Chapter 10: Perspectives on Motivation

Lab 10.1

Goal Setting Theory

Read the section in the Westen, Burton and Kowalski textbook on “Goal Setting Theory”.

Some more thoughts on goal setting theory are here:

www.themanagementor.com/kuniverse/kmailers_universe/sm_kmailers/SHRM_0602_1.htm

The data that you will collect for this lab is in the form of self observations. You just need to keep some notes on your own behaviour and your thoughts and feelings associated with that behaviour.

Now you may already structure your studying in this way, in which case just make some notes about your use of clear, manageable goals to structure your study.

If you don’t, then note how you went about studying the previous chapter. Have you read it? Did you read it before the lecture? How many times did you read it?

When studying the next chapter go about it in the following manner.

1. Decide what you would like to accomplish with the study of the chapter. How many times would you like to read it? What types of notes would you like to end up with? Aim to read it at least twice before the lecture, for example. Likely your study periods are naturally divided into seven day blocks, because courses tend to be broken down in to periods of a week.
2. Now break your goals down into small, concrete, manageable pieces. For example, you could set a goal to have the first section read once, by noon on the first day of your work period. Be sure to take a break, and do something pleasant after accomplishing your first goal. You may have a second goal of reading the first section a second time, this time taking notes on what seems important, by 4:00pm on the first day.
3. Be sure to follow-through on all of your goals, remember this is part of this experiment.
4. Take notes on your progress - what goes well and what doesn’t work out.
5. Summarise your general observations about the process of goal setting and how your experience matches with goal-setting theory.