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Your Goals and You - Don't Let Your Goals Get (to) You Before you can get to them!

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Your Goals & You

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.... Before you can get to them!

By

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Your Goals & You Don't Let Your Goals Get (to) You ... Before you can get to them!

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Preface

From the minute we are born,

*if we are lucky, someone has already started thinking about how much we are going to accomplish and attain and list the many Goals, we will get to in life. **And then if we are really lucky, they will work with us, early on to chart a path to them...But we need to have destiny and a lot of good karma to have someone list all the possibilities of goals, we can have and then help us match it to our needs and our contexts.***

For the rest of us, we have a plan ...that is intermittently great, good, bad, or ugly....or simply we keep guessing most of our lives, what we want, how we're going to get it and we remain uncertain if we will ever reach our goals.

This Manual is for both groups!

Chapter One

Describe Your Goals and then Label Them

What is the one thing you can count on as far as goals are concerned? One: not one thing but many things and two - your goals are similar to goals of many people around the world, who (interestingly enough) have really nothing in common with you. And three- that is because how we decide our goals, has very little to do with what is inside us and more about the surrounding influences.

Just lean back and think about how much you are taught and selectively exposed to - by way of opinions, ideas, thoughts about what an ideal life is? Who an ideal partner is? And what your work should be? For instance, for a long time, women were told they would make good nurses and teachers, but not good school principals or doctors... same field but a lower level of achievement, very few women have ever heard anyone say, why don't you join the army?

The collective mindset has always been present, but the freedom to differ has never been as pronounced or necessary. One reason is that the people influencing you are not likely to be legitimate authorities – meaning they are less likely to be your family, who is more invested in your wellbeing, as a rule... there

are always exceptions, the second reason is that the people influencing you are likely to be under-informed – meaning your friends or peer groups or video YouTube Channels are filled with people who want to talk or say something but do not have expertise in the subject area. Finally, the time is money concept – meaning the buffers or protections in all our lives have reduced and by the time you reach a goal, quite a lot of your life is spent on the pathway.

One key Question to ask yourself is to - Define who is your collective?

Earlier the influence used to be primarily our family, our community, teachers, and friends; today there is social media and media that tops this list. All you need to do is see the YouTube influencers, and Twitterati and Instagram, and Films and Web content, and podcasters. And if nothing else, there is Facebook, for all the people you ever knew or never knew sharing their life. And just watching it is influential. And debating whether that is good and bad might be fun, but it's not going to take us anywhere. So, let's move on from there.

At any given point of time in this twenty-first century, you are under the influence of so many influences that you don't even feel it anymore. Long gone are the days where our needs were limited to bread, shelter, and some cotton clothes. And what is amazing is that we could live in a Bungalow of eight floors or a single room

of eight by eight feet with eight people for company, the similarity in our goals is breathtaking,

WE WANT MORE... of riches, of money, of love, of fame....

Or the more evolved ones or the more thoughtful ones, or those who read more - ones... amongst us want happiness.

And those a few steps away from renunciation or depression, want peace.

Now here is a path-breaking concept – these are not goals... these are Goal Posts after which we can stop being born if we are Hindu, because it means our karmic cycle has been spent. And if we are some other religion, we can happily be in a heaven of some kind enjoying the afterlife.

Because guess what, so long as there is life, there will be a new goal. - A new desire, a new hope. Once, those are gone and if you feel that way, it's time to join a good yogi or see a good counselor or make new friends... because people with good friends around them, should not feel hopeless.

Exercise

I hope that was convincing enough for you to do this first exercise in the book that promises to make your goals adjust to you. Yes, that is right – we are working from the premise that you are the boss, not your goals.

Your goals cannot be one-liners, not at this phase, so let us begin with the very first exercise, a small meditation. And no, you will not be writing anything down yet! Let us first connect the dots in our own system, which means bringing our head and spirit and body in sync. In today's times, you might want simply switch on the recorder in your phone and speak to it. Like you would to a friend, a mentor, a family member. Someone who supports you and has your back.

Meditation – Settle down deeper and lighter, wherever you are – that means,

Step One – let out a big sigh, with a sound.

Step Two -lean back,

Step Three - let your neck rest, so that you can feel how heavy your head was on it... and when it starts to feel like total relaxation.

Step Four - Close your eyes and grimace and then smile and then do nothing to move the muscles of your face. Blank out the world from your mind and wipe it off your face. Be really alone.

Step Five -See if your focus automatically goes to the breath heaving in your chest and stomach.

Step Six -Hear it... go in and out

Step Seven – Say hi or namaste to yourself! Then start talking to this, listening you; as though she were a good person you just met and heard her stories of life. Now give her your input about what you heard.

