

## Goals & Expectations

The following worksheets can be used with adult or youth groups to help determine goals and set expectations. The wording can be altered as appropriate to suit the dynamics and needs of your group(s).

Here are some tips that will be useful in using these worksheets and facilitating discussions about goals and expectations:

- Let each individual complete a worksheet for themselves.
- Responses can be sentences, lists, or whatever the individuals and groups choose.
- Have individuals create small groups and complete a worksheet for the group, using the individual worksheets they completed for themselves.
- Finally, have the smaller groups merge into one large group and use their group worksheets to provide input for the product of the entire group.
- When the final stage is reached, especially in the case of creating expectations, review the results with the entire group and ask each individual to sign their name. This provides for agreement, commitment, and ownership.

This allows every person in the group to reflect on the issues, express their ideas, and have ownership in the end result. It allows them to find differences, commonalities, and create common ground.

### Ground Rules:

Every idea is valid      Every person contributes      Every person is responsible

**Remember!** Even when the final stage is reached and the group members have committed to goals and expectations, there is still room for change. Goals and expectations should be reviewed periodically to determine if they are still relevant, important, necessary, and agreed upon.

Review is also important, because it serves as a reminder, a chance to evaluate the group's performance in context and an opportunity to add or remove items as needed.