

R.E.A.L. Goals

Relevant

- Why is the goal important?
- Is this goal worthwhile?

Experimental

- What activities will lead to greater insight into reaching the relevant goals?
- What people, committees or projects are available to provide you with relevant experience to help you reach your goals?

Aspirational

- What will attaining this goal help you accomplish?
- What core commitment will this goal help you develop?

Learning Based

- Does the goal express an outcome that focuses on gaining capability?
- What key attribute will this goal help you develop?

Understand the Basics

Who: The direct manager and employee should collaborate to set meaningful goals.

What: Goals can often be about confidence and capability, in addition to performance. The manager and employee should discuss what the individual's capability goals are and how they connect to the organization's objectives.

Where: The discussion should take place in a private forum, away from disruptions.

When: Greater awareness increases the feedback loop where one identifies the REAL goal, experiments, assesses, and then adjusts or repeats depending on the results. The manager can check on REAL goals during weekly 1:1s.

Why: Goals aren't always tied to performance, especially in mentoring relationships. Sometimes setting a timeline or measurable objective creates artificial barriers that are beneficial towards a person's development. Keep your goals developmental and your performance objective.