GOAL SETTING

Purpose of Goal Setting

Setting goals helps people strive to achieve. Although goal setting may be challenging, it is worthwhile. The intention is to increase efficiency and effectiveness by specifying desired outcomes. Hellriegel, Slocu, and Woodman & Martens (1992) find goals to be important because they:

- Guide and direct behaviour
- Provide clarity
- Reflect what the goal setters consider important
- Help improve performance
- Increase the motivation to succeed
- Instill pride and satisfaction in achievements
- Provide challenges and standards
- Bolster self-confidence and decrease negative attitude

Goal-setting Model

The SMART guidelines can help set effective goals that will help in traveling the road to success.

SMART means:

Specific – A goal of graduating from college is too general. Specify how this will be accomplished, e.g. study more in order to receive better grades.

Measurable – Establish criteria for how to achieve a goal. Measurable does not refer to a timeline; it means determining a way to measure your success in completing the long-range goal.

Action-oriented – Be proactive in taking action that will result in reaching the desired goal.

Realistic – Strive for attainable goals; consider the resources and constraints relative to the situation.

Timely – Allow reasonable time to complete each goal, but not so much time that you lose focus or motivation.

GGEM

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We aim to support career development learning, global citizenship and graduate outcomes for Griffith students by connecting them to industry professionals beyond Australia’s borders. GGEM mentors not only assist Griffith students to gain a deeper understanding of their disciplines, they connect them to a world of opportunity.

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