Goal Setting Framework - Objective and Key Results (OKR)

Objective	Goal Statement
Transition into freelance software development within 3–6 months to achieve flexible working hours and higher income that supports my education, living expenses, and lifestyle.	Secure at least one consistent freelance client within 3 months and generate a minimum of PHP 50,000/month from freelance work by Month 6.

Purpose/Relevance:

Balancing full-time work and full-time study is physically and mentally demanding. Freelance work allows for flexible scheduling, making it easier to prioritize college. Additionally, higher earning potential from freelance projects (especially with foreign clients) will help me manage bills, daily expenses, and my tuition of 50k pesos per term. This goal aligns with my long-term career path of independence and scalability.

OKRs: Objective & Key Results

Objective: Build a sustainable freelance career while studying full-time.

Key Results:	
1. Build a portfolio website with at least 3 sample projects by Week 4.	2. Apply to 10 freelance job postings weekly starting Week 5.
3. Get first freelance project by the end of Month 2.	4. Earn PHP 40,000/month in freelance income by Month 6.
5. Reduce full-time work hours (if possible, or resign) after reaching consistent freelance income.	

Action Plan		
Month 1	**Month 2 - 3**	**Month 4 - 6**
- Research top freelance platforms (Upwork, Fiverr, Toptal, OnlineJobs.ph) - Build and deploy a personal portfolio website - Prepare resume and proposal templates - Create 3 software/dev sample projects for portfolio	- Apply to at least 10 freelance jobs weekly - Track applications, responses, and improve pitches - Accept first small freelance project to build credibility	- Increase rates gradually based on feedback and reviews - Aim for recurring clients or long-term projects - Evaluate possibility of reducing full-time work hours

Resources & Support	
Learning Platforms: Udemy, Youtube, Google	**Mentors**: Professors, Friends who are working freelance
Tools: GitHub, Figma, Visual Studio Code, Trello	**Network:** Seek freelance opportunities through LinkedIn, prof and friends

Time Frame	
Weeks	**Milestones**
Week 1–4: Setup portfolio, templates, and accounts **Month 2–3:** Client outreach and first project **Month 4–6:** Reach income goal, evaluate sustainability	**Week 4: Portfolio ready** **Month 2: First freelance job** **Month 6: Earning PHP 40,000/month**

Reflection & Commitment:

I am committed to building a freelance career that supports both my education and financial goals. By following a structured OKR framework, I will maintain focus and track progress. I understand that success in freelancing requires consistency, communication, and learning from every experience.

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Tech Transferee 1 - IR001 - 4

Goal Setting Framework - SMART Goal

Objective	Goal Statement
Obtain both a motorcycle and car driver's license by **December 2025** and confidently operate both vehicles for personal, family, and school use.	By December 2025, I will have secured a non-professional driving license for both motorcycle and car, and be comfortable driving in various conditions, enabling me to support my family, attend school, and go on trips independently.

Purpose/Relevance:

Having a valid license and driving experience increases my independence, helps with daily responsibilities like driving to school or running errands, and allows me to enjoy time with family and friends through road trips and vacations. It also prepares me for emergencies or practical needs in the future.

SMART	
S - Specific	Get a driver's license for both motorcycle and car and become confident in driving both.
M - Measurable	Pass written and practical LTO tests; drive safely and independently on local roads.
A - Achievable	I will enroll in a certified driving school and practice regularly using our family vehicles.
R - Relevant	This aligns with my personal growth and daily life needs (school, errands, travel).
T - Time-bound	Complete all requirements and receive license by December 2025.

Action Plan	
October – November 2025:	**November – December 2025:**
● Research driving schools (motor + car courses) ● Enroll in a certified LTO-accredited driving school ● Schedule and attend lectures and driving sessions	● Practice driving with family guidance on safe roads ● Review LTO exam materials (road signs, rules, etc.) ● Schedule and pass the LTO written and practical exams ● Receive official driver's license

Resources & Support	
● **Driving School:** Local accredited driving schools (A1, Smart Driving, Alert)	● **Family Support:** Use family car/motor with supervision
● **LTO Website:** For licensing process, requirements, and schedules	● **Apps/Materials:** LTO reviewer apps, YouTube tutorials for driving basics

Time Frame	
Milestone	**Target Date**
● Choose driving school ● Enroll & Start Training ● Complete Driving Lessons ● Pass LTO exams ● Receive License	● Oct 19, 2025 ● Nov 8, 2025 ● Nov 30, 2025 ● Dec 10, 2025 ● Dec 15, 2025

Reflection & Commitment:

Driving is a life skill that adds value to my daily life and independence. I commit to learning responsibly, following traffic rules, and practicing safe driving habits. Achieving this goal will positively impact my education, responsibilities, and social life.

NO.:
DATE:

① SMART Goal · like Buying
I want or I need
· what I want
the next goal
in a year

BEST FOR:
- Short-terms goals
- really/very need to attain ASAP
  with deadline
NOT GOOD FOR:
- FLEXIBILITY, because it's very rigid
- unexpected circumstances

② OKR (Objectives and Key Results)
- End Goals

Like I need to get a job to live
and gain money to buy what I need
I need and what I want

(Objectives)? To get a job

(Key results)? Earn 3M to buy house
Earn money to buy goals

③ KPI ¥ Key Performance Indicators
- Goal for complex organization - Quantification

I think I can use this for physical
Goals:

Objective: I want to increase
my strength, muscle, and weight by 10kg

KPI 1: Personal Record for doing
Deadlift.

Target: To lift more than
235 lbs of barbell

KPI 2: ⸱ ⸱ ⸱ ⸱ ⸱ ⸱

④ The balanced scorecard goal-setting
framework

- Breaking down strategic goals into those
Perspectives: Financial, Customer, Internal Process,
Growth and Learning

⑤ BHAGs
~ Setting Massive Goals

Like
- I want to be a billionaire
- I want to be a president
- I want to be the Greatest
  NBA Player

⑥ The Goal Pyramid
- hierarchical structure

Need to achieve this
to climb up

⑦ WOOP goal methodology
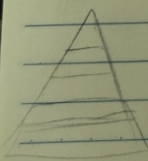WISH → want to acquire specifically
OUTCOME → Result of the wish, benefits and ^end goal
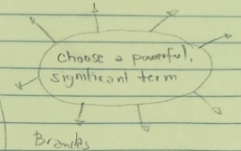Obstacle → Possible challenges or could get in the way
Plan → Action plan for outcome and obstacle.

(8) The 5 principles framework of Locke and Latham
— Clarity, challenge, commitment, feedback and task complexity.
* Establish objectives that are difficult yet within reach.
* Get the team's buy-in
* Consistently offer comments
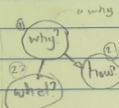* Reflect on the intricacy of the task in your objectives

(9) One-word goal framework

Choose a powerful, significant term

Brands

(10) Backward Goals Framework
* Start with the outcome
* Specify the result in detail
* Break it down how to achieve that

(11) Golden Circle Model
why I want this?
(1) why?
(2) what?
(3) how?

(12) BSQ goals framework
- Beliefs
- Strengths
- Quality

(13) Tiered goal framework