

A hand is shown on the left, with a single drop of water falling from the index finger. Below the hand, four small green seedlings are growing out of a dark, rich layer of soil. The seedlings are arranged in a row, increasing in size from left to right. The background is a soft, out-of-focus yellow-green, suggesting a natural, sunlit environment.

PERSONAL GROWTH LAB

- PG

**For UG-2 Students
IIIT, Sri City**

Facilitated by

M F Jose, *M Phil, Ph.D.*
Principal Consultant, Human Capital,
CueBells Consulting

PERSONAL GROWTH LAB - PGP

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Session – 2

Alignment of Goals and Roles

Facilitated by

M F Jose, *M Phil, Ph.D.*
Principal Consultant, Human Capital,
CueBells Consulting
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Agenda

- Goal setting
- Steps to set goals
- Aligning roles to goals



My Goals

1. What is that you want to be in life? Next 5 to 10 years
2. Why are they important?

What Are Goals?

- Something that you want to achieve in the future.
- Goals can get better at more things,
- Purpose is to achieve more during your life.
- Goals are the specific things, tasks or accomplishments you complete to achieve your desires.

Why do we need Goals?

- Goals give you direction in all areas of your life – Personal, Career, Spiritual, Material, etc. and make contribution
- Goals give you a purpose in life. - reason to get up early in the morning and go to bed late at night
- Goals will put drive and passion into your life
- Not having goals is similar to sailing a ship across the Atlantic without a map.
- Attain by design, than by default or aimlessly.

Goal Vs Plan

Goal

- Goals define and state a clear purpose.
- Desired future state that you attempt to realize.
- Goals specify future ends

Plan

- An action plan
- A blueprint to achieve goals - specifies the required resources, time frame, schedules, tasks and other actions.
- Plans specify today's means.

Alice in Wonderland



Alice: Would you tell me, please, which way I ought to go from here?

Cheshire Cat: That depends a good deal on where you want to get to.

Alice: I don't much care where.

Cheshire Cat: Then it doesn't much matter which way you go.

Alice: ...So long as I get somewhere.

Cheshire Cat: Oh, you're sure to do that, if only you walk long enough."

Perceived Weaknesses of Graduates?

- Unrealistic expectations
- Poor communication skills
- No practical work experience
- Lack of initiative and workplace ethics
- Minimal understanding of the World of Work
- Inappropriate attitude
- Undesirable personal qualities
- Lack of career direction and goals

Types of Goals

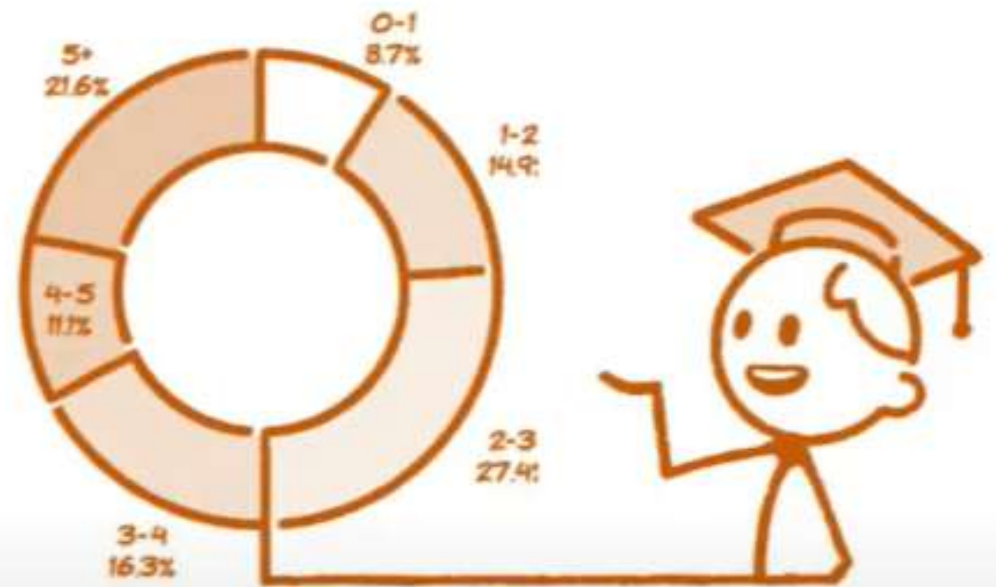
- **Long Term**
 - Ultimate goal - Become a Renown Researcher and Faculty member
- **Intermediate**
 - Milestones leading to ultimate goal - Obtain a Ph.D.
- **Short Term**
 - Smaller steps to be completed – Clear UGC, NET- JRF

Categories of Goals

- Career Goals
- Financial Goals
- Personal Development Goals
- Spiritual Goals
- Educational Goals
- Relationship Goals
- Physical and Health Goals

I don't Set Goals, Because...?

