

2026

GOALSETTING WORKBOOK



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FOREWORD

A Note From the Author



Dorcus Magoba

In 2012, during my first mentorship session with Ethan Musolini, I fell in love with goal setting. In that session, he said something that has never left me: *“Whatever you do, set goals and know what you want, because your brain is always looking for something to aim at.”* That one idea shifted everything for me. It taught me that drifting is a choice, and so is direction.

Since then, I have achieved many goals simply because I chose to be intentional. I decided not just to wish, but to write things down, plan, and pursue them with clarity and purpose.

“You don’t get what you wish for, you get what you work for and clarity is where that work begins.”

As you hold this workbook, I want you to know something important: growth is never accidental. It is the result of moments like this moments where you pause, reflect, and choose the direction your life will take.

This workbook was created to guide you through that sacred process. It is more than pages and questions. It is an invitation to slow down, to listen to your heart, and to design the year



ahead with intention and clarity. Every exercise, prompt, and reflection page is crafted to help you think deeper, dream bigger, and align your daily actions with the person you are becoming.

“Write the vision and make it plain.” Habakkuk 2:2

My prayer is that these pages will strengthen you, challenge you, and remind you of the greatness within you. You are capable of far more than you have imagined, and 2026 is a blank canvas, ready for your boldest expression of purpose.

Take your time. Be honest. Walk through these pages with courage.

Your future is waiting.
Your clarity is calling.



The beginning of each new year presents an invitation, an opportunity to pause, reflect, and intentionally design the life you want to live. It is more than the excitement of turning a calendar page; it is the quiet, powerful decision to step into growth, purpose, and clarity.

This workbook has been created to guide you through a journey of self-reflection, direction, and intentional planning. It is a collection of questions. and a tool to help you see yourself clearly, understand what matters most, and map out the steps that will move you from desire to action.

You hold in your hands a framework that honours both who you are today and who you are becoming. Take your time. Think deeply. Be honest with yourself. This is your year to rise with clarity.



INTRODUCTION

Welcome to the 2026 Goal-Setting Workbook a practical, reflective, and transformative guide designed to help you enter the new year with direction, purpose, and confidence.

Too often, we move from one year to another with big dreams but no structure, passion but no plan, ambition but no clarity. This workbook is here to shift that pattern. Inside these pages, you will reflect on the year behind you, reconnect with your purpose, define your life areas, set meaningful goals, and create the systems that will carry you through the next twelve months.

Every section has been designed intentionally:

1. Reflection on 2025 helps you understand where you are coming from.
2. Purpose & Personal Vision brings you back to your “why.”
3. Life Areas Vision Map creates a balanced and holistic direction for 2026.
4. Major Goals for 2026 channels your desires into clear, actionable steps.
5. Monthly Breakdown helps you focus your energy throughout the year.
6. 90-Day Roadmap turns your vision into practical movement.
7. Accountability Plan ensures you are supported and not walking alone.
8. Vision Board Notes anchor your dreams in daily reminders that shape your mindset.



This workbook will help you find **clarity**, **alignment**, and **intention**.

Return to these pages often. Use them as your compass. Let them remind you of the commitments you made to yourself and the future you are creating.

As you begin this journey, remember: You do not rise to the level of your wishes you rise to the level of your clarity.

May this workbook guide you, challenge you, and inspire you as you build a meaningful and fruitful 2026.



How To Use This Workbook

This workbook is most powerful when used with intention. Here are simple steps to help you get the best out of it:

1. Create space for reflection. Set aside quiet time even 20–30 minutes free from distractions.
2. Be honest and gentle with yourself. This workbook is not about perfection; it is about clarity and growth.
3. Use a pen, not a pencil. Commit to your answers. They can evolve, but let them be real.
4. Move in order. Each section builds on the previous one: reflection, purpose, vision, goals, systems.
5. Return to it often. Review your goals monthly. Adjust where needed. Growth is continuous.
6. Use it as a conversation. Talk to God, yourself, or your accountability partner as you reflect.
7. Make it yours. Highlight. Underline. Journal in the margins. This is your personal journey.

This is your companion for a purposeful 2026.

