

My Personal Strategic Plan

Step 4 -- Goals

"Without goals, and plans to reach them, you are like a ship that has set sail with no destination."

Fitzhugh Dodson, author and clinical psychologist

All successful organizations work from a strategic plan. Strategic plans help organizations focus on what they want to accomplish and the difference they want to make in the world. It is equally important for individuals to outline and periodically update their Personal Strategic Plan to stay focused on what they want to accomplish and what God wants them to achieve. This form is an aid to help you develop your Personal Strategic Plan. It accompanies a series of podcasts on SkipVaccarello.com.

Feel free to adapt this plan to your needs. More importantly, it should be simple and not become a burden.

This document will help you develop the fourth part of your Personal Strategic Plan – Your Goals.

Instructions

The following are instructions for developing goals for your Personal Strategic Plan.

It is best to formulate your goals after you have established your vision and mission statements and identified your core values. If you have done that work, your goals will become a natural outgrowth of your work and, more importantly, will lead to establishing your legacy and who you want to become.

What are goals and key results?

Goals are short-term objectives that will help you live out your core values and mission and lead to fulfilling your vision or legacy for your life.

Short-term means a 6-month or 12-month period and should be evaluated monthly or quarterly to see if you are on track or if your circumstances have changed and you need to adjust your goals.

Key results are your actions to accomplish and measure your success in achieving them.

Keep your Personal Strategic Plan alive.

After you write out your goals, don't just put them aside and forget about them, like many people do with New Year's resolutions. Review your goals frequently – perhaps monthly or quarterly -- to see how you are doing. At year-end, you might consider using a rating system like this:

1 = accomplished

½ = partially accomplished

0 = not accomplished

Don't get discouraged if you do not score all "1s". You might not have challenged yourself enough if you did get a perfect score. Remember, to become all that you want to become means that you likely must stretch yourself.

After you rate yourself, you may want to have a spouse or close friend review how you are doing. Knowing someone else will check out how you perform will help motivate you to reach your objectives.

To summarize:

- Make your goals relevant to your vision, mission, and values.
- Focus on what is most important now.
- Make them measurable.

What is essential is to make your goals work for you.

The following are two examples of sample goals. One might be for someone single and in college or beginning their career and curious about faith. The second is for an older adult who is a follower of Jesus.

These are only samples. Your job is to come up with goals that work for you.

Sample Goals – Young Adult

Goals and Key Results for 202

Score ____ out of 5 Goals

(Note: be specific for your situation.)

Spiritual—explore faith traditions and evidence for Christian faith, as measured by:

Score ____

- Gain an understanding of major faith traditions.
- Read the New Testament in the Bible.
- Read a book on the evidence for Christian faith (e.g., The Case for Faith or The Case for Christ) by Lee Strobel.

Family and Friends – deepen my relationships, as measured by:

Score ____

- Spend quality with my family members by talking or being with them at least ____ per month.
- Develop a deeper relationship with at least two colleagues with similar interests by spending quality time with each friend at least twice monthly.

Work—advance my career, as measured by:

Score ____

- Study and work hard at what I am doing by doing XXX and YYY.
- Meet or exceed goals as mutually agreed by my manager/mentor/advisor.

Fitness—weigh XXX by year-end, as measured by:

Score ____

- Maintain my physical shape by working out at least five days per week.
- Eat healthy – more fruit and vegetables and less junk food.

Finances—use my money well, as measured by:

Score ____

- Donate at least XXX to charity
- Increase my savings by \$XXXX by year-end.

Community – give back to my community, as measured by

Score ____

- Find a volunteer opportunity.
- Volunteer at least XX hours per month at YYYY.

Sample Goals – Older Adult

Goals and Key Results for 202_

Score ____ out of 5 Goals

(Note: be specific for your situation.)

Spiritual—grow closer to Jesus, as measured by:

Score ____

- Engage in prayer time and read the Bible daily.
- Attend weekly church services.
- Fast for 24 hours once per month.

Family—prioritize family, as measured by:

Score ____

- Deepen my relationship with my spouse and family by spending quality time together, including at least two weeks and three weekends with them away from home.
- Be home for dinner with my family at least five times a week.
- Enjoy a date night with my spouse once per week.

Work—advance my career, as measured by:

Score ____

- Be satisfied with helping my team and the organization achieve its goals for this year.
- By June, hire the two people we need to complete our team.
- Meet or exceed goals as mutually agreed by my manager.

Fitness—weigh XXX by year-end, as measured by:

Score ____

- Maintain my physical shape by working out at least five days per week.
- Eat three servings of fruit and vegetables daily.
- Eliminate soft drinks and reduce my intake of sugar.

Finances —a good steward of my resources, as measured by:

Score ____

- Donate 10% of my income monthly.
- Increase our savings by \$XXXX by year-end.
- Finish our estate plan by year-end.

Community – give back to my community, as measured by

Score ____

- Find my new volunteer opportunity by March and begin to serve in that ministry.
- Volunteer at least XX hours per month.

My Goals for 20__