

Determine Persist Achieve

Dr. Stanley T. Crawford

Copyright © 2020 by Dr. Stanley T. Crawford

All rights reserved. This book or any portion thereof may not be reproduced or used in any manner whatsoever without the express written permission of the publisher except for the use of brief quotations in a book review or scholarly journal.

Book cover by Bespoke Book Covers

Title: Determine Persist Achieve

First Printing: 2020

ISBN 978-1-67810-148-0

Dr. Stanley T. Crawford
P.O. Box 250884
3905 Hedgcoxe Rd.
Plano, Texas 75025-0884

www.stanleycrawford.com

Contents

Preface

Introduction 1

SECTION 1: THE CONCEPT

Chapter One

Determination plus Persistence equals Achievement 6

SECTION 2: DETERMINATION PRINCIPLES

Chapter Two

Goal Setting 23

Chapter Three

Education and Experience 35

Chapter Four

Personal Achievement and Career Achievement 41

SECTION 3: PERSISTENCE PRINCIPLES

Chapter Five

Reading and Self-Talk 46

Chapter Six

Handling Setbacks 57

SECTION 4: ACHIEVEMENT

Chapter Seven

Pursuing Through to Achievement	68
---------------------------------	----

SECTION 5: SELF FULFILLMENT

Chapter Eight

Faith and Life's Journey	75
--------------------------	----

Chapter Nine

Success	82
---------	----

Appendix

Determination plus Persistence equals Achievement-Reflective	87
---	----

Determination plus Persistence equals Achievement-Planning	88
---	----

Setback Responses Table	89
-------------------------	----

Notes	90
--------------	-----------

Index	92
--------------	-----------



CHAPTER TWO

Goal Setting

Without a purpose, nothing should be done.
Marcus Aurelius

Goal setting is the first principle that is part of the, “Determination plus Persistence equals Achievement” concept. The goal setting principle will lay the foundation in the “Determination” part of the concept. Goal setting requires you to make major decisions. You must be willing to make decisions. This is true if you want to achieve your objectives, if you want to succeed. J. W. Marriott and Kathi Ann Brown in their book, *The Spirit to Serve*, point out a couple of rules for decision making:

- 1) Be willing to make a decision
- 2) Do your homework.¹

Determination Points

The major decisions can have a significant impact on your life and if you have a family, then it can impact your family’s life as well. Depending on the nature of the decision, the impact can be felt in the immediate future and at times for years to come. Goal setting requires you to decide what you want to achieve. I use the term “determination point” to describe decisions that will have a significant impact on life from the time the decision is made. I can recall several “determination points” in my life that I made. Table 1, Determination Points, lists a few determination points that I faced in my life’s journey. This list is representative of decisions defined as determination points but is not exhaustive.

Determination	Persistence	Achievement
To transition from military life to civilian life.	• Made calls. • Completed resumes. • Attended job fair. • Read and learned	Obtained a management position.
To get a management position closer to home.	• Made calls. • Pursued opportunities. • Interviewed	Obtained a management position closer to home.
To transition from business management to an education career.	• Researched the requirements for a career change. • Researched the education career opportunities; initial and advancement. • Interviewed • Attended University	Obtained a teacher position.
To journey from education-teacher to education-administration.	• Researched requirements. • Attended courses. • Passed certification tests. • Interviewed	Obtained an Assistant Principal position.

Table 1, Determination Points

By way of illustration, in about my eleventh year of service in the United States Air Force, I was faced with a determination point. I had to decide whether I would remain in the United States Air Force as an active duty member or use the knowledge, skills and abilities I had learned and developed, and return to the civilian world. After much thought and discussion, I chose to exit the active duty side of the United States Air Force and pursue a United States Air Force reserve position and establish a civilian career. Another determination point in my life was my decision to go from my career in business management to public school education. I enjoyed business management; however, I wanted to have more control over my time. One day, I was reading the classified advertisements in *The Dallas Morning News*, newspaper. I noticed an advertisement where the Dallas Independent School District was looking for teachers. Specifically, they were looking for alternatively certified teachers. I did my research about what it would be like to become a teacher. After much thought, I decided to pursue a teaching position.

Often determination points will be formed as a response to a specific question, or problem that you are trying to solve. The determination point will then become the basis for action. Action is important. Action is what gets things done, albeit you do want to select a feasible action. John G. Miller in his book, *QBQ! The Question Behind the Question*, lists four points about taking action:

- Action, even when it leads to mistakes brings learning and growth.

