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Assessment: MGMT101 Reflective Journal 3

Word Count:

Question: **We discussed different motivational theories during Week 8. Using the goal setting theory, discuss your university-related goals for this year. Drawing from theory discussed in class, conclude by discussing what factors (e.g., feedback) you might need for the goals to be motivational and/or successful.**

Goal setting theory states that motivation can be increased, and performance enhanced by setting specific challenging goals and providing timely feedback to reflect and update goals. Making progress on goals can be motivational because sometimes it can feel like you aren’t making any progress towards your goal after lots of effort so seeing that you have made progress makes you want to work more and complete the goal. Getting feedback on your goals is also motivational as it helps you stay on track and encourages you when you have done well.

One of my goals for this year is to pass all my classes with at least a B. Setting this goal increases my motivation and performance because I am regularly reflecting on these goals and using feedback to update my strategies to completing my goal. Making progress towards this goal is motivating because when I pass a test and get a good grade, it boosts my confidence that I can complete this goal and makes me work harder to get good grades on other tests.

One factor that can increase my motivation to this goal is rewards when I make good progress on the goal. This could be celebrating when I get a good grade on a test. This will make me motivated to get good grades on other tests so I can celebrate on those too.

Another factor could be to have a study buddy which would force me to study for tests as they are relying on me to show up. This forces me to study due to public commitment which helps me towards my goal.