Do this from five to fifteen minutes. Stop and write down the summary or record it. Then do it again.

After doing this at least three times... you will know more about you as a person, starting from what bothers you to what makes you happy on a daily basis and what you wish you had more of... when a young friend of mine did this, she found herself wanting more time for herself, not wanting to be accountable to so many people, to take a walk around the park, or quietly listen to birds from her window in the morning. She was constantly moving from her 9 'o' clockwork shift to preparing dinner and picking up her baby from the day care to having people over. She loved all of it... and it was her dream, the goal of her life to have a world filled with love and people and fulfilling work. And yet, ten minutes after she talked to herself, she felt so much pent-up frustration because she had no leisure,

she said. Though she went to the movies, and even saw theater, and met up with her friends every week. Her partner was a kind and caring person and did his share of work - more or less, took the baby out, did the dishes and grocery and welcomed people into their home.

What was the problem? Well to begin with, she was calling her goal of having leisure a need and she was naming her goal leisure when it was better described as rest.

Now when the goal is called rest, it means, more time to lie down or sit down with a book, or listen to music or watch a movie, or hangout with zero maintenance friends in her pajamas or night dress. To not be held accountable for a little while for the laundry or the dishes, or the child-caregiving, or the cooking... or anything at all. Not a funky, uber-cool, sounding 'me-time' but a simple time. So, when we describe a problem, as we say in social policy, we also limit the scope of its solution. And we limit the strategies of that solution. This is what we will focus on in the coming chapters... but just think, in our little example, you can see that labeling a goal anything else - like a need or a want or a desire takes away from your ability and your own doing to achieve it. The second part is that - what you call something is also subjected to what other people think it should be

called. Leisure, which is a fancy way to say how you spend time and money without being held accountable for it ends up sounding like an indulgence. And nowadays the pressure to be polite to call things and people what will be less offensive or less stereotyping or more enabling or more... is all coming from the top. A bunch of researchers, advocates, and people more aware of their rights and their power to determine what is right in public space have taken over. We all have to fit in. Some of it must be appreciated. It does mean that all the children born into the future will be in a less bigoted and less dangerous world, because expressing how you feel is now circumscribed in public. But your goals are yours first. Their articulation, their words and meanings have to first and foremost make sense only to you and many a time – only to you- that is why you owe yourself a no-holds barred description. Let no one judge you as you describe your goal. In a way that lets you live it and experience it, the details. This is one thing that when done with brutal honesty will prevent you from feeling unmotivated and disenchanted when you start moving on this path. When the going is tough as it will be, you will have more than the one sentence or word that that you thought you wanted. And it will guide you moving forward... as you will in chapters ahead. So now is a good time to grab a pencil... or pen... not your phone. Or tablet. Really. not that. Or just say it in your phone... and record your voice.

Exercise

Now Do this Second Exercise

Step One – write or say any one thing that you have heard yourself say, you want, often... just say I want, and it should automatically roll off your tongue.

Step Two – if you are someone who often says, ‘I don’t know what I want anymore’.... it means you are saying – WHAT Do I WANT LESS OF IN MY LIFE.

OR

Step Two alternative – start saying/writing more about it. Write when you are really happy and write when you are not.

Step Three – When you feel that you are done, and you can’t really say anymore.

Then say more. Keep adding.

Step Four – Now add a for example...

Now take a break... know that you did good. Come back to this in a day or so.

And listen to yourself. Or read what you wrote or reflect on what you said. Does it still sound like a ‘leisure’ or is this something else that you know and no one around you can call it exactly that... because ultimately you have lived your life?

A couple of things to keep in mind when you describe your goal. Keep it singular. Just that one goal and describe it in great detail, in a way that it requires no more explanations. Exhaust its description. You should be able to see its color, and smell, and feelings.

So the goal of 'I want to succeed' would need both - WHAT and WHEN but also a HOW and a HOW DO I FEEL ABOUT THIS - feelings that you associate with it -joy- triumph- recognition-convenience-resources... and the writing of the description can be as long as you like. As you do it, remember we are not trying to manifest it yet, we are simply trying to make sure we know in great details... great details... what it actually means...to us! What it looks like, feels like... when it is happening - as an accomplished reality. When the description becomes something, you can share for a few hours with a friend or a random stranger, then that is the place we launch into a new goal.

