

# Week 4: Creative Goal Setting

Don't judge your days by the harvest you reap, but by the seeds you plant  
-Robert Louis Stevenson

# Homework Review

- Last week you did a **scavenger hunt** about the school.
  - What did you learn about yourself and your group during that project?
- You also were to make a list of 5 '**goals**'
  - What were some of the things you came up with?
- You also should have taken the "16 **Personalities** Test"
  - What'd you get?

# YOUR PERSONALITY TYPE IS: CAMPAIGNER (ENFP-A)



What do you mean "life is being"? Are we living in the same place?

## MIND

This trait determines how we interact with our environment.



## ENERGY

This trait shows where we draw our mental energy.



## NATURE

This trait describes how we make decisions and cope with emotions.



## TACTICS

This trait reflects our approach to work, planning and decision-making.



## IDENTITY

This trait sets us apart from others, showing how confident we are in our abilities and decisions.



# Goal Setting

- Goal setting is often a fun **exercise**, but doesn't go much further than thinking about it, or writing them down.
  - You, as a **leader**, must determine what works, what doesn't, make adjustments, and continue on the path to your destination
- **Platitudes** are well and good....but we must go further
- HOW, WHAT, WHEN?!?!??

Platitudes like

“Work Harder, Do Better, Include Everyone, Play Better, March Better, Be more Disciplined”

# Your Lists

- |                                    |   |  |
|------------------------------------|---|--|
| 1. Have positive attitudes         | 1. Promote daily health (drink more water etc.)             | 1. Dust the trophies   |
| 2. Commitment to the organization  | 2. Positive reinforcement                                   | 2. All band members know at least 8 major scales                           |
| 3. Practice more outside of school | 3. Keep the band room clean/organized                       | 3. Vacuum Low Brass room weekly  |
| 4. Stay focused during class       | 4. Offer help   | 4. The more experienced players help the less experienced with their music |
| 5. Helping others around us        | 5. Make sure everyone is paying attention during rehearsals | 5. Make sure everyone has a pencil with them during band class             |

Trumpets - Percussion - Trombones

## Creative Goals are:

New - Different -Contemporary

Wanted or needed for the welfare  
of the group

Creative - Realistic - Relative

“If you don’t know where you’re going - you **might** not get there”

This is the essence of why we have goals.

Putting together an outline of goals doesn’t guarantee success.

There is much WORK to do from intention to outcome and a LOT of commitment and dedication are needed - this is where leadership comes into play!

# Case Study

A colleague was ready to embrace the power of his student leaders, so he went out of his way to plan a 5-day retreat to develop his team. The put together an INCREDIBLE mission statement. The laid out amazing goals. They assigned titles, and they celebrated their future.

NONE of it came to pass.

# WHY?!?!?

- They did not put **measurements** on their goals!
- Leadership is a verb. It requires **action!**
  - When a goal/action can be **measured**, it offers a personal desire to reach the next level
- You can't lead others until you lead **yourself**.
- You need measurements to get from intention to completion

Their goals were so general that no one could come up with ways to execute them.

Oftentimes leaders struggle with execution because we spent so much time being educated in concepts and strategy. We don't learn HOW to do anything!

You can't show the way if you don't know the way! Are you going to be a travel agent - or a tour guide!

