

ENTREPRENEURIAL SPIRIT

INTERMEDIATE

S.M.A.R.T. GOALS



SKILL ADDRESSED:

Entrepreneurial Spirit

LEVEL OF CHALLENGE:

Intermediate

TITLE OF ACTIVITY:

S.M.A.R.T. Goals



INTRODUCTION TO THE SKILL

Goal setting is a crucial skill that all workers should have as there are many benefits to it:

- Setting goals can keep you motivated. Without having a clear set of goals to work towards, what are you working for? What is the purpose of your job?
- Setting goals always keep you accountable. If you have set a goal and you're not achieving it, then you're doing something wrong, so then you can fix it.
- More importantly, goal setting makes you feel more satisfied in your job. Reaching your goals makes you feel like you're doing something worth your time, and you are responsible for this achievement.

In this proposed scenario, you will develop your skills of setting goals for developing a sense of entrepreneurship.

SOURCES:

- University of Massachusetts Global. (2022). How to measure organizational performance: The secret to effective goal setting. Retrieved November 17, 2022, from <https://www.umassglobal.edu/news-and-events/blog/how-to-measure-organizational-performance>.

THE CHALLENGE

You have been an employee of your company for over three years. Your boss has just announced that in six months, the company will be hiring a new supervisor. You feel that you have acquired the relevant experience and skills from your current role to apply for the position. You decide to approach your boss that you would be interested in applying for the supervisor position. Your boss is impressed and glad that you have stepped up and voiced this to them, and they believe that you have the relevant experience and skills for the position. However, they have suggested that although your communication skills in the office are good, to be a supervisor, you must develop them to be even better as you will be working over employees and dealing with customers more. They suggest that you should take the next few months to develop this, so you are more prepared for when you apply for the position in 6 months.

To complete this challenge, you are asked to imagine that you are a dedicated employee at this company, that is hoping to apply for the supervisor role. Following the advice from your boss, you are hoping to develop your communication skills in the next six months to be in the running for the position. Using the S.M.A.R.T Goals approach, what can you do to achieve this goal, and how?

STRUCTURE

To help you, please follow these tips/pieces of advice to solve the challenge posed:

SPECIFIC, MEASURABLE, ATTAINABLE, RELEVANT, TIME-BASED

- The first step is to create a specific attainable goal. Be careful not to make your goal too broad. Being specific gives you a particular goal to aim to improve and makes it easier to evaluate whether you have achieved it.
- The second step is to decide how you are you going to measure that you are achieving this goal.
- Next is to consider whether your goal is achievable to achieve or not. The more you goal is achievable to attain will make you stick to reaching it.
- Then it is important to evaluate if your goal is relevant, and if it will actually help you. For instance, if you wanted to receive a high customer satisfactory score, it would make sense to improve your skills that relate to customer engagement.
- And finally, create a timeframe for your when you want to achieve this goal. Having a timeline not only holds you accountable but also motivates you to reach your goal within this time.

ADDITIONAL RESOURCES:

[S.M.A.R.T Goals Worksheet](#)

[15 SMART Goals Examples for Your Work in 2023](#)

[10 SMART goal examples for your whole life](#)



DEMONSTRATION AND EVALUATION

After completing this challenge, you should be able to set your own goals for developing a sense of entrepreneurship after using S.M.A.R.T. goals to develop your communication skills to be in the running for the supervision position that will be in your company in the next six months.

SELF-REFLECTION:

- How did you decide on your goals?
- Why did you choose these particular goals?
- What can help you attain these goals?
- What may prevent you from attaining these goals?
- What can you do to stay motivated while trying to reach these goals?

Congratulations! You have now completed the challenge. To learn more about this topic, we encourage you to complete the final assessment quiz, and to learn more about Entrepreneurial Spirit, please advance to the next level (Advanced).





INTERFACE



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