



CUPA-HR Learning Framework: From Setting Goals to Achieving Them

"Every morning in Africa, an antelope wakes up. It knows it must outrun the fastest lion, or it will be killed. Every morning in Africa, a lion wakes up. It knows it must run faster than the slowest antelope, or it will starve. It doesn't matter whether you're the lion or an antelope - when the sun comes up, you'd better be running." — African Proverb

At this point, you may have completed a goals-setting document such as the **Goal and Action Setting** resource found [here](#). Hopefully during the goal-setting exercise, you used the S.M.A.R.T. method to ensure that your goals are specific, meaningful, achievable, relevant, and time bound. You may even have completed the Action Plan section of the worksheet, or you may still be working through those details.

The next step is to finalize that plan (if you haven't already) and create a road map to achieving your goals and remaining accountable along the way.

Understanding the Competencies in Action

One way to flesh out your action plan is to see examples of what the competencies look like in the workplace. Included in the CUPA-HR [Learning Framework](#) are "In Action" sections that can help illustrate how each competency functions as a task or behavior.

After reviewing the "In Action" sections of the competencies in the Learning Framework, reflect on these questions:

1. What additional strengths did you learn about yourself while reviewing the competencies in action? Which particular competencies did you focus on?
2. Which competencies will you focus on to achieve the next level of proficiency?
3. Who will you invite to encourage and inspire you to achieve your goal(s)?
4. What other opportunities will you take advantage of to complete your goals?

Staying Accountable

To achieve your goals, it's important to be encouraged and to actively pursue professional development. To keep the momentum going, reflect on these questions:

1. What have you discovered about your current strengths?
2. What obstacles do you fear will hold you back from completing your goals?
3. What makes it easier to achieve goals? What will help you "stay the course"?
4. Is there someone or something that will help you stay focused?

Remember, learning and reflection about professional development doesn't always occur at work. Some of our best ideas can occur outside of work. For example, during your commute, while serving on a committee, helping others, or talking to friends and family.