



Chapter 7 – Goal setting

Goal setting needs to be specific to the mentee and tailored towards their individual needs . The goals need to be monitored as you need to know where you are going and what stage they are at. All targets set must be achievable and attractive to the mentee (has to appeal to the mentee, they have to be interested in the specific goal). These targets also need to be realistic as we do not want to set the mentee up to fail. They must also suit the mentees' capability. Goal setting is always time related. An agreement can be made between the mentor and mentee to decide how long the goals need to be set for.

- **Beginning** – Set goals/targets
- **Middle** – Review of the progress of the mentee.
- **End** – To see if the goal has been achieved.
- Progress reports are recorded throughout the whole involvement with the mentee.

When looking at goal setting we look at the word SMART and try and base the goal around this.

- **S** – Specific
- **M** – Measurable
- **A** - Achievable and Attractive
- **R** - Realistic
- **T** - Time related