

GOAL SETTING

Shortly after the newcomer's arrival it can be helpful for all involved to have a conversation about goals and expectations.

It is critical that you approach sponsorship as partnering with the newcomer. With this mindset, you will support newcomer independence and agency. Sponsorship is about partnering with newcomers and working through various tasks with them, so they are empowered to take on these tasks independently. The focus should be newcomer-driven collaboration; always moving towards and providing opportunities for independence and self-sufficiency.

Realize that you speak the dominant language and are fluent in American culture. Given this power imbalance, you have a responsibility to learn ways to partner with newcomers without unintentionally causing harm or shame. Use your existing power and privilege to help newcomers build self-sufficiency, so the newcomer can more quickly regain a sense of safety and control.

Keeping in mind the overarching goals of empowerment and integration, it is important to support the newcomer in reaching their goals through collaboration with your group members.

Professional Goals

Questions to consider:

- If seeking employment, what type of job are you interested in pursuing this year? (it is best to keep focused initially on short term goals, to build confidence with successful achievement of initial goals)
- What type of job/career do you hope to have in five years?
- Are there any issues or concerns that might limit the work you can do?
- If seeking employment, what will you do to look for a job yourself?

My initial goal this year is:

I would like to complete my goal by:

What is necessary to successfully meet my goal? What training, knowledge, skills or other requirements are needed?

Who can help me in reaching this goal?

What other resources are available to help me reach this goal?

Wellbeing Goals

Questions to consider:

- What activities or interests did you have in your country that were fun or rewarding for you? eg gardening, fixing equipment, sewing, soccer, animal care, etc.,
- Are you sleeping well? Do you feel anxious? Do you feel safe? Do you want assistance with any of these challenges you may be facing? (If you are experiencing significant challenges with these, there may be resources that can help in the community or someone that you can talk to.)

My goal is:

I would like to complete my goal by:

What is necessary to successfully meet my goal? What training, knowledge, skills or other requirements are needed?

Who can help me in reaching this goal?

What other resources are available to help me reach this goal?

Community Integration Goals

Questions to consider:

- Are you able to take transportation to key locations such as children's school, doctor's office, and work? Do you feel confident signing up for these on your own?
- Are you aware of language learning opportunities in your community?
- Do you have opportunities to connect with community members or to engage with the community in various ways?

My goal is:

I would like to complete my goal by:

What is necessary to successfully meet my goal? What training, knowledge, skills or other requirements are needed?

Who can help me in reaching this goal?

What other resources are available to help me reach this goal?