

Setting Mentoring Goals is as Easy as 1, 2, 3

Why set a mentoring goal? Research shows that our ability to progress and complete our goals jumps from 43% to 76% when we do 3 things: 1) write down our goals, 2) articulate action commitments and 3) have an accountability partner. Use this tool to first consider your goals and then share your responses with your mentor. Remember, your benchmark of success when establishing a mentoring relationship isn't just getting to know your mentor, it's that you both have a clear sense of the good work you will do together. For this reason, you'll benefit by taking time to discuss these 3 points.

SAMPLE GOALS

3 Steps	
1	<p>Write down your 1-3 goals Is your goal framed as a PAT goal?</p> <ul style="list-style-type: none"> • Purposeful: Is it meaningful to you? • Achievable: Is it a goal that you can reasonably accomplish with the time and resources that you have? • Trackable: Can you track your progress? What measurable points will you use to assess if you've advancing towards your goal?
	<p>Sample job search goal: First draft: Find out how midwives position themselves to get hired in clinics in the Bay Area. Final PAT goal: I will Identify 15 potential clinics in a particular radius in the Bay Area. I will also conduct informational interviews with 1-2 midwives who work in one of those clinics to learn their story about how they successfully positioned themselves</p> <p>Sample clinical goal: First draft: I would like to feel confident that I can educate patients about contraceptives. Final PAT goal: In the next 3 months, I will learn about the recommended dosage, administration, contraindications, adverse reactions and drug interactions for two forms of contraception. I will also be able to describe 3-5 culturally sensitive approaches and 3-5 strategies to partner in shared decision-making process with a patient.</p> <p>Sample reflection goal (not an outcome, but a process, goal). I commit to reflecting on what I have learned in every meeting with my mentor.</p>
2	<p>Consider your action commitments.</p> <ul style="list-style-type: none"> • How will you achieve your goal? • (Consider what a reasonable time frame would be to achieve this goal.)
	<p>Sample job search goal</p> <ol style="list-style-type: none"> 1. I will use ucsfconnect.com and LinkedIn to see if I can identify any potential nurse midwives. (By February) 2. I will ask my mentor to find 1-2 nurse midwives to talk to who work in one of those clinics (be February) 3. I will check out the OCPD to find resources that explain how to conduct an informational interview. (By March) 4. I will meet the nurse midwives. (By April) 5. I will discuss what I learn with my mentor and figure out next steps. (By May) <p>Sample reflection goal (not an outcome, but a process, goal).</p> <ul style="list-style-type: none"> • At every meeting, I will take at least ten minutes to report out and appreciate what I have learned since we last met and identify what key challenge I am tackling now.
3	<p>What do you need from your (support and) accountability partner?</p>
	<p>Sample job search goal</p> <ul style="list-style-type: none"> • It would be great if my mentor would help me figure out if my goals were reasonable/achievable. • It would be great if my mentor could help me think what questions I should ask. • I would be helpful to give my mentor updates on my progress when we meet – so it would help if she asked about my progress. <p>Sample reflection goal (not an outcome, but a process, goal).</p> <ul style="list-style-type: none"> • I would appreciate my mentor asking me prompting questions and offering advice about how to navigate my challenges.

YOUR TURN

It's okay if the early drafts of your goals feel too large or unclear. Take them into your mentor anyway! The experience of working together with your mentor to refine your goals into purposeful, achievable and trackable goals is one of the steps that will strengthen your mentoring relationship.

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2	<p>Consider your action commitments.</p> <ul style="list-style-type: none">• How will you achieve your goal?• (Consider what a reasonable time frame would be to achieve this goal.)
3	<p>What do you need from your (support and) accountability partner?</p> <ul style="list-style-type: none">• What specific support would you appreciate from your mentor?