

# KACIK CONSULTING SERVICES

Helping Leaders, Individuals and Teams  
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## Professional Growth Articles



Forward



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### - START FRESH - OR START OVER

What to do with goals that didn't  
hit the target...

January 2021



### *Ahhh January...*

A new year with a new start and new goals.  
Everything looks shiny and new...or not.

For some, January and setting new goals for the year is a way  
to give you a fresh start. A lot of times, we unconsciously think  
about that fresh start as having a clean slate on which to build.



### JUMPSTART your year *with* the 5 ELEMENTS

Get your copy of Joy's  
complimentary 5 Elements  
Goal Writing Form to create  
a clearer pathway to your  
goals.

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form

ORGANIZING  
IS WHAT you do  
BEFORE YOU  
DO SOMETHING,  
so that when you do it,  
it's not  
ALL MIXED UP.



- A.A. Milne

But what if you haven't got a clean slate? What if you're starting from a place of some failure, be it big or small, or a target you didn't hit. Sometimes, that can leave you struggling to move forward and set new goals- or even know how to proceed from where you are. Maybe, that voice in your head is saying, "Why bother, you just messed up \_\_\_\_\_."

I was fortunate to have had a boss at one time in my life who set me straight on what to do next. I had a great idea and I worked hard to make it happen, and it didn't work. I failed miserably and felt defeated, discouraged and not proud of myself. Bob took me to lunch, and as we were waiting for our food, he said, "So what did you learn?" My response was probably something like, "Huh?" But he persisted. He made me lay out everything I had learned, good and bad. He made me list the pieces that did work. Then he asked me what I would do differently. Then he said, "OK, now you're ready to try again!"

That's actually a pretty simple formula for getting back on your feet to move forward:

1. What did you learn?
2. What was good? What did work and why?
3. What didn't work and why didn't it?
4. What would you do differently?

Sometimes the consequences, or at least anticipated consequences, are not pleasant. By doing this analysis and having the answers to these questions before you sit down with the boss, the committee, or whomever you answer to, can make the difference in how they deal with the failure. Presenting the failure with this information well-prepared is a much better alternative to being defensive and making excuses.

I once worked with a large organization who didn't hit their targeted goals for the year. They hired me to help them hit them better the next year. We went through some diagnostics of what happened and then I taught them the:

## The 5 Elements of Good Goals:



Complimentary  
No-Obligation  
Coaching  
Session

*Take Advantage of a*  
**COMPLIMENTARY  
COACHING  
SESSION!**

**Whether you are an  
executive, manager  
or early in your  
career, Joy will help  
you:**

Get clear on  
your goals and  
direction

Recognize  
and capitalize on  
your strengths

Think through  
complex and sticky  
issues

Re-examine  
your perspective when  
appropriate

Create a plan  
you can confidently

1. ***What is the goal?***
  - What will this goal accomplish, improve or fix?
  - Why is it a goal? Why is it important?
2. ***What is the measure of the goal?***
  - How many?/How much?
3. ***By what date is this goal to be completed?***
  - What are the intermediate steps and completion dates?
4. ***What is the measure of quality required for this goal?***
  - In other words, how will you know if it has been accomplished to the level of satisfaction that you require?
5. ***What is the anticipated (and presumably budgeted) cost of completing this goal?***
  - This includes all resources internal and external, materials, capital expenditures, additional staffing or hours, etc.

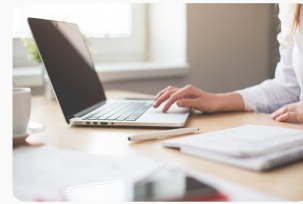
Most interestingly, when they looked at the diagnostic charts they'd created for each goal, it became almost instantly clear how each of the missed targets was due to one of the five elements being missed or not clear in the planning phase.

So take what you've learned, sift out what worked and save it. Take what didn't work and figure out what you might have done differently. (It is usually helpful to have input and feedback from others for a good analysis, as others will see things from different perspectives which often sheds light on things you might have missed being so close to it.) Then create a new plan and START OVER.

You may not have the luxury of a fresh start from a clean slate of accomplished goals from which to set new ones, but you can start over for potentially better success than you originally planned. Thomas Edison failed 1000 times in the process of inventing the light bulb. Failure is a part of invention. When you fail, think of it as part of the process to success, rather than judging it, in and of itself, as failure.

Do you have the persistence to keep starting over until you reach success? Great! Go for it and be among those who are recognized for their successes that were born out of failure!

embrace to move forward



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- Do It Skillfully!
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(Part I & Part II)
9. Leadership Skills
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Presentation Skills

## A Free Tool:

In this article, I've included a *free copy* of my 5 Elements Goal-Writing Form to help jumpstart your year. If you're viewing this article from a personal computer, the link will be in the sidebar on the right. If you're viewing the article from a mobile device, you can find the link by scrolling below.

## Why use the 5 Elements if we already use SMART (Specific, Measurable, Attainable, Realistic and Timely) Goals?

You need not abandon your **SMART goals**, which get at the heart of setting the **right** goals, but I do recommend, when you sit down to create the plan, that you use the **Five Elements**. Without clarity of each element, you will miss things critical to success and risk not hitting your target.

## Need Help?

Would you or your team like to gain a deeper understanding on how to write methodical, effective goals based on the 5 Elements? Reach out to me. Goal setting is a skill I teach often in organizations through short team workshops or individual coaching sessions. Looking at obstacles and formulating steps to achieve your goals is not easy. Sometimes, it's not even easy to identify these elements clearly. Quality and quantity often stump folks. **A short workshop with me will give you a much clearer understanding of what you really need to examine, questions and conversations that need to happen, and how to coordinate these goals to synchronize your team.**



11. Effective Time Management Skills
12. Running Effective, Time-Saving Meetings
13. Working Effectively With Your Manager
14. Networking - Opportunities for You Personally and for Your Organization
15. Transitioning Into Retirement
16. Get Them There Better and Faster; Coaching & Mentoring Skills
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18. Mediation Skills for Employee Conflicts

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Joy is a conference speaker, team and leadership development consultant, customized trainer and facilitator and a Certified Professional Coach with expertise in personal career coaching, job offer and salary negotiations and executive coaching.

As an Insights Discovery® licensed practitioner, Joy provides clients the added value of the Discovery® Portfolio of tools when working with individuals, teams, leaders and organizations to create inspiring visions for collaborative, cohesive teams to produce superior results.

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