

# Stretch Goal Worksheet

## CREATING A STRETCH GOAL

1. Write a goal that would be easy to accomplish.
2. Now write a goal that would be impossible to achieve.
3. Write a goal that is a mid-point between impossible and easy.
4. Now take that goal up a notch, make it a bit more challenging.

## DISCOVERING MOTIVATION IN SELF AND OTHERS

1. Why do you want to accomplish this goal?
2. What reward or recognition will you receive if the goal is achieved?
3. What feeling or emotions come up for you that make you want to resist taking on this goal?
4. On a scale of 1 to 10 (10 being high) how committed are you to accomplishing this goal? (if the commitment level is below 5 go back and re-set the goal).
5. What reward or recognition will your team members receive by accomplishing this goal?
6. How will accomplishing this goal benefit the organization?
7. How will it benefit your team?
8. Why might they resist this goal?
9. On a scale of 1 to 10 (10 being high) how committed will your team be to accomplishing this goal?

## COMMUNICATION PLAN

1. How will you share this goal with your team?
2. Will they resist taking on this goal? How will you respond to their resistance?
3. What are you personally willing to do to help accomplish this goal?
4. Will you ask for their input and involvement on how to go about accomplishing the goal?

## TRACKING PROGRESS

1. Is it possible to track progress on this goal?
2. What measure will you use to track progress?
3. How can these measures be displayed or shown to the team?
4. How often will you measure progress?



## RECOGNITION AND REWARDS

1. What can you do to recognize or reward progress on the goal?
2. Are there any rewards that are available?
3. Can you have any celebrations for progress on the goal?
4. Make a list of team members and indicate what kinds of rewards are most motivating to them?

## VISIBILITY

1. How will you share progress with your boss and others in the organization?
2. How can others help you make progress on the goal?

