



# Goal Setting for Mentees

## A PRACTICAL GUIDE FOR *MENTORS*

*Purpose:* Help your mentee establish clear, achievable goals that align with their career aspirations in the tech industry.

**Why Goal Setting Matters:** Setting goals gives your mentee clarity, motivation, and direction. It helps them understand what they're working toward and allows you to track progress effectively. Goals also make it easier to identify when adjustments are necessary.

### **SMART Goals Framework:**

A highly effective way to break down and clarify goals is through the SMART method:

- **Specific:** The goal must be clear and unambiguous. "Become a junior software developer" is too vague, but "Complete a Python bootcamp by December" is specific.
- **Measurable:** Set quantifiable milestones. For instance, track your completion of each module in an online course.
- **Achievable:** Set goals that are challenging yet feasible. Ensure that your mentee has the resources and time to accomplish the goal.
- **Relevant:** Align goals with the mentee's long-term vision, whether it's becoming a business analyst, software engineer, or product manager.
- **Time-Bound:** Define deadlines. For example, "I will apply to 5 jobs per week for the next 3 months."

### **How to Use:**

1. **Start with a Big Goal:** Have your mentee reflect on their career ambitions. What role do they want in 1, 3, or 5 years?
2. **Break It Down:** Work with them to break that vision into smaller, achievable steps that they can work toward month by month.
3. **Track Progress:** Schedule regular check-ins to assess progress and adjust goals as needed. Celebrate milestones along the way!