

Assess and Modify Goals

Objective: Now that you have a relationship with your cohort group - Mentor and cohort Mentees, it is time to step back, review your progress and modify goals accordingly. The process of goal setting is dynamic. As your goals progress you must be prepared to revise your action steps as circumstances dictate.

Reminder - Why Goal Planning is Important

A study of Harvard MBA students asked them, "Have you set clear, written goals for your future and made plans to accomplish them?"

Only 3% of the graduates had written goals and plans; 13% had non-written goals and 84% had no specific goals at all.

Ten years later, they were interviewed again. The 13% of the class who had goals were earning, on average, twice as much as the 84% who had no goals. And the 3% who had clear, written goals were earning, on average, ten times as much as the other 97% put together.

Tips for Modifying Goals

After your developed initial goals with your mentor and cohort mentees, review your goals with them.

Keep a diary or blog of your activities and record your progress as things happen.

Ask yourself these questions:

- Are you accomplishing tasks in the timeframe that you laid out? This is probably the most difficult part of creating goals and the part that needs to be adjusted the most over time.
- Do I need to take any different or further action? What will this action look like?
- Are the tasks in my plan helping me achieve my goals? Is anything missing?
- Does the goal continue to seem realistic?
- Does the action plan go far enough? Does it go too far?
- Review how far you have progressed towards your objective and identify where you can improve.
- Look at any new ideas or opportunities that may have presented themselves and then revise your plan to incorporate these.

Meet with your cohort and discuss progress. Your cohort can help evaluate what is going well and what tasks may need to be updated to achieve your goals. This is a critical step. When needed, you and your mentor/cohort mentees can work on modifying your goals and tasks, and once modified, work toward accomplishing the new goals.

Make sure that an updated plan has been finalized before you move onto the next phase in your relationship. But remember, you can still always update your plan based on new learnings.