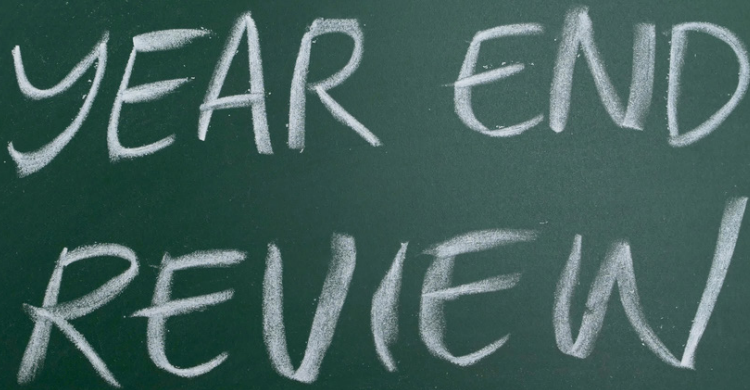


1. Reflection on 2025

Before you can step confidently into 2026, it's important to pause and look back at where you have come from. Reflection creates awareness, and awareness creates clarity. This section helps you understand the experiences, patterns, and lessons of the past year so you can carry forward what strengthened you and release what held you back.

Take your time as you walk through these questions. Be honest. Be kind to yourself. Celebrate what went well, acknowledge what drained you, and identify what no longer serves the person you are becoming. Every win, challenge, and lesson has shaped you in meaningful ways.

This reflection is the foundation of your new direction. It gives you context, wisdom, and insight as you prepare to design your 2026 with clarity and purpose.



YEAR END
REVIEW



What were your top wins in 2025?

What challenges drained your energy?



What habits or patterns must you leave behind?

[illegible]

What lessons do you want to carry forward?

[illegible]

2. Purpose & Personal Vision

“When purpose is not known, abuse is inevitable.” Dr. Myles Munroe

Before you set goals, make plans, or write down what you want to achieve in 2026, you must first understand the deeper reason behind everything you intend to do. Purpose is the foundation of clarity. It is the anchor that steadies you when life gets busy and the motivation that fuels your decisions when things become challenging.

This section is designed to help you connect with your “why” the inner drive that shapes your choices, your habits, and the direction of your life. When your goals flow from purpose, they become more meaningful, more sustainable, and more aligned with who you truly are.

As you reflect on these questions, think beyond achievements or titles. Think about the person you want to grow into, the values that will guide your steps, and the deeper intention behind the life you’re building.

Purpose gives direction.

Vision gives focus.

Together, they form the roadmap for a successful and fulfilling 2026.



What is your 'why' for 2026?

What values will guide your decisions?

Who do you want to become?



What does a successful year look like for you?

Designing your vision begins with understanding the different areas that make up your life. Many people set goals randomly without ever considering whether those goals align with their overall wellbeing, values, relationships, or long-term direction. The Life Areas Vision Map helps you avoid setting isolated goals. Instead, it guides you to create a balanced, intentional, and meaningful picture of your life for the year ahead.

This exercise invites you to pause and think deeply about where you are now and where you want to go. Each area of your life carries significance. When one is neglected, it eventually affects the others. But when each area is seen, honoured, and shaped with clarity, you begin to experience growth that feels aligned and holistic.

Before you fill in the table on the next page, take a few minutes to reflect on each section. The guiding questions under every life area are meant to help you think honestly and intentionally. Let them open your mind. Consider what you desire, what you need to strengthen, what you want to let go of, and what you want to create in 2026.

This is not about perfection. It is about clarity. It is about designing a year that reflects who you want to become, not just what you want to do.

Your Life Areas Vision Map will become your compass a simple but powerful reference point that keeps you aligned throughout the year. Whenever you feel overwhelmed, scattered, or uncertain, return to this page and remind yourself of the direction you chose with intention.

Take your time. Be honest. Be bold. Your clarity matters.



3. LIFE AREAS VISION MAP

Just like the human body has many parts the heart, the lungs, the eyes, the hands, the feet each one important, each one unique, yet none able to function alone, your life is made up of different areas that must work together for you to thrive. A strong heart cannot compensate for failing lungs. Sharp eyesight cannot replace weak legs. No matter how important one part is, true health comes from the whole body working in harmony.

Life follows the same principle. You cannot build a meaningful future by strengthening only one part of your life and neglecting the rest. Many people pour everything into their careers and assume family will wait. Others put friendships on hold, believing they will pick up where they left off. Some ignore their health, not realising that without a healthy body, even the greatest opportunities lose their value. And many postpone spiritual growth, forgetting that it is the foundation that steadies every other area.

