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FOR WOMEN**

# Goal Setting for Mentees

## **The purpose of goal setting in mentoring**

Establishing clear and well-defined goals is the foundation of a successful mentoring relationship. By setting goals, you gain clarity on what you hope to achieve through your relationship with your mentor, while also outlining your objectives and preparing for the collaboration and guidance that will follow.

## **The benefits of goal setting**

Goal setting is crucial for personal and professional growth and plays a pivotal role in mentoring. Here's how it benefits your relationship and ensures that you stay on track:

### Clarifying priorities:

By setting goals, you communicate your priorities to your mentor, making it easier for them to understand how best to support you.

### Evaluating opportunities:

When new opportunities arise, having clear goals helps both you and your mentor assess which options align with your objectives and are most beneficial.

### Providing strategic direction:

Goal setting allows you to maintain focus on the bigger picture, especially when you feel overwhelmed by daily tasks. It serves as a reminder of the long-term vision.

### Empowering mentees:

While mentors provide guidance, mentees are encouraged to take ownership of their goals. This sense of ownership ensures that you remain motivated to pursue and achieve your objectives, knowing that the success is your own.

## Effective goal setting in mentoring

Although goal setting can initially seem daunting, it is an essential exercise that enhances efficiency and effectiveness by identifying clear outcomes to strive for. Here are key aspects to consider:

### Clarity:

Start with the question, “What do I want to accomplish?” Goals should be specific and clearly defined to avoid confusion and ensure a shared understanding between mentor and mentee.

### Challenge:

Goals should be challenging enough to stretch your capabilities, encourage growth and foster a winning mindset as you achieve each milestone.

### Alignment & commitment:

You should feel a deep commitment to your goals, and they should align with your values. Ask yourself, “Is this something I truly want?” Without genuine dedication and alignment to what matters most to you, the likelihood of achieving the goal diminishes.

### Make them SMART:

Use our [SMART goals guide](#) to help you establish goals that are Specific, Measured, Achievable, Relevant and Time-bound, to ensure success.

### Feedback:

Welcoming feedback is crucial for refining goals and ensuring that you remain on track. Feedback will help you to adjust your approach and stay aligned with your objectives.

### Task complexity:

You should critically assess whether your goals are realistic given your current circumstances. This includes evaluating available resources, time, and willingness to make necessary sacrifices. Discussing these factors with a mentor can provide valuable insights into the feasibility of the goals.



## **Exercise**

Get a notebook and pen, or a another note-taking tool, and take a moment to reflect on what you want to achieve for your business and your life:

- Imagine your business and your life in 5, 10 or 15 years' time and describe what is happening and how you feel.
- What matters most to you in your business and personal life? The items you write down to this will indicate your values.
- How does your vision for your business and life align with your values?
- What do you need to do in order to achieve this long-term vision?

Your answers to these questions will give you an idea of the goals you want to create.

## **Conclusion**

Effective goal setting is a fundamental part of the mentoring process. By focusing on these key aspects, you can set yourself up for success. This process not only supports the mentoring relationship but also empowers you to take charge of your growth and development.