As you start sharing, you will automatically be labeling them, so, for example, if you were going to become a social worker, the first question people will ask is not why, but what is that? Similarly, if you were telling someone you were going to do your Ph.D., they will probably ask you if you are going to teach. What the people are doing is called 'putting a box' on your idea. Giving the idea you shared a

name. A name they can understand or a frame that they can relate to... it is inevitable that people will do that because... Well, because is easy to answer! Because the person who knows more about your goal and about its various meanings, etc. is you? Thanks to the exercise, you should be able to talk at length about your plans. But the details will overwhelm those you talk to and they will try to fit it into a box of meaning that makes sense to them -hence labeling! The future social worker might have to explain the difference between sociology and social work, the future researcher in computer sciences might have to explain that the advanced degree might not be for teaching technology. Frankly, a few decades... maybe thirty years back, the jobs were so closely tied to your degree that if you proposed some potential goal in life and in career and it did not fit into anything, that would have been a kind of warning that your job search or goal-setting is going to be a struggle. But in this decade, closer to the middle of the twenty-second century, the one thing we can predict is - we can't predict much about job markets, about life choices, about what kind of social relationships and institutions will make it as feasible and viable into the 2050, which means, we know that degrees and their labels mean less and competencies can overlap. A while back, the trend was to get a degree in management from across fields, till

the other technical fields realized they did not need it, they could get management experience on the job in whichever career they were in...

The labeling conversation can actually help you organize your great descriptions.

Meditation gave you clarity on what you want and what all you want and conversations with all these people, friends and foes alike, will help you put a structure on it. This structure will be useful throughout the process of goal achievement. The labels you like, you must read more about and find out more about and the ones you don't, you must differentiate your goals from those. This process must be done analytically and consciously.

That means we are not looking for reaffirmations; we are gathering all data points. What is the difference, you ask? Well, that means diversity. This is your goal, your life, your precious time on Earth, so don't let laziness or sense of obligation stop you. Share with all kinds of people, not just family, mothers, friends, teachers, but also; people you barely know, people you know and don't like, people who think and people who don't. So now go ahead and make that list of people!

Chapter Two

Justify Your Goals to Yourself and a Few Others

Have you ever noticed how much clarity children have? I want to have that ice-crème for example! Now it could be some insane flavors like cookie dough, bubble gum, taco-hot sauce thing... anything, and it could look like mud. As a parent, or guardian, or teacher, you look at the hideous looking ice-crème, but you never question it. It is appropriate by weather, and the item is something you can afford. That is, it. Why question such a temporary fix for ensuring the joy of your little one, or to stop him from screaming the shop down... In adult or young adult or teenage though, life goals or longish-term goals need a lot more justification because our social environment demands it.

A child choosing subjects of study needs a justification, an individual choosing a partner needs a justification, a woman changing her job needs a justification.

These justifications for our world sometimes become the bane of our existence.

We hate being held accountable for our choices, because after all, our choices will affect us the most... who are these people interfering. So 'individualism' becomes the urban norm, meaning everyone says, 'I live my life on my own terms' and I am not interested in giving justifications to anyone.

Now the premise that my actions impact no one except me is of course not true. The social environment responds and reacts to each individual's choice because it gets modified in the long run by these disparate choices. The other ways to say this could actually be that 'I am not accountable to anyone' or 'no one has to take or has my responsibility' so my goals are ultimately just mine. As we grow older, this becomes more and more true. But that is also the reason why most people feel depressed and demotivated at forty, the kind of cusp in life development, when there are not too many people or reasons to give justifications anyway and to anyone. The reason is what it always was, that women-type psychology... social beings, we need community – family, friends, peers.... Etc. are that community. And even though some of us get that support, many of us don't. So, if you missed out on that loving control, instead of independent, unaccounted living that eventually gets to you, take a step back and befriend yourself. Hold yourself accountable to you.

Then you will always need to explain your goals in life, at the moment, and the choices and actions that you take to make it happen. On the other hand, for all caretakers of children who doubt that your children might not value your opinion... remember that in the children's lives, you will need to be there to pick up the pieces every time they falter so you might as well, make sure those are not

shattered in a way that makes them unpiece-able into a whole again. Sometimes, individuals at whatever age are so driven and so passionate that they do need any confirmation or major input or understanding into their goals. So, a little girl who wants to be a doctor will keep driving herself to work hard from a very young age, and she will perform really well. And then one day she might in a crisis or in a burn-out, or over disappointments where her hard work does not translate into just rewards... as it will happen many a time, might let go of her goals and her dreams. And then when you reach out and try to convince her that her goal was well-intentioned, and that she was worthy... it is a case of too little and too late. Thus, the justifications for goals to self and others, who have shown that they care for your life outcomes, is like building a net that also holds you and reminds you of all the reasons that you came up with the goal in the first place. Thus the little girl in my example, wanted to be a doctor to save little children, because of the love she had for her siblings, and for the many children she babysat for from a young age, for the accolades she received from her biology teacher, and for the reason that she was good at research and at writing and at math and could pick any field as her school counselor said. And then, in a situation of personal stress and temporary academic disappointment, she lost all the reasons and justifications for performing for her goals.

