

## Setting Goals With Your Mentee

*"It is a funny thing about life; if you refuse to accept anything but the best, you often get it."* Somerset Maugham

### Why set goals?

Some young people don't know how to get from point A to Point Z and how to break the journey into steps. You can help your mentee:

- Choose where he/she wants to go – it should be realistic (if it is too difficult, it will lead to frustration and defeat)
- Decide what he/she wants to achieve – (remember it's their goal not yours)
- Know where to concentrate his/her efforts – it should be challenging (if it's too easy, there is little incentive to achieve it and little reward in getting there)
- Spot the distractions that would lure him or her from his or her course – it should be obtainable (so that you know when you have gotten there)
- Build self confidence which grows faster when goals are set and achieved – it should have a deadline (or there may be a tendency to put off completing it)

### Next Steps:

- Think about the goal (s) you want to achieve and write them down – make sure your goal is specific, measurable and time bound (draw up a contract with you mentee)
- Make your goals positive and attainable and why you want to achieve these goals – each week assess your progress and pitfalls (chart the results)
- Write your goal in a positive rather than in a negative. Instead of writing "A better student", write "Grade point Average 4.0 and graduating from high school with honors and attending college of my choice".
- Once again we are giving the subconscious mind a detailed set of instructions to work on. The more information you give it, the more clear the final outcome becomes. The more precise the outcome, the more efficient the subconscious mind can become.
- Can you close your eyes and visualize what your life will be like in one, two or five years down the road? Can you describe how you will feel? What kind of job will you work at? What kind of home will you live in? What kind of car will you drive? Have your mentee share with you their ideas/thoughts. Can you see it? So can your subconscious mind.
- Identify obstacles and risks – everything that could possibly prevent you from achieving the goal
- Identify sacrifices – time, money and changes that you will have to make
- Define knowledge – additional information and skills you need to acquire
- Who will be on your support team? What kind of role will they play?
- Develop your plan – list each activity and the tasks to complete
- Set a deadline – decide when you will achieve this goal

- TREAT yourself to a celebration – you DESERVE it! What will it be?

Always remember that the goals in a mentoring relationship must be the mentee's. While the mentor may have strong opinions about the route the mentee should take, the journey and the goals selected must belong to the mentee.

### Acknowledgements

Dr. Susan G. Weinberger Arthur "Preparing My Mentor For Me

## So your goals are written down.

## Now what?

Reviewing your goals daily is a crucial part of your success and must become part of your routine. Each morning when you wake up read your list of goals that are written in the positive. Visualize the completed goal, see the new home, smell the leather seats in your new car, feel the cold hard cash in your hands. Then each night, right before you go to bed, repeat the process. This process will start both your subconscious and conscious mind on working towards the goal. This will also begin to replace any of the negative self-talk you may have and replace it with positive self-talk.

Every time you make a decision during the day, ask yourself this question, "Does it take me closer to, or further from my goal." If the answer is "closer to," then you've made the right decision. If the answer is "further from," well, you know what to do.

If you follow this process everyday you will be on your way to achieving unlimited success in every aspect of your life.

*The difference between a goal  
and a dream is the written word.*

-Gene Donohue

## **SAMPLE GOAL – SETTING CONTRACT**

### **ACADEMIC GOAL**

My goal is:

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I will do these activities to reach my goal:

1. \_\_\_\_\_
2. \_\_\_\_\_

I will know when I have reached my goal when:

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### **PERSONAL GOAL**

My goal is:

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I will do these activities to reach my goal:

1. \_\_\_\_\_
2. \_\_\_\_\_

I will know when I reach my goal when:

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### **BEHAVIOR GOAL**

My goal is:

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I will do these activities to reach my goal:

1. \_\_\_\_\_
2. \_\_\_\_\_

I will know when I reach my goal when:

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Signed: \_\_\_\_\_ Signed: \_\_\_\_\_

(Mentee)

(Mentor)

Date this plan is made: \_\_\_\_\_ Date to review this plan: \_\_\_\_\_