

What Are Your Coaching Goals?

What to Know

Setting goals is an important part of coaching, and the process of goal setting – not just achieving the goals themselves – is valuable because:

- the process causes you to think about what is important – including your purpose, values, direction, performance, and life satisfaction.
- it enables you to examine your choices, giving you control over where and how you spend your time and effort.
- you can develop a clear plan to achieve them.

The work you do with your coach will help you explore your options, get clear about what you want out of the coaching relationship, and assess what you need to develop and work on to achieve your goals. In other words, you can evaluate where you are now and where you wish to be.

What to Do

Answer the following questions.

Why did you decide to work with a coach and what are you hoping to achieve?

Specifically, how would you like your life to be different after coaching?

How will you make time for coaching and the process of achieving your goals?

Your coach can give you advice on planning, organization, and time management if you need it.

In this exercise, you will identify up to three areas you want to focus on during coaching. Your goals should be challenging and achievable (realistic).

Here are some tips to consider when writing down your goals.

- State goals as declarations of intention, not items on a wish list.
- Use clear, specific language.
- Start your goal statement with "To."
- Avoid using negative language, which is less motivating. Positive words are associated with a higher likelihood of success.

Here are some examples:

To achieve promotion to [role] by [date].

To develop my confidence to present a paper on [topic] at the [event] on [date].

To complete my [certification/degree/etc.] by [date].

Now, write down your goals. Your coach will help you rewrite them, if needed, and come up with a plan to achieve each goal. This is just the first step, where you identify your goals and how you'll know when you have achieved each goal.

Goal 1: _____

I'll know I've achieved this goal when: _____

Goal 2: _____

I'll know I've achieved this goal when: _____

Goal 3: _____

I'll know I've achieved this goal when: _____
