LEADERSHIP DYNAMICS

February 2016 Newsletter

Goal Setting and Motivation

Locke and Latham's Five Principles of Goal Setting

Dr Edwin Locke and Dr Gary Latham spent many years researching the theory of goal setting, during which time they identified five elements that need to be in place to achieve goals.

According to Locke and Latham, there are five goal setting principles that can improve our chances of success:

1.Clarity
2.Challenge
3.Commitment
4.Feedback
5.Goal Complexity

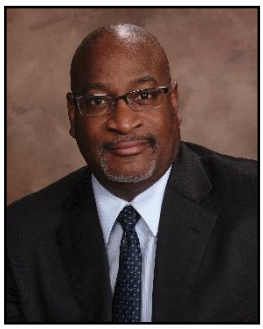
Let's look at the elements, and explore how you can apply them to your personal and professional goals and objectives.

1. How to Set Clear Goals:

- ❑ Write your goals down and be as detailed as possible. Use SMART, and consider putting your goals into the form of a personal mission statement.
- ❑ Think about how you'll measure your success toward this goal. What specific metrics will you use?
- ❑ Once you've set your goals, examine how it makes you feel. Are you excited? Does the challenge motivate you? If you don't feel strongly about the goals, you might need to clarify it or change it entirely.

What you get by achieving your goals is not as important as what you become by achieving your goals.

Henry David Thoreau, American author and philosopher.



2. How to Set Challenging Goals:

- ❑ Look at your goal. Is it challenging enough to spark your interest?
- ❑ Develop self-discipline. Add to your Personal Learning Plan, so that you have the persistence to work through problems.
- ❑ Identify ways that you can reward yourself when you make progress. Incremental rewards for reaching specific milestones will motivate you to work through challenging tasks.
- ❑ Before taking on a major goal, research it thoroughly. This will help you be realistic.

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3. How to Commit to Goals:

- ❑ Stay committed by using visualization. Use techniques to imagine how your life will look once you've achieved your goal.
- ❑ Remind yourself why you should work hard. Visualizing representations of your goal can help you stay committed, even when the going gets tough.

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4. Gaining Feedback:

- ❑ Schedule time to analyze your progress and accomplishments. Look at what has and hasn't worked, and make adjustments along the way.
- ❑ Use technology to track and measure your progress.
- ❑ Measure progress by breaking difficult or large goals down into smaller chunks, and seek feedback when you reach each milestone.

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5. How to Set Complex and Challenging Goals:

- ❑ Give yourself plenty of time to accomplish complex goals. Set deadlines that apply an appropriate amount of pressure, while still being achievable.
- ❑ If you start to feel stressed your goals might be too complex or unrealistic. Reassess both of these areas and modify your goals if necessary.
- ❑ Break large, complex goals down into smaller sub-goals. This will stop you feeling overwhelmed, and it will make it easier to stay motivated.

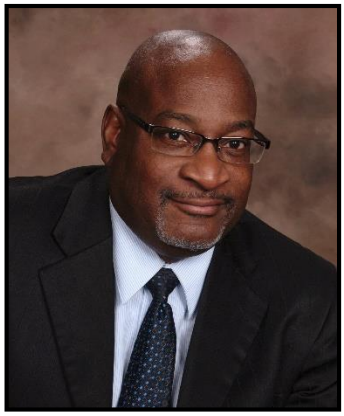
The greater danger for most of us isn't that our aim is too high and miss it, but that it is too low and we reach it."

~ Michelangelo

Complete List of clients, training, speaking topics, and coaching services, video demo, testimonials, and references are available at www.leadershipdynamicsllc.com.

Dr. Alex Garcia

INSTRUCTOR:



ALEX E. GARCIA, Ph.D., is a globally experienced leader, international speaker, performance improvement trainer and coach. He has worked with a diverse client base developed over 20 years including: The Department of Defense, Lockheed Martin, Kaiser Permanente, NOAA, NSA, Federal Law Enforcement Training Center, Sara Lee Foods, Social Security Administration and the CDC, to name a few. Dr. Garcia is also the Founder and CEO of Leadership Dynamics, a training and consulting firm specializing in leadership development. With a Ph.D. in Industrial Organizational / Behavioral Psychology, from Wright State University, Dr. Garcia has applied his education, expertise and experience to working with clients in the U.S., Canada, Europe, and Asia. He took his message to a broader audience when he released the audio series "The Mental Edge", which explores how the self-esteem and self-image affects professional and personal effectiveness. Dr. Alex Garcia is also an adjunct faculty member with the (OPM) Office of Personnel Management. Additionally, certified on a range of widely recognized programs and psychological assessments including Leadership and Conflict Management Coaching, 360-Degree Feedback Coaching, California Personality Inventory (CPI), Emotional Intelligence, Disc Behavioral Styles Assessments and Project Management, to name a few. Dr. Garcia has trained, spoken to, and taught leadership and management skills to leaders of business, government, and education, and has built a reputation for providing passionate, energized and enthusiastic speaking and training sessions.

- Client list, video demo, testimonials, and references available on leadershipdynamicsllc.com.

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