Hard Goals: The Secret to Getting from Where You Are to Where You Want to Be

SMART goals will get you only so far . . . If you’re ready to take your life and career to the next level, you’ve got to do it the HARD Goals way. “Ever felt like you weren’t reaching your goals as fast as you would like? HARD Goals shows you how to change your thinking and get on the path to tremendous achievement!” Marshall Goldsmith, world-renowned executive coach and author of the New York Times bestsellers MOJO and What Got You Here Won’t Get You There “Hard Goals is full of fascinating insights regarding how to get yourself to achieve things you never thought possible, and Murphy’s key ideas have strong research support. . . . If you want to achieve something great or important in your life, this is the book for you.” —Edwin A. Locke, Ph.D., Professor Emeritus, University of Maryland “If you want a mediocre life, set ho-hum goals. If you want a life filled with excellence and meaning, set HARD Goals. This book shows you how to set HARD Goals and love every minute of achieving them. The end result? Winning in life and unparalleled fulfillment.” Lyle Nelson, four-time Olympian and author of Spirit of Champions “Every company has goals these days. So why do most goals fall short? Why do leaders keep setting the same failed goals year after year? HARD Goals gives you the cutting-edge science to engage every employee in pursuing and achieving extraordinary goals. No more procrastination, foot-dragging, or giving up. With HARD Goals, your organization will achieve astonishing results. Every CEO, manager, and employee needs to read this book!” Kevin M. Andrews, President, SmartBen About the Book: Want to increase sales? Get promoted? Change the world? There’s a goal for that . . . Steve Jobs, Jeff Bezos, the school teacher next door who amassed a million-dollar fortune . . . Did these people succeed because they were more motivated or because they were more disciplined? The answer to both questions is yes—but not in the ways you might think. Anyone can achieve extraordinary things. The secret is setting goals that test the very limits of your abilities. In Hard Goals, Mark Murphy, the acclaimed author of Hundred Percenters, explains the science behind getting from where you are to where you want to be in your career, business, and life. Leadership IQ, Murphy’s top-rated leadership training consultancy, studied nearly 5,000 workers from virtually every field and found that extraordinary goals—the kind that got America to the moon and back, developed the iPod, created nanotechnology, and helped individuals overcome tremendous personal adversity—stimulate and engage the brain in ways that are profoundly different from the goals most people set. Research conducted for this book revealed that people who set Hard goals are up to 75 percent more fulfilled than people with easy goals. In these pages, Mark Murphy explains how success, and the satisfaction it brings, comes from knowing how to set goals that are: Heartfelt—have an emotional attachment, “scratch an existential itch.” Animated—motivated by a vision, that movie that plays over and over in your mind. Required—imbued with such a sense of urgency that you have no other choice but to start acting on them right here, right now. Difficult—the greatest achievements come from the toughest challenges—but they also leave you feeling stronger, smarter, and more fulfilled. People set goals all the time, but the majority end
up unfulfilled or abandoned. With all the challenges facing us today, we could use a little more achievement. Hard Goals can help us get there by offering the hard science and practical techniques to conquer procrastination and unlock your brain’s potential for realizing your goals.

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facing us today, we could use a little more achievement. Hard Goals can help us get there by offering the hard science and practical techniques to conquer procrastination and unlock your brain’s potential for realizing your goals.

**Summary: Hard Goals - Review and Analysis of Murphy's Book**

The must-read summary of Mark Murphy's book: "Hard Goals: The Secret of Getting from Where You Are to Where You Want To Be". This complete summary of the ideas from Mark Murphy's book "Hard Goals" asks a significant question: "Why is it that some people achieve so much while others seem to just spin their wheels and get nowhere?". In his book, the author explains that when you analyse the science of achieving big things, you’ll find superachievers set themselves HARD (Heartfelt, Animated, Required and Difficult) goals and then go out and work towards achieving those goals with passion and intensity. It’s the setting and achieving of those HARD goals which drives their achievements. This summary will teach you exactly how to set HARD goals and why they are the key to achieving more. Added-value of this summary: • Save time • Understand key concepts • Expand your knowledge To learn more, read "Hard Goals" and discover the key to moving forward and achieving your goals.