- Pessimistic Attitude
- Fear of Failure
- Lack of Ambition
- Fear of Rejection
- Procrastination
- Low Self-Esteem
- Ignorance



Getting Started

Where are you now?

- Take a current inventory.
- You will never know how far you have to go, if you don't know where you already are.

Know Yourself

- Strengths
- Weaknesses
- Likes
- Dislikes
- Passions
- What makes you complete

What obstacles do you need to overcome?

- Is there something that may make it difficult to achieve your goal?
- Be aware of the obstacles, only then can make plans to overcome them.

Motivation

Intrinsic

- Refers to motivation that comes from within an individual.
- Examples
 - Self-motivation
 - Commitment
 - Resilience

Extrinsic

- Refers to external incentives for a person to perform a given task.
- Examples
 - Money
 - Grades
 - Prizes

Unrealistic Goals

- Setting unrealistic goals can lead to not achieving the goals
- Feelings of failure - lowered self-image and self-esteem
- What makes goals unrealistic?
 - Untimely
 - Requiring unavailable resources
 - Too generic
 - Social Mirrors



Goal Setting

D.U.M.B. Goals

- Dateless
- Unsupportive
- Unclear
- Beyond Reach



Goal Setting Work Sheet

Goal – Run a Marathon When – One year from today	Action Items <ul style="list-style-type: none">✓ Train 5 times a week✓ Medical tests & review✓ Buy quality running gear	Progress Tracker <ul style="list-style-type: none">✓ Day 01 Ran 12 Kms✓ Day 02 Ran 14 Kms✓ Day 04 Shoes ✓ Day 07 Ran 16 Kms✓ Day 12 Ran 19 Kms✓ Day 50 Medical Check Up done ✓ Day 100 Endurance test✓ Day 130 Ran 25 kms✓ Day 160 Ran 30 Kms
Major Steps <ul style="list-style-type: none">✓ Complete 15 KM in 3 months✓ Find a running partner✓ Complete medical check up Minor Steps <ul style="list-style-type: none">✓ Read about Marathons✓ Buy new running gear	Potential Problems <ul style="list-style-type: none">✓ Pandemic restrictions✓ Time constraints✓ Health issues✓ Weather Solutions <ul style="list-style-type: none">✓ Take a break✓ Thorough medical checkup✓ Seasonal protective wear	
Money & Time investment <ul style="list-style-type: none">✓ Marathon Fees✓ Running kit✓ 8 to 10 hours per week		

Step 1: Decide your goal

Ask yourself these questions

- What exactly do you want to accomplish?
- What achievement would be worth your very best effort?
- What would you attempt if you knew it was impossible to fail?
- What would you do, if you knew this was your very last chance?

Step 2: Work out your Conflicts

- Goal conflict occurs when the pursuit of one goal undermines the pursuit of another valued goal
- What may be development for one, may not be development for other. – Social or Peer pressure
- Are you willing to do things you may not want to do, to reach your goal?



Step 3: Be Honest about what you need to do

- Carefully examine where you are right now in terms of your goal.
- To reach your goal, you need to know how to get there.
 - Do the research
 - Find a mentor
- What sort of situations do you thrive or deteriorate?



Step 4: Formulate an Action Plan

- Tailor your plan to YOU!!
- Do you need to work daily, weekly, bi- weekly on your task?
- WRITE THEM DOWN!
- What actions will you take?



Step 5: Commit yourself (Discipline & Courage)

- It is easy to say you're going to do something actually doing it is another story.
- This is why goals need to be reachable and motivational!
- How can you BALANCE? Learning to say no to your self!

Step 6: Continually Monitor Progress

- Is your goal plan actually working or does it need adjustment?
- Write down small wins and lessons learned along the way.
- Make a checklist that maps your progress.
- Meet with your mentor or a guide
- Continue to clarify yourself about your ultimate goal.



Why Goals Fail

1. Unrealistic, not specific enough
2. Not written down.
3. Rewards for achieving the goals were not existing.
4. Not authentic or had low commitment
5. Goals kept changing or switching goals like weather
6. Did not seek help or support.
7. Not told to key people for added accountability,
8. Did not have timelines, resources or measurements.
9. Procrastination
10. Principle of Psychological Hedonism - increase pleasure and decrease pain.

Research at Yale University

- Researchers asked students of the class of 1953 if they have specific, written, long-term goals. Only 3% did.
- 20 years later, the researchers contacted the same graduates to see what happened to them.
- The 3% with goals had lives that were measurable, better than the 97% without goals.
- The 3% who had set specific goals had accumulated more personal wealth than the 97% put together.

