accomplished one step at a time. Keep your plan updated checking off each step as it is completed.

Not only will it move you closer to your goal, but you will feel that sense of accomplishment with each completed step.

**Finally**, when you have achieved your goal, take the time to enjoy the satisfaction of having achieved it. Be proud of your accomplishment and share your success with others. If the goal was a significant one, or one that you had worked towards for some time, take the opportunity to reward yourself!

By following these five simple steps you can and will discover that the key to success is easy. Now turn these steps into habits by repeating them while achieving more and more of your goals. Through this process you will develop goal achievement habits that will lead you to achieving unlimited success in every aspect of your life!