

# HARD Goals



**The Goal:** The goal of HARD Goals is to begin an organized process towards a career goal. Sometimes it's hard to wrap your head where to start, so this activity gives you step-by-step instructions on how to make a career goal into a career path.

## Materials:

- Full Indigo Report
- HARD Goals worksheet (next page)

**Part 1:** Students should look through their **Potential Degree Matches** section in the Indigo Report and highlight those that look interesting. Think about what careers might go along with these majors, and think about other careers that interest them. Write down the potential careers (around 5-10) on a piece of paper.

**Part 2:** Now ask students to review their **Motivators and Skills** sections. Based on their top two Motivators and top skills, they should eliminate all but 2-4 career options that were written down. *For example, a High Traditional with a strong set of principles around family might want to stay away from a career that would keep them away from family via long hours or working weekends.*

**Part 3:** Now, students should research their selected careers. Some online research sources are:

- O\*Net Online: <https://www.onetonline.org/>
- Bureau of Labor Statistics: <https://www.bls.gov/>
- My Plan: <http://www.myplan.com/majors/what-to-do-with-a-major.php>
- Career One Stop: <https://www.careeronestop.org/>
- Careers.org: <http://www.careers.org/>
- Job Star Central: <http://jobstar.org/tools/career/spec-car.php>
- Occupational Outlook Handbook: <http://www.bls.gov/ooh>
- Salary.com: [www.salary.com](http://www.salary.com)

**Part 4:** Give students a copy of the chart on the next page to complete. Even though the goals are called HARD goals, it should be completed in the order A, H, D, and R. This will provide a broad-to-specific approach to defining a career path.

**A** Picture your career in one year, three years, five years, and ten years. What does it look like? What do you do every day? With whom do you interact? How is your day structured?

**D** The work you're doing in this vision will likely require skills and/or knowledge beyond what you have now. Name at least three of the most important skills required for what you'll be doing, and how you'll gain those skills and/or knowledge.

**H** Reflect on the situation you just described above. Why do you want this vision? Give three reasons why. These reasons could be self-motivated, externally motivated, or simply personal.

**R** In order to bring this goal to life, what would you need to accomplish in six months? What about in the next three months? The next month? What's one step you can take today to start your journey toward achieving this goal?