

## Goal Mapping

Meaningful goals help us grow and move forward. One approach to setting goals can be viewed through Appreciative Inquiry (AI). AI is “the study of what gives life to human systems when they are at their best” Appreciative Inquiry was developed by David Cooperrider and Suresh Srivasa in 1980 at Case Western University. Aligned with this concept, we have identified four stages to mapping your goal.

Discover your goals.  
Dream about your goals.  
Design your goals.  
Deliver the reality of your goals.

### Discover Your Goals:

This first stage is an exploration of possibilities. Use these questions to help you discover the goal you want to focus on. Write down a few thoughts on these questions:

- What is important to me?
- What would I like to have that I do not have?
- When I am at my optimal, what am I doing, thinking, feeling?
- What might be a desired state; what do I hope for?
- How would I measure a success?
- What are my talents and strengths?
- What are the strengths of my resources?
- What burning desire do I have that will truly make a difference?
- Who would benefit when I achieve my goals?

### Dream About Your Goals:

Once you have identified some goals it is time to dream a little:

- What will it be like to achieve some of my goals?
- How will I feel?
- What will be different?
- What will others think?
- What will I be doing differently?
- How am I living my life?
- What are other people around me like?
- What success stories are being told?
- What will my mentorship relationship, or partnerships look like?

## **Design Your Goals:**

Build your success system using the “SMART” goal tool:

**S** - specific, significant, stretching.

**M** - measurable, meaningful, motivational.

**A** - agreed upon, attainable, achievable, action-oriented.

**R** - Realistic, relevant, reasonable, rewarding, results-oriented.

**T** - time-based, timely, tangible, trackable.

Ask yourself:

- What milestone dates do I need to set?
- What support do I have and need?
- What changes do I need to make?
- What strengths do I have to achieve these goals?
- What resources will I need to achieve my goals?
- How will I measure my success?

## **Deliver the Reality of Your Goals:**

You now have goal clarity, you have explored possibilities, you have a clear path and now you need to take action.

- Practice with your mentor, partner, or in a team.
- Find the right opportunity
- Write out your plan or follow your roadmap
- Take action
- Celebrate your success
- Set new goals.

## **HINT:**

Utilizing an appreciative approach to any opportunity to any opportunity or challenge allows you to leverage strengths. Consider asking yourself the following questions when exploring or strategizing new solutions.

## **Coaching Questions:**

*What is working well that I could do more of?*

*What am I doing well and what can I learn from that?*