



Tools for the *Excelerated* Life

SMART+PLUS GOALS



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Choose SMART goals.

- Specific: State in concrete detail what you are going to achieve.
- Measurable: State the parameters of your goal -- how you will know when you've achieved it.
- Attainable: Will you be able to reach your goal in a reasonable time frame, for example, within a year or less?
("A" can also stand for action-oriented. A goal requires you to do something.)
- Realistic: Is your goal something you are willing and able to do?
("R" may also stand for results-oriented. Refer to "Performance or Outcome Goals" later in this document.)
- Time-bound: Set a deadline for your goal.

Goal Orientation

Choose Approach goals -- a goal working toward a positive outcome -- over avoidant goals - a goal avoiding a negative outcome.

Approach goals promote well-being; avoidant goals can detract from happiness.

Sometimes, simply restating your goal in a positive direction changes the orientation. Consider the avoidant goal: "I will stop smoking" vs. the approach goal: "I am a healthy non-smoker."

Goal Content

Goals related to intimacy, spirituality, and generativity (a concern for promoting the well-being of future generations) lead to happiness.

Power themed goals - a bigger house, bigger car, promotion at work, more money - do not. (This isn't to say you should not have those types of goals, but be aware that they often detract from happiness, rather than enhance it.)

Goal Motivation

Choose Intrinsic goals -- goals that relate to your true internal needs and desires over Extrinsic goals -- goals we choose because we think society or some other person wants us to.

Intrinsic goals are inherently satisfying and lead to a larger payoff in terms of happiness; extrinsic goals have been shown to be frequently accompanied by anxiety and interpersonal problems.

Performance or Outcome Goals

Performance goals measure the activity you take to reach an end result. Outcome goals measure results only.

You have little or no control over outcomes. But you can break a desired outcome into the steps you must perform that will likely lead to a successful outcome.

Performance goals are measurable, so you know what you must do and you know when you've done it. This leads to a greater sense of internal control and improved self-confidence. Additionally, while you may not achieve the desired outcome, you can feel successful at having met the performance goals. ["Goal Setting"]

Goal Anxiety

Mild anxiety around your most cherished goals is natural, even helpful. [Negative thoughts and events are not "bad", they are here as teachers.]

Advice for healthy goals: strive for enjoyable goals; develop both short- and long-term goals; seek out goals you value; change your goals if they are not working; focus on goals that increase happiness and well-being in terms of orientation, content, and motivation.

Resources

"Goal Setting," 9 Jan. 2016

<<http://smscsq|x.sasktelwebhosting.com/services/mental/goalsetting.pdf>>





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