**WRENCH Personal Goal Setting**

Ok, so I'd like to think that working at The WRENCH is labour of love for all of us. We do what we do because we have a passion for it, but working in the non-profit world is actually a career too. While it's easy to focus on the parts of our jobs that we're passionate about, one shouldn't forget that we're also building a useful skillset for working in the non-profit world at the same time. I'd like to think that we are continually challenging ourselves to meld this passion into a viable career that could last for years with this organization or with similar ones.

Setting goals for our work with the WRENCH has several purposes; the org wants to help you achieve those goals in hopes of furthering your development as a member of our staff over the long term, and it also helps us craft your job roles and projects in ways in which you'd like to be challenged. Maybe some day you actually would love to be doing our accounting and bookkeeping! How would we know unless we asked?

1. Think about when you started working with the WRENCH. Why did you want to work with us and what excited you about your job?

2. Think about some highlights in your time here, things you learned, skillsets you've mastered, events that you were proud of being a part of.

3. What do you like best about your current role?

4. What gets you frustrated or makes your job difficult?

5. What would help you do your work even better? How can we help you with that?

6. What do you think are your greatest strengths at work?

7. What are your work goals for this year and how can we help you reach them?

8. Where do you see yourself in 2 years from now? In 5 years?

9. What potential barriers or obstacles do you see to achieving the above?

10. What tools or steps do you need to take to achieve the above goals?

11. Have you taken any steps towards achieving these goals already?