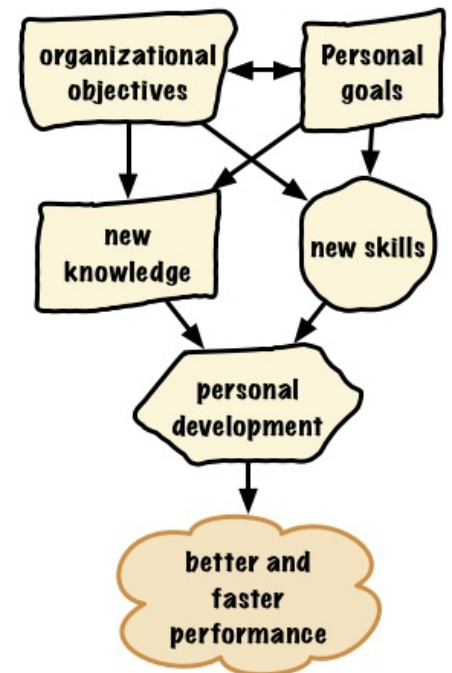
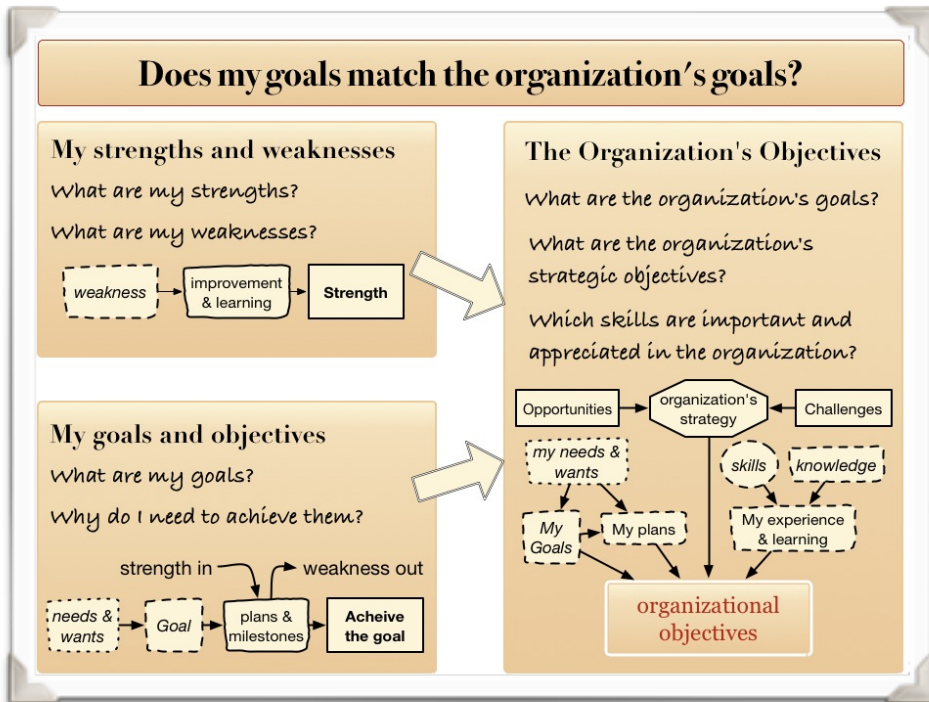


My Personal Goals

Do they match the organization's goals?



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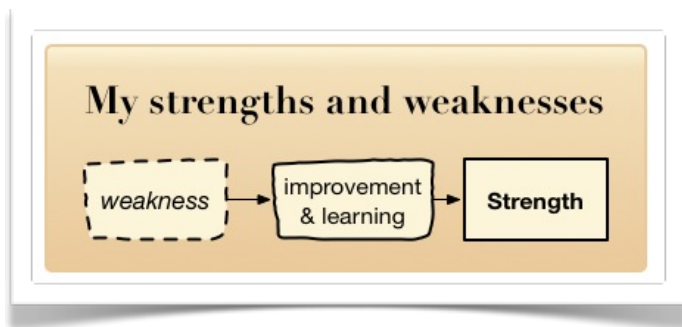
Written and designed
 by the author

Many employees work very hard to achieve their personal goals thinking that these goals would help them to excel in the their careers. Sometimes, personal and career goals are a perfect match because the individual had planned it that way. We all have needs and wants that appeal to us. We would like to achieve them but they do not help us to climb that steep professional ladder to reach the desired promotion or salary increase.

Reading the following pages would help identifying your personal strength and weakness and guiding in converting the weakness to a strength to reach your challenging goals. The last page would help the reader to compare his or her personal goals with their organizational goals. The reader is asked to match his or her goals with the career goals and try to aim for a common goal that develop him or her and to achieve the organization's objectives.

STRENGTHS AND WEAKNESSES

One should understand and list his or her strengths and weaknesses without overstating the strengths or exaggerating the weaknesses.



Some of us would love to blame their weaknesses on "*the system*" or "*personal issues*" or the usual "*they simply don't like me!*" we need to start this exercise by admitting that we are human and we have weaknesses. The best way to find our weaknesses is by remembering the time we asked others for help, or we looked up the Internet for information but could not quite understand it. For example, if you are specialized in mechanical work but you call one of your friends for a financial advice in then you should know that finance is a

Our weakness can be identified when we ask others of help.