**Hundred Percenters: Challenge Your Employees to Give It Their All, and They'll Give You Even More**

Push employees to their full potential with “tough love” leadership! “Provides the tools managers need to take ‘average’ employees and create a culture of accountable, fully engaged people. Managers will learn to recognize their leadership style and understand how they, too, can become Hundred Percenters.” Laura Christiansen, Vice President Human Resources, VTech Communications, Inc. "Heavily-researched and loaded with tools and examples, this book shows you how to challenge your employees to achieve the kind of extraordinary results and innovations that every CEO dreams about. Every leader needs to read this book!" Ned Fitch, CEO, Kalahari Tea "Murphy finds that most workplaces are brimming with untapped talent. Only it's suppressed by goal-setting that discourages big ideas and leaders who focus on happiness rather than greatness." Training Magazine We’ve all heard the saying that a happy employee is a motivated employee. But what if that’s not true? Leadership IQ CEO Mark Murphy says the “happy employee” philosophy doesn’t work. A study of more than 500,000 leaders and employees shows that despite the billions of dollars organizations spend to satisfy and engage workers, 72% of employees admit they’re still not giving their best effort at work. Rather, it’s leaders who focus on making their people great—not happy—who inspire Hundred Percenter performance. If you talk to the employees behind today’s great innovations, you’re unlikely to hear, “I was inspired by a boss who coddles me.” Instead you’d probably hear, “My boss challenges me and pushes me past my limits.” Most workplaces are brimming with untapped talent— only it’s suppressed by leaders who fail to connect with and challenge employees to unleash their true potential. Here are just a few of the big ideas in Hundred Percenters: The harder the goals you set, the better your employees will perform You should never use a Compliment Sandwich to deliver feedback Talented Terrors—people with great skills and a bad attitude—can destroy your company culture Before you can start motivating Hundred Percenters, you have to stop demotivating them You should never ask your employees if
they’re “satisfied” This groundbreaking book debunks management fads that don’t apply to today’s workplace and provides the facts, theories, and direction you need to become a 100% Leader. Apply Murphy’s leadership lessons and you’ll see innovation, productivity, and profits soar, while employee turnover rates plummet. Hundred Percenters will bring out the best in your workforce.

**Hiring for Attitude: A Revolutionary Approach to Recruiting and Selecting People with Both Tremendous Skills and Superb Attitude**

Build a high-performance workforce by abandoning skills-based hiring practices and focusing on employee attitude Hiring for Attitude offers a groundbreaking approach to recruiting, assessing, and selecting people with both tremendous skills but, more importantly, an attitude that aligns with the organization’s culture. Murphy cites his own company’s research and examines recent scientific studies about the practical effects a person’s attitude has on the outcome of his or her job performance. Clear and practical lessons are illuminated by numerous case studies of organizations like Microchip, Southwest Airlines, and The Ritz-Carlton.

**Creating Your Best Life - The Ultimate Life List Guide**

Designed to help you understand how to set and achieve clear-cut goals while also learning how and why this process can contribute to greater contentment.

**Truth at Work: The Science of Delivering Tough Messages**

The truth matters! New York Times bestselling author Mark Murphy returns, with the latest science and techniques for delivering tough messages without causing anger or defensiveness. The greatest workplaces have one thing in common; they speak the truth! And they do it without causing anger, resentment, or defensiveness. Unfortunately, a whopping 80 to 90 percent of employees and managers are reluctant, or struggle, to speak the truth. New York Times bestselling author Mark Murphy provides the science and tools for calmly and rationally leading people to question their preconceptions, accept new information, and eventually change their beliefs. Truth at Work shows that by moving from confrontations to conversations, from feelings to facts, and from diatribe to dialogue, you can get everyone to hear and accept hard truths. You’ll learn: • How psychological phenomena like cognitive dissonance, the Dunning-Kruger effect, and selective perception cause people to deny, resist or attack the truth • How to delayer your conversations into 4 parts (Facts, Interpretations, Reactions, Ends) and which pieces you should and shouldn’t share • How the 5-part I.D.E.A.S. Script can make someone a willing participant in a truthful dialogue • How to assess if your current approach is too tough or too soft • A checklist for diagnosing whether you need a one-time talk or multi-conversation process • How Structured Listening helps you calmly and logically control volatile conversations • The 7 phrases that make people defensive (and what you should say instead) • And much more! Whether you’re trying to gain acceptance for a brilliant discovery, convince an employee to get to work on time, stop your coworker from being a jerk or urge your boss to tell you the truth about why they’re mad, Truth At Work makes even the toughest messages easy to hear.
The Leader's Guide to Unconscious Bias - How To Reframe Bias, Cultivate Connection, and Create High-Performing Teams