That is why planning for all these areas of life is essential.

The Life Areas Vision Map helps you step back and look at your life as a whole like observing the full body, not just one limb. When you bring balance, intention, and clarity to each area, you create a stronger, healthier, more fulfilling year.

Use the table below to describe the vision you want for each part of your life in 2026. Keep it simple, honest, and meaningful. This is your personal blueprint for becoming whole, purposeful, and aligned in every area that matters.



3. LIFE AREAS VISION MAP

Life Area	Guiding Questions	My 2026 Vision
Career	What career level or skills do I want to reach?	
Finances	What do I want to earn, save, or invest in?	
Faith	How do I want my spiritual life to grow?	
Family	What family relationships do I want to strengthen?	
Relationships	Who should I connect or disconnect from?	
Health	What habits do I want to build for my physical & mental health?	
Personal Growth	What skills or disciplines do I want to develop?	



4. Major Goals for 2026

“Clarity is the birthplace of progress.”

Meaningful growth doesn’t happen by accident it happens when you choose to be intentional about the direction of your life. This section of the workbook is designed to help you focus on the four major areas that will shape your year: your career, your finances, your spiritual life, and your personal wellbeing.

These goals are commitments that influence your decisions, your discipline, and the habits you choose every day. When you define what matters most, you create direction. You give your year purpose. You build a clear path toward who you want to become.

As you set each goal, take a moment to reflect on where you are now, where you hope to be by the end of 2026, and the steps that will get you there.

Understanding this and acting on it will bring you focus, confidence, and momentum to your journey throughout the year. Below is an example.



4. Major Goals for 2026

Goal	Why it matters	Steps to Achieve it
Get a promotion to Senior Officer	It will increase my income, grow my influence, and open more leadership opportunities.	<ol style="list-style-type: none">1. Enroll in a professional certification.2. Take on visible projects at work.3. Request quarterly feedback from my supervisor.4. Improve my communication and leadership skills.
Save UGX 6,000,000 by the end of 2026	I want financial stability and an emergency fund so I stop living under pressure.	<ol style="list-style-type: none">1. Create a monthly saving plan of UGX 500,000.2. Cut unnecessary expenses and track spending.3. Add one extra income stream by mid-year.4. Use mobile saving tools or a SACCO.
Strengthen my prayer and devotional life	I want a deeper relationship with God and clearer spiritual direction.	<ol style="list-style-type: none">1. Set a daily prayer time and stick to it.2. Read one chapter of the Bible every day.3. Join a midweek fellowship or MC.4. Practice journaling after my devotion.



Improve my physical and mental health	I want more energy, better focus, and a healthier lifestyle for long-term wellbeing.	<ol style="list-style-type: none">1. Exercise 3 times a week.2. Drink at least 2 liters of water daily.3. Reduce sugar and processed foods.4. Practice weekly quiet time or meditation.
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5. MONTHLY BREAKDOWN

Every great year is built one month at a time. Many people set goals in January and forget them by March not because they lack discipline, but because they lack structure. This section gives you that structure.

Your Monthly Breakdown helps you plan your year in clear, manageable steps. Instead of trying to fix everything at once, you will focus on one key area each month, allowing you to build momentum and stay consistent. By the end of the year, these small monthly commitments will create massive transformation.

Use the table below to choose what each month will focus on whether it's finances, spiritual growth, career development, health, relationships, or personal projects. This becomes your roadmap for 2026.



Month	Area of Focus
January	
February	
March	
April	
May	
June	
July	
August	
September	
October	
November	
December	



6. 90-Day Roadmap

Clarity becomes powerful when it is broken down into simple steps you can act on. The 90-Day Roadmap is designed to help you move from vision to action by dividing your goals into three manageable 30-day segments. This structure keeps you focused, reduces overwhelm, and allows you to build momentum one month at a time.

The next 90 days are the foundation of your entire year. When you intentionally plan what you will do in the first quarter, the rest of the year gains structure and direction. Think of this as your “launch pad.” It helps you translate big goals into daily habits, weekly actions, and monthly wins.

As you fill in this section, keep these questions in mind:

1. What must I start immediately to move toward my goals?
2. What can I realistically accomplish in the next 30 days?
3. What habits will I build or break?
4. What resources, support, or knowledge do I need?
5. What will success look like by Day 30, 60, and 90?

