

Goal Setting

One of the most essential tasks for any group to be successful is proper goal setting. It is important to work with your fellow student leaders and adviser to determine the goals that your student organization will work towards this year. Spend an adequate amount of time for brainstorming and then dialoguing on the goals. Try to establish one or two objectives that will help you achieve those goals as well. Remember to keep these goals written down and refer to them at various points throughout the year. Don't lose sight of your goals; if you manage to keep them in mind, you'll be that much closer to achieving them!

Making S.M.A.R.T. Goals

S.M.A.R.T. Goals Are:

Specific-they are clear and direct

Measurable-helps in creating objectives to reach the goal

Action-oriented-they are something to work towards

Realistic-they need to be something that can be obtained

Timely-groups should set time limits and try to stick to them

Steps For Setting Goals and Objectives

-Brainstorm ideas as a whole group

-Choose specific ones from the brainstormed lists that you actually want to work on

-Determine and create objectives for each goal-this involves created a plan of action

-Move into action and make sure to follow through. If this does not occur, goals cannot be achieved

-Put group's goals in writing and give them out to all members

-Evaluate progress regularly. Be sure to be flexible and allow the objectives to change with the goals

Difficulties That May Be Faced Along The Way

Goals are extremely important to make, but they are also quite difficult to explicitly make. It is easy to have an understanding of what you think goals may be, but to write them out and follow the guidelines for goal setting is quite difficult. And it also takes a lot of time. It can also be hard to get all members on board with goal setting and then with what the goals specifically are. But do not get discouraged along the way. Creating these goals are so important to the success of the group that it will ultimately be worth pushing through any obstacles that arise along the way.

The 10 Main Benefits of Goal-Setting

The benefits of goal setting are real and significant. Goal-setting applies both to you as an individual and to a group that sets goals.

1. Improves your self-image (or the self-image of the group).

2. Makes you aware of your strengths, which can be used to overcome obstacles and provide solutions to problems. (The same is true for the group.)

3. Makes you aware of your weaknesses so you can begin to improve them and make them into your strengths.

4. Gives you a sense of past victories and provides a stimulus for present successes.
5. Helps you visualize. Plans actions to achieve goals you set and then carry them out.
6. Gives you a track to run on so you can see where you have to go.
7. Forces you to set priorities. Priorities establish direction to your pursuits.
8. Defines reality and separates it from wishful thinking.
9. Makes you responsible for your own life. Makes your group responsible for its own success or failure.
10. Serves as a criterion to sharpen decision making.

Members of the Office of Student Engagement (OSE) staff are available to assist you with any questions you have regarding leadership issues. The OSE is open Monday through Friday 9 a.m.—5 p.m. For more information, please contact the office at 410.337.6124.