

Goal-Setting

The new Goal wizard in myFolio facilitates a guided goal-setting process for faculty and staff. Drawing on behavioral economics principles around habit formation and goal attainment, this newly redesigned feature walks users through a five-step goal-setting process in order to:

- Align their individual work with the school's broader priorities (called Themes),
- Narrow their focus to a few specific challenges related to those Themes;
- Deepen their understanding of their "starting point" in relation to each Challenge;
- Articulate their approach to addressing each challenge (Goals);
- Plan specific short and longer term actions needed to reach each goal.

Why is goal-setting important?

myFolio is built upon the belief that the more clearly we articulate our plan for something, the more likely we are to achieve it. The research supports this: faculty and staff who set clear goals and are provided consistent feedback have been shown to have higher levels of motivation and higher levels of performance than those who do not set goals (see [Locke and Latham](#)). In turn, these employees are more likely to adopt a growth mindset, more likely to be self-driven, and more likely to demonstrate resilience and innovation when faced with new or challenging scenarios (see [this article](#) for a quick primer on the psychology of goal-setting).

Why are myFolio Goals now aligned with Themes?

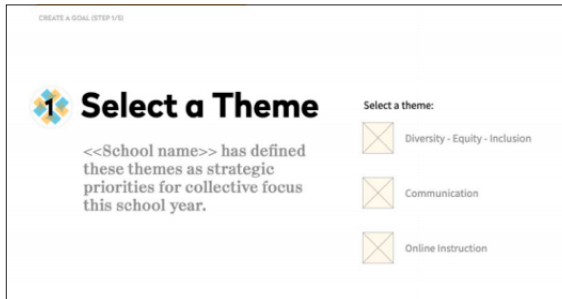
[Themes](#) in myFolio serve as the guiding focus for each school's professional growth process. By aligning each user's individual goals with the school's broader strategic goals, faculty and staff/employees are more likely to see their work as connected to the "bigger picture," or what [Daniel Pink](#) has termed as "purpose." This alignment, in turn, increases motivation, productivity, and job satisfaction, all of which have positive and lasting impacts for your school community.

Why questions?

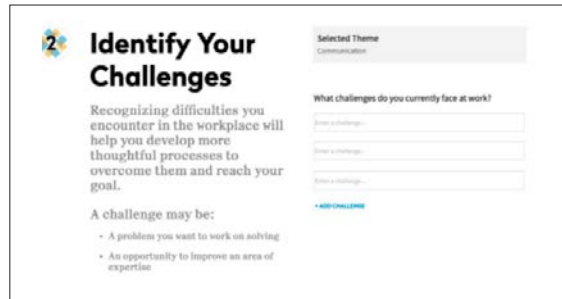
Folio Collaborative's goal-setting framework is built upon the idea that "beautiful questions" (see [Warren Berger's work](#)) have the power to shift our thinking, challenge our perspective, help us imagine, and help us solve problems. As [Hal Gregersen](#) tells us, "The bottom line is that question-based goals deliver more than statement-based goals...we're programmed to start solving."

Once a Goal is created in myFolio, users then shift their attention to "solving those questions" through intentional action planning, ongoing reflection, and consistent conversation with other members of their school community.

What's the process for setting goals in myFolio?

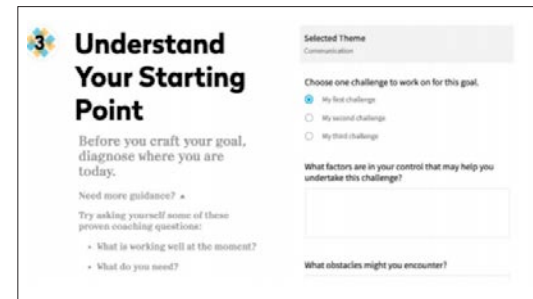


▶ The individual goal-setting process begins with aligning each professional growth goal with one of the school's Themes.



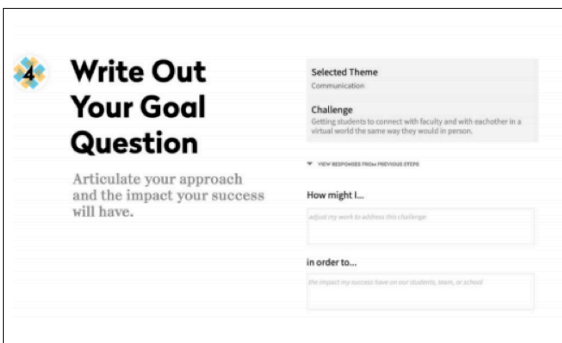
▶ A series of prompts guides faculty and staff through a thoughtful process of defining intentional, meaningful goals.

First, users identify their challenges. These can include problems they are trying to solve, an area of expertise that they want to explore further, or something that isn't working quite as well as it could be.

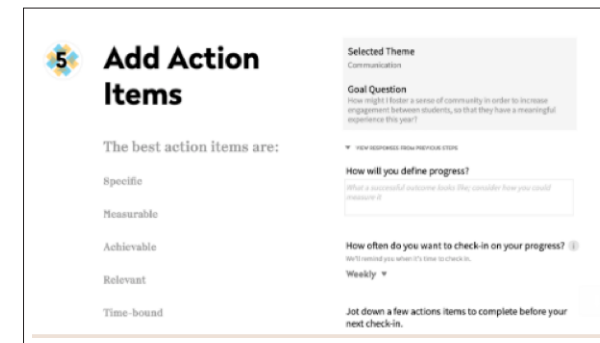


▶ Next, users reflect on their starting point in relation to each challenge:

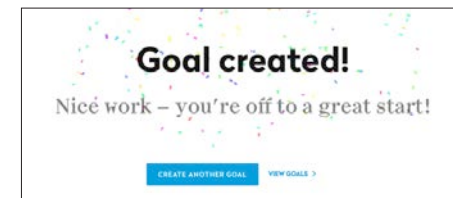
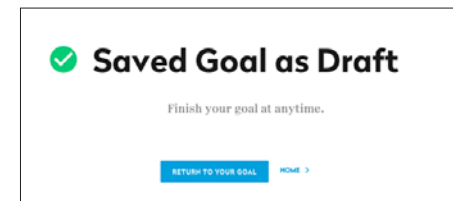
After brainstorming possible options, users identify the challenge that they want to convert into a goal. Next, myFolio prompts users to examine their challenge from different perspectives in order to help clarify and shape the goal.



▶ Users then create their Goal Question, using the "How might I...in order to..." framework.



▶ The final step in the Goal Setting process includes identifying specific actions and measurable steps that will create frequent successes and motivation for faculty and staff.



▶ And repeat! After completing Step 5, users are given the option of "Save Goal as Draft" or "Create Goal." Once the Goal has been created, users can choose to "Create another Goal."

The Folio Collaborative team understands the number of plans you have had to design this summer. We are here to do this work alongside you. Let us help you create a concrete roadmap for strengthening your school's approach toward professional learning. To discuss the new myFolio features, email us at members@foliocollaborative.org.

