

Goal

Naming the goal creates the focus and clarity on what is to be achieved. The biggest barrier to goal setting is our need to be in control or be in charge, which often limits us in setting goals that we don't yet know how to achieve. In a team context this foundation step requires 'a meaning match', the goal has to be meaningful to the team, linking to their priorities.

Resources

Identify resources including internal strengths at the individual/team level like attributes, knowledge, experience as well as physical and external resources, e.g connections, people, tools, funding etc.

Obstacles

Name the challenges to overcome, identifying what is getting in the way or may get in the way of achieving the goal. This can include tangibles and intangibles e.g. others perspectives.

Way

This involves naming the key results needed to overcome the obstacles and achieve the goal, identifying engagement of resources including roles by strengths alignment.

Trust

This is the measure to keep on track as the work is carried out. This involves trust in the process, trust in the people involved to do their part in the work and the trust that others instill in us to undertake our role.

Higher

Review and adaption to lift potential. Higher involves knowing that goals are not achieved in a linear way, it allows for problem solving, support and ceasing of opportunities to constantly strive for a higher outcome.



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