



 ENGINEERING MANAGEMENT INSTITUTE

**Annual Goal Setting for
Civil Engineering Professionals:
Take Action Today**

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Introduction – Anthony Fasano, PE

- B.S. & M.S. in Civil Engineering
- PE license in NY and NJ
- Found success at a reputable firm at a very young age
- Attended iPEC – the top ranked executive coaching school in the world
- Wrote the best-selling book ***Engineer Your Own Success*** and started providing career coaching and speaking services to engineers



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Purpose and Learning Objectives

Purpose: To help you to set goals that are meaningful to your career and/or company's growth. In this session, you will learn to:

- Use a simple formula to establish goals that align with your values,
- Create SMART goals,
- Apply specific decision-making strategies,
- Understand the importance technical knowledge plays in confidence building,
- Understand how confidence can help managers know when and when NOT to get involved.

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Tactical Overview

- Three steps to goal setting
 - ✓ Define your values/pillars
 - ✓ Start setting your goals
 - ✓ Break down your goals
- Building confidence
 - ✓ 10 actions to improve confidence
- Decision-making
 - ✓ 10-10-10 Process

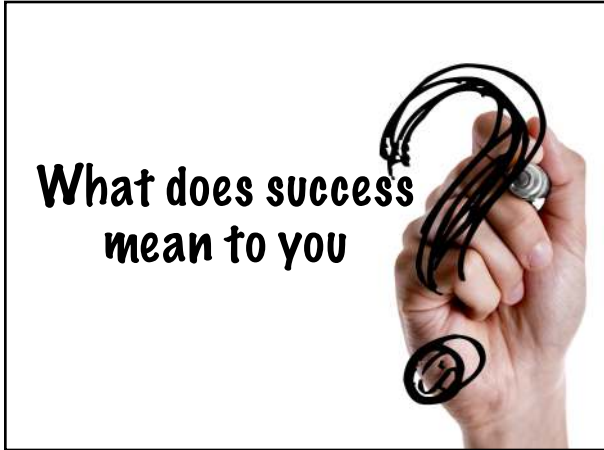
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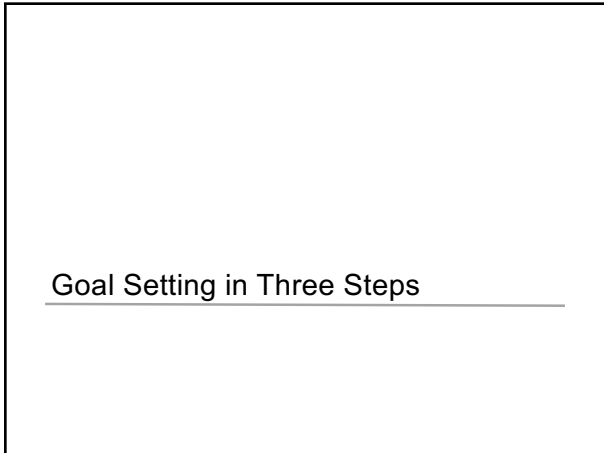
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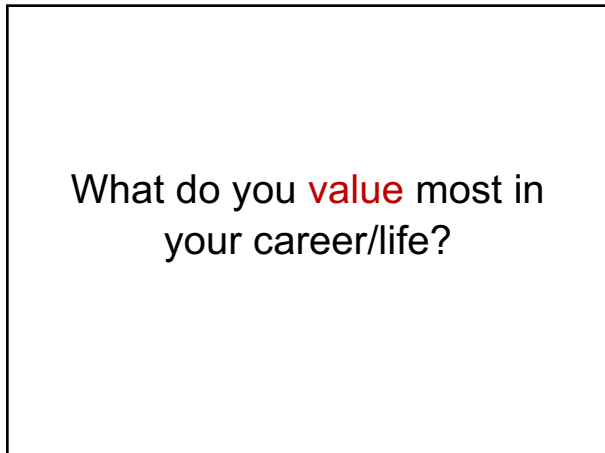
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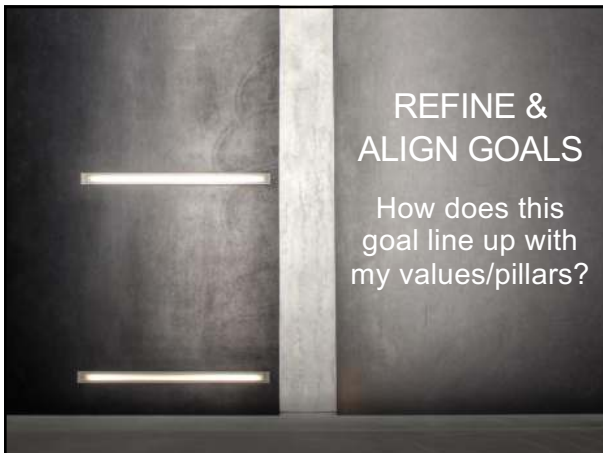
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Make your goals SMART.

- S - Specific
- M - Measurable
- A - Attainable
- R - Relevant
- T - Time-bound



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Sample Goal:

Mary Smith, **P.E.**

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Building Confidence

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#1 Always be prepared for what's ahead.



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#2 Become knowledgeable in your area of technical expertise.



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#3 Set achievable goals.



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#4 - Seek advice from confident experienced AEC professionals.



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#5 Be assertive and stand up for what you believe in.



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#6 Avoid acting in a condescending manner.



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#7 Avoid negative people.



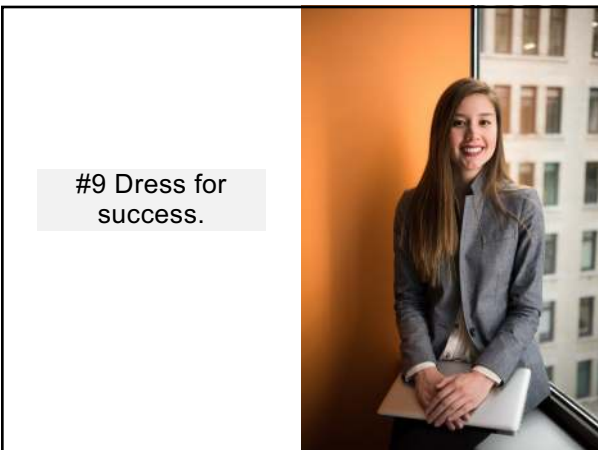
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#8 Don't be serious all of the time.



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#9 Dress for success.



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#10 Always move beyond your comfort zone.



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Decision Making

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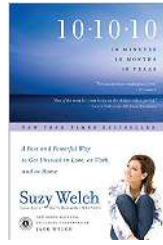
Decision Making

- Identify the Purpose or Problem
- Gather Information
- Brainstorm Possible Solutions and Consequences (Risk Assessment, Cost, Benefits, Time, Responsibility)
- Determine Best Alternative
- Create Specific Action Steps
- Evaluate Outcome of Decision

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10-10-10 Process

- What are the consequences of my decision in 10 minutes?
- In 10 months?
- In 10 years?



<https://www.fastcompany.com/3007613/10-10-10-rule-tough-decisions>

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Summary

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