

The Scopelliti Line™ Abstract

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The Scopelliti Line™ of Learning is a set of seven necessary elements, all of which must be present. The purpose of the line is to enable you to set the most meaningful goals possible. In a way, the line is simply a new definition of the word “goal.” Or, you might say that this is precisely how the most meaningful and effective goals should be set. To benefit from the line, simply first work to understand each point and sub-point as fully as possible. If you require help, there is a full article introducing the line that may be worthy of your study. Then, second, determine if you agree or disagree over each point. Third, determine if you agree or disagree with the fundamental approach itself. This process of comprehension and agreement or not will help you determine your own true beliefs both about goals and more importantly, performance. You'll then be able to select where you wish to be on the following Agreement Map:

1. **Total Agreement:** agree with all 7 points as well as the entire approach
2. **Partial Agreement:** agree with 4 to 6 points; disagree with 1 to 3 points
3. **Partial Disagreement:** disagree with 4 to 6 points; agree with 1 to 3 points
4. **Total Disagreement:** the line itself is rejected completely; disagree with all 7 points

Performance Questions

1. How long ago was it, when you were performing at half the level you're hitting right now?

(This is your doubling pace, if you have positive momentum.)

2. What components of your performance do you measure that would count as efforts or activities as opposed to results, rewards or outcomes?
3. If you lack positive momentum, what efforts and activities must you accomplish to regain or at least hold the line?

Purpose of Goals

The fact that success can not be guaranteed is the definitive reason we require goals, at all. If success could be guaranteed, then no goals would be necessary. The risk that failure is possible is the ultimate reason that you need powerful, resilient goals to help you navigate your performance through its challenges and learn the path to succeed in spite of the risk of failure. This need for goals comes from the “real world,” defined as that place where outcomes are all that matter. In the real world, no one cares how you hit your goal, or even about goals at all since only backend results count, nothing else. If we could, we would build performance in the same way, but the “sink or swim” method is dysfunctional in teaching, managing or leading, due to the fact that beginning performers have no power over the backend. What is required is a true separation between the frontend efforts and backend rewards; a complete separation between actions and their outcomes, causes and their effects. We start with no ability to directly affect outcomes, but with perfect ability to affect and put in place the necessary action.

Consequently, proper goals empower us to focus first on setting the best possible goals for the actions that create success, not the outcomes that define success. But, by

first perfecting our frontend lines, we can eventually reach the same perfection with our backend lines, too. Having done so, we'll be as strong and ready to swim with the sharks in the real world, as we can possibly be.

A New Definition of the term "Goal", as a Line Drawn Through These Seven Points

1. Goals set as
 - Unarguably **necessary**,
 - Truly sufficient minimums, which must be...
(Please ponder both sub-points above and their ramifications before moving on.)
2. Hit or missed by the precise moment of **deadline**, and that ...
3. When hit equal
 - Sustainable, repeatable success,
 - Ultimately perfected as a
 - Solid floor of consistent performance, in a
 - Driving, unbreakable **rhythm**. Such goals must be...
4. Stated as
 - Sovereign personal pledges,
 - Made to self and/or others, and given in the context of
 - Absolute,
 - Non-resisting and
 - Unquestioning accountability relationships. These pledges...
(Once an unarguably necessary goal is set, what's left to question or resist?)
5. Comprise true promises that express and expose your character, and where your...
6. Commitment is to either succeed or fail honorably, and finally where...
(Sadly, no matter what we say to the contrary, failure is always an option. What we should say is that surrender never is. Therefore honorable failure must also always be both an option and even a right.)
7. Honorable failure means,
 - i. Most importantly, **no surrender** and all-out battle up to, through and past the moment of deadline,
 - ii. Full acceptance of the condition of failure with NO denial or excuses, only results,
 - iii. Full analysis of the failure,
 - iv. Immediate re-setting of a new goal with a new deadline,
 - v. Immediate execution of analyzed lessons.

Reduced down, seven terms sum up and name our points: 1. **Necessity**; 2. **Deadline**; 3. **Rhythm**; 4. **Accountability**; 5. **Character**; 6. **Commitment**; 7. **Honor**

Goal Process Description

Set properly, a goal is nothing more or less than that absolute number where, if you hit it by or before the very minute of your deadline you succeed. Such a goal stands as a promise on your honor, reflective of all you are. On the other hand, if you miss

your goal by so little as a single unit, even if you complete that unit so little as one minute after your deadline, you failed; AND you promise to never protect yourself, but rather to feel all the pain that attends. When you miss, you must never lose faith in yourself or your endeavor, but rather you must grow your faith ever-stronger after each and every failure, until your goals have become floors beneath which your performance never falls. What about stretch, and growth? On the foundation of sustainable success, growth is now possible and only depends upon your discipline and dream, as you set higher floors and win your way to higher minimums.

Philosophy of Failure Analysis

How to Think About It, and What to Say to Yourself when You Miss Your Goals

“There is no automatic dishonor in failure. Dishonorable failure occurs only when:

- 1. Failure is purposefully, even if unconsciously, chosen; as demonstrated by...*
- 2. Observable or provable surrender in advance of the deadline; or...*
- 3. After the fact of failure, should I fail to learn from the failure and execute such lessons immediately.*

“The lessons hidden inside my failures are the very steps I require; finding and learning these lessons is precisely how I will forge my path to success and victory. I vow to immediately execute all required changes and discipline-in-action, that result from my analysis and learning.”

Comparison to S.M.A.R.T. Goals, and Introducing S.C.O.P.E. Goals

Commonly known, this acronym stands for Goals that are Specific, Measurable, Attainable, Realistic, Timely, set by a managers and employee. When it works, it's a fine approach. But, where it fails, this is due to the fact that it leaves a gap open. The problem is that it requires that you have a good person, well-trained, positively motivated and that honesty, trust and learning all must have been built to a high degree, already. But, when you have a person who lacks any of those qualities, or the situation just isn't as well-structured for success as we might otherwise hope, then a vicious cycle occurs.

The true cause of the problem is that this method does not employ goals that are sustainable-but-absolute minimums. When inevitable failures start rolling, therefore, these failures do not—really cannot—get labeled as such. Denial and evasion are consequently impossible to prevent. By failing to provide an unbreakable foundation of robust, inescapable definitions, and also failing to embrace failure as a condition properly defined in advance, not surrendering to the reality that failure must be the accepted and only term for the resulting state when goals are missed; by failing in these critical areas, the learning required for success eludes us, just when we need it most.

In order to strengthen your goal setting, you'll do much better employing **The Scopelliti Line™** in its full power and force, along with this five-letter acronym:

S.C.O.P.E. Goals: Goals that empower Success through Correction Of Performance Errors.