

SMART Goals: Steps to Success

After watching this video, viewers will be able to recognize the characteristics of an effective job performance goal, and the procedures for setting and applying these goals for themselves and the people who work for them. Employees will learn the acronym "SMART" which stands for: S for Specific; M for Measurable; A for Agreed; R for Realistic; and T for Timed. When using this goal orientated acronym all employees will be able to identify a specific goal, see if the goal can be achieved, agree that the goal is appropriate and reasonable, make sure the goal is realistically achievable, and understand the time period in which the goal has to be attained.

- Setting effective goals using the SMART plan
- Identify specific areas where improvements are needed
- Gather expectations of involved parties
- Determine how to measure progress
- Ensure that everyone involved understands the plan and what is expected

(26 min) **DuPont.** #26-HR22-DVD \$645

Handbook Available

Personal Goal Setting: Journey to Success

Bill Irwin is a blind hiker. But that never stopped him from walking the entire Appalachian Trail and its rough, rugged and treacherous terrain. As this program shows, if Bill can succeed, so can your employees in their personal and professional lives. An excellent tool for goal-setting and motivation, this program inspires all employees to reach beyond their current limits and achieve what seems to be unimaginable or unattainable.

- Importance of maintaining a positive and determined attitude
- Reaching beyond your comfort zone
- Benefits of a caring and supportive network that provides the resources to attain the impossible

(21 min) **DuPont.** #26-HR77-DVD-ITE \$700

Why Didn't I Think of That? II

Stretch your employees' thinking and boost their creativity through the 4 key actions outlined in this program: viewpoint alteration, breaking of mental habits, generation of alternatives and finding similarities. Practice these methods through a series of challenges that illustrate creative problem-solving methods. (21 min) **DuPont.**

#26-HR93-DVD \$645

40 Hours: Invest in Yourself

This important program will give your employees the tools to help maximize their work days while inspiring them to take more ownership of their job satisfaction. A shift in attitude and perspective is the first critical step to improving the work experience. 40

Hours provides just the right jump start to all levels of employees in every work environment. Using an engaging story line, the program focuses on the following keys to a maximized work life:

- Connecting and Belonging
- Taking Pride and Earning Respect
- Having Some Fun
- Seeking Growth
- Finding Purpose and Meaning

(20 min) **DuPont.** #26-HR42-DVD \$745

Handbook Available