

Goal setting

[Psychology](#), [Success](#)



Goal setting involves establishing specific, measurable, achievable, realistic and time-targeted (S. M. A. R. T) goals. The theory of goal setting suggest that an effective tool for making progress is to ensure, whether in a group of on a personal level. Setting goals helps people work towards their own objectives, most commonly with financial or career based goals. Goals are a form of motivation that sets the standard of self-satisfaction with performance. Achieving the goal one has set for oneself is a measure of success. Goals do not necessarily have to be big. If you set goals too high you might become over whelmed and just give up. This is why small goals are ideal because you can achieve them and the setbacks won't knock you down so hard.

Introduction:

Why is a personal or career focus on goal setting so critical? This paper provides an overview and refresher about setting great goals. Here, you'll find background and ideas on how to establish a goal setting approach in your personal life and career, designed to guide you toward implementing your goal setting strategies. This guide is appropriate for use by a business to support performance management policy making, by business managers to understand and execute their role in guiding their team members as they set their goals. Also, by individuals as they write strong stretch goals that will help move their lives and business forward. Make the content work for you in executing a consistent and effective goal setting approach.

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How would someone go about setting goals?

According to the website www.mintools.com/page6.html, by James Manktelow and Amy Carlson, the first thing when setting goals is decided what you want, if you don't know what you want to achieve, be and succeed in then you risk being open to doing what others suggest. It requires you to make decisions and set deadlines. Second thing you would do to set goals would be to match your goals to relevant areas of life. By detailing your goals into specific realms of your life, you'll gain more control and a sense of purpose over them. Thirdly, be positive when stating your goals, Instead of saying, " I am not going to miss my exercise routine today", say " I'll make time for 20 minutes on the treadmill." By being positive when setting goals it will help you view it as a good thing to do and not what you have to avoid. Lastly, write it down. Putting it on paper, you are actually confirming your willingness to make it come true. A written list of goals is an effective reminder of what you need to do. The Kanban Board and the Pomodoro Technique would come in handy with setting goals. In conclusion, when setting goals make sure they are specific, measureable, achievable, realistic and timely (S. M. A. R. T) Identify strategies that someone can use to stay on course when achieving goals.

The website www.life123.com/stressmanagement/goalsetting, 10 strategies for personal goal setting: By Rachael Mork, the strategies some can use to stay on course when achieving goals is share your goals with a few key people, establish a support group. Complete at least one action per day. Being consistent will propel you towards your goal. Choosing a small task will

make a dent in your to do list and may motivate you to do even more. Also, reward yourself, but don't wait until you achieve your goal. Especially if it's a long term one. Reward yourself as you reach certain milestones. Something as simple as scheduling time to yourself or maybe a special treat that you've felt guilty about indulging in can keep you motivated to keep going.

How would someone go about evaluating goals and achievement of those goals? The researchers Rynes, S., Brown, K., and Colbert, A. 2002. Seven Common Misconceptions About Human Practices: Research finding versus practitioner beliefs, Academy of Management Executives. 16/ (3): 92-102. have explained to evaluate your goals and achievements of those goals is by listing your accomplishments in relation to your goal. List number of deadlines met or didn't meet. Be sure to list any circumstances that may have prevented you from achieving your goals. Also, list the positive aspects of the achievement or performance. Continue listing examples of activities that supported your progress towards achieving your goals, even if you don't meet them.

Conclusion:

Goal setting only becomes meaningful if you have motivation to reach the goals you set. Motivation may be said to consist of three Ds: drive, dedication, and determination. Drive is the internal force that gives you the energy to overcome inertia and initiate action. Discipline consists of positive, personal qualities such as commitment, devotion, and dedication that enable you to sustain your effort over time. Determination enables you to relentlessly pursue your goals, persist in the face of frustration, and bounce back after any setback. To reach your goals you must acquire and use

effective strategies, but you also need character. Three character traits or virtues are particularly important for college and life success. Wisdom: Using knowledge to guide your behavior toward effective or good actions. Integrity: Doing what is ethical. Civility: Respecting the rights of other members of your college and larger communities. Violations of civility include insensitive use of personal technology in the classroom. “ Studies of highly successful people, whether they be scientists, musicians, writers, chess masters, or basketball stars, consistently show that achieving high levels of skill and success requires practice” (Levitin, 2006). This is true even of people whose success is thought to be due to natural gifts or talents. For example, “ during the Beatles’ first four years as a band and before they burst into musical stardom, they performed live an estimated 1, 200 times, and many of these performances lasted five or more hours a night. They performed (practiced) for more hours during those first four years than most bands perform during their entire career”. Similarly, before Bill Gates became a computer software giant and creator of Microsoft,” he logged almost 1, 600 hours of computer time during one 7-month period alone, averaging eight hours a day, seven days a week” (Gladwell, 2008). What these success stories show is that it takes time and practice for effective skills to take hold and take effect. Reaching long-range goals means making small steps. They aren’t achieved in one quick, quantum leap. If you are patient and persistent and consistently practice effective strategies, their positive effects will accumulate gradually and eventually have a significant impact on your success in college and beyond.

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