

# Level Up

## GUIDE

LEVEL UP  
OF LEADERSHIP

SETTING

REALISTIC GOALS

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## SESSION SUMMARY:

Many people believe hitting 100% of their goals means success, but research suggests otherwise. Achieving every goal you set typically indicates you didn't aim high enough and left potential on the table. On the other hand, consistently hitting only 70% of your goals suggests either insufficient effort or poor planning. The sweet spot lies at 80% goal achievement, which indicates you set ambitious targets, pushed yourself meaningfully, and stretched beyond your comfort zone while maintaining realistic expectations. This percentage represents the perfect balance between challenging yourself and maintaining motivation for continued growth.

## GROUP QUESTIONS:

- What was your initial reaction to hearing that hitting 100% of your goals might not be a good thing? Do you agree or disagree with this perspective?
- Think about your recent goal-setting experiences. What percentage of your goals do you typically achieve, and how does that make you feel?
- John suggests that many organizations set too many goals (like 30 goals for a quarter). Have you experienced this in your workplace or personal life? What was the result?
- How do you typically respond when you don't achieve 100% of what you set out to do? Do you celebrate partial success or focus on what you didn't accomplish?
- What's the difference between setting realistic goals and setting goals that are too easy? How can we find that balance?
- If you discovered your team was consistently hitting 100% of their goals, what changes would you suggest they make to their goal-setting process?
- How might celebrating an 80-85% success rate change the culture of your workplace when it comes to achievement and effort?
- What practical steps can you take to track your goal achievement percentage and use that information to improve your future goal setting?

## APPLICATION:

This week, take time to review your current goals (personal or professional) and calculate what percentage you typically achieve. If you're hitting 100%, challenge yourself to set more ambitious targets. If you're below 80%, consider whether you need to focus your efforts or adjust your approach. Choose one area where you can apply the 80-85% success principle and commit to tracking your progress.