FREE PACK · INSIGHTS

Goal-setting worksheet

Write what done looks like, pitch the stretch, make room for it, plan for the bad week and log progress.

1. Write the goal

What "done" looks like

The result, the date, and how we will both be able to see it. Would two people agree whether it has happened?

How hard is it?

Circle one. 1 = easily within reach, 7 = out of reach. Aim for a stretch you still believe in.

1 2 3 4 5 6 7

☐ A result goal (the outcome is clear and the way to get there is known) ☐ A learning goal (the work is new or complex: find and master the method first)

Line of sight

What is the team or organisation trying to achieve, and how does this goal help?

Making room

What moves down the list, gets handed on or stops, so this has time?

Check it

☐ Specific ☐ Measurable ☐ One named owner ☐ Realistic, and still a stretch ☐ Has a date

2. Keep it alive

Plans for the bad week

If… (what is likely to get in the way)	then I will…

How we will see progress before the end

A number, a milestone, something someone else will notice.

Help I need, and from whom

Progress log

Date	Where it is now	What we change

Agreed with

Date agreed

Does any of this sound familiar?

The organisations we work with rarely come to us asking for a survey. They come with something that is costing them money, time or people. These are the ones we hear most often.

MAKING MONEY

"We hire well on paper and still get it wrong in the role."
Personality, leadership and competency assessment matched to the job, so interviews test what matters and offers go to people who will perform. (FindingPotential)

"Our best people leave and we only find out why afterwards."
Exit intelligence in the leaver's final weeks: what was avoidable, who would come back, and what to change first. (LastOpinion)

"Leaders get feedback once a year and nothing changes."
Forward-looking 360 feedback that lands as development rather than judgement, with the actions built in. (FeedForward)

SAVING MONEY

"Too many new starters are gone inside a year."
New-starter surveys at the points the first-year leak opens, so you act at three months instead of reading about it at exit. (OnBoarder)

"References take weeks and tell us nothing."
Automated referencing with questions that predict, most returned within 48 hours. (ReferenceExpert)

"We run an engagement survey and the results sit in a drawer."
Engagement reporting down to team level in plain English, with the three moves each team's own people chose. (WinningFormula)

SOLVING PROBLEMS

"The board wants evidence on culture, conduct and speaking up."
A confidential always-on channel and a harassment-prevention audit that give you the evidence before a regulator asks for it. (SafeSpace)

"We publish an inclusion statement and cannot show whether it is true."
Inclusion measured at every stage from hire to exit, so you can see where the experience differs and act on it. (ED&I)

"We have the data and cannot turn it into a decision."
Twenty years of UK benchmark data and analysts who turn results into a board paper, not a dashboard. (Workforce intelligence)

Who we are

great{with}talent is a UK workforce-intelligence consultancy, founded in 2003. We help organisations hire better, keep people longer, improve leadership, strengthen inclusion and reduce workplace risk, with a connected set of tools that turn employee data into clear, fast action across the whole employee lifecycle. Independent, GDPR-compliant and Cyber Essentials certified, hosted on Microsoft Azure.

Not on the list? It will not always be. If you are working on something you think we might be able to help with, drop us a note describing what you are trying to do and we will come back to you.

On the list or not, let's talk.

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