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- ☒ 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
 - ☒ (Crow 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.
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