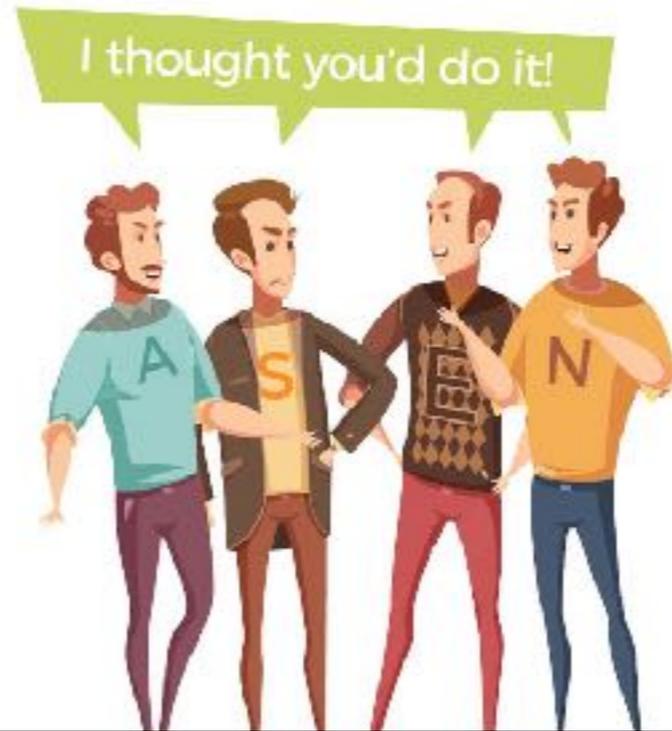
A mission statement is the WHY. Goal lists are the what/how. Only measurements tell us WHEN something must be done and allow us to evaluate our actions.

This is a story about four people named **Everybody**, **Somebody**, **Anybody** and **Nobody**.

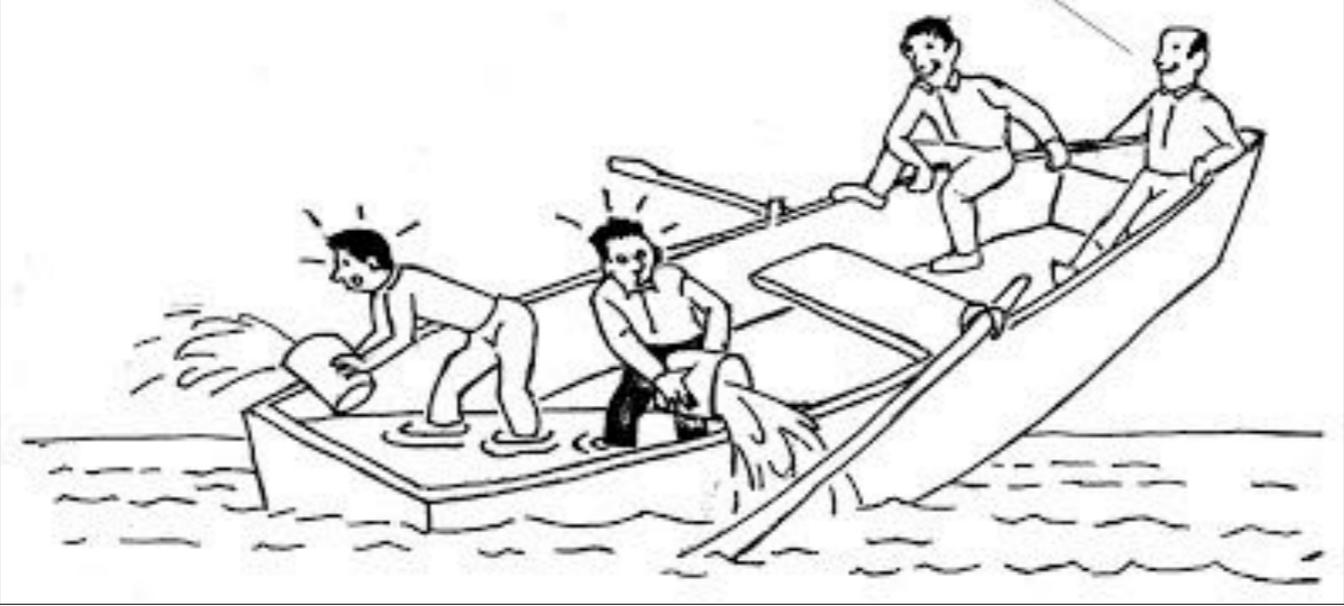
There was an important job to be done and **Everybody** was asked to do it. **Everybody** was sure **Somebody** would do it. **Anybody** could have done it, but **Nobody** did it. **Somebody** got angry about that, because it was **Everybody's** job. **Everybody** thought **Anybody** could do it but **Nobody** realized that **Everybody** wouldn't do it.

