

Individual Development Plan

IDPs provide an opportunity for each member to define and outline the specific, measurable, attainable, rewarding and timely (SMART) goals for the semester. We seek to equip and encourage you to accomplish your personal

qualities and characteristics that make all individuals unique. You should consistently keep the fraternity's integrity in the forefront of your mind when participating in daily activities.

Physical

Physical health includes those habits with the most significant influence in our immediate lives. This area relates closely to the natural progression inherent in human development. Personal goals should emphasize, build and maintain healthy habits.

These goals enable you to recognize decisions made with respect to your body in daily living. When setting these goals, identify the relationships among behaviors, conduct and wellness.

Goals:

Goals:

Social

Members should strive to be diverse with responsible social interactions. The importance of positive self-concepts and interpersonal relationships provide balance to sound social, emotional and mental health practices.

The consequences of personal actions, as they relate to personal, mental and social health, shape future decisions. We should recognize the importance of developing and maintaining friendships by valuing positive qualities of self and others and recognizing

Spiritual

College provides a unique opportunity to strengthen values, ethics and morals. Acacia fraternity serves as a foundation and example for its members, encouraging members to align with a higher purpose, calling and mission. We strive to be examples, standouts and humble servants. We are not ashamed of the faiths of our members and believe that developing character and values should be coupled with sound doctrine. A thorough spiritual understanding is a vital aspect in a member's life.

Goals:

Mental

The power of knowledge has no limit in a man's life. College experiences provide a focused time to formally earn an education. Learning can occur in many forms, both strategically planned and spontaneous outbursts in response to immediate situations. Taking advantage of these enlightening times, members are encouraged and expected to gain a well-rounded sense of understanding, knowledge and wisdom. As the primary reason for attending K-State, academic commitment is a high priority. Without a sure, solid foundation of sound understanding, members will struggle in the professional world. Preparation in college years must allow members the opportunity to gain the experience and confidence to enter their career field with successful prosperity.

Goals:

SUPPLEMENTAL

INFORMATION/READINGS



"The only limit to our realization of tomorrow will be our doubts of today."

-- Franklin D. Roosevelt "More men fail through lack of purpose than lack of

talent." -- Billy Sunday

Learning to Set Goals

Consistently successful goal setting and achievement is the result of planning, thinking and doing. It involves skill. It is not accidental. The following criteria are to be met as you set a goal. These criteria reflect goal setting skills that you can learn and apply to numerous situations.

1. It is achievable. I have enough time to do the goal. I have the necessary skills, strengths, or resources. My responsibility for achieving the goal is stated.
2. It is believable and realistic for me. I believe that I can achieve it. Given my knowledge of myself, the goal is realistic. My mental attitude is optimistic.
3. It is specific and measurable. It is stated in specific, concrete terms, not generally.
4. I want to do it. It is something I choose to do out of want, not out of requirement. It is my own goal.
5. It is presented without alternative. My goal has focus. I have made a decision. Alternative goals leave us unsettled and divide our energy.
6. It is non-injurious to others or myself.
7. I am motivated to achieve the goal.
8. It is worth setting because it fits into my personal value system. It is important to me. I will be glad that I set the goal after it is achieved. It will make some difference to me if I achieve it.

9. I have set a target date for completing my goal.
10. I will, periodically, evaluate my progress and make corrections, giving myself the grace of the time necessary to achieve my goal.

Goals guide our lives

When setting goals, you should consider:

- (1) what do I need to give up or reduce or eliminate (consider each part of the problem)?
- (2) What do I need to increase or substitute for the unwanted behavior or feeling or thought?
- (3) What change should be given priority and done first?
- (4) What are reasonable daily sub-goals and long term goals, and are they consistent with each other?
- (5) How fast should the changes be made (cold turkey vs. gradual change)?
- (6) Most importantly, are my goals in this project in keeping with my basic values? Let's look at these questions more closely.

Setting goals is near the beginning of a self-change process; it is not even close to being the end result. However, in our culture or, at least, in my classes, it seems as though many people assume they have solved a problem just as soon as they have stated an admirable goal for themselves or someone else.

Realistic, effective goals must be attainable, important and taken seriously. Being goalless is a serious problem. Goals serve us well. They focus our energy, reduce distractions, get us looking for new solutions, keep us striving, and give meaning to our existence.

