*Coaching for Performance*  
Goal Setting Template

From inspiration to action.

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|  | **Desire, inspiration** | **Intention, commitment** |
| **DREAM GOAL *Purpose and meaning*** Desired future or vision The big Why? | |  |  | | --- | --- | | **“What’s the bigger picture?”** | | | Blah blah | Blah blah | | |
| **END GOAL *A clear target*** Concrete manifestation of dream The big What? | |  |  | | --- | --- | | **“What are you aiming to achieve?”** | | | Blah blah | Blah blah | | |
| **PERFORMANCE GOALS *Tangible milestones*** Serve the dream and end goals 99% in your control | |  |  | | --- | --- | | **“What will you deliver?”** | | | Blah blah | Blah blah | | |
| **PROCESS GOALS *SMART steps*** The work needed to reach the performance goals Serve ALL the above goals 100% in your control | |  | | --- | | **“What actions will you take?”** | | * Action 1 * Action 2 * Action 3 | | |