



SETTING GOALS & STICKING TO THEM

A.S.I. Summer Leadership Training

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What we will cover?



- Short Term v. Long Term Goals
- Setting SMART Goals
- Formulating Personal ASI Goals
- Constructing Team Goals
- Assisting with Generating Member Goals

Short Term Goals

- achieve in six months to three years
- the near future

Setting Short Term Goals

- Prioritized
- Present
- Positive
- Precise
- Performance-based
- Practical
- Personal
- Properly-rewarded



Long Term Goals

- three to five years
- require time and planning

Setting Long Term Goals

1. Work backwards. Think about what you want to achieve then plan steps going back to what you can do right now.
2. Think about what you need to do in five years, in one year, and in six months to get to your long-term goal.
3. Write down what you need to do each month to achieve your goals.
4. After each monthly goal is achieved, look at your goals and adjust them as needed.





Setting SMART Goals

Specific (simple, sensible, significant).

Measurable (meaningful, motivating).

Achievable (agreed, attainable).

Relevant (reasonable, realistic and resourced, results-based).

Time bound (time-based, time limited, time/cost limited, timely, time-sensitive).

Formulating Personal A.S.I. Goals

- Using your **worksheet**
- **Write out at least 2 major personal goals** as it pertains to your position in ASI
- Groups of **2**
- Partners should **give feedback**
 - Is it a SMART goal?
 - Is it clear and concise?



Assisting with Generating Member Goals

- How can you assist your team that you oversee in creating and achieving their SMART Goals?
- Lets create a list of ways
- Others ways to encourage

1. Pay your people what they are worth
2. Provide them with a pleasant place to work
3. Offer opportunities for self-development
4. Foster collaboration within the team
5. Encourage happiness
6. Don't punish failure
7. Set clear goals
8. Don't micromanage
9. Avoid useless meetings



CIRCLE OF GOALS



– 7 Ways to Increase Your Chances for Success

1. Your goals must be specific .
2. You must be able to measure the outcome of your goals
3. Don't be negative.
4. Keep your goals realistic.
5. Is your goal reachable within your time frame?
6. There must be an action tied to each goal.
7. Be flexible about your goals.

– Assessing throughout Your Timeline

1. Clarify what you want to accomplish and modify your specific goals so that they are realistic and, ideally, measurable.
2. Determine what information you need now (or soon) in order to measure change later.
3. Plan ahead for the process of evaluation and the time, funding, and resources needed for that purpose.