WORK TO GROW
TRAVAILLE POUR PROSPÉRER

GOAL SETTING FOR YOUNG PROFESSIONALS

Setting goals is a crucial first step in kick starting your career journey. But figuring out how to set and achieve those goals can be tricky. We've got you covered with resources designed to help you discover the type of work that suits you best, develop realistic and achievable goals, and find the support you need to make it all happen.

1. GETTING TO KNOW YOURSELF

Understanding your strengths and core values is the first step in setting goals—after all, you can't set a goal if you don't know what you want to do! But what if you're unsure about your direction? These resources will help you uncover your core strengths, values, and primary intelligence types, guiding you to a career path that fits you perfectly.

- Uncover your strengths with the VIA Institute's character strengths questionnaire*
- Identify your unique intelligence types with this Government of Canada career quiz
- Reveal your core values and gain insight on your motivations with the Core Values Index (CVI)*
- Discover your Zone of Genius - where your natural talents and passions converge, allowing you to perform at your highest potential

*You will need to register for a free account to access these quizzes

2. SETTING SMART GOALS

When it comes to goal setting, SMART goals are where it's at! SMART stands for Specific, Measurable, Achievable, Relevant, and Time-bound. By using the SMART technique, you'll create clear, attainable goals with a solid timeline. There are tons of resources out there, but here are a few to get you started.

- Asana - What are SMART goals? Examples and templates
- Indeed - SMART Goals: Objectives for Your Career
- Work Life - How to write SMART goals

240 rue Bank St., Suite 300, Ottawa, Ontario Canada K2P 1X4
T: 613-562-3447 · F: 613-562-3371 · info@naturecanada.ca · naturecanada.ca

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3. BUILDING A SUPPORT NETWORK

Staying on track with your goals is easier when you have a solid support network. Networking might seem like a chore, but connecting with people in your field can boost your skills, reveal new opportunities, and propel your career forward. Plus, having a mentor to guide you one-on-one can give you valuable insights from someone already established in your chosen field.

- Nature Canada - Women for Nature Webinar: Building Your Networks
- Indeed - How to Find a Mentor Step by Step
- Project Learning Tree Canada - Green Mentor Program
- LinkedIn - Building a Strong Professional Network: Key Strategies for Success

4. CONTINUOUS LEARNING

Change is the only constant in life. Even with a solid plan, things can shift—new technologies, career changes, or life events might alter your path. That's where continuous learning and adaptability come in, helping you stay resilient. Be sure to take advantage of any opportunities to learn new skills on the job. You can also check out Eco Canada and the Capacity Building Institute for certification and training programs that can boost your environmental career and the Sustainability Network for webinars relevant to working with ENGOs.

ADDITIONAL RESOURCES

- Truly Alive Foundation - Youth Career Ideation Toolkit for BIPOC youth
- MindTools - What are your Values?
- Sana - Zone of Genius
- Asana - 25 Professional Goals to Advance your Career
- LinkedIn - Establishing Your Career Goals- For Students and Young Professionals
- Indeed - 10 Tips To Help You Build a Network
- Essential Career Skills Part 1 - Job Search, Self-care and Networking
- Eco Canada - BEAHR Indigenous Training Programs