And since, in the immediate world, no one ever thought that she needed to justify her goals, no one knew what was really motivating her and therefore no one knew what was dis-motivating her either.

These justifications can come from what epistemology the individual believes in... a fantastic way of justifying what we know... some of us pragmatists so our goals are simple – we want to be rich because we want a good lifestyle. Some of us are rationalists, we want a career that will be in demand in ten years so we can have a competitive edge. Some of us are subjected to values that only allow evidentiary goals to prosper, so if we good at mathematics, we become engineers, if we are good at drawing, we get into graphic designing, etc. Sometimes, the individual is a simple person, a straight thinker, so the goal is clear, like the eye of the bird to Arjun. In this scenario, the little girl who decides to be a doctor, keeps at it and nothing happens out of the ordinary to deflect her from her goal and decided pathways. She becomes a doctor and then life also happens, a few up and downs and some relationships and things do get complicated. That goal that she has achieved so simply, has no meaning beyond her having accomplished it because she never thought through the meaning of the goal in her life. Its impact. Its reasons. It was such a well-fitting goal with the worldview of most lives that no one needed to know why or what of her goal. But at some point, she wanted to in

her life... and that meaning of disturbing or unfulfilling relationships makes her less invested in the same goal after she has achieved it. It becomes a functional goal. She earns and has a life, which are big, really big reasons to be proud of and to invest in the goal... but are they enough? Then she shifts to things like alternate medicine. It is still healing and connecting and helping but now it is something else... something she did not train for, that she did not get approval for... and soon it puts her in the space of someone who did not know what to do with the accomplished goal. That is the other reason you want to justify your goals.

Now let us talk about, how will you justify your goal? Some ways are obvious ones... and some are more complex... based on WHO YOU ARE. It might be that the first thing you do is to offer justifications if you are a rationalist – someone who offers explanations and demands them from others without being prompted – this is driven by logic, the if-then relationship. IF I DO THIS< IT SHOULD LEAD TO THE NEXT THING. Which is wonderful as a strategy, but because you are a rationalist, don't presume that you know all the information that should be used in forming the logical model to justify your goals. To complicate this more, is that we are beyond information age, we in misinformation age, where so much is not true anymore and ideas are catching up to the speed of their circulation.

Remember that in research on career and work and goals etc., all factors feeding into your goals fit into the immediate. This means one, your particular time of life, your own life stage and the surrounding circumstance -**situational reasons**; Two, the big picture of the world and its ideologies of what it expects and propagates in society or economy as important or interesting or crucial – **the environmental reasons**; Three, your own personality, genetic predisposition, and as I say, in our Hindu beliefs, your karmic desired destiny – **the individual reasons**. Now Each one of these needs to be placed in order of appearance and importance for your unique positionality so that you know what your reasoning is and so you know that if anyone questions you, and you say, ‘I have my reasons’. Those are reasons that at least you can observe and measure.

When a friend was graduating from her program of Ph.D. and was doing reasonably well, always cried when we met after school for a drink, she would never talk about her studies. We were all students and I would ask her all the time, ‘Are you struggling?’ we meet because we want to support each other, tell us what is it and how can we help you? She never once opened up and then I heard she moved to another University and we never saw her again for a while. A few years later, I met her at a shopping mall; she was accompanied by her family – Two children and a husband. She seemed really happy. She sent her husband,

her partner, to shop for toys with the older child and we had a cup of coffee. I was surprised at what she had to say about those evening hangouts and her tears. She said, 'I was never able to tell you all that I did not care for my Ph.D. I went because my mother had found a boy in America for me and we were engaged. But a few weeks later, he broke off the engagement, and I was left with the Ph.D. It was never part of my goals. And when you all talked, you were so passionate about your studies and your future and your life. I felt embarrassed at not having the same kind of goals. I wanted to settle down, and you all were making fun of settling down'. Needless to say, I felt embarrassed at our poor sense of her needs and her goals and worse at not allowing her even the space to feel that her goals were valid, just like ours were. She was happy, and she looked it that day in the mall. She was also now able to share both her goals and offered no justification for why that was her goal all along. Which means she had found in reaching her true goal, her true confidence that did not need anyone else's validation.

The thing with having goals is that when you have more personal reasons for the goal selection and there is a lot in it about you and your unique circumstances, then justifying it becomes nerve racking. Especially, if you are like most people a little shy of sharing your circumstances and being made to feel like an outlier, like an odd person, like someone trying to fit in without wanting to... But we must

remember the personal circumstances are often not in our control and early on in life, it is true all the more. Now I had a friend in Primary School, who was by all accounts brilliant and highly motivated, but her goals were never about achievement. They were more about lifestyle, because being raised in a single mother household, with many siblings, there were fewer monetary resources. She did share with us all that she was going to be rich. The unfortunate thing was that her goals remained both under described and under justified as the people she shared them with were mostly us -her school friends. We took her word for it.

