



Goal Setting & Mentorship

Importance of Goal Setting



One of my favorite examples of attitude comes from a woman I once worked with. She was the kind of person everyone admires and maybe even envies. She was consistently upbeat, positive, and seemed genuinely happy.

One day, a particularly difficult project failed. Instead of reacting with frustration, she smiled and said, "Well, we learned a lot. Let's call it a day and try again tomorrow."

Her response surprised me. I felt discouraged and irritated after all our hard work fell apart. I finally asked her, "How are you always so positive?"

Her answer was simple: "I have a choice, and I have goals."

She explained that in every situation, she chooses how to respond. She can choose anger and frustration or she can see setbacks as lessons, obstacles as signals to adjust her strategy, and hurt feelings as opportunities for constructive communication.

Then she added something important: "I measure every reaction by one question Will this bring me closer to or further from my goal?"

For example, she wanted to be respected by her peers. She knew that losing composure during setbacks would not support that goal. So, when things went wrong, she focused on what could be learned. Even in our failed project, we gained valuable insight that would help us avoid similar mistakes in the future.

This illustrates the connection between goals and attitude. Goals provide direction. When you know where you are going, it becomes easier to stay positive even during setbacks because you trust that obstacles are part of the journey.

Once you understand this link, goal setting becomes energizing. Positivity becomes natural. Over time, you can intentionally shape your mindset and personality.

GOAL SETTING

Importance of Clear Goals

Many people say they want a better life, job, or home. However, when asked to define what “better” means, they struggle to explain it. Without clarity, progress becomes nearly impossible.

If you say you want a better job but cannot describe what makes it better, you may end up making aimless decisions or accepting a position that doesn't truly improve your situation. This can lead to discouragement and the false belief that nothing better exists.



A goal is a target destination on a map. To reach it, you must:

- Prepare for the journey
- Plan your route
- Anticipate obstacles
- Adjust when necessary
- Celebrate when you arrive

Goals keep you focused and motivated during challenges. They help you achieve rather than merely wish for success. You should set goals in every major area of life: personal, professional, financial, educational, physical, and social.

Tip: A strong goal keeps you focused on your success and motivation through setbacks.

GOAL SETTING

How to Set Effective Goals

Goal setting begins with self-reflection. The goal must be yours and must also be realistic.

When setting goals, consider the following:

- Make it personal. Goals imposed by others are rarely achieved.
- Find inspiration. Motivation strengthens commitment.
- Ensure it's attainable. Stretch yourself—but stay realistic.
- Include a time frame. Deadlines create accountability.
- Create an action plan. Identify steps, resources, and support systems.



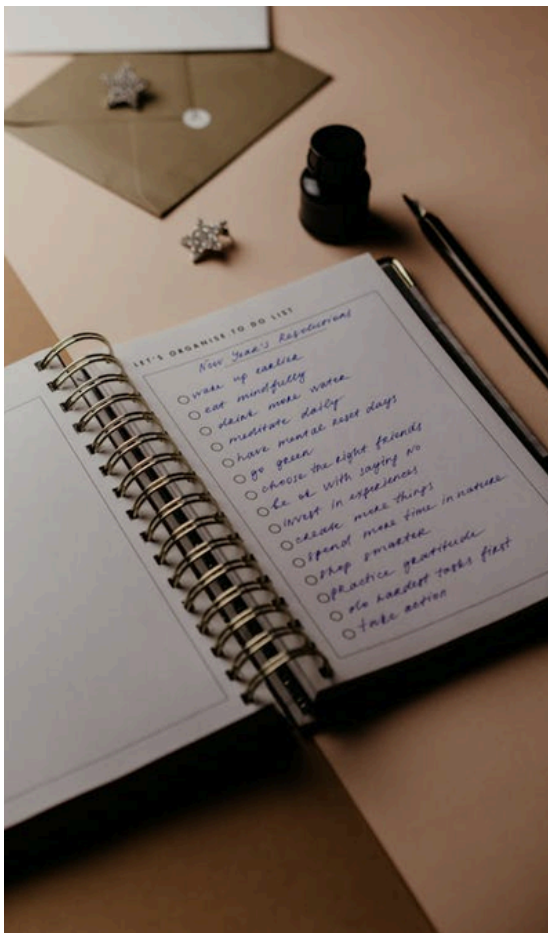
GOAL SETTING

Short vs Long Term Goals

Think of a long-term goal as the final destination on a map. The short-term goals are the stops along the way.

A long-term goal might take several years, such as writing a novel. The short-term goals could include outlining the story or completing individual chapters.

Short-term goals often serve as building blocks toward larger ambitions. In professional settings, these are often called objectives because they are measurable and time specific.



GOAL SETTING

SMART Goals

An effective way to develop short-term goals is to use the SMART framework:



Specific

Clearly state what you will accomplish.



Measurable

Define how you will track progress.



Attainable

Ensure the goal is realistic.



Result-Focused

Measure outcomes, not just effort.



Time-Bound

Set a deadline.

For example:

"I will earn a promotion to manager within 12 months by consistently exceeding expectations and demonstrating leadership."

Tracking both actions (like helping coworkers) and outcomes (such as recognition or measurable improvements) ensures true progress.

MENTORSHIP

The Value of a Mentor

Goal setting takes practice. If it doesn't come naturally, consider finding a mentor.

A mentor is someone who guides, supports, and advises you as you pursue your goals. They should:

- Be someone you respect
- Be respected in their field
- Share similar achievements
- Communicate effectively
- Provide honest, constructive feedback
- Be genuinely interested in helping others

Before asking someone to be your mentor, establish a relationship. If you don't know them well, request an informational interview first. Mentorship is a commitment of time and energy, so approach it thoughtfully.





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