



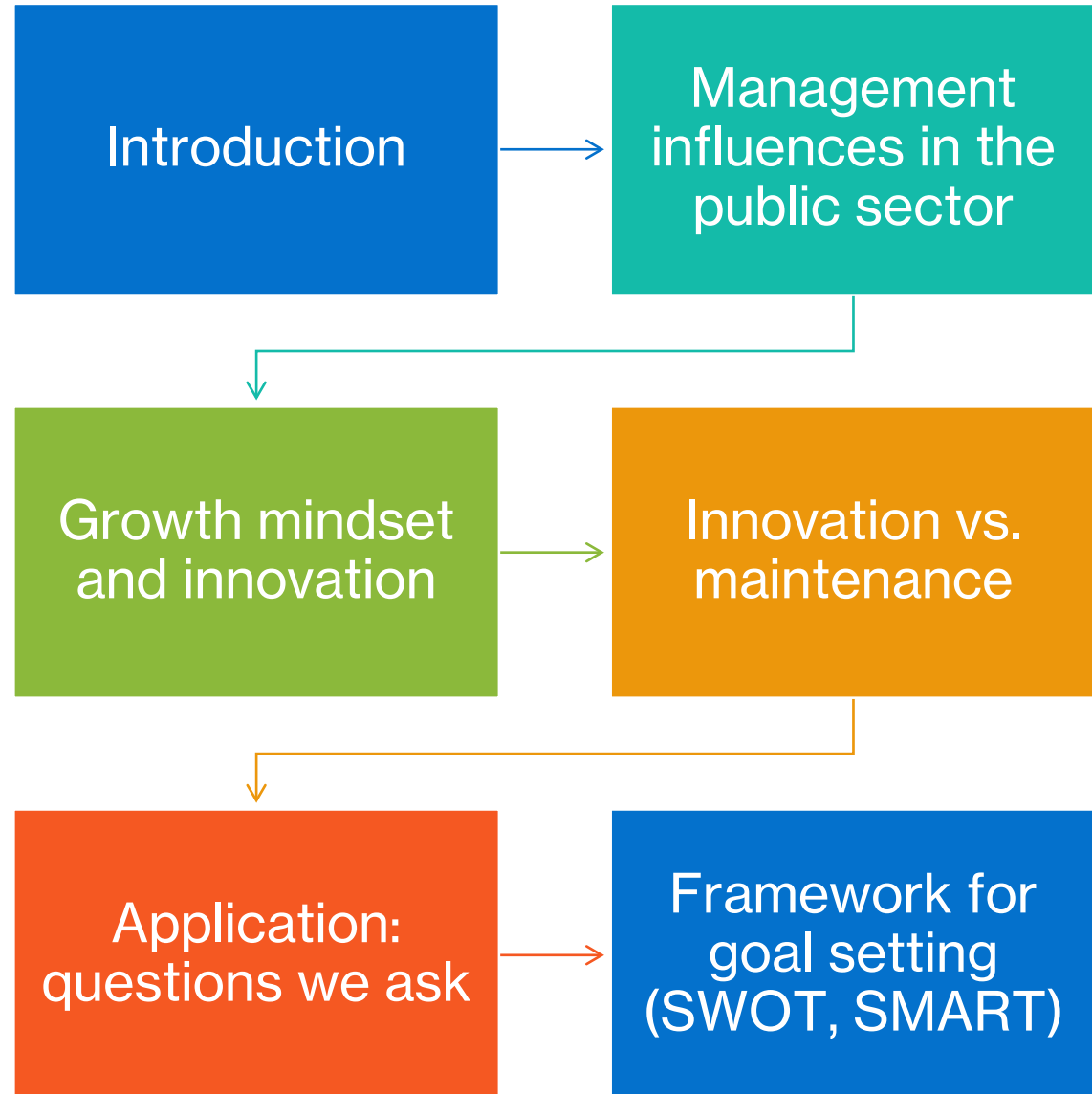
Reset mindset

Setting goals that keeps you aligned with your central mission, tasks and purpose