You know that people will be more likely to take your word for it, if they like you and have known you for a long time. While in itself this is a wonderful thing. But as far as working towards goals is concerned this can be a real problem. Because when you are young, people don't understand personal reasons and when we are a little older, people are embarrassed by your personal reasons. So, people should not be a part of when you think and write about your personal reasons for the goals. I suggest to you a strategy for this section. If your personal circumstances are dire, tough, challenging, tricky, whatever word says 'THIS IS DAMNED TOUGH' then I suggest you start from personal reasons for your goals.

So ready to begin? Let us go through the exercise. First of all, don't read the description of your goals yet. Let it be where it is. In your notebook, in your audio files, in your computer... and let us as always begin with a meditation.

Find a space that you like, and where you can stand or sit peacefully for a few minutes. Ideally, it should be somewhere green. As green means a relational energy, for now just take my word for it and then in another book we will dwell on that. Now looking out at the trees or a houseplant or a green tree poster, whatever your current convenience is, let your mind wander to its leaves, its buds, its swaying... and when you feel like it is absorbed in the tree. Close your eyes and imagine your life as it is. Be an observer. See your relationships and their demands, your surroundings and its limitations and maybe its strengths too. Now, close your eyes and reflect on what the in your imagination hears from others and what she frames as her needs and their needs and what it will take to fulfill them. These are your personal-level goals. And just by expanding the scope a little, think about the larger environment, maybe your neighborhood and your city and other physical spaces. Imagine the tomorrow of your life and the life of those you care about and you have the circumstantial reasons, the reasons that become valid to justify your goals because of the here and now of the situation. It's like when you have a cold, you will go and get a medicine, or you might say, I will just sniffle my

way through it. When you have to make a goal but are not even aware that it is a reaction to your circumstances. Like when the NRI marries an Indian woman, but she has no visa to work in America, then the woman facing the constraints of a marriage and of a new husband, struggles and tries to find alternate ways to make money. Whether she can sell some clothes or offer to cook or teach, anything that can also make her a part of the economy while she waits and hopes for a working visa. But when it was the time of Corona, you know sniffing your way through is not an option because you know it is bigger and much more dangerous than a common cold. This is scaling. Meaning the information that you have not experienced, but you know is true or feel might be true because the knowledge comes from sources you trust or opinions of many. This is the environmental reasons. What you believe and what is the foundation of your reasons, but you never link the two so in eighties and nineties of the nineteenth century, if you lived in India - dreams were about moving to America if you were middle class; but in the sixties India, dreams were about becoming an engineer or a doctor and about building and serving the nation. Twenty years into this century, dreams of middle-class India are about becoming rich, more so about becoming rich quickly with enterprise or startups.

Each one of these motivations is based on what the surrounding narrative is and the in traditional societies families and parents and governments become important creators of knowledge. The sixties India needed doctors and engineers, in nineties liberalization made it easier to leave India and made USA more reachable for professionals. In 2020, India's economy is generating both opportunity and solidifying as a market. It can fulfill many types of goals. Also, in the larger narrative, being rich has become a socially acceptable goal. Think of all the conversations around you, since childhood, the books and movies and friends and colleagues and what they say... see if you agree or disagree with them.

Exercise

Now let us open that notebook again. Now start writing down the reasons, one at a time, for your goal. Inevitably, the more important ones or the ones you have said or thought of before will first come out on your notebook. Don't worry about it. Just keep writing.

Do this exercise for at least a week, and keep adding, even if it seems like you are repeating yourself, keep at it. Just remember to write it as simply as possible.

Don't sugar coat anything. Just write it as you feel it. Don't be embarrassed or shy. Remember, you owe yourself honesty.

If dollars are a reason write it. If your father is irritating you, write it, if your partner is an ass, write it. If you are greedy for a new luxury, car write it. If you don't have money to feed your family after a week, write it.

When a week later, you're feeling rather silly and empty because your justifications are all on paper and you are a little surprised at your own motivations. Learn to laugh a little. And share with those friends who don't question you and family that loves you and expects nothing from you. Don't share everything, just tidbits and your own surprise at your motivations.

Then, after your initial surprise is over, when you can take it a little easy and have a little distance from your justifications, as serious and as desperate and as superfluous as they might be... then go back to your notebook.

