



## Golden 3 Goal Setting Framework

The Golden 3 framework for goal setting works well in mentoring and can equally be applied in many aspects of business and life.

### Step 1. – Figure out your goals

1. For 5 – 10 minutes brainstorm/mind dump all your short, medium and long-term goals that come to mind, including dreams! Anything and everything for the different areas of your life.
2. Look through the list, sort and prioritize the goals, identifying which you would like to explore further.

### Step 2– Create three types of goals

#### Create Stretch Goals

Goals that are out of reach for you right now, very aspirational and are likely 2 – 5 years away.

#### Create Reach Goals

Goals that you have to take a few significant steps to 'reach', likely to be achieved within 3 – 12 months.

#### Create Habit Forming Goals

Goals that you would like to see become habitual behaviours. It takes between 21 – 60 days to form a new habit so I suggest you set the goal between 4 – 8 weeks

### Step 3– Create three phases for each goal

#### Phase 1.

The first step is often the hardest and countless projects fail because they were never started. The aim here is to just take a step. Make it very easy to achieve.

Examples: register for two networking events, look into potential training course on presentation skills, register a domain name on Go Daddy download a meditation app.

#### Phase 2.

Provides the 'meat' of the goal. The main action phase.

Examples: meet up with two executives, sign up and attend course, build a working version of the website, meditate for 10 mins each day

#### Phase 3.

Home stretch. Close the goal and unlock the new potential goals

Examples: Send e-mails to people you met and get feedback from networking events, deliver a presentation to staff, begin blogging on site, maintain new habit of meditation

**Note:** When writing goals remember to make them **SMARTER** - **S**pecific, **M**easurable, **A**chievable, **R**ealistic/**R**elevant, **T**imed, **E**nthusing and **R**eviewed