A timely, must-have guide to understanding and overcoming bias in the workplace, from the experts at FranklinCovey. Unconscious bias affects everyone. It can look like the disappointment of an HR professional when a candidate for a new position asks about maternity leave. It can look like preferring the application of an Ivy League graduate over one from a state school. It can look like assuming a man is more entitled to speak in a meeting than his female junior colleague. Ideal for every manager who wants to understand and move past their own preconceived ideas, The Leader’s Guide to Unconscious Bias explains that bias is the result of mental shortcuts, our likes and dislikes, and is a natural part of the human condition. And what we assume about each other and how we interact with one another has vast effects on our organizational success—especially in the workplace. Teaching you how to overcome unconscious bias, this book provides more than thirty unique tools, such as a prep worksheet and a list of ways to reframe your unconscious thoughts. According to the experts at FranklinCovey, your workplace can achieve its highest performance rate once you start to overcome your biases and allow your employees to be whole people. By recognizing bias, emphasizing empathy and curiosity, and making true understanding a priority in the workplace, we can unlock the potential of every person we encounter.

The Magic Lamp - Goal Setting for People Who Hate Setting Goals

Do you have trouble setting goals? Would you like to have greater focus, stronger follow-through, and achieve dramatically better results? Would you like to learn how to get anything you want from life—more money, a new home, a promotion, better relationships, a greater sense of fulfillment, or anything else you can imagine? If so, then read The Magic Lamp. This remarkable book describes a simple yet unforgettable process for how to obtain whatever you want from both your personal life and your career. What's the Secret? The Magic Lamp is the first goal-setting guide for people who hate setting goals. Goals can take you anywhere you want to go, but they rarely give you the inspiration you need to get there. Wishes are different. They have emotional impact. They give you the freedom to dream and the power to make your dreams come true. The Magic Lamp transforms the process of setting goals from a dull routine into an exciting adventure because it's the first book to combine the methods of goal setting with the magic of making your wishes come true.

RJ Barrett’s durability is perfect for Tom Thibodeau’s Knicks
When The Post asked Barrett following his 20-point fast-break gem Thursday in Chicago what is the secret, Barrett replied: “You got to be ... Knicks target Trey Murphy and signed guard Devonte ...”

Kevin Smith on Coining ‘Bennifer’ and Trying to Save His Hero Stan Lee
“"The only reason I ever have anything going on all the time is because I’m so fucking terrified of becoming irrelevant that I have to be in as many places as possible,” offers Kevin Smith. “If one ...”

The 64 Best Movies on Amazon Prime UK
Including Sergio Leone’s crime epic ‘Once Upon a Time in America’ and Dev Patel's new Arthurian epic ‘The Green Knight’...
Tulsa Remote alumni explain why they stayed: ‘We can grow with Tulsa’
It’s a play on words, as in bottling the secret to a great education ... that Tulsa Remote is achieving its goal of changing national perceptions. “You don’t have to be in the Bay Area ..."

The 75 best TV shows on Netflix right now, according to our experts
Although first and foremost the tale is about the plucky middle-class “gels” (hard g) learning about life ... they are in love with one another and want to get married because, says Grace’s Robert, ...

Webinar Programme
If a challenge for you right now is getting better results from your product ... There is a new truth in B2B marketing – customers don’t simply want to buy from you anymore, they want to buy into you.

'I feel like throwing up': GOP trucker who defeated Democrat NJ senate president with $200 campaign admits to being overwhelmed by his victory and meets with Muslim leaders to ...
As long as you know someone it's hard to hate ... He said the 'secret' to his win came down to two words: 'Phil Murphy.' "The voters have spoken. They don't want government rule by a dangerous ..."

Muhlenberg football gets its biggest win ever over rival Moravian and another league title
“He has been crushing it this year and in his whole career,” Murphy said. “I don't think you can ask ... and we're getting ready for the playoffs.” What's the secret to the success ...

Paramedic: The ONE parenting rule you need to know now - and it could save your child's life
hard boiled sweets, and supermarket trolley tokens. She also warned that marshmallows are one of the most dangerous snacks you can give a toddler, because they are the 'perfect size and shape' to ...

What do the midterms and 2024 hold for the GOP?
Democrats can obsess all they want about ... Even if you believe that the GOP bought the Virginia victory on the race card, it doesn't explain why New Jersey Gov. Phil Murphy won by a very slim ...

Jason Witten’s (Second) Second Act
“If you’re going to put your name on something, you want to be all in ... the locker room that reads “The secret's in the dirt”—Wittenese for “hard work pays off”—and no task ...

Durr, South Jersey trucker who upset Sweeney, accepts win in 3rd District Senate race
"Thank you especially to my running mates, Bethanne McCarthy Patrick and Beth Sawyer, who worked just as hard ... secret to my success?” Durr said with a smile. "I can answer in two words: Phil ...