Purpose of Goals

- Goals help you focus your energy

- Give you a sense of control over your life

- Help you measure progress

- Help you form plans

- Give you a feeling of accomplishment

- Increase motivation

BE SPECIFIC
WHAT?
What am I going to do?
WHY?
Why is this *important?*
HOW?
How am I going to do it?

SMART Goals

Dreams are just the beginning. Dreams are the starting point of your path to success. Making your dreams into a reality requires setting SMART goals.

S = specific
Goals should be *clear* and *specific.* WHAT are you going to do? WHY is this important to you? HOW are you going to do it?

M = measurable
Vague goals are less effective than specific, measurable goals because they do not provide focus. Set goals in such a way that you can be absolutely sure it has been achieved.

A = attainable
Setting goals that are too far out of your reach may set the stage for failure. A goal should stretch you slightly so you feel you can achieve it.

R = realistic
Realistic = "do-able." Devise a plan or a way of getting there and set goals that you can attain with some effort. Do you have the skills to achieve the goal?

T = time-based
Set a time frame for the goal. Putting an end point on your goal gives you a clear target to work toward. Time must be measurable, attainable, and realistic.
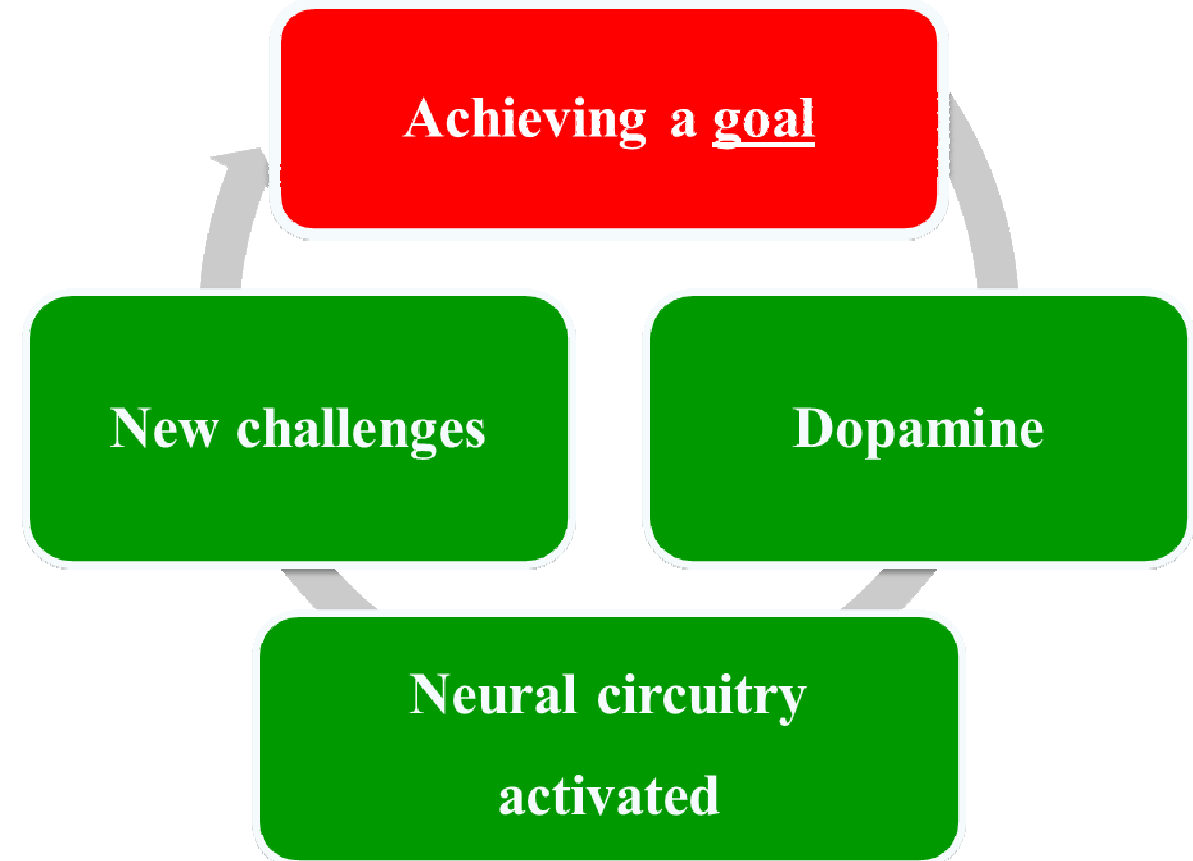
Simple Tips

