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Positive Goal Setting

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Abstract

Many people begin their career in management with high hopes of making an impression on their bosses by developing the business or by implementing new and better ways of doing things. Unfortunately, most of them find that they are so busy handling day-to-day issues that there never seems to be time for anything else.

Furthermore, comparatively few people have tangible goals; most have the awareness that things could be improved but only vague ideas about how to achieve these improvements.

All tasks are either reactive or proactive. Reactive tasks are when you react to situations that occur, and are driven by events and the actions of other people. Conversely, proactive tasks are when you seek opportunities to make a positive impact in the workplace and are driven by you.

This Article will throw some light on management students / employees to be proactive in positive Goal Setting. Behaving proactively revolves around anticipating events and using initiative to predict the likely outcome, whilst being in a position to respond and take the appropriate action when needed.

Those who gain recognition and promotion in organizations are usually those who are proactive;

they are those who use their initiative to make things happen. In order to truly be proactive, however, there are two things that need to be addressed.

The first is that a certain amount of time needs to be freed up from handling routine tasks, resolving crises, and handling interruptions.

The second thing that you need to do is to be able to set positive goals that will inspire you and your team to make things happen. Setting goals that motivate people is not easy and requires effort and good judgment.

This article will also provide new direction for other research to the scholars.

Keywords : Goal, Goal Setting, Positive Goal Setting, Motivation.

Introduction

Goal: A goal is a desired result a person or a system envisions plans and commits to achieve a personal or organizational desired end-point in some sort of assumed development. Many people endeavor to reach goals within a finite time by setting deadlines.

Goal Setting: Goal-setting ideally involves establishing specific, measurable, attainable, realistic and time-bounded (S.M.A.R.T.) objectives. On a personal level, the process of setting goals allows people to specify and then work towards their own objectives most commonly, financial or career-based goals. Goal-setting comprises a major component of personal development.

The Positive Psychology of Goal Setting

Having goals can help you live the life you want. It can give you a focus and some direction. This article outlines why setting goals can be beneficial for your wellbeing. It also discusses how your character strengths can be used to assist you in setting and achieving goals.

The benefits of goal setting:

Hope and optimism

Goals give you a focus and something to look forward to. They give your life a purpose and increase your feelings of hope and optimism. Whether your goals are long term or short term, you are giving yourself a reason to get up in the morning. The link between hope and goal setting goes both ways. Thinking about and planning your goals can increase a feeling of hope and optimism. This optimism can then boost your ability to achieve your goals. It will also assist you in planning more goals in the future. A person with hope is able to define their goals, know how they are going to get there and are motivated to achieve them. Furthermore, hope will help a person work through any complications and so not give up when things get difficult.

Taking control

If you set and achieve daily goals, these will add up to some major goal accomplishments at the end of the year. And it's all your own work. Happy people take control of their lives, rather than just drifting or let others make the decisions. Recognize the feeling of control and empowerment as you establish and then accomplish your goals. Imagine you have a deadline at work (something you cannot control). However, how would it be if you made the decision to meet that deadline ahead of time? Or if you are the sort of person that tends to go over deadlines, making excuses

all the way, turn this around and work hard to meet that deadline.

Recognize how much you can do. Even a shift in attitude can give a feeling of mastery. Being able to overcome hurdles and developing a more constructive attitude to the things you cannot control is a great confidence booster.

Flow experience

By setting yourself regular, meaningful goals you position yourself to encounter more flow experiences .A flow experience is one where your whole consciousness is absorbed with a particular activity. Thoughts of time and other needs (such as hunger) are forgotten. Positive psychologists generally agree that the more flow experiences a person has, the happier they are. Goals give us something we can actively get involved with, which is an essential ingredient to a flow experience.

To achieve this state it is important to have a clear purpose. So clearly defining your goals is a good start. Also, you will want to choose a goal that is challenging for you, but is not out of your depth. If it is not challenging enough, you will almost certainly become bored. It is worth reviewing your goals on a regular basis to help keep you motivated. Furthermore, try to obtain regular feedback so you are aware of how you are doing. Support from others can be a good idea, else make sure you track your progress in some way.

Goals and the flow experience have a good relationship. By setting goals we enhance our chances of experiencing flow. By experiencing flow, we are more likely to achieve our goals.

