

ALL Program Resource Guide

Goal Setting for Pairs

Goals are important in any mentoring relationship, but we know that everyone has a model that works for them. Here are some ideas on how to structure your goals with your learner or your leader and keep them on track.

We hope to provide you with additional tools and resources as the program continues. Please contact your club liaison or email us at affinitymentorship@northwestern.edu should you have any questions or would like to share your experiences with us.

What is a SMART Goal?

A lot of folks have heard of a SMART goal before, but it is always helpful to have a reference sheet and spelled out definitions so everyone is on the same page. Check out [this document](#) from the Northwestern Network Mentorship Program as you begin your goal setting process.

Brainstorming Your Goal

While some learners may enter into this relationship with well-defined goals, most learners will likely come with a general idea about what they want to learn. That idea should be considered the starting point; using the questions below, work together to talk out your goals.

- What is going on right now in your academic life? Your personal life? Your career path?
- What are some of the problems or challenges you're facing?
- What is your strongest attribute?
- What has been holding you back?
- Where do you see yourself in five years? What do you believe you need to do to get there?
- What skills and talents are you not using?
- What is the most important goal you want to achieve this year?

How to Write a SMART Goal

[This video](#) from Khan Academy will walk you through the goal writing process. You can also use this [worksheet and checklist](#) as an aid in this process. Keep in mind that the goals you set for yourself in this relationship don't have to be career-oriented. A lot of our resources use career development as examples, but personal development or life-skill development are just as valid and essential.

Providing Clarity to Your Goals

As your relationship progresses, you both may be enjoying the relationship, but feel as if your partnership is lacking some direction. That's okay! Here are some questions to consider to keep you on track:

- **What do you want to be able to do at the end of this relationship?**
- **What is hard about doing that thing?**
- **Why is it hard?**

The second and third questions will allow the leader to know where the learner needs the most support, while allowing the learner to focus on what they want to DO.

For example, if the learner wants to feel more confident, you as a pair can deep dive into what action items contribute to that goal. How would you act differently? Do you want to speak up more in class? Do you want to be honest with peers when they're frustrating you? **Be specific about your top priorities.**

Materials are adapted from materials created by [Everwise](#).