Now find that peaceful corner again and once you find your green space, over a cup of tea or milk, or lassi, or warm water, review these justifications and rank order these justifications. Meaning which ones are really important to you. Don't stress if there are three at the position of most important... just do what comes naturally.

Now pick the top five. And the litmus test of them being top five is complete the sentence after each.

This reason is really important because.... for me -----.

At the conclusion of this exercise you might feel some discomfort because it has laid out for you the restrictions that you have along with the motivations that you have. But you should feel really proud of yourself. So many people simply do not have it in them to have a goal, let alone face the reasons for having them. And yet here you are, ready with this core knowledge. Facing your toughest critic –
You.

Chapter Three

Matching Your Goals to Your Needs

Reflecting, just from an academic stance, if the goal is true, then you will find yourself seeking more information about it. A whole lot of research says that your curiosity about someone's work is the thing that should tell you that you like something about it. Later, if it is a little more than curiosity, it will last for a while - that means that your attention outlasts your interest in your latest movie or streaming episode or the next Instagram post...you have something there.

Essentially, a goal match starts with interest, it could be in a casual conversation or it could be something that had drawn your interest over a period of time. And the casual interest becomes more distinct if you put in effort or work into finding out about all its aspects – who is successful at it? What does it look like up close and personal, and what are the requirements to get there?

Again, there is no judgement call here. If you take casual interest in everything, you are a naturally curious and intelligent person who is less self-absorbed. Which is a great personality trait as it is. The benchmarks of what is important and what seems to draw you more will shift based on your unique personality. But don't let

your personality make your choices so diffused that you have no idea what you actually care about. A person who finds everything interesting is always at risk of transforming into someone who cares a little bit only, then finding a passion that can sustain you to make the efforts over a longish time period is difficult.

The reason our parents often tell us when we are kids to focus on one thing is because of this reason. Have you seen how many classmates you thought were amazing in school because they could do literally everything were not the movers and shakers when they grew up and you met them after graduation? One reason likely is the diffusion, if you do everything you can, then you will not be doing any one thing longer. Or sometimes, you will be interested in so many things that at the sign of trouble or a small challenge in any one interest, you will drop it and move to the next one.

There is always an honest opportunity to decide if this is **high goal, or a low goal**...high goal being something not of a higher moral nature or that will give more...but something that will yield quicker and is in keeping with your potential. As they say if you are a kernel of wheat, you are that and will grow into wheat one day. Even if you are not and maybe you are a ball of cotton instead, when you start building up your wheat credentials, the road might be tougher. But just like

prayers to Krishna, no effort is ever wasted, when put into a good cause. That effort remains yours. And yields at least that much fruit. So, the goodness of fit between you and your goals is important but the genuineness of your desire for that goal is equally important. It is important for your goals to have meaning, relevance and sustained returns for you in life. So how does the twain meet?

The idea now is to get behind your goals! When you offered the justifications for them, that was the process of personal need-assessment and now it is about identifying the sources that informed your sense of needs. In a program development sense, when we say needs assessment, we are talking about filling a gap in an existing service or making it easier to access it. As a follow-up, we go around asking those who can inform us about what is missing and what they think will help in a systematic and organized manner. In your case, the need should have become apparent in the justifications offered in the preceding section. Now, it is time to make the links more direct.

Well, the goal theorists lay out a whole bunch of ideas on what might work in motivating you more or less. In some cases, the ability to easily do something, like a woman might easily want to compete in a cooking show if she has regularly cooked and her family and friends might often reinforce her self-perception of

being a good cook. If she finds out that others in the show are also mothers or women who cook for their families and not professional chefs' then her perception of being able to achieve this goal might further improve and then if obtaining social approval is part of her social conditioning, she might sign up for the audition. But most women don't sign up, this is because it does not mean much to most people, and the sense of failing is enhanced, and fear of failure prevents them from ever trying out. And sometimes the tasks as shown on television appear too complex and the returns or rewards are not obvious.

The high goal and low goal are also to differentiate the assessment by self or others or the norms in the environment of being able to achieve it. This alone could explain the reason why women did not ask for promotions or a raise easily. They considered it a high goal and their environment reinforced that idea, so they worked away at their high labor jobs and tasks and even let other people take credit for it, they were sure of what it would mean for them in terms of rewards but absolutely unsure of getting it. In fact, a friend's wife was a high-achieving student, she told me. She was also hardworking, but she was not lucky she said in getting a job straight out of her MBA program. This made her feel desperate and when she finally did get a job, it was much below her skill level, it was an entry level marketing job. It took her eight long years, where she did work assigned to

her, to her boss, and to her boss's boss – the job that she was qualified and trained for, before she finally realized that her goal had become to simply get a job and when she actually was indispensable to the organization, she waited for six years before she asked for a promotion. Meanwhile she met a guy who was working for a start-up at a party and in the course of conversation, he told her about a job of a Vice President at his new office that he thought she would fit in. A position, that would be a three-level jump. Since her promotion at her old workplace had just been approved, she felt comfortable going ahead with the informal interview, as her sense of failure was low and perception of this being a high-goal less relevant. She was offered the job on site with a salary three times of her eight-year long one.