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Introduction & Overview



Factors

- New public management ideals – employing business principles and incentive structures to try to achieve greater efficiency and responsiveness
 - Emphasis on forward thinking and innovation rewards certain types of goals and activities
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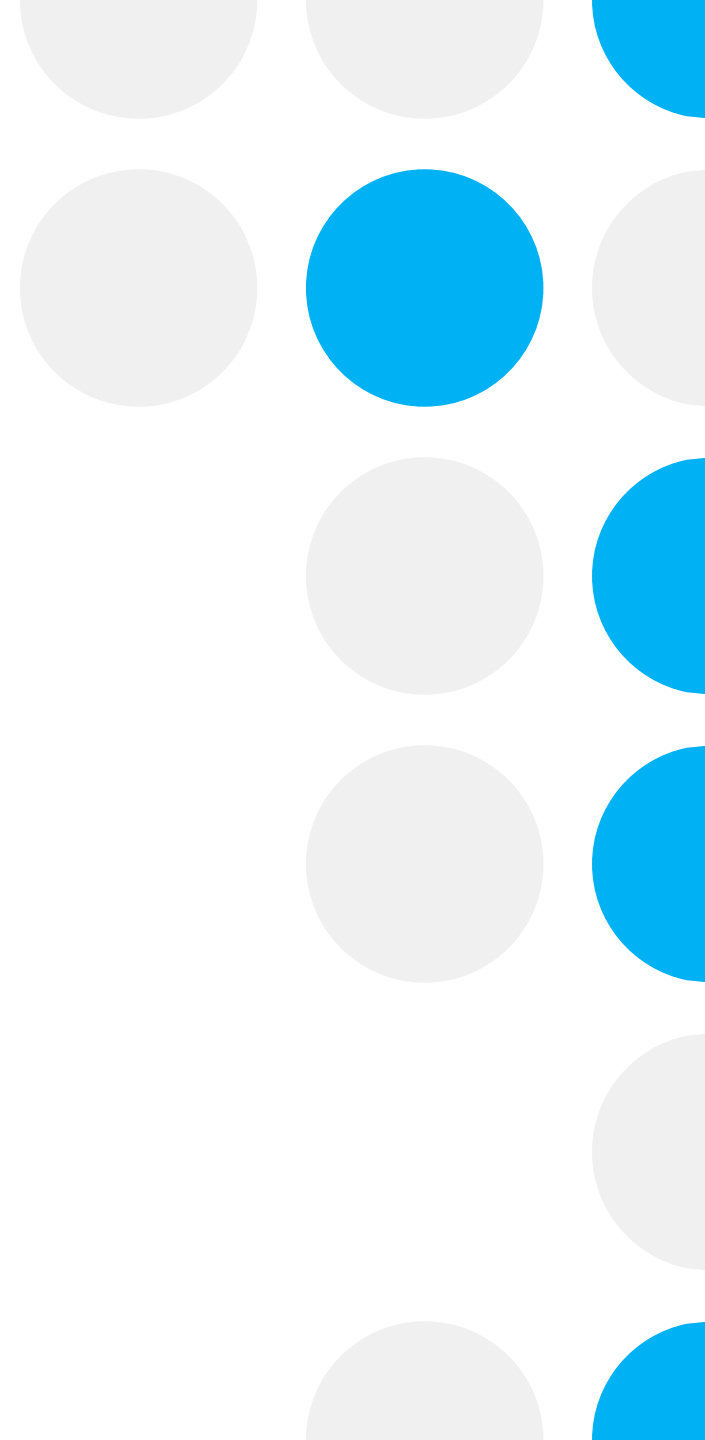
"I give up easily"
"My potential is predetermined"
"Failure is the limit of my abilities"
FIXED MINDSET
"My intelligence is static"
"I avoid challenges"
"I stick to what I know"
"Feedback and Criticism is personal"
"I will never improve"
"I am either good at it or I am not"
"There is no point in trying it"

"I like to try new things"
"I can learn to do what I want"
"Failures offer opportunity & growth"
GROWTH MINDSET
"My intelligence can be developed"
"I embrace challenges"
"I learn from feedback"
"I keep trying and never give up"
"I am inspired by others people's success"
"My mistakes help me grow"
"I know this will help me even though it is difficult"

Growth mindset & Innovation

Innovation v. Maintenance

- There is a danger of mission drift
 - “Hail the maintainers: Capitalism excels at innovation but is failing at maintenance, and for most lives it is maintenance that matters most”
Aeon, 2016.
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Questions and goal setting

- Keep the mission and purpose in front of you – organizational infrastructure
 - Be clear of your central tasks
 - Ask questions about context and history
 - Direction setting goals
 - Anchor goals
 - Directional goals
-





What do you do well?



S
STRENGTHS

W
WEAKNESSES



Where do you need to improve?



What are your goals?



O
OPPORTUNITIES

T
THREATS



What obstacles do you face?

Questions?

What are good goal setting questions we could ask of ourselves or those we work with?

How can we generate excitement around resetting or maintaining in goalsetting?
