

Continuum



SMART Goal Setting (for Employees)

Who would benefit from this presentation:

- *Employees who have a hand in setting their own professional goals.*
- *People who want to set more effective goals for themselves both professionally and personally.*

At work, one of the more challenging things people are asked to do is to set goals for themselves. Few people are really comfortable with the process of setting goals and usually end up with rather vague, low-risk goals such as: *I will improve my productivity, I will enroll in an outside training*, and so on. This presentation provides a step-by-step guide to setting clear and attainable goals.

The seminar begins by addressing a major obstacle in effective goal setting, fear of failure. Many people avoid setting goals because they are afraid of falling short.

The discussion then turns to motivation and what role it plays in setting and achieving goals. Participants will have the opportunity to explore and compare different theories of motivation and how they relate to intrinsic versus extrinsic reward.

The workshop culminates in a goal setting activity where participants begin with “big picture” issues and work down to specific, quantifiable goals. The result is a foundation of knowledge and skill in setting goals that relate directly to a company’s mission and goals and satisfies a person’s need for achievement and intrinsic reward.