

# Setting Goals and Achieving Results

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The Results process (or RIVAS) is intended to help you identify goals that are important to you and help you achieve them. We often don't achieve goals we set for ourselves because we haven't thought carefully enough about what we really want, why we want it, and what is needed to make it happen. The following process can be done on your own, but it works best if you have a trusted partner to talk you through it so that person can probe, ask questions, and generally "keep you honest."

1. **Result:** State what you want to accomplish
  - For example, "Have a completed research proposal by end of term"
2. **Intention:** Identify all the reasons you want to achieve this result (Question each to get at underlying reasons: Why is that important? And that's important because...?) List all the reasons you identified and summarize.
3. **Visualize:** What do you see yourself doing to achieve this? What do you feel and hear? (Can you see yourself engaging in activities that lead to the result, in spite of obstacles? If not, maybe it's not realistic.)
4. **Agreement:** What *specific* actions will you take and when to achieve this result?
  - Identify the actions, dates/deadlines, and other specifics to which you are willing to commit.
5. **Support:** What support will help you achieve the result? (Especially, social support such as having a friend or colleague check up with you at specified times).

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<sup>1</sup> Adapted from: "Learning from Life." [audiotape]. Point Richmond, CA: Kairos Foundation.