

INTERNAL AUDIT BASICS COURSE

Goal Setting *With Purpose*

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moxiepartners
You Achieve.

Objectives

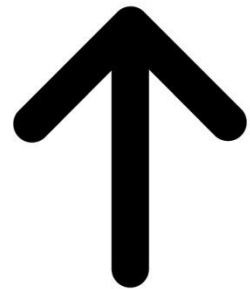
- Discuss goal-setting challenges
- List 3+ ways to create goals
- Describe “s.m.a.r.t.” goal-setting techniques and ways to improve upon them

Goal-Setting: YOUR CHALLENGES

- What is your biggest challenge or frustration when it comes to setting or planning your goals?
- What is the biggest challenge, barrier, or frustration that has prevented you from achieving or staying on track with your goals in the past?
- What is your biggest question about how to set, plan, or achieve goals?

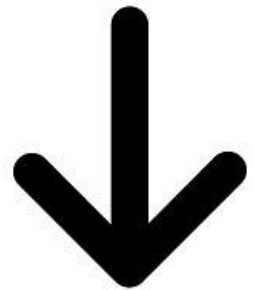
Bottom-Up Approach

- How am I currently spending my time?
- What are my current obligations, responsibilities, “to-dos”, etc.
- How can I capture these?
- Once captured, how will I review, prioritize, and schedule?
- How am I doing? (review of time uses)
- What goals am I achieving?



Top-Down Approach

- Why am I here (on this earth)?
- What is my purpose? What are my convictions? What is my vision?
- What roles help me fulfill that purpose?
- What goals help me fulfill such roles?
- What current, daily, weekly, quarterly, etc. actions help me complete milestones and achieve such goals?



Left Brain v. Right Brain



Why does it Matter?



To Do Lists



Best Practices in Goal-Setting

- Create your mission and uncover your values/convictions before you create your goal(s)
- Link goals to a vision
- Start with the end in mind
- Give it a **FUNKY** name

“Before you begin scrambling up the ladder of success, make sure that it is leaning against the right building.”

- Steven Covey

What is your Vision?

■ Describe success

- What does success mean?
- Where does success bring the team and individuals?
- How will we celebrate?

■ Make it emotional

- How do you feel?
- How will we continually remember it?

Self-Integrity Bank

- I set out to do something.
- I do it or I don't do it.

Fill in the Blank – Famous Quotes

**“Everything that has a beginning
has an _____.”**

- The Oracle, Matrix Revolutions

**Without a deadline, a
goal = _____**

Learn Spanish
Get married
Win the lottery
Sail around the world
Clean the garage
Change AC filter
Research NFP BOD
Get a date



Names

- We have never specified long-range goals on an urgent time schedule, or managed our resources and our time so as to insure their fulfillment.
- If we are to win the battle that is now going on around the world between freedom and tyranny, the dramatic achievements in space which occurred in recent weeks should have made clear to us all, as did the Sputnik in 1957, the impact of this adventure on the minds of men everywhere...

Names

- In order for states to receive federal funding, all teachers must be "highly qualified"
- Schools identified as needing improvement are required to provide students with the opportunity to take advantage of public school choice no later than the beginning of the school year following their identification for school improvement.

SMART Goals

■ S _____

■ M _____

■ A _____

■ R _____

■ T _____

Some Considerations

- Clear Documentation
- Accountability / Focus
- Inspiration
- Repeatable
- PURPOSEFUL

Goals

“Did you know? Only about 3 percent of adults have clear, written goals. These people accomplish five or ten times as much as people of equal or better education.”

- Brian Tracy, *Eat That Frog!*

Commitment

Commitment comes as the result of choice, not conditions. Far too many people think that conditions determine choices. More often, choices determine conditions. When you choose commitment, you give yourself a chance for success.

– John Maxwell

Focus

“There is one thing we can do, and the happiest people are those who can do it to the limit of their ability. We can be completely present. We can be all here. We can ... give all our attention to the opportunity before us.”

- Mark Van Doren

Routines

“The power of rituals – precise, consciously acquired behaviors that become automatic in our lives, fueled by a deep sense of purpose. They reduce our need to rely on our limited conscious will to take action.”

- Jim Loehr, *The Power of Full Engagement*



Short Quiz

People are habitual creatures. We pick up habits as early as:

- A.) 0-2 months old
- B.) 3-6 months old
- B.) 6 months-5 years old
- C.) None of the above

Goal Setting and Achieving

- Without VISION, we don't know where our goals are taking us.
- Without ROLES, we don't know who should be helping us achieve our goals.
- Without a TEAM, we can only achieve individual goals.
- Without FOCUS and DISCIPLINE, we have no chance.

Personal Scorecard / Daily Review

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