

SEASON 1



OLAMI MENTORSHIP

SESSION 8: GOAL SETTING

DEAR MENTEE AND MENTOR,

Over the last seven sessions, we have set the stage for today's discussion. We truly hope that these resources have been beneficial in assisting you to develop a deeper and more meaningful relationship with each other. And additionally, these resources have sparked real-life discussions and opportunities to share the beauty and depth of our Torah's perspective.

Reflecting on one's past, prioritizing ingredients for success and unpacking one's personal value-system all lead to the next logical step, the future.

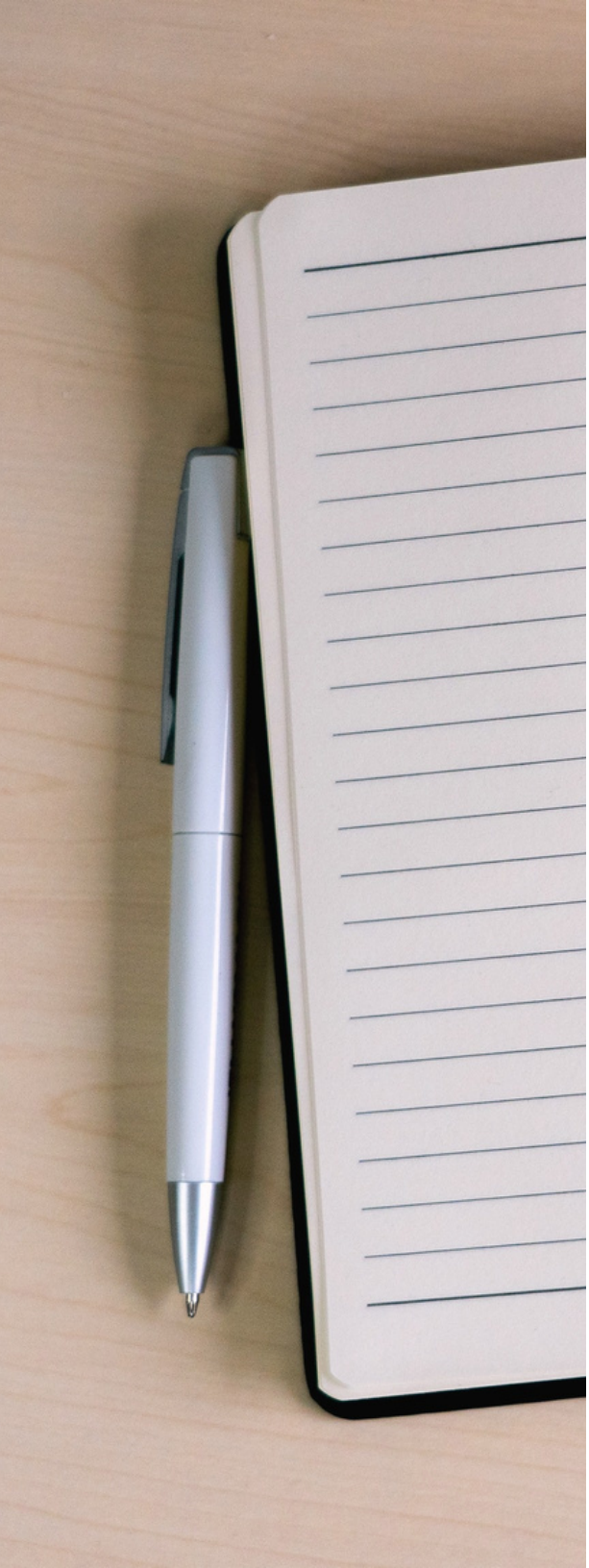
Youth is such a blessing as one optimistically imagines a long and bright future. In today's session we endeavor to take this futuristic vision and concretize the steps necessary to building future success. Ultimately, what formulates our future is the choices that we make each and every day. As one matures and begins to look back in the rear-view mirror of life, it is quickly evident that what brought us to where we are is ultimately a plethora and variety of choices and decisions.

The issue is that so often our choices are made on the fly without any type of reflection or forethought. Goal setting is an opportunity to try to anticipate those "moments of choice" and then ultimately make the correct decisions with the goal in mind.

Building on the previous session, practical goal setting should be formulated by our core values and sustained by goal driven choices.

A mentor is uniquely positioned to share the importance of having one's values sorted out, setting lofty but attainable goals and strategies for reaching those goals.

