



What is the long-term goal?

How will I benefit from achieving my goal? This question is very important and you must think as broadly and as deeply as possible. The answer will also help you to choose and shape the daily targets that take you towards your long-term goal. If there you want to achieve specific benefits you will automatically focus on the aspects of a task that are related to one or more of the benefits you want.

What are negative consequences of not achieving my goal? The answer to this question helps you gather your energy to work towards the goal, at the same time as the answers provide some reassurance if you are forced to downgrade your work on achieving the goal. You know in advance what's at stake and can thereby make more deliberate choices.

What will be easy and what will be difficult about achieving the goal? In many cases the inability to achieve your goals, whether they be development or business goals, individual or unit goals, is due to not predicting what will be difficult. Perhaps you simply avoid what is difficult and believe that the easy things will compensate for the difficult ones. Of course, this is not how it works. Answering this question creates preparedness for dealing with difficulties and also increases your awareness of these aspects. The effect is that you increase your chances and your opportunities for dealing with difficulties



How will you know when you have achieved the goal? Well, what will the “world” look like when you have achieved your goal? What do you “look” like now? What can you do that you couldn’t before? What have you succeeded in doing that you previously hadn’t? Your imagination is the only limit on how you answer this. And remember something: if you choose to develop a detail of your leadership as a long-term goal, such as talking to all employees in a developmental manner, you will benefit from this skill in every other context that involves people. Developing one detail often leads to a domino effect, which is why it is so important that you take the time to really think through the first question about the benefits to achieving the long-term goal.

When should the goal be achieved? Decide a date by which you will have achieved your goal. This is where you should use your temperament, i.e. the balance between being patient and being in a rush. If your intellect tells you it will take three months to achieve the goal, follow the part of your temperament that hurrying and decide on six weeks! The reason for setting a bold deadline is that you need to force yourself to really think through what you have to do to achieve your goal. Often, when you force yourself to think through how you achieve a goal, you realize that it’s not actually too difficult. But if you haven’t thought it through, everything is difficult and perhaps even impossible to achieve. And remember that no matter how demanding your goal, your success depends on what’s the essence of accelerated development: *defining and realizing daily targets*.