

The process of goal setting

Business



The paper "The Process of Goal Setting" is a wonderful example of an essay on management. In the corporate world, goal setting is important to both the employers and the employees of an organization. In many cases, organizations tend to set goals that do not benefit the employees or the people who are not in the managerial posts. As an employee of an organization, having personal goals that are aligned with the organizational goals is one of the best choices one can make. Generally, there are several conditions that affect the pre-determined goals and the ability to achieve these goals. In psychology, a person with a set goal is likely to succeed in any task compared to a person who does not have any goals. The reason being a person with goals is highly motivated to achieve the goals which seem like challenges. Not only does a person have to set personal goals, but also organizations have to set goals meant to facilitate the achievement of optimum profits and growth (Ford, 2012). However, goal setting is not just setting objectives, but implementing the goals and achieving them.

The process of goal setting starts with stipulating the desirable outcomes. There are five characteristics that people use in setting the desired goals which are abbreviated as S. M. A. R. T. The first character, S, represents specific, which means that when setting a goal, the desired outcome should be clearly laid out and then narrowed down to the particular achievable outcome (Ford, 2012). To achieve a particular goal, a generalization of the goal is discouraged as it leads people astray. After specifying the goals, the road map necessary to achieve the aims is formulated. Goals are objectives that require principles and a strong will so that they can be achieved wholly. Measurability of the goal is second in the line of the abbreviations. A goal should be measurable by either time, money, growth and other relevant

parameters. The importance of measuring the goals it is to know the actual progress that is made during the achievement of the goals. Measurement of goals also allows determination of the rewards that the participants deserve. In psychology, the rewarding of achievement plays a big role in motivating persons to perform better than their previous achievements.

The set goals ought to be achievable. Many people might set goals which are not within their capabilities. As a result, the people expected to achieve the set goals become demoralized when they fail to achieve them. When a person fails to achieve a goal, they are demoralized and become worse than they were ever before, unless they are iron-willed and are not easily derailed by a failure, which is a rare capability. Any set goal should be challenging but achievable in return.

Realistic is the second last abbreviation characteristic in the setting of goals. Realistic is similar to the previously mentioned achievable although, with some differences. In some instances, the reality of a goal might be compromised. There are goals that might be achievable, but unrealistic (Ford, 2012). A supermarket, for instance, with the goal of expanding to several floors within a given period is achievable. However, it might be financially unrealistic if the supermarket aims at expanding to many branches in the same period.

Time has been considered as the most precious parameter in human existence. In the setting of goals, time is directly proportional to the success achieved in the long run. Normally, a good goal is given a reasonable time frame that will facilitate the measuring of the goal's progress and expiry of the desired duration (Ford, 2012). Time is also known to provide a basis for comparison for the past achievements to the present progress. Setting a

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reasonable time is thus vital in regulating the worthiness of a goal, and whether one can continue chasing the goals.

After setting the goals, implementation comes next. Achieving goals requires a commitment that should not waver during the process. There are times when activities that are employed to achieve the goal might be inhibited. People with goals should not allow such hindrances and should remain strong-willed and unchanged until the objectives are achieved. In organizations, the management is known to put pressure on workers; this is inadvisable as it leads to failure rather than success.

With management, the involvement of the employees is important in realizing the goals. Involving the employees is important in making them feel part of the decisions and the entire organization. Participation increases their motivation in seeing to it that the goals are achieved. Active participation is a preferred method compared to stipulating goals and telling the employees to follow rigidly. Forcing employees causes a rebel-like effect rather than a team effect in achieving the goals (Ford, 2012). The management's commitment plays a crucial role in achieving the aims. Subordinate employees look up to their leaders, and the leaders ought to lead by example in their activities to achieve the set goals.

Finally, the response of performances that contribute to the progress in the realization of the goals should be given. In most situations of human activities, response and feedback are important in knowing whether or not someone is on the right track (Ford, 2012). The response can be used in disciplinary measures when one acts contrary to the expected regulations. In conclusion, it is evident that the procedural concept of S. M. A. R. T is the

backbone of any goal-setting activity. Admittedly, having goals in life is important in enhancing an individual's wellbeing and status.