



# How to Foster Resilience with Goal Setting

If you're like most organizations, you have company, team and/or individual goals. This is a smart way to achieve the necessary results. Clarify what is expected. Highlight what is needed to achieve "success." This is common practice. However, I want to focus on how goals create and build resilience.

Developing goals in times of challenge create focus and a sense of personal power. Rather than catastrophizing the issue at hand (i.e., the challenge, aka COVID-19), goals help us to focus on how to solve it.

I think sometimes there is a misperception that goals are to be developed on a yearly basis. They form the backdrop of expectations. However, a newly formed (anytime) goal can be a rallying cry. A mission. And give people a sense of purpose.

I remember a million years ago when I was leading a relatively large team (I think about 50ish) in corporate setting, we were going through *another* organizational/ structural change. As a leader and team, it would have been relatively easy to get caught spinning in the chaos of yet another change. So many unanswered questions that could ratchet up our anxiety. What would this change mean to us, to our work? What affect would it have on each of us? (You know that list of questions is LONG!) But those questions, while important, distract us from moving forward in a healthy and focused way. One that creates a feeling of power, not anxiety and helplessness.

So, back to goals. We had a mission for our team—one that kept us focused on the customer. Focused on the impact of the change, not to us, but to those we served. It was a daunting goal, to get a certain % of the company to participate in online learning (which at the time was novel—can you imagine!?).

We not only met the goal, we exceeded it. But as important as it was to reach that goal, the impact on the team was so reinforcing.

It created a shared sense of power. What we were capable of. Overcoming obstacles. Innovation. Creativity. Resilience.

Make those deliberate goals when you are faced with a challenge (either individually or collectively). But even more intentionally, discuss the lessons learned. How did the situation create capabilities and capacity? How will those skills and knowledge serve you or the team into the future?



## Key Take Aways:

1. Goals provide focus for overcoming challenges and obstacles
2. Goals create a sense of power and control for individuals and teams
3. The development and execution of goals can build resilience