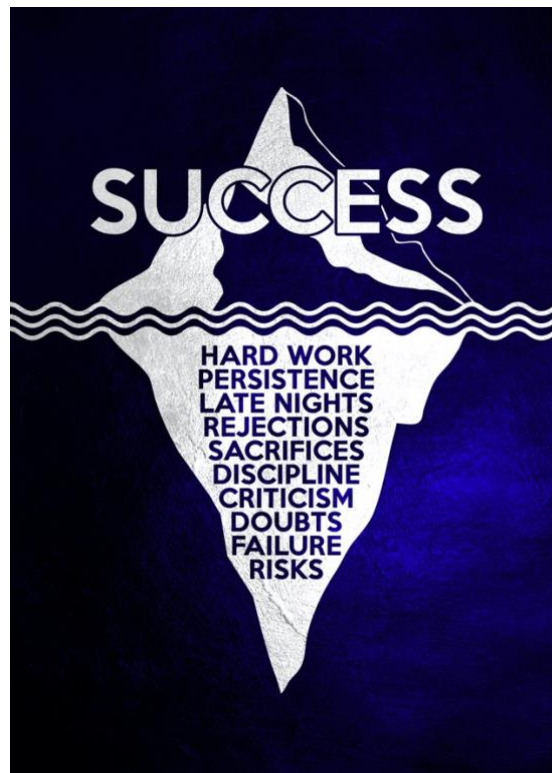




Become the Dentist Everyone Loves to Recommend

Well Formed Outcomes and STRONG goals



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How to set a goal

The secret to achieving I go lies in the preparation.

The better formed your outcome is, the more likely you are to achieve success.

The questions below will give you a framework to achieve your well-formed outcome.

Ask yourself a number of questions, write down the first thing that comes to mind, once the process is complete, reflect on the answers and allow your true goals to evolve. Goal setting is more effective if you have a coach helping you.

STRONG GOALS

6 key stepping stones

S = Starting place – Present state Use the resources <https://iodb.co.uk/self-evaluation/>

To be honest about your starting position, don't overdramatise and make worse, no need to down play, be honest and truthful with yourself.

T = Target – Desired state – use the questions below to guide you in the next 5 steps, to refine your goals and achieve a well-formed outcome.

R= Resources What do you need to achieve success?

O = Obstacles (potential and real) What will get in the way or trip you up?

N = Next steps – What is your plan of action?

G = Going – What do you need to keep going when the going gets tough?

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1. What do you want?

-  State exactly what you want?
-  State it in the positive Eg I want to be happy safe and well rather than stop being depressed and anxious.
-  What will that do for you?
-  What will you have instead, when you have achieved your goal?

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2. Evidence– How will you know you have it?

-  How will you know you have achieved it?
-  What will you and others see when you have achieved it?
-  What will you and other *hear* when you have achieved it?
-  What will you and others be saying when you have achieved it?
-  What will you and others *feel* when you have achieved it?
-  What will you and others *think* when you have achieved it?
-  What will you and others be *doing* / *being* when you have achieved it?

3. Context

-  When do you want the outcome?
-  When don't you want this outcome?
-  Where do you want the outcome?
-  Where don't you want this outcome?
-  Whom do you want to share this outcome with?
-  Whom do you not want to share this outcome with?
-  How long do you want this outcome to last?

4. Resources

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- 🎓 What resources do you need to achieve your outcome?
- 🎓 What do you need / not need in your environment?
- 🎓 What do you need / not need in terms of behaviours?
- 🎓 What do you need / not need in terms of capabilities and skills?
- 🎓 What do you need to learn, practice, Master?
- 🎓 What values and beliefs do you need and not need?
- 🎓 What sense of identity will support you or sabotage you?
- 🎓 What is the bigger picture, and for what purpose this goal?
- 🎓 Who, what, do you need to support you?
- 🎓 When and how much time needs to be prioritised?

5. Impetus and propulsion.

- 🎓 What's something similar that you have achieved?
- 🎓 What do you need to do to start this?
- 🎓 What do you need to do to maintain this?
- 🎓 What do you need to do to complete this?
- 🎓 What is under your direct control?
- 🎓 What can you or can't you influence?
- 🎓 Who can help, support, guide?
- 🎓 Who can motivate and provide accountability?
- 🎓 How are you going to measure and celebrate progress?

6. Ecology

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- ➦ How will achieving this affect your sense of self?
- ➦ How will this align / conflict with your beliefs, values, and purpose.?
- ➦ Who else is going to be affected by you achieving this goal?
- ➦ How are they going to be affected?
- ➦ What will you need to turn down and say "NO" so you can say "YES" to achieving this goal?
- ➦ What else could happen if you achieved this goal?
- ➦ How much is this goal going to cost in terms of time, money, energy and relationships?
- ➦ Is achieving this goal worth the time, money, discipline and effort required?

7. Positive by products

- ➦ What are the positive by products from your current situation?
- ➦ Which of these need to be preserved?
- ➦ How can these be preserved in the new outcome?
- ➦ What are the potential negative byproducts of achieving this goal, how can they be avoided?

8. Action plan

- ➦ What is your plan of action?
- ➦ What is your timeline, and how are you going to break it down into manageable chunks?

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- What are you going to do by when?
- Evaluation of progress- how and when are you going to evaluate your progress?
- Chunk size – what is the big picture and the small detail?
- Accountability – Who is and how are they going to hold you accountable?

If you want to discuss any element of your
aims, accountability, or attainment
with me, please get in touch Jane@IODB.co.uk.

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