It is surprising but true that most people born before this century underrate their **skill set, qualifications, experiences, and orientation** but most people called millennials find competency assessment meaningless, their passion, drive and interest plus access to information makes them feel confident. But you could be in either group, irrespective of when you were born, because no research is without limitations. Just take a look at social media posts of friends and colleagues and you will see this distribution to accurate. Matching skills, qualifications and orientation is important, but it is not a precondition for a goal. I

mean it is true that we might imagine a very successful career in media and TV but if our ability to be natural in front of the camera is missing then we have to rethink.

We don't have to rethink our goal, just break it down into observable and measurable little outcomes. Our goal of being a Television person would be something like, a producer of news-based program.

Matching by skills and orientations is one of the less popular things when one is making a goal for self. It is more popular to talk about skills and orientation when a Boss is deciding on a promotion or an organization is hiring. For several of us, the matching is done often by family values of achievement, for those from Asia, especially South Asia family trade or job becomes a prototype, and had been true across classes, but in the current times, this is a system definitely restructuring itself. In rural areas, people are leaving and going to cities so that means farming is ruled out and in urban areas with globalized markets and technology and markets being the things, many opportunities become available at the intersection of these three. Thus, skills to work in these areas become popular. On the other hand, the schools in called and east and west economies are also modernized and children are given aptitude and orientation tests early on to help

them pick a stream of work. But nevertheless, there remain the trends of family and father or mother or key caregiver becoming a role model, intentionally or unintentionally. Though a word of advice to caregivers, if you do want to inspire, 'show don't tell' rule is a good one.

I have a friend who writes romance novels. She shared with me how her ten-year-old girl is writing stories that sound like Disney Movies. Small two-page stories. How marvelous is that. I also have spoken to several friends' parents who are disappointed because their child did not choose to be an engineer or a doctor, like them. Well, if the young people see you having fun and having a good time doing what you do, it will inspire...it might or might not be a good fit. But if they hear you saying what you do is good and practical and see you suffering, the odds are, they would never want your kind of life. And work is a big part of a working life...more on this in my other book. But here the point is that as far as skills and orientation go, don't need tests as much or at least alone.

In the same western concept of providing structured feedback, there is another activity of engagement that is popular in primary and elementary grades. Bring your mom or dad to school and then the parents share their jobs and their career profiles with the students. Mostly there are anywhere from five to ten parents in

one such gathering and the kids who are listening find everything funny or boring and very rarely does it stay with them. However, the big picture of this exchange is a useful one, because it details the people and their orientation to a job.

Meeting folks who do something, anything and talking to them about why they love it, or they don't is a great conversation. Add in a layer of intentionality to it and some details what they like a lot about their work and what they like more about it and you have the manual for orientation in career. The work sector thus needs breaking down along with the qualifications and skills and orientations for it. What category of worker-orientation in a woman is needed to excel in what kind of work? Or is it about the work environment? Or ...

Thus, matching your idea of work and employed life or working life or a boss life to your own ideas is a useful exercise.

Let us see an illustration.

So many 13-year-olds now aspire to be being *YouTubers* or some other *Facebooker* Influencers. There are a whole lot of TED Talks on what it is to be one of these You Tubers...influencers. See the interesting thing is that these people are not necessarily influencers by having a preexisting skillset. They might be good 'content-creator' or be very engaging on the screen or have a very relatable

personality. These are three social skills/ people skills/ soft skills that are in high demand right now and are predicted by top organizations to continue to be so.

The next exercise should be a good fit with all of you wanting to be constantly doing (as in consuming/ creating) social media. Are you creating it too? Even if you have twenty followers? Yes. Your content is your photos, your tweets, your comments on others content and so on...

EXERCISE_

Step One – Begin with an eye exercise.

(<https://www.cdc.gov/visionhealth/risk/tips.htm>)

Step Two - Browse the web to find interviews / ted talks of people who are influencers.

Step Three – Make a short list of 3 to 5

Step Four – Listen to them to hear what their experience is? What their motivation is? What their limitations were? And where they are coming from?

Step Five – Now make a list of things that are parallel to you – which means in some way you can see that it exists for you too.

Step Six – Make a list of things that you thought are odd. (For this part I always think getting a group or a friend or whoever you trust to also be there to review)

Be honest and frank...you are making this list only for yourself.

