



Goal-Setting Handbook



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Why Goals Matter (The Foundation)

Introduction: The GPS of Your Growth

Setting clear goals is the single most important factor in the success of your mentoring journey. Without a defined destination, sessions can easily become pleasant but aimless "coffee chats".

Research shows that mentoring relationships centered around specific goals are twice as effective as those based solely on friendship. Goals provide the focus, direction, and momentum needed to turn inspiration into professional transformation.

Why Mentoring Programs Fail

Most mentoring programs that struggle do so because of a "lack of specific targets". When goals are too broad or undefined, neither the mentor nor the mentee can track success, leading to frustration and a lack of commitment. By defining your objectives today, you are protecting your time and ensuring that every meeting provides real value.

Key Principles for Success:

- **Ownership is Yours:** As the mentee, you are the driver. It is your responsibility to identify where you want to go; your mentor is the guide who helps you get there.
- **The Power of Small Wins:** While big dreams are great, building confidence requires achieving "small wins" along the way. Break large ambitions into manageable, moderate outcomes.
- **Alignment:** Sharing your goals early ensures you and your mentor are not working at cross-purposes.
- **The SMART Filter:** Every goal should be Specific, Measurable, Achievable, Relevant, and Time-bound to ensure it is actionable.

The Goal Setting Framework

(The How-To)

Step 1: The Brainstorm (5 Minutes)

Start with a "mind-dump" of everything you want to achieve in the next 6 months to 2 years. Don't filter yourself. List technical skills, big career milestones etc.

Step 2: Curate and Categorize

Review your list, pick the 2–3 most impactful objectives. Categorize them to:

- Short-term goals (next 3-6 months)
- Long-term goals (next 1-2 years)

Step 3: Define the Three Steps

For each of your goals, write down three phases to ensure steady progress.

Goal example:

Mastering Executive Presence & Public Speaking

- First step: Make it easy to achieve. (E.g. record yourself speaking for 2 minutes on phone, watch it back to identify one habit (like "umms") you want to change.)
- Second step: The core work of the goal. (Host a 20-minute "Knowledge Share" for your immediate peers on a topic you know well.)
- Third step: Feedback → Growth (Ask the attendees of your presentation for honest feedback).

Step 4: Identify Support Needed

For each goal, clarify exactly how your mentor can help.

Tip: Be specific in your requests. Your mentor is there to share knowledge, not to read your mind.

About Nordic Mentor

At Nordic Mentor, we believe that mentorship is more than just a program; it is a proven way to achieve deep personal and professional growth. We deliver this high-impact development through a streamlined approach that maximizes organizational value while remaining **exceptionally cost-effective**.

Our mission is to bridge the gap between potential and performance by fostering authentic human connections.

Our Services

- **Internal Mentoring Tool:** We provide HR professionals with purpose-built software and structured frameworks to run high-potential mentoring and learning programs at scale, requiring minimal manual effort. Read more [here](#).
- **Individual Mentoring:** Access the premier network of mentors in the Nordic region, providing highly personalized guidance tailored to your specific professional needs. Our elite mentors empower you to navigate critical decisions and reach your unique career aspirations with the support of the industry's best experts.

Bring the Power of Mentoring to Your Team

If you are looking to implement these insights within your own organization, we are here to help you build a thriving ecosystem of talent.

Contact us at contact@nordicmentor.com and NordicMentor.com

