Goal Setting for the Young Professional

Mark Hansen, CSP, PE, CPE, CPEA
Vice President, Environment & Safety
Range Resources Corporation
Ft. Worth, TX
mhansen@rangeresources.com
817.869.4217
Why Set Goals?

♦ Without direction, any road will do
♦ What do you do when there is nothing to do
♦ You are just floating along in your career, or is it just a job?
The Problem of Previous Defeats

♦ Pursue little successes
♦ Set attainable goals
The Problem of Paralyzing Mediocrity

♦ Don’t set goals too high or low
♦ Without goals you are settling for mediocrity
Without Goals

20 years of sleeping
5 years of dressing and shaving
3 years of waiting on others
1 year on the telephone
4 months tying shoes
6 years watching television

Without goals the routines of life become the ruts of life
EAT Philosophy

EAT

Eager Learner

Argue

Thankful
Questions all successful people answer the same

♦ How many books have you read this past year?

♦ How many classes/seminars/tapes have you taken this past year?

♦ How much money have you saved and invested this year?
EAT Philosophy

A. Knowledge

B. Skills

C. Commitment
What are some example goals

**Professional**
- Certifications
- Licenses
- Certificates
- Advanced Degrees
- Association Involvement

**Personal**
- Pilot’s License
- SCUBA diver
- New Car
- Travel

**Financial**
- 401K
- Pension Plans
- IRAs
- Stock Market Investments
- Pay Off Loans
Test Your Goals
Do all my goals fit into the context of my written, stated purpose for my life-long goals?

Begin with the end in mind

1. Write them down
2. Develop a Five-Year Plan
3. Evaluate it Annually

Where do I want to be in 5 years, 10 years …
Have I developed short range, long range and immediate goals?

6 months

Professional
- Chapter Meetings
- Learn Root Cause Analysis

Personal
- Research cars
- Identify places to visit

Financial
- Save $1,000
- Invest in the Company program

5 year

Professional
- Achieve next Level promotion
- Run for local Chapter Office

Personal
- Buy a new car
- Visit 10 new places

Financial
- Get the Max matching
- Have $10K in savings
Stretching Your Dreams

Make no small plans, they have no power to move men’s hearts. Unless our proposals are bold, they will be ineffective. –Elton Truebolld

When the going gets tough, the tough get going. Anonymous
I Dare You to Stretch

♦ SUCCESS
S  Spirited
U  Usable
C  Courageous
C  Confident
E  Enthusiastic
S  Submitted
S  Success-Oriented
Goal Setting Rules

Goals

- Long-term
- Short-Term
- Aligned
- Achievable
- Positive Impact
- Quantitative
- Qualitative
Four Most Important Values in Life

- Family
- Finance
- Work
- Peace
Ten Steps to Reach Your Goals

1. Develop a burning desire. Without it you cannot achieve it. You must have a dream.
2. Develop a belief.
3. Write it down.
4. Success is one step at a time.
5. Set up deadlines. No deadlines, no outcome.
6. Make a list of your obstacles. Which ones are obvious so you can plan. The ones that aren’t you will just have to deal with as they come at you.
7. Information that you will need to complete the trip.
Ten Steps to Reach Your Goals

8. Make a list of people that you will ask for help.
9. Develop a plan. People plan their vacation more than they plan their life. If you don’t, someone else will.
10. Make a decision to succeed. No turning back.

“If you do not learn to laugh at trouble, you will not have anything to laugh at when you get old.”
Ten Steps to Reach Your Goals

1. Burning Desire
2. Develop a Belief
3. Write it Down
4. Take a Few Steps
5. Deadlines
Ten Steps to Reach Your Goals

6 List Obstacles
7 Needs
8 List of People
9 Develop a Plan
10 Succeed
Put a fork in me …
I’m done …