Demanding-but-reachable specific goals motivate us more than a vague "do your best" or too easy goals, resulting in better plans and more effort. For example, when exercising, the goal "to do your best" does not result in as many sit-ups as "do 10% more sit-ups than you did last time."

Goals: A 10 Part Formula for Setting and Achieving Your Goals - by Charles M. Marcus

We all want to achieve our dreams, hopes and aspirations, but for one reason or the other we frequently never see those goals that are so important to us through to action. Jim Rohn said about goals: "If you go to work on your goals, your goals will go to work on you, if you go to work on your plan, your plan will go to work on you. Whatever good things we build end up building us"

Remember the smallest of actions is always better than the noblest of intentions. As we approach this pivotal goal-setting period, look at this formula for staying with and achieving your goals.

1. Sit down NOW and spend some quality time by yourself in a quiet room making out your goal list. Do not take this first step lightly. This is your blue print, your road map to success. Give it the time and respect it deserves. Ask yourself what it is you really want to achieve, what is really important to you.

2. Write your goals down on paper and put them somewhere you can see them all the time. There is nothing more powerful than having your goals in black and white and in front of you. Be imaginative, and make the list as long as you want. There are no limitations.

3. Break your goals down into the categories and time frames suited to your needs and objectives. Most of your goals will be individual, but also set some with your spouse or significant other.

4. Prioritize. You can have as many goals as you like, but think realistically – don't let your goals overwhelm you. Pick out the three or four most important and essential ones and set them as the non-negotiable ones.

5. Be flexible with your goals. Do not worry if you have to change your plan and reevaluate your goals from time to time.

6. Make yourself a sign or something visible to you that will keep you focused. There are times when things are not going to go your way, when you may feel like giving up on your goals.

7. Join the 3% club. That's right, generally only 3% of people in the world will stay with and achieve their goals and see them through. The only person who can stop you is YOU.

8. Look long, act short. Have a long-term focus, but short-term objectives. It is the little steps that keep us going, those little victories that stop us from

becoming frustrated by the short-term setbacks that will occur from time to time.

9. Share your goals with people you trust and whose opinion you value.

10. Finally, have fun with your goals. Achieving these goals should be a treat, not a chore, but also realize they will not happen by themselves.

www.selfgrowth.com/articles/Marcus2.htm

Top Excuses... AskMen.com

Top excuses to use if you're caught napping during CORE:

* "Whew! Guess I left the top off the liquid paper."

* "I wasn't sleeping! I was meditating on the mission statement and envisioning a new paradigm!"

* "This is one of the seven habits of highly effective people!"

* "Actually doing a "Stress Level Elimination Exercise Plan" (SLEEP) I learned at the last mandatory seminar you made me attend."

Goal Setting Guidelines

An expression of the most important goal setting guidelines involves setting SMART goals. Goals should be Specific, Measurable, Attainable, Rewarding, and Timely.

With a specific goal you can clearly see what it is you want to achieve, and you have specific standards for that achievement. In making your goals specific it is important that you actually write them, which is crucial with all goal setting guidelines.

For a goal to be measurable you need a way to measure the progress and some specific criteria that will tell you when you can stop and the goal is achieved. Feeling the progress is very important for you to stay motivated and enjoy the process of achieving the goal.

An attainable goal is a goal for which you see a realistic path to achievement, and reasonable odds that you get there. This does not mean that the lower you aim the more likely you reach success. It is well known that goals that work best have a challenge in them. They are chosen as ambitious as possible, but still reachable. Then they will give you more motivation and sense of achievement.

A goal is rewarding when you have clear reasons why you want to reach that goal. This is one more place where it is important that the goal is really yours. Have your specific reasons and expected reward in writing. If possible, even with some visual pictures.

The final requirement of the SMART goal setting guidelines is that your goal should have a specific time limit. Time is the price you pay for the reward from achieving a goal. Setting the deadline will protect you from paying higher price than the

goal is worth. This is also your protection from procrastination and perfectionism.

HELPING SUCCESSFUL PEOPLE CHANGE

If you are setting your own goals for change and improvement, look for a coach or mentor who can work with you through the process.

- 1. Involve the person you are coaching in identifying the desired attributes for their position.**
- 2. Involve the person in determining who can provide meaningful feedback.**
- 3. Have the person collect feedback.**
- 4. Help the person analyze results.**
- 5. Develop an action plan.**
- 6. Have the person respond to stakeholders.**
- 7. Develop an ongoing follow-up process.**
- 8. Review results and start again.**