Take your time to reflect, then create a roadmap that is simple, clear, and achievable.



First 30 Days	
Next 30 Days	
Final 30 Days	



7. Accountability Plan

No matter how strong your vision is, you are more likely to achieve it when someone walks the journey with you. Accountability is not about pressure; it is about support. It is about having someone who believes in your growth, checks in on your progress, and holds you to the commitments you set for yourself.

An accountability partner provides perspective when you are confused, encouragement when you feel stuck, and reminders when life gets busy. When you share your goals with the right person, your chances of success increase significantly because you are no longer fighting alone.

As you think about who should walk with you in 2026, choose someone who is honest, trustworthy, and consistent someone who wants to see you grow.

Your accountability partner should be:

1. Someone who will ask real questions
2. Someone who challenges you respectfully
3. Someone who supports you without judging
4. Someone who will remind you of your vision when you drift

This section will help you identify the person and define how the two of you will work together throughout the year.

Take your time and choose wisely.

Your growth is too important to leave to chance.



Item	Details
Accountability Partner	Sarah my colleague and friend
Why You Chose Them	She is disciplined, consistent, and honest with me. She celebrates my wins but also challenges me to improve.
Check-In Frequency	Every Friday evening, plus a monthly review meeting.
How They Will Support You	<ul style="list-style-type: none">• Ask about my weekly progress• Help me track my habits and goals• Encourage me when I slow down or lose focus





My 2026 Personal Commitment

I commit to living with clarity, purpose, discipline, and intention throughout 2026.

I choose growth. I choose alignment. I choose to honor the goals I have set in this workbook. I understand that my future is shaped by my daily actions, and I will remain consistent, focused, and true to the person I am becoming.

Signed: _____

Date: _____

May this commitment remind you of the promise you made to yourself.



8. Vision Board

As you reach the end of this workbook, pause and acknowledge the intentional work you have done. You have reflected deeply, clarified your priorities, set meaningful goals, and mapped out a vision that aligns with who you want to become. It is choosing direction over confusion, purpose over pressure, and clarity over guesswork.

Remember that clarity is not a one-time event. It is a discipline. It is something you return to, refine, and realign with as life unfolds. The vision you have created here is not a rigid plan, but a compass a guide that will keep you centered as you navigate the year ahead.

Your goals may stretch you. Your roadmap may challenge you. Your accountability plan may require consistency. But every step you take toward what you have written in these pages is a step toward the future you desire.

Carry this workbook with pride. Revisit it often. Adjust where necessary. Celebrate your progress. Honour your growth. And most importantly, keep choosing clarity because clarity is the foundation of intentional living.

May your vision strengthen you. May your habits align with your purpose. May your efforts produce fruit. And may 2026 be a year marked by focus, direction, elevation, and evidence of the person you are becoming.

You have begun well.

Now rise with clarity.



About the Author – Dorcus Magoba

Dorcus Magoba is an HR Specialist, Leadership Trainer, and Author with a passion for people development and transformative leadership. She is the Founder & CEO of Tabita Initiative Africa, which runs Tabita Leadership Program, and Co-founder of CMC Africa, an Education and HR Consulting Firm. Her work focuses on helping Individuals and organizations build cohesive teams, build leadership capacity, enhance communication, and improve performance.

She has successfully designed and implemented leadership development, team-building, and performance management programs for organizations such as C-Care International, Girls Not Brides, Camusat International, Forum for Women in Democracy, Uganda Railways Corporation, and Global Health Uganda, among others.

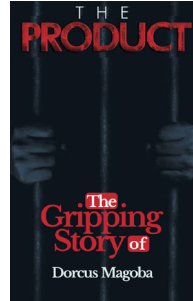
Dorcus has dedicated over 15 years to mentoring the youth and women empowering them to achieve their potential and lead with impact.

She holds a BA in Education, an MA in Human Resource Management from Makerere University and an MBA and DBA in Social Entrepreneurship from Roxbourg Institute of Social Entrepreneurship, Switzerland. Dorcus is also a trained leader from the Harvest Institute and School of Ministry.

Beyond her professional achievements, Dorcus serves at Worship harvest Ministry, enjoys recreational walking, dancing, and writing. She is married and a proud mother of three.




OTHER BOOKS BY THE AUTHOR




Dorcus Magoba is available for:

- Keynote speeches.
- Panel discussions and Q&A sessions.
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Let's Collaborate!