- Action leads us toward solutions.
- Action requires courage.
- Action builds confidence. ²

In addition, the decision(s) made in goal setting will have an impact on what resources are needed. When considering resources, you must consider the money, time and materials that will be necessary to reach a given goal through its associated objectives. Consideration might also need to be given to how the resources will be acquired for pursuit of the desired goal.

A key takeaway here is to establish a goal-setting process. It doesn't have to be elaborate or contain all the bells and whistles. However, it must have enough substance to it, so that you have clearly, established and written goals.

Goal Setting, a Process

There are many methods that can be used to set goals. I use a method where I create categories. In these categories, I establish one to three objectives that I want to achieve. Once I determine what my objectives are, I write them down. I review my goals several times a week. This is an important step because it keeps the objectives at the forefront of my mind. I keep my list of categories and objectives listed to a single page. This gives me a brief and concise overview of what I am trying to accomplish.

From the one-page list, I take a closer look at each goal and the objectives listed under the categories. For instance, when I entered “complete my master’s degree” under a category, I looked at the goal

The decision(s) made in goal setting will have an impact on what resources are needed. When considering resources, you must consider the money, time and materials that will be necessary to reach a given goal through its associated objectives.

and I developed a pathway for achieving that goal. The pathway consisted of the objectives I needed to achieve in order to reach my goal. Often the pathway included a course to take, how it would be funded, etc. In the university, the required courses for the master's degree were defined. When I could take the courses, considering my fifty-hour plus work schedule and family obligations, had to be worked out. In goal setting and objective selection, I have used the following broad three-step process:

1. Set my goals.
2. List objectives that support each goal.
3. Define the pathway that I am going to travel in order to achieve the objectives that lead to the goal.

Figure 4, Goal Setting Principles and the Determination plus Persistence equals Achievement Concept provides a visual representation of the goal setting principle and the Determination plus Persistence equals Achievement Concept. The overlay represents a dynamic process, because there are some back and forth communications and adjustments that occur as the execution of the Determination plus Persistence equals Achievement Concept is monitored along the way.

Goal Setting and the Determination Plus Persistence Equals Achievement Concept

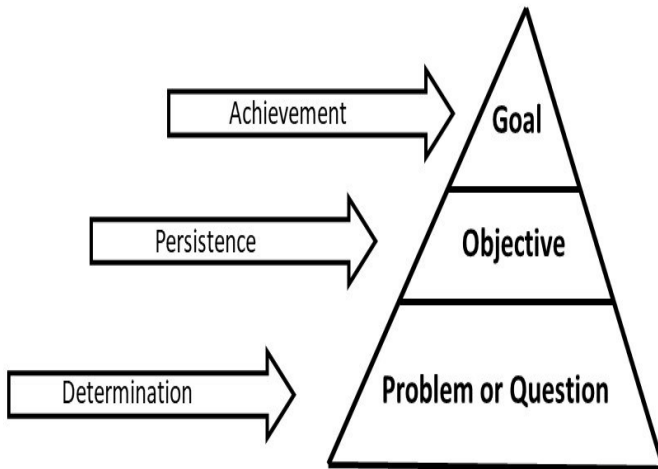


Figure 4, Goal Setting and the Determination plus Persistence equals Achievement Concept.

In the problems and questions section of Figure 4, we are working with the determination area of the concept. Once we have determined the problem or question that we want to focus on, we then move to determining the objectives that are necessary to reach our desired achievements. These objectives may function as pathways you can use

to reach your desired achievement. Next, as you execute the necessary actions to pursue objectives, you are functioning in the persistence zone of the concept. Finally, when the objectives have been fulfilled, they should satisfy the greatest objective, which is goal achievement. In a sense, each of us serve as generals of our own personal lives and some of us serve as a general of a department or an organization, as well. As such, our ability to plan and calculate is very important in our lives. Sun Tzu in his writings, *The Art of War*, says, “The general who wins a battle makes many calculations in his temple before the battle is fought. The general who loses a battle makes but few calculations beforehand.”³ Remember, when considering the Determination plus Persistence equals Achievement Concept and goal setting, there is a great amount of back and forth communication. As you create your goals, make sure they are *your* goals. Robert Herjavec in his book, *You Don't Have to be a Shark*, says, “Be sure the goals that you set are your goals, not those of your partner, your family, your friends, or your boss.”⁴ Of course, when it comes to goals as part of an organization, this will not always be possible.

It is important to review your goals from time to time. The purpose of this review is threefold:

1. Verify that I am headed toward the goal.
2. Eliminate or revise the goals, if they no longer have relevance to my life.

3. Acknowledge completion of my goals and establish the next one.

A key takeaway here is to establish a goal-setting process. It doesn't have to be elaborate or contain all the bells and whistles. However, it must have enough substance so that you have clearly, established and written goals.