

Why Goal Setting Is Important:

It's a skill that can be used for a variety of reasons and within mentoring and our matches, we can use goal setting for the following:

- Exploring a common connection with our mentees.
 - Can be a goal that you both work on as you visit each other.
- Helps mentees make better sense of their world and promote positive development/outcomes
 - Making progress towards goals is also linked to positive mental health and outcomes.
 - Youth who are successful at achieving their goals have three abilities:
 1. Able to set, prioritize, and commit to goals they want to achieve
 2. Able to pursue their goals with strategies and resources
 3. They know how to bounce back from failure and show resilience.
 - As mentors we can lean into helping our mentees hone in on these abilities and continue to make sure we do our part to further promote their positive development.

What does setting a goal look like for mentees:

- GPS:
 - G, goal selection
 - P, pursuit of strategies
 - S, shifting gears.

How do mentors use goal setting to help mentees/put it into practice:

- Mentors can help identify positive and personally relevant goals with their mentees (G)
 - Remember this is a collaboration that has starts, stomps, and redirections.
 - Mentors can utilize the **SMART** method to help mentees prioritize their goals.
- Mentors can help mentees figure out the right course of action to take in achieving their goals. (P).
 - Can introduce them to new connections/resources that can be used to help them reach their goals.
 - Getting deeper, this is where mentors can also help mentees with help seeking and self advocacy skills, empowering them along the way.
- Mentors can help mentees navigate when it's time to redirect or shift gears/strategies for achieving their goals
 - This means helping mentees uncover potential barriers to reaching their goals and create backup plans in case obstacles arise.
 - This also goes for helping mentees realize when it's time to move on from a goal.
 - In this case mentors would need to take it a step further and help mentees emotionally process not achieving a goal as a way to deal with failure and building resilience.
 - Mentors can focus on the skills and knowledge learned by working towards a goal, even if it doesn't pan out.
 - Remember learning through failure is a key to life success.
- Setting yourself up for success in helping your mentee goal set.
 - Mentors need to know what sparks their mentee or what their interests are.

- This can mean practicing cultural humility and understanding the different impacts that can affect mentees achieving goals.
 - Consider your mentees age, maturity, and ability to achieve goals
 - For younger children you can present goals or introduce goals as activities or interests that “spark” or bring joy to them.
 - May need short term goals
- A. Final thoughts: the key is finding balance between helping mentees set goals and just spending time with them.
- a. 6 key goal directed skills that are important for youth of all ages:
 - i. Select and prioritize a set of meaningful, realistic, and specific goals.
 - ii. Make and stick to a detailed step by step plan
 - iii. Stay focused and show persistent effort with using strategies
 - iv. Keep track of goal progress and how strategies are working
 - v. Seek help from others.
 - vi. Substitute strategies when first choice strategies are not working well.
 - b. Be intentional

Different Ways to Set A Goal:

- Vision boards (ALL)
- Goal Setting Bingo (ES)
- Letter to Future Self (MS/HS), or Future Me drawing (ES students)
- Role Playing (ES)
- Mind Map (MS/HS)
- Goal tree/ladder (ES)
- Goal contract (MS/HS)
- Goal achievement calendar (ALL)
- Superhero goal setting (ES)