

# The Summary of Hard Goals by Mark Murphy

## Introduction

The summary of *Hard Goals* by Mark Murphy reveals a transformative approach to [goal](#) setting that goes beyond traditional methods. Murphy replaces glossed common, attainable objectives with the acronym of HARD standing for Heartfelt, Animated, Required, Difficult. These principles are meant to motivate people, help them set their sights to these worthwhile goals and push themselves to the limit. This framework therefore guarantees continued motivation and growth by engaging and identifying with your emotions, success visualization and goal as a necessity. As the story underlines, you need to move past your bubble to come up with enough changes to fuel progress. With day-to-day techniques, case-studies and recommendations, *Hard Goals* offers anyone seeking to close a gap practical guidance on how to do so. This book is also a business, career, and fitness guide because it contains information that is beneficial when chasing self-improvement, a promotion, or even weight loss goals.

## 1. Heartfelt

The first in HARD model is that goals should be heartfelt, goals that make you elicit some form of an emotion that resonates with your values. If a goal is of value, most people will do more to attain the goal.

**Key Question:** Why do I personally and emotionally care about this goal?

**Action Step:** Determine what aspects of change will improve your life when working towards the goal.

### **Example:**

A student who is preparing for an examination that he or she knows would be challenging to crack will feel stressed. If they make the goal emotive by including the self in the benefits to be derived from passing the exam such as;

to support my family, to accomplish my dream, among others, their motivation will improve.

**Tip:** As you determine what you would like to achieve, consider the reasons behind all of them. Put it in writing and read it when you feel like you can't go on.

## 2. Animated

The principle of the current chapter revolves around making goals animated which implies animating them. If one can picture a goal in his or her mind then they are more likely to work towards the goal.

**Key Idea:** It means that your imagination is rather a powerful tool. When you have a mental imagery about success, it becomes easier for you to remain motivated.

**Action Step:** Pray for 5 minutes every day thinking how you will feel when accomplishes your goal.

### Example:

If your baby's goal is to be able to run a marathon, help him or her envision the final step across the marathon line. It is 3 a.m., and you can hear the noise of the crowd, smell the taste of victory and the strained muscles from the accomplishment of challenging task.

**Tip:** Think about it, make a vision board or complete the following: Describe your goal in details so that you are fully aware that you are definitely going to achieve that particular goal.

## 3. Required

HARD goals must feel obligatory Uncomfortably obligatory. If something appears to be a need as opposed to a want, you're going to do it.

**Key Question:** But how can I make this goal feel like it's necessary for me to live and breathe?

**Action Step:** Ensure that your goal relate to an emergency cause or outcome.

**Example:**

If you decide that your health should be better, reconsider how much worse you will become if you don't start now. For example, "If I fail to begin exercising I shall be a candidate for severe illness next year." This sense of urgency makes the goal necessary.

**Tip:** Use due dates so that it fosters a sense of urgency. For example, make it a personal rule to sign up for a particular fitness class by a particular time.

## 4. Difficult

This chapter shares with you why your goals should be difficult. It doesn't challenge you to be better or reach for something greater than yourself, if they are too easy. On the other hand, challenging goals provide difficulty and encourage real skill acquisition to be developed.

**Key Idea:** It is iteration which drives growth and it is achieved when you are out of your comfort zone and beginning to address hard problems.

**Action Step:** This is because everything becomes easy to handle when it has been well arranged in segments starting with a small segment, middle segment, and large segment of the same big goal.

**Example:**

If your goal is to write a book it might seem like this. It's better to set up achievable goals to guarantee the work is completed, for example, one chapter per week. This makes the process more attainable but at the same time also making it somewhat difficult.

**Tip:** It may also be helpful to mark little achievements so as to maintain morale along this course of action.

## 5. What's Your Goal Personality?

To further understand goal setting behavior, this chapter looks at the various [personality](#) aspects that influence them. In line with this knowledge of your specific goal personality to follow goals that fits you perfectly.

**Key Question:** What types of goals are aligned with me and my capabilities?

**Action Step:** Most of the time, goals will be set with regards to the strength and weakness of the individual that would definitely spur him or her into action.

**Example:**

It is important to consider the type of worker when it comes to goals: goals of a creative nature will require the added freedom that these 'soft' goals grant. If you're keeping it logical, you might like objectives that have measurable outcomes and specific procedures.

**Tip:** The type of goals should be chosen in such a way that it should not be molded according to some particular structuration but, should be molded according to the personality of the person.

## 6. Toolkit

The last chapter is the main application of the book and include tools and practical exercises that are intended to apply the HARD goal framework. Accountability plays a huge role in it, as well as monitoring your success and defeating challenges.

**Key Idea:** It means that with the right tools and strategies employment is likely to happen.

**Action Step:** This is best done by the use of a diary, an organizer, or a friend or relative who will ensure you remain on track.

**Example:**

If you need to achieve the goal of saving money, include an application to budget your money in this or that way. It is necessary to have weekly feedbacks, so set some reminders to look over the progress made.

**Tip:** As much as possible, make it a point that the people around you inspire you and keep you on track with your goals.

**Conclusion**

The Summary of Hard Goals by Mark Murphy highlights a powerful framework for achieving meaningful and transformative success. Amplifying and tying goals to deep Heartfelt, Animated, Required, Difficult purpose invites readers of the book to shoot for the stars. The realistic approach with examples Murphy provides shows how to implement action plans to avoid given or potential pitfalls interfering with motivation. The approach challenges persons and forces them to shift out of their comfort zone which leads to positive changes. It doesn't matter whether you are thinking about the next move in your business career or your personal life – \*Hard Goals\* is designed to help readers set their sights high and go for what really counts.

## FAQs

Here are five frequently asked questions about The Summary *Hard Goals* by Mark Murphy, along with their answers:

### **What stands for HARD in goal setting?**

In *Hard Goals*, Mark Murphy introduces the HARD framework, which stands for:

**Heartfelt:** Specific objectives should stir passion, making goals extremely personal, an organization's *raison d'être*.

**Animated:** Imaginary all the goals brightly in order to make these goals more compelling in front of you.

**Required:** P:1: Sustain goals as necessary and deserved, implying that there is no other way than to achieve or accomplish them.

**Difficult:** Stake out projects that you will have to stretch to complete and always work toward stretching your abilities.

### **What is the difference between HARD goals and SMART goals?**

SMART goals are known to look at the five features: Specific, Measurable, Achievable, Relevant, and Time-bound while HARD goals consider the psychological point of view of goal setting. According to Murphy, the audience gets really engaged with HARD goals because one feels personally involved unlike when engaging with SMART goals.

### **Why it is important for goals to be 'Heartfelt'**

Personal goals are heart –felt goals with strong feelings towards the goals translating to a strong emotion to achieve the laid goals. This, therefore nurturing an emotional connection, makes it more likely to exhibit high levels of work/study related bounced back or self- resilience to overcome barriers towards the goal.

### **What does an example of an 'Animated' goal look like?**

Animated goals have been defined as a process of developing a picture that is clear in one's minds about the intended goal. For example, if your intention is to write an article, you would must picture yourself typing away at the keyboard with the end product in mind. The use of such graphic enhancements just makes the goal itself far more concrete and desirable.

### **How does setting goals as 'Difficult' help enhance success performance?**

Stated goals that are hard to reach put pressure on your capabilities and help develop them. This is because when you set targets beyond your reach you are challenged and thus the levels of achievement will be higher. As a result, challenging objectives are also more likely to be associated with higher levels of reward, that is,primary satisfaction.