Next Generation Outcomes

“Next Generation Outcomes” (NGO) are beyond the process of goal setting. Goals suggest to us that we have a single destination and a mind dominated conscious process. Outcomes set a direction. Goals, most often, are used as a step to “strive” for an acceptable end result. For most people, this is a stress and anxiety producing technique. “Outcomes” is a step further down the road in the evolutionary process of achievement. “Outcomes” are concerned with arriving daily without the pressing need of conscious thought. So, “Outcomes” are concerned with arriving versus striving. A couple of examples:

- I have a goal to have a happy and peaceful son. I may or may not ever reach this as a goal, but as an outcome, it organizes my choices of interaction with my son every day. I “show up” as a parent who has and is creating an environment where my son can be peaceful and happy.
- I may have a goal to grow my business by 20% in the next 12 months. I may or may not reach this as a “goal” but as an outcome, it organizes my choices of interactivity with the professional community every day.

Creating a Well Formed…Next Generation Outcome (NGO)

1) **What do you specifically want to create?** State it positively.
   a. NGOs are stated positively and specifically. What do you think about when you tell yourself not to think about big pink elephant?
   b. There are many more ways to not get something than to get it. I don’t want to have Italian for dinner does not describe what you do want. Stating your outcome positively identifies what you want and clarifies intention.

2) To be well formed the outcome must be **Self-Initiated and Maintainable**.
   a. Deciding to quit smoking for someone else will create internal conflict. Perhaps, this relationship underlies the behavior originally.
   b. Successful outcomes involve situations over which we have control. “I want Jack to be nice to me” is not well formed. “I want to behave in such a way that invites a polite response from Jack” is well formed. Of course, more detail could be added as to what “behave” means.

3) **For what purpose do you want this outcome?** Be specific.
4) **Does the desired outcome work for my life and is it aligned with my personal values?**
   a. Are there any circumstances in which having this outcome would not work?
   b. Does having this outcome increase your choices or possibilities going forward?
5) **What will you see, hear and feel when you achieve this outcome?**
   a. Assume that you have “arrived” and already have this outcome. What does it look like? What do you see? What do you hear? What are interested parties saying? What are you feeling?
   b. Your feelings are how you interpret your life situations. Take time to acknowledge them.
   c. If your outcome is for someone else but in keeping with points 1 & 2, then what do you want to personally gain from it?

6) **“Chunk it down” in sequential steps.**
   a. Big outcomes like writing a book can be overwhelming. Frame them in bite sizes like writing a chapter a month brings it into the world of realistic and “I can do this”.
   b. Plus, taking small action every day builds momentum and increases motivation.
   c. SMART Goals can be used here but only in the context of creating action connected to “who you are”. Otherwise, here comes more stress.

7) **What resources do you need?**
   a. Sometimes we don’t get our outcomes because we do not have the resources we need or are not in a position to “get it” right now.
   b. Are there important sub-goals we need to obtain first?
   c. Be careful. Sometimes this can be an excuse. “I want to write a book but I do not have access to a computer. So, I can’t.” If you really want to write a book then you may need sub-outcomes.

8) **When, where and with whom do you want this outcome?** Once again...be specific.

9) **What is the evidence that you have your desired outcome?**
   a. How will you know when you have achieved your outcome?
   b. How is it measurable to you?

10) **What about your outcome inspires you?**
    a. What do you specifically find motivating about the outcome?
    b. Visualize achieving your outcome as if you are watching it happen in a movie. Brighten the colors, intensify the soundtrack, quicken the pace and hear the excitement in people’s voices. Enjoy arriving.