

GROW Goals



Goal - What do you want to do? What is your ultimate aim?

Reality - Where are you now? What barriers prevent you from achieving your goal?

Options - What could you do? What resources can you access? What changes can you make to your behaviour to overcome barriers?

Will - What will you do? What are you going to change first?

CLEAR Goals



Collaborative – Who will you work with? Who are your supporters? Who are the stakeholders? Customers? Which employees and colleagues can help? Why do these collaborators matter?

Limited – When do you start? When do you stop? What geographical limits exist? What personal limits exist? Are you being realistic? How will you know when the goal is complete? Is the goal SMART? Is there anything that you should NOT do to achieve this goal?

Emotional – Does this goal serve your purpose? Does this goal feed your needs? Why are you doing this? Are you 100% dedicated to the goal's outcome? How will your goal affect the emotions of those you manage? How will this goal affect your personal direction and career plans?

Appreciable – What's the next, smallest, most-obvious action? What key performance indicators can you use for metrics? What key milestones exist in the achievement of this goal? What other goals will be accomplished on the way? What objectives can you stack and track?

Refinable – What information can you anticipate changing? What (beyond your control) could obstruct your goal? When will you revisit this goal to tweak it? What is most likely to go wrong? How will you adapt to the best-case scenario, worst-case scenario and most likely scenario?

Setting SMART-R Goals

SMART Goals	INDICATOR	MEASURE	TARGET	REWARD		
Specific, Measurable, Achievable, Results-oriented, Time-bound	Milestones and progress markers	Tools for evaluating progress and improvement	Performance metrics	Sustaining motivation and encouraging growth	↑	
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