



## **Setting Performance Goals Toward Realistic Planning**

Setting performance goals is essential in achieving your goals. This is where you put all the factors in place, to make sure that a general goal is achievable and doable. However, depending on what kind of goal is your general or ultimate goal, there are a few variations that you can use in setting the performance goals.

First is when the goal involves personal, professional, career or other choices that are in line with **“upgrading yourself”**.

If you’re working on your personal improvement, it is important that you come up with step-by-step procedure on how to achieve your major goal. This step-by-step procedure is to be broken down further into smaller steps, so that monitoring the progress of the minute detail plan is possible almost on a daily basis.

With each step, a set of performance or actions to be taken should be put in place. These steps or actions are needed to be assessed, updated and once in while revised. The logic is that, your goal, specific as it is, is bound to face some resistance.

The resistance can come in the form of some people who will be affected by your performance goal, or other entity. This is not to say, however, that your goal is something wicked, but it is only an acknowledgement that other people have also their own goals.

These conflicting interests can be beneficial in many cases. With your constant interaction with other people, you may come across with ideas that haven’t entered your realization earlier. The performance of these people, moreover, can be very beneficial to you. Their experiences might shed some light on things that continue to baffle you in the first place.

Your colleagues’ experiences in the workplace can be a rich source of knowledge in terms of performance assessment. Of course, you will not poke into their private lives even in informal talks, or even in jest, as they may reveal some development on their personal career.

### **Performance goal in the company**

If you’re an executive or officer of a company, part of your responsibilities will include setting performance goals. This work can be trickier than you might think because this would entail setting a performance for the company that the employees will accept as their own.

The connection and relationship between the company’s long term goals might not appear to compliments even the employees’ short term goals. The connection should be made apparent right from the start.

Just like your personal or professional goal setting, the process of setting performance goals for the employees should begin with the listing down of the company or organization’s need.

And if on the personal level, you consider it important to converse with yourself, how much more for the employees and the company that they are working with? This means that constant communication is important.

It is also important to note that this responsibility is not done after the first meeting. Dialogue between the employees or employees with the other officers of the company should be continuous and not a one day affair.

This may entail hard work but you should remember that setting performance goals for the company through the workers will help the company in achieving its ultimate goal. The process also will help the company, as a whole, to remain strong, if not to survive.