



Goal Setting

Farai Mubaiwa



Before
setting goals
for the new
year, pause
and reflect

- What are you most proud of this year?
- What did you do for your career growth?
- How would you describe this year in 3 to 5 keywords?
- What skills do you want to learn?
- How will you take care of yourself?

Setting goals for the new year

Research by Forbes indicates that '80% of people ditch their New Year's resolutions by February'. This is often because we set **unrealistic goals** which are too sudden for us to process and implement.

It is important that we set goals in bite-sized chunks so we can work towards something tangible.



SMARTY Goals Tool

S

Specific - What is the goal? The more detail, the more effective.

M

Measurable - How will you measure progress? What is the evidence that you have achieved the goal?

A

Attainable - Is this a realistic goal and do you have the skills and resources to achieve it?

R

Relevant/Realistic - Does this goal align with your values and can you achieve it?

T

Time-bound - What is your timeframe for achieving the goal?

Y

Wh(Y) - A unique addition to the SMART goals tool. Why is this goal important to you, and only you?

NY Resolution vs SMARTY goal

NY Resolution

- This year, I will start a new job.

SMARTY goal

- By **June 2023**, I will start a **new job** within the **education sector** through **updating my resume** and **LinkedIn profile**, actively applying for job opportunities and connecting with industry professionals for mentorship. A new goal is **important** to me for **my career growth**.

Themed SMARTY Goals

- To ensure that you set holistic SMARTY goals overall that cover all spheres of your life, group your goals into the following themes:



Personal



Relationship




Career



**Family and
Friends**



**Mental and
Physical
Health**



SMARTY goals
have been so
effective in my life.
I know they will be
effective in yours
too!



Thank you

Farai Mubaiwa

missfarai.mubaiwa@gmail

www.farai.co.za