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Goal Setting Key Principles ☐ Mutual understanding and buy-in between you and your manager is key to effective goal setting. ☐ Working with others to identify the resources and collaboration that may be needed is essential. ☐ It is important to track progress and revise goals as needed. Begin with the end in mind. 2

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HARVARD MANAGEMENTOR GOAL SETTING ANSWERS

Brainstorming is not a technique for setting goals, and directive has no meaning in this context. The correct answer is "Top-down and bottom-up." In top-down goal setting, unit

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management sets broad goals, and each direct report sets goals to support those of the unit.

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PROJECT ... The 1979 Harvard MBA study on goal setting analyzed the graduating class to determine how many had set goals and had a

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plan for their attainment. Interestingly enough, the results of the 1979 Harvard MBA study are exactly identical to the supposed 1953 Yale study.

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sets broad goals, and each direct report sets goals to support those of the unit. In bottom-up goal setting, direct reports

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