

Goal setting sheet

WHEN	HOW MANY	REVIEWED
TEAM	QUARTER	SET WITH

1 Three goals, no more

each with a starting point, not just a target

COMPONENT	GOAL 1	GOAL 2	GOAL 3

2 The three conditions

check each before you commit

☐ They agreed to it after a conversation, rather than received it.

☐ They can see progress without asking anyone.

☐ They can actually move this number.

FORTY YEARS OF RESEARCH, IN FOUR LINES

Specific beats vague. A named number outperforms an instruction to improve.

Harder beats easier, up to a limit.

Commitment is a condition, not a bonus.

Feedback is required. A goal with no visible progress is the same as no goal.