We hope that the two of you together can gain clarity as to their short and long term goals.



REMINDERS:

- Check-in: How was your week?
- Goal check-in. Do you both feel on track?
- Journaling: The journal is a space to track progress and growth throughout this journey.
- Set a time for your next meeting.

PATH 1: THE GOAL SETTING PROCESS

Step 1:

See this passuk and commentary by R. Hirsch. To truly live life, one must proactively seek to maximize the fullness of the opportunities that each of us are given. Perhaps the single greatest method towards full and complete living is practical goal-setting.

Devarim 30:19

Life and death I have placed before you, blessing and curse. Choose life so that you and your children shall live.

הַחַיִּים וְהַמָּוֶת נִתְּנִי לְפָנֶיךָ הַבְּרָכָה וְהַקְלָלָה
וּבַחֲרַת בַּחַיִּים לְמַעַן תַּחְיֶה אֹתָהּ וְזָרַעְךָ.

“Life” is not won without our earnest will, not thoughtlessly and not without determination and not by accident. You must choose life if you want to “live.”

– R. Samson Raphael Hirsch 19th Century German Rabbi

Step 2: Goals to GROW

Here are 4 important factors to consider in curating a goal:

- G** Goal: What do you really want?
- R** Reality: Be self-aware of your current state.
- O** Options: What are you capable of attaining?
- W** Way: What are the steps necessary to realize the goals?

PATH 1: THE GOAL SETTING PROCESS

Step 3: SMART goals

When setting out to set any goal it is important to ensure that your goals are:

- S** Specific: Your goals are clearly stated.
- M** Measurable: Ensure you can measure success.
- A** Attainable: Set goals that you know that you can achieve.
- R** Relevant: Set goals that are relevant to your skill set and position in life.

Step 4: Here is a simple example of using SMART to truly GROW

David has been feeling sluggish and underproductive. He is trying to get back his energy and productivity. David decides to use GROW to figure out a solution.

- G** Goal: David wants to feel great, pulsating with energy and filled with accomplishment.
- R** Reality: David needs to be honest with himself about his current lifestyle, needs, and wants.
- O** Options: David needs to figure out his options in regaining his former energy.
- W** Way: Once David decides what his goal is, he needs to craft a realistic plan outlining the steps to his goal.



PATH 1: THE GOAL SETTING PROCESS



Step 5:

David has decided that to feel better he needs to get his weight under control. Here is the SMART way of approaching his goal:

- S** Specific: David needs to determine how much weight he hopes to lose.
- M** Measurable: David should probably invest in a scale!
- A** Attainable: David needs to assure that he is not setting a goal that is too difficult to achieve or in all likelihood he will fail.
- R** Relevant: David needs to understand his ability to eat healthy, exercise...
- T** Time Based: David needs to set a realistic achievement time as well as milestones to ultimately attain his weight-loss goals.

Step 6:

Together, please identify an area in your life that needs goal setting (see path 2) and then use the grow/smart tools to craft a tangible goal and the process to make the goal a reality.



PATH 2: LIFE GOALS

Life is complex and all encompassing and setting out to create real goals is an exercise of futility without breaking our goals down into focused categories. We have attempted to simplify this process although, in truth, focus areas clearly differ from person to person. We start with professional goals as they are often easier to identify.

Step 1: Professional Goals

While ultimate success in our profession is truly in Hashem's hands, taking the time to craft a professional goal and the steps necessary in attaining that goal is our hishtadlus, our life's effort, and certainly a motivating factor.

Please take some time to reflect with your mentee on their professional goals and push them on how and why they have formulated these goals.

Step 2: Interpersonal Goals

While this may be easier for a mentee contemplating settling down, finding a spouse and getting married, it is certainly interesting to ask someone at any age or stage if they have ever contemplated their interpersonal achievements. Consider your relationships with parents, friends, co-workers, and acquaintances.



Step 3: Goals for Personal Growth

For many, setting goals in personal growth may be a totally foreign concept, but for Torah Jews this is basic. Tikkun hamidos, character refinement and learning mussar are all basic components of growth in a Torah way of life. It should be fascinating to broach this topic with your mentee and see how it goes.

Step 4: Spiritual Goals

Again, for Torah Jews this is such a large part of their identity, but for a non-observant Jew this is not at all a given. Discussing spiritual goal-setting can be a real eye-opener. Please share your own goals and aspirations with one another.

