Goal Setting & Self Evaluation

If It’s To Be,
It’s Up To Me!
• 90 % of Successful people set goals.

• 90% of people who feel they have failed did not set goals.
Opportunity is missed by most people because it is dressed in overalls and looks like work.

~ Thomas Edison
Setting Goals

- Allows you to choose where you want to go in life.
- Gives you a long-term vision and short-term motivation.
- Focuses your acquisition of knowledge
- Helps you to organize your resources
- Helps you to measure success along the way
Advantages of Setting Goals

- Achieve more
- Improve performance
- Increase motivation to achieve
- Increase pride and satisfaction in achievements
- Improve self-confidence
- Plan to eliminate attitudes that hold you back and cause unhappiness
People who use goal setting effectively...

- Suffer less from stress and anxiety
- Concentrate better
- Show more self confidence
- Perform better
- Are happier and more satisfied
“How to” on setting goals

• What do you want to achieve in your lifetime?

• There are many categories of goals
  – Personal (family, health)
  – Education
  – Career
  – Etc..
Setting Effective Goals

• Express goals positively
• Be precise
• Set priorities – don’t be overwhelmed by too many goals
• Write your goals down
• Keep goals you are working towards immediately, small and achievable
Some Goal Setting Principles

• **Set Performance, not Outcome Goals**
  – Set goals over which you have as much control as possible
  – Goals based on outcomes are extremely vulnerable to failure because of things beyond your control

• **Base goals on personal performance or skills or knowledge to be acquired**
  – (in a race, set a performance time, not the outcome of a win—you have control over only your own performance)
• **Set specific, measurable goals.**
  – If you achieve all conditions, then you realize confidence and comfort in the achievement
  – If you consistently fail to achieve the goal, reassess and adjust it; analyze the reason for failure and take appropriate action to correct.

• **Set Realistic Goals**
  – Avoid setting goals based on
    • Other people
    • Insufficient information
    • Always expecting perfect performance
    • Lack of respect for self
      – Take time for yourself to avoid burnout
• Avoid setting goals too low
  – Fear of failure
  – Taking it TOO easy

• After examination of the previous points, take note to set goals at reasonable levels.
  – Individual process
  – Be honest
  – Take pride in goal setting
If you aren't making any mistakes, it's a sure sign you're playing it too safe.

~ John Maxwell
Assessment

• Feedback: Failure
  – Where you have failed to reach a goal, ensure that you learn the lessons of the failure
    • Did you try hard enough
    • Were technique, skills or knowledge faulty and need to be enhanced
    • Was the goal you set unrealistic
    • Etc...
  – Use this info to adjust the goal—then it becomes a positive learning experience
  – Trying something, even if it does not work often opens doors that would otherwise have remained closed
Assessment

• Feedback: Success
  – If goal was easily achieved, make next goals harder
  – If goal took a dispiriting length of time to achieve, make next goals a little easier
  – If you learned something that would lead you to change goals still outstanding, do so
  – If while achieving the goal you noticed a deficit in your skills, set goals to fix this
Summary of Goal Setting

• Goal Setting is an important method of
  – Deciding what is important for you to achieve in your life
  – Separating what is important for you from what is irrelevant
  – Motivating yourself to achievement
  – Building your self-confidence based on measured achievement of goals
  – Phrasing them positively
  – Defining them precisely
  – Prioritizing multiple goals
  – Writing them down
  – Keeping them manageable
  – Defining performance, not outcome
If you do not already set goals, or if you have not yet focused on your life goals, now is a great time to start!
Goal Setting

• Take 5 – 10 minutes to quickly brainstorm on a separate piece of paper, goals that you have for yourself.
• Write them all down, no matter how unlikely
• Prioritize them
• Take the first 5 and rewrite them into specific, realistic, measurable, performance-oriented goals.
Self Evaluation

- What are your weaknesses as you reflect on the goals that you have set for yourself?
- How will you address these weaknesses as you strive to achieve your goals?
- Where is your network of support?

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- What are your personal strengths as you reflect on your goals?
- How will you remain motivated and focused?
- How will you know when you have achieved a goal?
Most look up and admire the stars. A champion climbs a mountain and grabs one.

~ Unknown