

Career Strategy

Exercises

Reordering Personal Goals

Description

This activity is designed to enable participants to reflect upon their personal goals and offers a process for reordering of key goals, thereby increasing the likelihood of achieving them.

Objectives

- To appreciate the importance of good goal-setting methodology.
- To set goals that are meaningful, challenging and achievable.
- To produce action plans for goal achievement.

Method

1. Give a brief introduction and overview of the subject.
2. Ask each participant to spend thirty minutes completing the questions.
3. Form small groups and ask each participant to reflect on their answers. Each group should agree on a means of feedback for their main findings to all the other groups.
4. Back in the main group encourage participants to share with colleagues some of the personal goals they have decided to work on. Encourage participants to indicate the correlation they think exists between organizational, team and personal career goals. Finally, encourage full discussion on the extent to which personal job/career goals contribute to team goals and, in turn, to organizational goals.

Career Strategy Questionnaire

1. List some of the goals you had at the time of leaving school. They may be serious or ambitious but don't forget the funny ones too!
2. Which goals did you *not* achieve and *why*?
3. What are your goals now?
4. Why did you change your goals?
5. Suggest ways of prioritizing *family*, *job* (career) and "*self*" goals.
6. Most people do *not* put their goals in writing—why is this?
7. What should be the main components of clearly-defined goals?
8. What, if any, are the links between personal values and personal goals?
9. How might you ensure that some, or all, of your personal *job/career* goals harmonize with the goals of your team?