Locke and Latham observed that as a member of a team, one makes a public commitment to a goal which will enhance their commitment to that goal, presumably due to putting their integrity on the line which makes achieving the goal a more personal pursuit (Locke & Latham, 2002).

**Personal Example**

Part-time employment showed me the importance of goal-setting, as a member of weekend staff we don’t get allocated goals nor do we have weekly reviews in contrast to the week staff – irrespective of number of hours worked by each cohort, productivity during the week is noticeably higher – it is possible that Theory X (McGregor, 1960) is being realised but considering the correlation and goal-setting theory I feel that this example highlights the effectiveness of goal-setting.

**Possible Conclusion**

Goal-setting can be deemed as an effective method for motivation, proved by its level of relevance today. (Crown and Rose, 1995) established that goal-performance is positive if conflict is prevented and team members are committed.

It must be acknowledged that setting goals, in teams especially, is risky as people are motivated by different outcomes (Vroom, 1964) so it is a matter of trial and error.