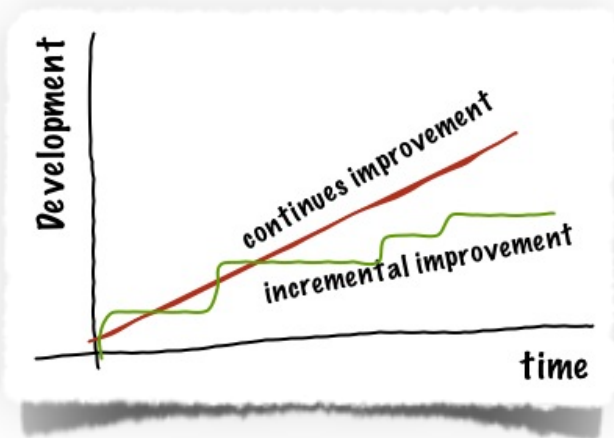
weak point in your professional career. Situations like these expose our weaknesses and we should make a note of them for future developments.

Strength is when others come frequently for our help on specific subjects or skills. Some skills we master but they are too exposed or known to our colleges and superiors. We need to show our skills and hobbies to people around us to give them a chance to ask for our help in the future.

Our strength can be identified when others ask us for help.

We should always sharpen our strengths by learning and practicing. We should constantly learn and practice something everyday, no matter how small it is, to help us turn our weaknesses to strengths.

For example, if we learn everyday one command or function of one of the most popular computer applications, then we will learn at least twenty functions in one month which is enough to handle that application with great conveyance. Continues



improvements might seem small but they are an excellent method for long term personal development. Incremental improvement may boost our capabilities at the moment of completion but rest of the time we are missing the opportunities to develop while others are moving steadily in their development plans everyday.

PERSONAL GOALS

Some of us have clear goals that are more wishful than realistic. Winning the lottery can happen but there is little chance that we are all going to win. Also, there is nothing we can do to improve our chance to win the

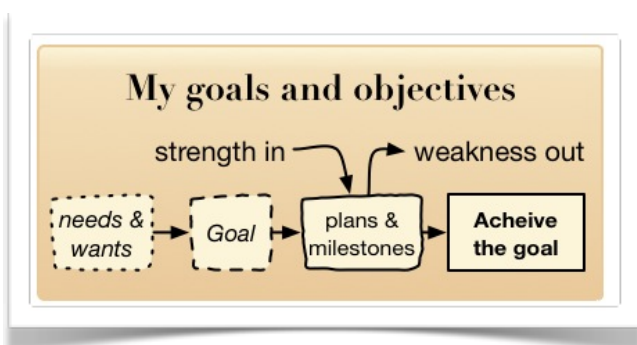
lottery other than losing our money in buying more lottery tickets. Personal goals should be realistic and achievable in the time frame we select for them. Engineering degree needs four years to complete, aiming for the same degree in two years is either crazy or illegal.

Most of our personal goals can be achieved with our strengths, however most of the challenging goals are beyond our capability and we need to learn new skills or gain new knowledge to achieve them.

Personal goals should be realistic and achievable.

We should understand that personal goals are *personal* and they might not be inline with the organizational goals. For example, your personal goal might be learning to swim, which is a good personal goal. But your employer is trying to construct a new project in a remote area faraway from the sea or a swimming pool, so you will not be able to achieve your goal soon.

Our personal needs and wants should be converted to specific, goals that have objectives and target dates. The



plan to achieve the goals might need new skills and knowledge that is part of our known weaknesses list. We need to learn the new skill or knowledge before or during our attempt to achieve the goal.

We need to write our personal goals in a list, then rank them according to their importance and urgency. We should concentrate our time and effort on 2 to 5 goals until we achieve them . Some of us can concentrate on more than 5 goals but this is depending on the available time, effort and the goals difficulty.



Personal Objective List		
objective	type	target date
Read business books	business	one per month
Save \$500	personal	per month
Do daily prayers	spiritual	daily
Learn touch typing	business	one year

We should understand that some of the goals are nice to have but might not contribute to our personal development or help in achieving one of the organization's goals. For example I would like to learn how to

The organization's goals are not part of the top management's personal goals.

fly an airplane and I would like also to fall freely from an elevation to parachute my way down to the ground. But this will not help me to develop my managerial & skills, or help me in achieving my organization's goals. Flying and parachuting are good sports but they are not my best choice for the valuable time and effort now.

ORGANIZATIONAL OBJECTIVES

The organization that we work in must have a list of objectives and clear goals to achieve these objectives. Every employee should be able to use his or her skills and competences to drive the organization toward meeting the goals. The goals are not personal and they do not meet the top touch management's personal needs or wants. They were set to maximize the shareholder value, or in plain English, *to make money!*

Organizational goals are there to meet the business challenges and take

advantage of the available opportunities in the near future and on the long run.



We should align our personal goals to learn the required skills and gain the knowledge necessary to overcome the organizational challenges and take

advantage of the available opportunities. We will be seen as selfish and opportunistic if we use the company time and resources to meet our personal goals which are not part of the organizational goals. We might be enhancing our personal skills but we will be ruining our relationship with the people around us.

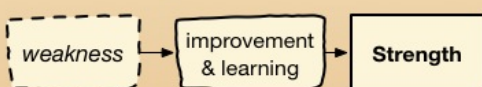
You are invited to read more thoughts, business ideas and professional views in my blog. Please visit smalallah.com or follow me on Twitter account "SamiMalallah"

Does my goals match the organization's goals?

My strengths and weaknesses

What are my strengths?

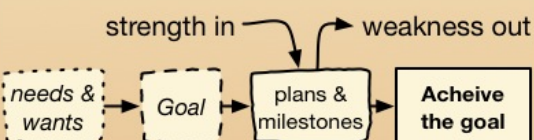
What are my weaknesses?



My goals and objectives

What are my goals?

Why do I need to achieve them?



The Organization's Objectives

What are the organization's goals?

What are the organization's strategic objectives?

Which skills are important and appreciated in the organization?



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