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Our Monthly Newsletter



GOAL SETTING IN UNCERTAIN TIMES

by Pauline Weddell

For many, events over recent months have left a big question mark over if and how to set goals in this climate. Whilst many people are setting career goals as usual, others are choosing to take each day as it comes. For others, goals have been set over a shorter period than usual. And, for some, goals this year are more internal looking, such as being more present, connected or intentional.

Ultimately, we set goals in line with what's best for us. Whatever our approach to goals or intentions, we typically set goals to be where we wan to be, feel how want to feel and create something important and meaningful to us. They give us a degree of control and responsibility in the present time and also for our future, even during uncertain times.

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HOW TO SET GOALS



How to set Goals

I've spend my career helping teams and individuals to set their goals in my roles as a HR professional and career coach. Here are my tips as to how you can set goals that stick and create the outcome you really want, regardless of what's going on around you.

1. Take full responsibility

Whilst many line managers and organisations are very good at supporting career development, similar numbers lack the relevant resources or inclination to do so.

However good or bad your boss or organisation, ultimately you create and drive your career success. Only you know what ultimately you want and don't want and what works best for you and doesn't work for you. Moreover, your boss/organisation does not have an investment in your future or have to sit with the consequences at a later date. Taking ownership of this process keeps you firmly in the driving seat.

2. Get clear on your vision and connect with the goal.

Without any kind of vision, we can lack any clear direction. Yet, when we give ourselves permission to create a vision for our life beyond job titles and salaries, we start to open up our thinking and connect with what's really important to us.

And, when we visualise something vividly and often enough, our brain thinks it's real and starts to create a new neural pathway to get us there.

Check-in with your values here too. Knowing your values can help you set goals, make decisions and take action with trust and confidence, aligned with your true self.

Also get clear on your strengths. According to research by Gallup, people who use their strengths daily are six times more likely to be engaged, productive and happy at work and less likely to experience stress or anxiety. Knowing your strengths - what you're good at, you enjoy and what energises you - can help you set goals and take intentional action for a happier career and lifestyle.

Want to know more about how we can help you or your organisation with goal setting? Then why not contact us for a free informal chat - Info@learntogrow.me or call 07976 028132
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