



Oh no, this isn't working, I'm not reaching my goals...

Or: The power of seeing things for what they really are

Q1 is a wrap and it's the perfect time to look back and evaluate how far you've come towards where you want to go. It can be a moment of celebration but it can also be a moment of bitter realisation... If you're really honest to yourself, how is your goal fulfillment looking?

"If you're really honest to yourself, how is your goal fulfillment looking?"

I'm here today to tell you that seeing reality for what it is, that's a strength. In fact, it's a key success factor of high-performance leaders and a building block for reaching further, faster.

For the sake of the power of an easy example, let's take a Sales one: Let's say your goal is to sell 100 of product X by year end. If we break it down purely mathematically, you're supposed to at 25 be the end of Q1, right? (Yes, goal setting reality often isn't as mathematically straightforward as that, factors such as seasonality, vacations, etc. play in and mean smart goal setting is not equally distributed over the year, but you get the idea, I'm sure.)

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Going with the 25 as measure point, if you're at for example 10 it's not enough, it's just not going to take you to 100 on an annual basis (unless of course you know there's a deal coming in the next quarter that'll bring you to at least 50, but again, let's stay with the simple example). Clear as water. Seeing this bluntly and acknowledging it for what it is, is the basis for essential discussions; What happened? Why are you not there yet? Is there an outlook for change? How can you adapt your processes? Do you need to re-think your goal setting?

Let me put it the other way for perspective: I have been part of organisations where the opposite is favoured - brushing over and smooth-talking difficulties to move forward, pretending to be closer to goal achievement than really is the case, in effect meaning that reality never reaches the management level. To be fair, they may not even want to see it, encouraging painting the figures beautiful by covertly threatening those who don't. The problem with this approach is that no course correction is allowed or undertaken, and the consequence is that the annual goal slips further and further away. It becomes a hope, wishful thinking. It is striking that this type of thinking more often than not is one of the building stones of toxic cultures.

The decision is yours - who do you want to be?

A smart player who uses reality as a measurement for progress and allows it to be a basis for smart course correction? Or someone who puts there their hands over their eyes and hopes for the best?

What type of organisation do you want to lead? (PS this applies to one-man-shows too) One where psychological unsafely is fostered by undermining the truth and discrediting truth-sayers? Or one where honesty, adaptability and collaborative thinking are favoured as ways of growing and becoming better, together?

“The decision is yours - who do you want to be?”

You decide today.

And if you decided to play it smart and see things for what they really are my tip is to dare yourself some more.

After you have scrutinized yourself and radically evaluated where you are at, take a second daring step and answer the questions honestly and thoroughly: What happened? Are the impacting factors internal or external? Is there an outlook for change and what would that look like? And honestly: Do you need to re-think your goal entirely?

If you want an external, professional sparring partner to secure your way forward and really making sure you get where you want to go, let me know.

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