General wellbeing

Having goals in our life is good for our wellbeing. It provides us with an opportunity to go on a journey which we can learn from and enjoy. It helps a person appreciate their capabilities, gives life a purpose and increases optimism. As such, it can reduce stress and help reduce the chances of developing depression.

Carrying out goal-related tasks gives a person focus and increases happiness.

Goal setting and your strengths

When setting and working on your goals, consider how you might use your personal strengths to help you achieve your objectives. It is worth knowing what your top strengths are as these are the ones that are most effortless to use and so drawing on them should be a great motivator.

Consider how the following strengths may assist you when setting up your goals:

Curiosity, creativity and love of learning may assist you in your brainstorming. This may be useful when you are considering which goals to set, how you are going to achieve them and ways to overcome potential difficulties. Bravery can help you reach for those huge goals you've never quite got off the ground. This strength will enable you to act, in spite of your misgivings. If persistence is your strength, then you are sure to achieve the goals you set yourself. Having humor as your strength will enable you to laugh if things go wrong, as you see the lighter side of life. Prudence can help you set the right goals as you are able to consider whether the goal you think you want now is one you will want in the future. Being authentic means you will remain true to yourself when setting your goals. It ensures you are doing them for yourself and not other people.

Another way you can make use of personal strengths when setting goals, is to actually set

a goal dedicated to developing a particular strength. For instance, you might want to work on being kinder, so decide to volunteer at an organization that helps other people.

Alternatively, you could use goal setting as an opportunity to nurture a particular strength, although the strength is not a goal in itself. For instance your goal is to write a novel. However, along the way you decide to exercise your gratitude strength and so make a conscious effort to acknowledge those people who assisted you in working towards your goal.

Whatever goals you set yourself, enjoy the process and reflect on how they are benefiting you along the way.

Observation

Did you know that most people who try to attain their personal goals fail? This is especially true of behavior changing goals such as weight loss, smoking cessation, alcohol and drug abuse programs.

For example, the majority of people who start a weight control program and achieve their weight loss goal (so we exclude those who attempt, go part way, and then fail) will be at or in excess of their previous weight level one year later. There are similar failure rates for other programs designed to control smoking, drugs and alcohol.

As looked further into this, what was puzzling that most of these programs are technically correct. For example, if you follow what most weight control programs suggest you will lose weight. The addiction control programs methods are sound. So why do these goals setting programs fail so broadly? Certainly it is not due to lack of desire on the part of those Who try these programs to achieve their personal goals? If a person is involved in weight control, he / she will say "I want to lose weight". If smoking is a problem, he will say " I want to quit smoking ". If drinking is problem, he will say "I want to stop drinking". What are "lose," "quit," and "stop"? All negative goals. And that's the problem.

We naturally move towards positive goals and intuitively away from negative goals. We are pleasure-seeking organisms who seek pleasure and avoid pain. Lose, quit, and stop are all negative goals. (The first three letters of a diet are "die.")

So why do we ever get involved in these negative goal programs in the first place? Typically, it is a negative emotion such as fear or anger. We fear what is happening to our health or are angry with ourselves for what we have done and, based on that emotion, we now submit ourselves to do these negative things such as lose, quit, and stop, much like we would punish a child.

Then one of two things occurs. We fail and nothing more really matters. Or we succeed. As we succeed, we start to get confident and somewhat cocky." He haven't had a cigarette in three days!" As we gain that confidence, the negative emotions that brought us into the negative control program in the first place start to weaken. And when those negative emotions, the anger and the fear disappear, we go right back to our previous behavior.

Conclusion

To increase our chances for achieving any goal, we need to frame it as a positive goal with a positive outcome. Don't tell yourself you are going to "lose" weight. Say, "I am going to get into a size 8 dress by next summer." Instead of "quitting" smoking, how about, "I am going to

get fresh, pink new lungs and more money in my pocket.” Rather than “stop” drinking, instead see yourself waking up with a clear head, without a frequent hangover. We will move more naturally and comfortably toward the achievement of a POSITIVE goal.

The mind will more readily accept a positive goal and not automatically try to find ways and rationalizations to sabotage us as with a negative goal.

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