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SMART Goals and Self-Efficacy

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| **Across**  **4.** In what process do managers and employees work together to set verifiable, and measurable goals that are periodically reviewed?  **5.** In terms of SMART goals - \_\_\_ - \_\_\_\_\_: The goals are to be achieved within a stated time.  **8.** In terms of SMART goals = \_\_\_\_\_\_\_ : The goals, even if difficult, are reasonable and achievable.  **10.** Those with high self efficacy will try harder to master a challenge. True or false?  **11.** SMART goals allow for a greater chance of success.  **12.** The \_\_\_\_\_\_ the self-efficacy, the more confidence an employee has to in their ability to succeed in a task.  **13.** Studies at the University of Toronto have shown that intentions to work towards a \_\_\_\_ are a major source of work motivation.  **15.** Results Only Work Environment : In this type of environment \_\_\_\_\_\_\_\_\_ focus only on achieving results and manage their time accordingly.  **17.** A recent survey done on managers asked if their job had clearly defined goals, and the majority agreed. True or False? | **Down**  **1.** An individuals belief that he or she is capable of preforming a task.  **2.** Goal Setting Theory: A theory which says that specific and difficult goals with \_\_\_\_\_\_\_, lead to higher preformance.  **3.** In terms of SMART goals - \_\_\_\_\_ - \_\_\_\_\_\_\_ : The goals should support the vision of the organization.  **6.** Goal setting theory compete with one another and do not complement each other. True or false?  **7.** In terms of SMART goals - \_\_\_\_\_\_\_\_ : The goals proposed can be tracked and reviewed.  **9.** Goals increase persistence. True or false?  **14.** \_\_\_\_ (acronym) is effective becuase it encourages intrinsic motivation, allows for autonomy, and provides an oportunity to work on tasks the employee feels are important.  **16.** In terms of SMART goals - \_\_\_\_\_ : Individuals know exactly what is to be achieved. |