PATH 2: LIFE GOALS

Step 5:

Please analyze this mishna and commentary to highlight the three pillars to perfection. Clearly, setting goals in these 3 key areas is the necessary precursor to this balance and perfection.

Pirkei Avos 1:2 Mishna; Ethics of our Fathers

Shimon the Righteous was one of the last of the men of the great assembly. He used to say: the world stands upon three things: the Torah, the service, and the practice of lovingkindness.

Tiferes Yisroel ibid

Rabbi Yisrael Lifshitz

18th Century German commentator

The purpose of the creation of man is to bring perfection to his soul through his body in three key relationships:

1. Between man & himself: through amassing Torah wisdom
2. Between man & the Almighty: by following the Almighty's directives as prescribed in the Torah.
3. Between man & his friend: through acts of kindness and generosity.

שְׁמַעוֹן הַצַּדִּיק הָיָה מִשְׁיָרֵי כְּנֶסֶת הַגְּדוּלָּה.
הוּא הָיָה אוֹמֵר, עַל שְׁלֹשָׁה דְּבָרִים הָעוֹלָם
עוֹמֵד, עַל הַתּוֹרָה וְעַל הָעֲבוּדָה וְעַל
גְּמִילוּת חֲסָדִים:

תכלית בריאת האדם הוא שישלים
נפשו ע"י גופו, בג' דברים

א. בהשכלה לאסוף חכמות [והוא
חיוביו לעצמו].

ב. בשמירת המצוות [הוא חיוביו להקב"ה
לשמוע בקולו כתורתו, אף שלא יבין
לפעמים טעם דבריו]:

ג. ובמדת החסד ונדיבות [הוא חיוביו
לחבירו].

THOUGHT QUESTION:

CONSIDER EACH OF THESE 3 AREAS AND THINK OF
1 GOAL YOU WOULD LIKE TO FOCUS ON.

USE THE GROW AND SMART TOOLS FROM PATH 1
TO HELP FORMULATE A PLAN.



PATH 3: YOU CAN'T DO IT ALONE!



Step 1:

Once you have defined SMART goals and you are ready to GROW (See Path 1 Step 2), the Torah way of life trains us to internalize that there is still one ingredient crucial for optimal success...

Step 2:

See Shlomo Hamemlech's additional ingredient to success, and how Rav Yitzchak Arma breaks it down practically.

Mishlei/Proverbs 16:9

Man's heart may plot his course, but it is the Almighty that directs his steps.

לֵב אָדָם יַחֲשֵׁב דֶּרֶכּוֹ וַיהוָה יְכִין צֵדָדוֹ:

Akeidat Yitzchak by Spanish Rabbi Yitzchak Arma (1420-1494)

The general success of each person is dependent on 2 things.

1. Acting on one's inspiration and beginning the process towards accomplishing one's goals by expending the necessary efforts.
2. By understanding the need for the Almighty's assistance and support to succeed in one's just actions.

הצלחת כללותם רצוני איש איש מהם היא
תלויה בשני דברים.

האחד שיתעורר אל ההתחלות התלויות
בהשתדלות כפי כחו.

והשני בשהוא ית' יהיה עמו לעוזרו ולסמכו
על דרך יושר המעשים

PATH 3:
YOU CAN'T
DO IT ALONE!

Step 3:

See an excerpt taken from a tefillah/prayer for success in business.

Master of the Universe, It is known and revealed before you that the world in its entirety is Yours. And that you sustain all flesh and spirit. I attempt to invest my efforts... to create a receptacle for your outpouring of plenty to this world...

It is known and revealed before you that I am fully aware that it is not in my efforts alone that is the success of my livelihood, rather in your desire.

רבונו של עולם! גלוי וידוע לפניך, שהעולם ומלואו שלך הוא, ואתה מפרנס כל בשר ורוח. ורוצה אני לעשות השתדלות בחינת אתערותא דלתתא, כלי מחזיק ברכה וצנור להמשיך שפע וטובה מאיתך לעולמך

וגלוי וידוע לפניך שידוע אני שלא בהשקעתי זו תלויה פרנסתי והצלחתי, אלא ברצונך



**Step 4:**

Note to mentors: it would be so powerful if you could think of a time in your life in which you realized the G-d's guiding hand, and Hashem's unquestionable involvement in your professional or personal success and then share this experience with your mentee.

Step 5:

The very fact that the two of you have crossed paths and begun to share your lives is certainly Hashem's hashgacha and providence!

**For educational questions or support,
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