

JUNE 2019

# COACHING SKILLS DIPLOMA

MASTERFUL GOAL  
SETTING



COACH SCHOOL

## HOW TO USE THIS TEMPLATE

When your clients come to you, they will likely have a goal that they want to achieve in mind.

This is their Big Hairy Audacious Goal (BHAG). It may look like generating a certain figure in revenue, or losing a certain amount of weight, or gaining a promotion etc

This is usually where people get stuck.

So the FIRST thing to do with this guide is to work backwards...

The BHAG section is the middle section of the template, so you need to add the BIG PICTURE GOAL and the WHY to make the BHAG more meaningful for your client or team member. Working through these sections makes it easier for the client to stay engaged with the actions that are going to contribute to their success.

Sometimes clients discover through examining their Big Picture Goal and their WHY that the BHAG isn't the right vehicle to get them there. Be open to the BHAG changing to support their Big Picture and Why - this is what's MOST important to them.

Once you have worked through the Big Picture Goal, Why and BHAG, move onto the Sprints and Brainstorm sections.

Finally, examine what has to happen in what order ie do any of the tasks depend on other things to happen? Do any of the tasks need to be broken down further?

Then order them into a prioritised task list that keeps your client on track to achieving their goal!

**BIG PICTURE GOAL**

What do they want to FEEL once they have achieved the goal? Look to the responses to the Values exercise for this.

**WHY**

Get them to write down as many reasons as possible for having that Big Picture Goal and feeling. What will it allow them to do?

**BHAG - BIG HAIRY AUDACIOUS GOAL**

What is the BIG target that your client is shooting for? eg. \$10k months, 50kilo weightloss, athletic Personal Best, Promotion etc

**SPRINTS**

What are the smaller goals that will take approximately 90-100 days that will contribute to the BHAG? Wherever possible ensure that there is an element of their desired values connected to them

**BRAINSTORM**

What are all the tasks involved in the FIRST sprint?

**WHAT NEEDS TO HAPPEN IN WHAT ORDER**

Looking at all the brainstorm activities, use this space to work out any dependencies.

**STEPS TO GOAL**

Use this space to create an ordered and prioritised task list that keeps your client on target to their goal