

## RESOURCE MANAGEMENT

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### Goal Setting

#### Rationale

Goal setting can be overwhelming for many people. Determining priorities, planning ahead, and working within constraints are some of the difficulties that some people face. In addition, cultural and socioeconomic factors may affect Deseret Industries associates' competency in setting and achieving meaningful goals. To address these challenges, goal setting is one of the key skills developed at Deseret Industries. This is an important skill needed to build self-reliance in others.

#### Objective

Help the Deseret Industries associate set meaningful goals each week. Work with him or her to plan ahead to achieve goals. Hold him or her accountable for the results of the goals.

#### Potential Discussion Items

- Ask the Deseret Industries associate, "When have you planned ahead to achieve something?"
- For each milestone, invite the Deseret Industries associate to write down each step needed to achieve it. It might become a very long list, full of tiny action steps that individually do not take long to accomplish. (Be so specific that all actions are accounted for. For example, "Get the phone number for \_\_\_\_\_. Call \_\_\_\_\_. Set up an appointment," and so on.) The associate can draw from this list to determine which action steps can be accomplished in the next week. The associate might even want to map each of these tiny action steps on a calendar. This will determine the target date for the accomplishment of the milestone and can indicate what action steps to set and when each can be accomplished.

#### Suggested Resources

- Pursuit of Excellence (helpful information about spiritual goals): <https://www.lds.org/callings/relief-society/leader-resources/new-relief-society-sisters/pursuit-of-excellence>.
- Ballard, M. Russell, "Keeping Your Life in Balance" (New Era, Sept. 2012, 2–4): <http://www.lds.org/new-era/2012/09/keeping-your-life-in-balance>.
- Larsen, Dean L., "Some Thoughts on Goal-Setting" (Ensign, Feb. 1981, 62–65): <https://www.lds.org/ensign/1981/02/some-thoughts-on-goal-setting>.
- Mormon Messages video: "New Year's: Look Not Behind Thee": <http://www.lds.org/pages/mormon-messages?lang=eng#new-years-look-not-behind-thee>.

#### Handout

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