



TARGETING TOWARDS VICTORY – PSYCHOLOGICAL PERSPECTIVES OF GOAL SETTING

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Abstract

These are the days of structuring a great personality as a part of the reflection of our own identity & individuality. Good personality traits are a handy tool which makes our life very acceptable & satisfactory. Building a good personality helps us build a good career as well. But the methods of achieving these are directly connected with setting a goal & then trying to accomplish it. This goal setting has become part of the behavioral science as it directly reflects on our personality. A tangible plan of action planned with a fine time frame assists to stay focused & motivated. This paper highlights the importance of goal setting in structuring a great personality & a grand career. The paper attends the psychological problems of failure experienced with the set goal & the mental outcomes on such a failure.

Key words; goal setting, personality, potentialities, career building, success

Introduction

“What you get by achieving your goals is not as important as what you become by achieving your goals”- Henry **David**

Thoreau

Defining goal is an important tool in improving our personality. A person should define his goals before embarking on a new career. Once the goal is set one can achieve anything because the goal motivates & inspires the person to achieve his set goal. The dream he has been pursuing will become a true factor only when the goal is planned meticulously. It helps in recognizing one's own ability & competence in achieving that goal. (Locke, Edwin A. (2001) "Motivation by Goal Setting", Handbook of Organizational Behavior)

It is the life time goal. Periodically reviewing the longer term goals &

modifying them to reflect changing priorities & experience scheduling regular repeating reviews writing a diary. A useful way of making goals more powerful is to use the SMART technique.

SMART usually stands for:

1. **S** – Specific (or Significant).
2. **M** – Measurable (or Meaningful).
3. **A** – Attainable (or Action-Oriented).
4. **R** – Relevant (or Rewarding).
5. **T** – Time-bound (or Traceable)

SMART: ways to set a goal

The following are some of the important ways to set a goal.

1. **Positive Statement:** Goal is a positive statement hence it has to be expressed positively. We always tend to negotiate our mistakes as



- a wrong goal. But if we can look at it in a positive way our set goal can be rewarding & fruitful.
2. **Precise Statement:** Goals should be not be verucomplicated .Set precise goals, putting in dates, times and amounts so that you can measure achievement. If you do this, you'll know exactly when you have achieved the goal, and can take complete satisfaction from having achieved it.
 3. **Set Priority:** Set priorities – When you have several goals, give each a priority. This helps you to avoid feeling overwhelmed by having too many goals, and helps to direct your attention to the most important ones.
 4. **Realistic statement:** Set realistic goals – It's important to set goals that you can achieve. All sorts of people (for example, employers, parents, media, or society) can set unrealistic goals for you. They will often do this in ignorance of your own desires and ambitions. It's also possible to set goals that are too difficult because you might not appreciate either the obstacles in the way, or understand quite how much skill you need to develop to achieve a particular level of performance.
 5. **Operational Statement:** Keep operational goals small – Keep the low-level goals that you're working towards small and achievable. If a goal is too large,

then it can seem that you are not making progress towards it. Keeping goals small and incremental gives more opportunities for reward.

6. **Written Statement:** If we learn to write down our goals, the modus operandi of reaching it out , the plans needed, the expenditure involved, the persons to be met etc can crystallizethe march towards accomplishment.It adds more force to a better career orientation.In business, these reasons could be bad business environments or unexpected effects of government policy. In sport, they could include poor judging, bad weather, injury, or just plain bad luck.If onebasehis goals on personal performance, then you can keep control over the achievement of your goals, and draw satisfaction from them. (Locke, Edwin A. (2001) "Motivation by Goal Setting", Handbook of Organizational Behavior)

Achieving Goals

When you've achieved a goal, take the time to enjoy the satisfaction of having done so. Absorb the implications of the goal achievement, and observe the progress that you've made towards other goals.If the goal was a significant one, reward yourself appropriately. All of this helps you build the self-confidence you deserve.(Locke, Edwin A. (2001) "Motivation by Goal Setting", Handbook of Organizational Behavior) . With the



experience of having achieved this goal, review the rest of your goal plans:

1. If one set simple goal is achieved easily, one has to gear up his mind to prepare for a tough goal which challenges his entire personality.
2. If one goal set has little too complex to handle & took a long time to achieve one has to make his mind to prepare himself to set anew goal which is simpler as well as short timed.
3. If one set goal was dispiriting then one has to change over to a more motivational goal which inspires his thinking.
4. If one set goal was a mirror to one's deficit in skills the one has to set a goal which helps in overcoming these deficits.

Advantages of Goal Setting

Goal setting is an imperative method achieving success. One can help himself to achieve permanent success through Goal setting. Because it

1. Fastens our dreams & achievements
2. Disconnects irrelevant & extraneous attentions
3. Motivates one self
4. Builds self-confidence
5. Avoids distractions
6. Energizes to move towards progress
7. Helps to learn attentiveness

To make sure about starting a goal one should know his abilities & short comings later on he can work out effectively to overcome them.(Milotay, Mark (2013) "Practical Goal Setting: A guide for Real People Who Want to Live Unreal Lives")

Defining one's

1. Personal Skills
2. Personal Values
3. Personal habits
4. Personal Traits
5. Personal dreams etccan be best explained if the goal outcomes are affirmative. The set goal is encouraging& inspiring which helps one to move further. One should not let himself down if the goal is not achieved. One should remember that failure is always a stepping stone to success.

Disadvantages

There are several disadvantages of goal setting

1. The obsession towards goal setting always comes with failures. In organizations goal setting always comes with goals achieved with target. Organizational always pressurize employees to reach a set given goal unless they are fired.
2. Goal setting needs a psychological change in our behavioral pattern as well. Studies in American Universities have shown that our psyche can prove detrimental if the set goal becomes failure.



3. It commences a de-motivator with a desire to return to known, comfortable behavior and thought patterns.
4. The disgust, aversion, hatred of self-disliking can happen & psychological breakdown may be the end result.
5. Moreover the blind pursuit of goals without an examination of consequences towards it's attainment is a precarious end result sometimes fatal & suicidal.
6. The price one pays for overly focusing on goals is a loss of independent thinking & personal initiative.

Conclusion: The practice of goal-setting is a prerequisite for career boosting. Students who make consistent progress toward meaningful goals live happier & satisfied. Specific, sensible, rational & practical goals keep people engaged in

positive activity. It takes time for a goal setting to become a customary routine but repeating a goal makes it stick. One reaches the pinnacle of success if one can plan scrupulously & convert his imaginings to certainty. Success is not mere attainment of goals there are other psychological manifestations also.

References

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