Target Setting - Self Assessment

On a scale between 0-12 score the below questions.

0 Least level of agreement – 12 Yes 100% we have this

1 Life and time line of the target
Has a time line been agreed for this specific target (i.e. activity for 12 months)
0 1 2 3 4 5 6 7 8 9 10 11 12

2 Linking mission, vision, principles and ethics to the objective.
Is the target clearly linked to each of the company vision
0 1 2 3 4 5 6 7 8 9 10 11 12
Is the target clearly linked to each of the company mission
0 1 2 3 4 5 6 7 8 9 10 11 12
Is the target clearly linked to each of the company principles
0 1 2 3 4 5 6 7 8 9 10 11 12
Is the target clearly linked to each of the company ethics
0 1 2 3 4 5 6 7 8 9 10 11 12

3 Consideration and conflicts of interest to other areas.
Is the target independent from conflict with other targets?
0 1 2 3 4 5 6 7 8 9 10 11 12
4 Select the appropriate goal setting system

Has an appropriate goal setting system being chosen for this specific target?
0 1 2 3 4 5 6 7 8 9 10 11 12

5 Selection and investment in the right resources

The business has considered and set appropriate resources and investment to support the target
0 1 2 3 4 5 6 7 8 9 10 11 12

6 Deciding the level of target influence.

The business agrees the classification of this target and is communicated fully (metric,KPI level)
0 1 2 3 4 5 6 7 8 9 10 11 12

7 Source selection and use of benchmarks.

The source, benchmark data is fully available including the method of calculation for the target
0 1 2 3 4 5 6 7 8 9 10 11 12

8 Managing other targets

Appropriate consideration has been made considering target load and distribution
0 1 2 3 4 5 6 7 8 9 10 11 12

9 Motivation of people and departments.

We have a clear process and system to understand how this target motivates at each level
0 1 2 3 4 5 6 7 8 9 10 11 12
10 Decide what the business will learn from the target.

There is a clear agreement of the expected learning experience from target completion

11 Define the accountable and responsible people.

Accountable and responsible individuals have clear empowerment to impact this target

Scores

Mostly 0 (My goodness, take a read of the article and start fixing your targets)

Mostly 1-4 (Urgent change to targets is needed to avoid inconsistent results)

Mostly 5-8 (Significant improvement can be made quickly to improve the performance of your business)

Mostly 9-11 (Well done, you are on the right path to success, keep fine tuning)

Mostly 12 (Outstanding, either your scores are too generous or you just might be at the global benchmark standard for target setting)

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