

### Goal Setting

**Brainstorming Your Goals:** Articulating clear goals is essential to the success of a mentorship program. Please spend some time brainstorming your goals for the mentorship relationship.

- 1) What are your short-term and long-term career visions?
- 2) What broad learning goals do you have and why are those goals important to you?
- 3) What is your strongest attribute?
- 4) What has been holding you back? What skills and talents are you not using?

**Defining Your Goals:** Setting clear goals is critical to a successful mentorship relationship. While some mentees have well-defined goals, most come with a general idea about what they want to learn which should be considered the starting point.

- 1) What are the mentee's goals for this mentorship relationship?

|        |  |
|--------|--|
| GOAL 1 |  |
| GOAL 2 |  |
| GOAL 3 |  |

- 2) What are the mentor's goals for this mentorship relationship?

|        |  |
|--------|--|
| GOAL 1 |  |
| GOAL 2 |  |
| GOAL 3 |  |

**Discussing Your Goals:** Once you've set the framework for your goals, Please be sure to spend time reflecting and discussing these goals together.

- 1) Why is this goal important to your future development?
- 2) Is this the goal you should be working on right now?
- 3) What process can we put in place that would help us stay on track?