It ended up that **Everybody** blamed **Somebody** when **Nobody** did what **Anybody** could have done.

**Everybody,  
Somebody,  
Anybody,  
& Nobody**



Sure glad the hole isn't at our end.



# Relationship to Leadership

- We all have UPHILL hopes, but DOWNHILL habits
- Changes in behavior are VERY DIFFICULT
- Creative Goals offer
  - Road Signs along the way
  - A chance to measure yourself
  - A posturing of active leadership that models good behaviors for others - role model

We are infamous creatures for waiting to the last minute, procrastinating, delaying, denying, and then blaming someone else for a task not getting done

Road signs keep us FROM danger

Road signs show us the way

***I'm your best friend,  
I'm your worst enemy.***

***Be firm with me and I'll lay the world at your feet.  
Be lax with me and I'll cut your feet out from under you.***

***I can give you all the riches you ever wanted,  
or I can bury you in debt for a lifetime***

***I am perfect in carrying out your commands  
and I could care less what they are.***

***I am WHO YOU ARE,  
I am YOUR HABITS.***

“It’s not what you CAN DO.  
It’s not what you WILL DO.  
It’s what you DO DO that counts!”

Intrinsic motivation is fueled by accomplishment. Much of our motivation occurs AFTER we have succeeded. We love our paper after we’ve written it. We love our music after we’ve learned it. We like a class after we’ve taken it.

Inspiration comes from DOING. Thus - with definitive goals, you gain a sense of accomplishment by completing the smaller, self-assigned duties along the way.

## Creative Goals Must Be

- Pragmatic
- Realistic
- Measurable
- Time Sensitive

Pragmatic - actually solves a problem

Realistic - CAN be done by you

Measurable - You KNOW if you've completed it

Time Sensitive - You knew WHEN it will be done

# TREASURE HUNT!!!

In FIVE minutes

- Come up with 5 ways to make the band better using the creative goals 'rules' from the previous slide



There's treasure in this room - and it lives inside of each of you. :-)

The key is to go from intention  
To completion

# Homework

- Everyone pledges to FOUR worthy, measurable, **short-term** goals.
  - Next week we will report on our completion (or failure)
- Choose a partner who will hold you **accountable** (and vice versa)
  - Text them **DAILY**
- Read and complete 360 Degree Leadership **Challenges** 1-3.

4 Goals done by our leadership class is 400 achieved goals in a week!!!

# Conclusion

To Become a Solution-Driver Leader you must **CHOOSE**

- To focus on the solution, not the problem
- To Emphasize what is already working
- To set a stage of open communication and involvement
- To keep everyone Focused on the goal
- To Create energy and enthusiasm
- To Create and atmosphere of effective and efficient problem solving

1. A good leader focuses on the direction needed - not the reasons why not
2. Instead of pointing out what's wrong (obvious), find out what's good about the project and give it credibility to to make worth working on
3. We often just look for who we can blame for the current situation. Many might agree, but it serves no purpose in finding solutions. Open communication fosters an environment where others will get involved and help!
4. The mind will lead us in the direction of our dominant thought. We must picture high level achievement to realize it.
5. You must truly CARE for those involved. The secret to good leadership is that You choose your attitude each and every moment of the day. Positive enthusiasm is a must have for success.
6. Being a leader does NOT mean having all the answers. You are not responsible for every solution, answer, and/or outcome. That's FRUSTRATING. Meet every suggestion and idea with a genuine appreciation and use supportive communication as often as possible to affirm the VALUE of the person involved. You MUST maintain an open, honest, and safe environment for group problem solving.