SMART



Goal should be specific so that we know exactly for what we are striving.



It should have concrete facts, be able to answer very specifically, when and how you will know you attained your goal.



Declaring positive activity that will produce results.



A goal must be challenging to yourself is an important part of goal setting. You also need to be realistic.



Tangible meaning concrete and not vague





Alignment

Sign of Effectiveness

Aligning Goals

1. What are your immediate short term goals? Next 7 to 30 days
2. Why is it important to you?

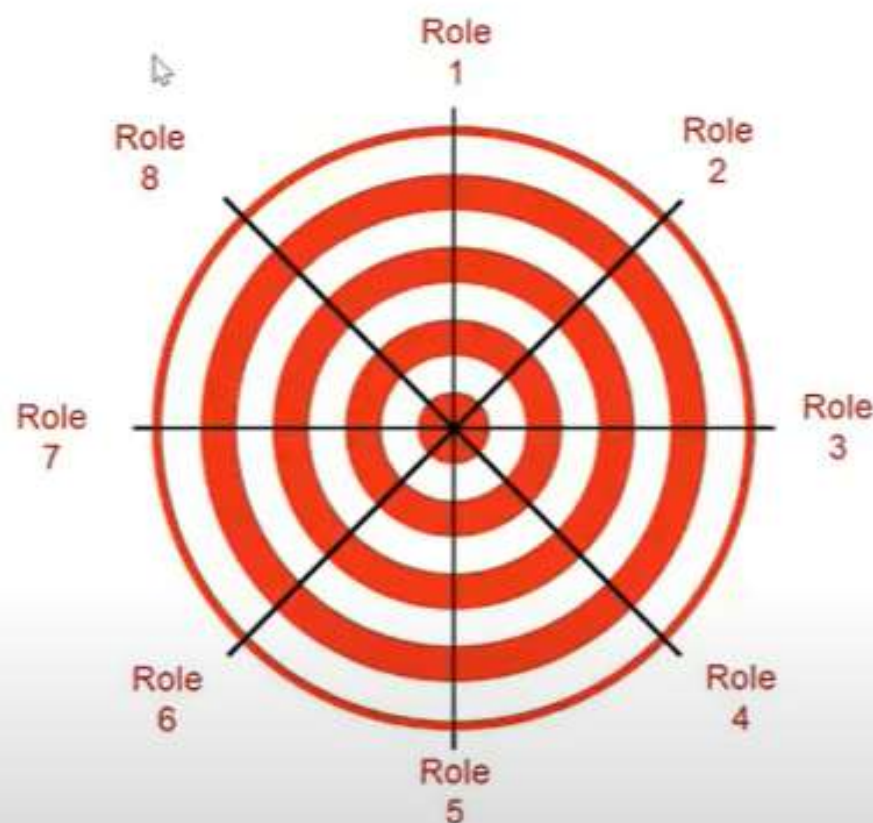
Life Roles - Introduction

- Life role is an activity to which we regularly devote lot of time and energy.
- Each role defines a set of behaviours that are expected
- For example

Role	Expected Behaviors	Purpose
Student		Get a degree
Parent		Support family
Employee		
Brother		
Sister		
Friend		
Citizen		

Activity

1. List the life roles you play currently
2. Identify the % of time you spend in each role
3. Rank them based on time you spend in each role.



Current

%

%

%

%

%

%

%

%

=100%

Failure is, succeeding in things that do not matter

Stanford Prison Experiment

- Psychological effects of perceived power
- Prof. Zimbardo divided students as prisoners and prison officers at Stanford University and studied how they behaved on the roles.
- Results claimed that students quickly embraced their assigned roles.
- Student guards enforcing authoritarian measures and ultimately subjecting some student prisoners to psychological torture.
- While many prisoners passively accepted psychological abuse.

Role Reviews

1. Which of these roles support my goals?
2. What has been working well?
3. Where did I struggle?
4. What roles do I want to refocus to attain my goals?

Balancing Life Roles

- Examine your different life roles, reprioritize and rank them in alignment to your goals.
- Then make adjustments to have a preferred percentage of time you would like to invest in the chosen life role aligned with your goals

Success is achieved when you truly focus on roles that really matter.

Current



%



%



%



%



%



%



%



%

=100%

Preferred



%



%



%



%



%



%



%



%

=100%

Steps to Restoring

- What area of my life is the most imbalanced?
- What specific change would restore balance in the area?
- What specific action can I take to create this change in my goals?
- What will I stop doing?
- What will I start doing?

THANK YOU