9 simple, tried-and-true ways to achieve your goals:

1. Put your goals in writing

2. Make a list of obstacles

3. List the benefits of achieving your goal

4. Identify sub-goals

5. Learn what you need to learn

6. Enlist the help of others

7. Visualize yourself having achieved your goals

8. Get organized

9. Reward yourself each step of the way

It's a Brain Thing

```
        ┌─────────────────────┐
        │  Achieving  a goal  │
        └─────────────────────┘
      ↗                          ↘
┌──────────────┐          ┌──────────────┐
│ New challenges│          │   Dopamine   │
└──────────────┘          └──────────────┘
      ↖                          ↙
        ┌─────────────────────┐
        │  Neural circuitry   │
        │     activated       │
        └─────────────────────┘
```

It's a simple fact: when people have goals to guide them, they are happier and achieve more than they would without having them.

Achieving a goal you've set produces dopamine (neurotransmitter responsible for feelings of pleasure). Reciprocally, dopamine activates neural circuitry that makes you *eager* to pursue new challenges.

Value-centered Goals

Values: **powerful** and **effective** determinants of human accomplishment and progress

Why is it important to establish value-centered goals?

1. While goals may change, values are more anchoring and consistent

2. Values help you to differentiate the important from the unimportant

3. Values drive our lives in a positive direction and move us forward

4. Values provide a personal reference for what is useful, beneficial, and desirable
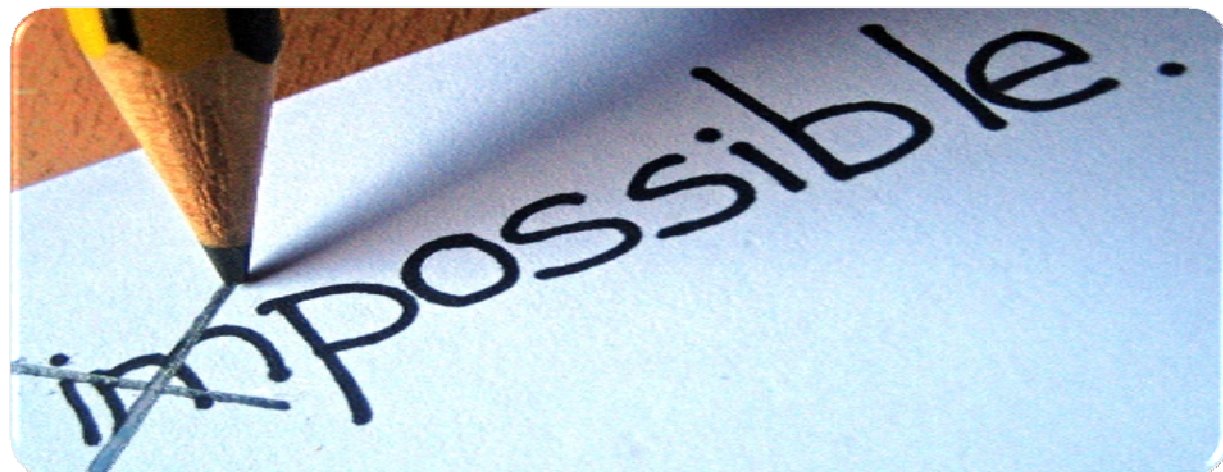
Creating Value-centered Goals

1. Write a short list of beliefs and principles that have shaped your life thus far.

2. What beliefs and ideals currently motivated and drive your life today?

3. What are your strongest values and principles?

4. List some of your current goals (home, work, family, health, spiritual).

5. Divide your goals into urgent/not urgent.

6. Divide the two urgent/not urgent lists in to important/not important lists.

Create a Vision Board

Vision board: collage of images, pictures, and affirmations of your dreams and desires

1) Decide on the main theme of your board: specific goal or general idea that makes you happy

2) Find pictures that correspond with your theme (magazines, photographs, Internet)

3) Print (if necessary) or cut out your pictures

4) Type/write some affirmations that correspond with your theme

5) Glue to a poster board or pin on a cork board

6) Hang your vision board in a place you will see every day

7) View your board at least 1X/day

Focus on the **why, how, when,** and **where** you will make it happen. The "what" (i.e., vision) is the first step, not the only step!

Resources: www.psychologytoday.com, www.goal-setting-guide.com, www.wikihow.com

GOAL

Brought to you by:

Employee Wellness
Solutions Network
Nutrition | Balanced Lifestyle | Fitness