



3.5.5 Goal setting

In many countries academic roles have little career structure, i.e., clear steps or forms of recognition for advancement. Further, you may be granted considerable autonomy in choosing the focus of your research, teaching or administration and be expected to create your own intrinsic motivation for continuing to invest in the work. In other words, you may be free to create your own career as long as you meet your job expectations, i.e., conduct research and/or teach, contribute through service. Thus, it is important to focus not just on the short and medium term but have a vision and a plan for the future as Regina notes below.

Goal setting for me is very important ...to keep perspective, to figure out what I've done—largely to figure out where I'm going, of course, because I think that is how you get things done without accidentally going off track ...So goal setting helps ...reassure me but also ...figure out where I'm going because my job is very self-directed.

How does your present job help achieve your long-term career goals?

Regardless of your role, a regular review of career goals helps you to think beyond meeting your day-to-day responsibilities. By refreshing awareness of your ultimate aims you can think strategically and adjust your actions to align with your aspirations. If you haven't reviewed your career goals recently, we recommend that you complete this exercise. You may also want to review your personal life goals; if so, see '*how do you spend your time?*'



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