

### **The 7 WONDERS of Achievement by David Finney**

Was there a time when you once said 'one day I am going to .....

' and then didn't get round to do whatever it was you said you were going to? Maybe that day has now come; when we set ourselves goals we face an interesting dilemma: do we make the goal small that it can be easily achieved or do we make it so large that it feels too big to conquer? When facing a career or lifestyle crossroads, there are numerous things to consider.

There are 4 cornerstones to job satisfaction:

- Community – to feel that I am part of an interacting group
- Worth – to feel that I am heard, appreciated and valued
- Inspiration – to feel I am challenged and motivated into action
- Growth – to feel that I am continually learning and developing

Mark each cornerstone out of 10 in terms of your current job satisfaction. What are the ratings telling you about what you need to do or where you need to go? It's easy to forget the key principles of goal setting – even for those who are active in learning and development like trainers or coaches. In selecting and defining our goals we should observe the 7 Wonders of Achievement:

1. Everything starts with a **CONVERSATION** and so the quality of that conversation determines everything. That first conversation might be with a boss, a prospective employer, a colleague, a friend or a loved one; or maybe it's a conversation you need to have with yourself. *"What conversation are you not having now that if you were to have could have a significant and positive impact on your life?"*
2. Focussing on the benefits of the goal leads to a greater **COMMITMENT** and an unwavering determination to achieving goals. Patience, persistence and positivity can be a healthy mantra to add to the morning ritual. Abraham Lincoln experienced two failed businesses, a nervous breakdown and eight political defeats before becoming president of the United States in 1860.
3. An essential part of designing a goal is that it should present a **CHALLENGE** to the achiever. This is something trainers in The Coaching Academy will tell you a lot about on its coaching courses. If there is an insufficient level of challenge, motivation levels can dip; whilst if the goal is too overwhelming, panic can set in. So imagine a mid-point between 'Comfort Zone' and 'Panic' and ensure there is an element of 'stretch', so that you feel challenged although not overwhelmed.
4. The fourth wonder is the importance of visual stimuli and so a **ROADMAP** can aid navigation and provide landmarks to aim for. The insertion of rewards at each milestone can bolster motivation and increase the feel-good factor whilst breaking the journey into achievable chunks can reduce panic. Sometimes the path to the goal can be just as much fun as achieving the goal itself, if not more so.
5. Probably the most common appraisal and development tool in the corporate world is the **SMART** acronym. The goal should be specific; measurable; achievable; relevant; time-bound. No surprises here to include 'Smart' - the tool is a vital part of goal setting and acts as a great checklist.
6. The goal should be aligned to personal **VALUES** and also attuned to emotional needs. Without this alignment internal discord can weaken resolve and may lead to future conflict – internal and external. An example might be a person who values family time and chooses a career which involves frequent travel. Coach training courses at The Coaching Academy include a clear focus on goal alignment.
7. The greatest power a human being has is the **POWER OF CHOICE** and that we should never forget that there is nothing that we ever 'have' to do. You have the power of choice, doesn't it feel great?

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