

## Personal Strategic Growth Planning

*Success / Security / Significance*

*Without vision, the people cast off restraint.*

Proverbs 29:18

### 1.) Clarity

- a) Describe in detail your “Ideal Life” in five (5) years, with a one-page ***Personal Vision Statement***. Write the date at the top of the page, approximately five years out from today.
- b) Focus on EVERY major area of your life. Consider including Family, Faith, Financial, Health, Personal, and Professional. (What does your personal, professional, and financial life look and feel like? What do you do for a living? What do you earn? Where do you live? How much are you worth? How much do you give? How much do you weigh? What do you drive? What are your relationships like? What is your faith like? What is your family like?)
- c) Write this entire statement in the positive, personal, and present tense. For instance, “I am ... I have ... I will ... I do,” etc.
- d) Post this ***Personal Vision Statement*** where you can see it regularly and read it regularly.
- e) Cultivate a burning desire for the fulfillment of this vision. A burning desire is the greatest motivator of every human action.
- f) Dedicate yourself to its attainment with singleness and definiteness of purpose. Become a Crusader, solely focused on the achievement of this “ideal state” you have outlined for yourself, your family, and your life.



- g) This burning desire makes you more aware of potential opportunities that align with your **Personal Vision Statement**. In addition, it also plants a success consciousness deep inside you which, in turn, creates vigorous and every-increasing habits of success.

*Leadership is the most important requirement for personal or business success. In simple terms, it is defined as the willingness to be held accountable for results, and to deliver on that responsibility, no matter the external circumstances, situations, or pressures.*

**Jeff D. Standridge, Ed.D.**

## 2.) Focus

- a) **Long-term Targets:** List the 5-7 things you absolutely MUST accomplish for this personal **Personal Vision** to come to fruition by the date you chose. I call these “**Long-term Targets**.” These are objective statements that can be assessed or measured (hit or miss). The reason I use the word “targets” versus “goals” is because a target cultivates the image of an archer aiming his bow and arrow at a bullseye. Either he hits the target, or he doesn’t. Again, use positive, personal, and present tense language. It is also critical that you self-reference these goals against your current reality. For instance, if you desire to earn \$X amount of money in five years, how does that compare to what you earn today? If you want to weigh X lbs, how much do you weigh today? Etc.
- b) **Short-term Goals:** Identify the 5-7 things you must accomplish in the next 12 months to move you the farthest way down the path to the achievement and fulfillment of your **Personal Vision**. We’ll call these “**Short-term Goals**.” Note: These 12-month goals must get you at least 20% of the way toward the fulfillment of your five-year vision, or you are off-track. So, make sure you set them appropriately. Once again, use personal, positive, and present tense language and self-reference these **Short-term Goals** against the current reality.



- c) Now choose a **Reward** that you will enjoy if you accomplish these 12-month goals. Consider including your family or closest friends in this **Reward** and tell them about it and its associated goals. Enlist them to serve as your accountability partner(s) and cheerleader(s).

*It's not enough to stare up the steps, one must also step up the stairs.*

*Vance Havner*

### 3.) Execution

- a) Identify and outline the specific “**Key Actions**” you must take on a daily, weekly, or monthly basis to achieve your **Short-term Goals**. What time will you wake up/go to bed? How many sales calls must you make? How much money will you generate each week? How much money will you save each month? How many miles must you walk/run/bike each day? How many calories will you consume each day? How will you spend your time each day with your family? With God? With others?
- b) Identify and outline the specific “**Key Performance Indicators**” you will monitor on a daily, weekly, monthly basis in order to stay on track. For instance, your sales calls log, your time-tracker document, your savings account balance, your calorie consumption log, your miles run/walked/biked, your weekly weigh-in, etc.

*Failure is only failure if you quit. Otherwise, it's just feedback.*

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### 4.) Commitment

- a) Develop a supreme confidence in yourself and in your own abilities.



- b) Conduct all associated activity without giving a moment of mental recognition or acknowledgement to the possibility of defeat.
- c) Concentrate on your strengths instead of your weaknesses, and on your powers instead of your problems.
- d) Develop a ***Pig-headed Determination*** and a ***Dogged Discipline*** to follow-through on your plan, regardless of obstacles, criticisms, or circumstances, and regardless of what other people say, or think, or do.
- e) Construct your determination with controlled attention, concentrated energy, and sustained effort.
- f) Celebrate successes along the way. When you get off track, don't give up. Evaluate, readjust, and persevere. Remember, you must have pig-headed, dogged determination to follow-through and succeed.

*It is not the strongest of the species that survive, not the most intelligent, but the one most responsive to change.*

Charles Darwin

### ***5.) Validation & Refinement***

- a) At the end of each year, assess your past-year performance against your ***Short-term Goals***. Assess accomplishments and temporary set-backs alike. We learn from our failures more than we learn from our successes.
- b) Validate and/or Refine your ***Personal Vision Statement***, based on where you are in your life at the present moment. Make adjustments as your vision changes over time.
- c) Validate and/or Refine your ***Long-term Targets***, to ensure they are in alignment with your validated or refined ***Personal Vision Statement***.



- d) Identify the NEW **Short-term Goals** that you must accomplish to advance you farthest in the coming year.
- e) Establish your new **Reward** for achieving your **Short-term Goals**.
- f) Update and align your **Key Actions**, as well as your **Key Performance Indicators**.
- g) Rededicate yourself to the fulfillment of this validated or refined **Personal Vision Statement** of your ideal life.
- h) Conduct this same **Validation & Refinement** exercise annually.

#### Summary Outline:

- 1) Personal Vision Statement (Five years)
- 2) Long-term Targets (Five years)
- 3) Short-term Goals (12 Months)
- 4) Reward (12 Months)
- 5) Key Actions (Daily, Weekly, Monthly)
- 6) Key Performance Indicators (Daily, Weekly Monthly)
- 7) Pig-headed Determination and Dogged Discipline (Daily, Hourly, Minute-by-Minute)

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