There are so many of us across age groups who get really impressed with ideas and activities and want to do that...but we never stop beyond the perfunctory – can I do this?...The question that the above exercise should answer for you is – Should I think about doing this? Is this worth doing “FOR ME”?

Staring at the video camera/ generating content about something....for an audience...large or small...but what else does that YouTuber have to do? The details. Essentially you look at three people – to compare and contrast and to not just form opinions but more importantly to break them. And reconfigure them.

Exercise Two

Now that you have done something easy, let us take this up a notch.

Step One – Do your Eye exercise again.

Step two – Follow it up with a Five-Minute-Break for -Meditation &Yoga

<https://www.amazon.com/Five-Minute-Break-Meditation-Yoga-ebook/dp/B08F2774WB>

Step Three - Make a list of all the professions/ careers that you don't know about but know that people do it . The trick is to start from basic s and a position of humility. In just doing that you have shrugged off a burden of society that set your achievement goal for you....without knowing a single thing about you. Let us start small or if you really want to call it, what it is – most achievable...in the here and now.

– Food delivery/ front desk managers / Data Entry/ Telephone operators/ office secretary/ Sales Rep.

Step Four - Pick anyone and try to do an internet search for pathways to financial stability from that position.

Step Five – Read an autobiography/ biography of one such person.

It could be the 'Wings of fire' from APJ President of India or it could be Becoming from Michelle Obama a US President's Wife. Or it could be the numerous achievers who make it but don't write about it.

<https://yourstory.com/smbstory/business-entrepreneurs-chennai-kanpur-delhi>

Let their story stay with you for a week or two as you share it in the content you create, in the conversations you have...Reflect and Pause...

This stage of reflective pause is what will bring your ideas of who you are closer.

One must get inspired, but one must not get easily influenced. Inspiration is about having dreams and goals and is so essential. Influence is about forgetting to compare other's dreams with your own realities. People inspire and influence unintentionally...one hopes but you must bring all your intention to looking at your influencers. Keep that distance and do a thorough comparison.

Now you are ready to put your belief right next to identifying all your goals.

At least for now.

In the next part of this Manual for Self- growth with goal setting we will

get into

(Preview of Part 2)

Chapter One –
Four Categorize & Modify your goals

Will you be able to do every single thing that you want in life? Probably not! That is what you would think though some lives are filled with miracles accumulated with good karma done over very many life cycles. Most of us though, have a balance of some kind where the good and bad allows us some graces and we get to do at least a few things in this life and achieve a few of our goals.

The choice of what these goals will be, is also in our hands. If we are smart about money, we prioritize how we will spend it and thankfully our priorities become clear as grow older or know more or become aware of the inevitable change in our lives. Maslow did provide an amazing hierarchy of need idea. Self-actualization becomes the most high-end goal, when your basic needs are met, meaning when you know you have food, and clothes, shelter, and safety then you think about the longer term and also the higher forms of living. This means that you have at least two categories to fall back on, Time wise returns and Position-wise returns and third category is a combination of the two.

An aspiring nurse might decide to go to USA, for both a goal of living in a foreign country and for a fit with her current qualification with her

Thus, it is with our goals. Once we have the modified goals and can feel them...we need to take the next step of categorizing them. And the typology will vary by criteria...So some goals will cost more effort and some goals will need a lot of incentive as we move along the path, and some goals though not quite binding will still drive us because they are closer to who we are or are about a passion we have. Some goals are about their utility and the bigger picture of our lives and responsibilities. We need to perform to achieve those because they give us the most return or they give us optimum ratio of return, i.e. less effort and more outcome. Then there is the ultimate one about how competent we feel or how skilled we perceive ourselves. There is also the category of who else wants the same goal and how happy you feel competing for it.....

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Chapter Two

Imagine Failing at Your Goals

If imagining failing makes you shudder in fear...might be an exaggeration but if imagining that alone scares, you a little and makes you go back to the story board and plan better...then maybe you got something. Also, the failure imaginings at the beginning save you from wasting time. Increased focus and attention and

effort and determination is always a good thing. That is how you get an idea of the kind of importance; the goal has for you. In selling something, the planners always offer you something for free, and then you will spend more to save it...but if you were simply told that a certain amount of hard work would yield something for you, you might actually not think it worth your while. Imagine that you were close, and you did not get it.

Research also says that women don't need to set goals to perform well, maybe because women feel driven by doing a task rather than the end objective. Though my guess is those were women who faced a restrictive idea of self, where claiming achievement-orientation put you in a group of some kind.

End of Preview

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https://www.amazon.com/Shweta-Singh/e/B08DLPH7NT%3Fref=db_s_a_mng_rwt_scns_share