



Goal Setting 101: Getting on the Right Path

Employer Health Services
Prisma Health

Why Set a Goal?

- Motivating
- Productivity
- Communicate meaning
- Provide direction
- Confidence
- Moral
- Show us progress
- Priorities
- Overcome procrastination
- Other reasons?



What are common Goals?

- Financial
- Skill development
- Career
- Health
- Others?

Set SMART Goals

S

- SPECIFIC – be detailed about the goal you would like to achieve.
- *Ask yourself who or what is involved; where, when, and why you will do this, and which barriers you need to overcome to be successful.*

M

- MEASURABLE: Find a way to track your progress or measure your outcome.
- *Ask yourself how you can track your progress and confirm that you have reached your goal.*

A

- ATTAINABLE: Be sure that the goal and timeframe you are setting are reasonable for you at this time in your life.

R

- RELEVANT: Make your goal worthwhile and consistent with your other goals.
- *Ask yourself if this goal will meet your needs and if it fits into your short-term and long-term goals.*

T

- TIME-BOUND: Your goal should always include a time limit.

Practice writing SMART Goals



**I want to
exercise
more**

**I want to eat
healthier**

**I want to get
better sleep**

Practice writing SMART Goals



**I want to
exercise more**

- I want to go for 15-minute walk 3 times this week.
- I want to go to go to yoga class once a week this month.

**I want to eat
healthier**

- I want to add a piece of fruit to my lunch every day this month.
- I want to switch my morning sweet tea to water every day this month.

**I want to get
better sleep**

- I want to turn off the TV by 7pm every night.
- I want to be in bed by 10 pm every night this week.

A close-up photograph of a person's hands writing in a small, open notebook. The person is holding a black pen with a wooden-textured grip. The notebook is open, and the left page shows some handwritten notes. The right page is blank. The background is blurred, showing a person's arm and a light-colored surface.

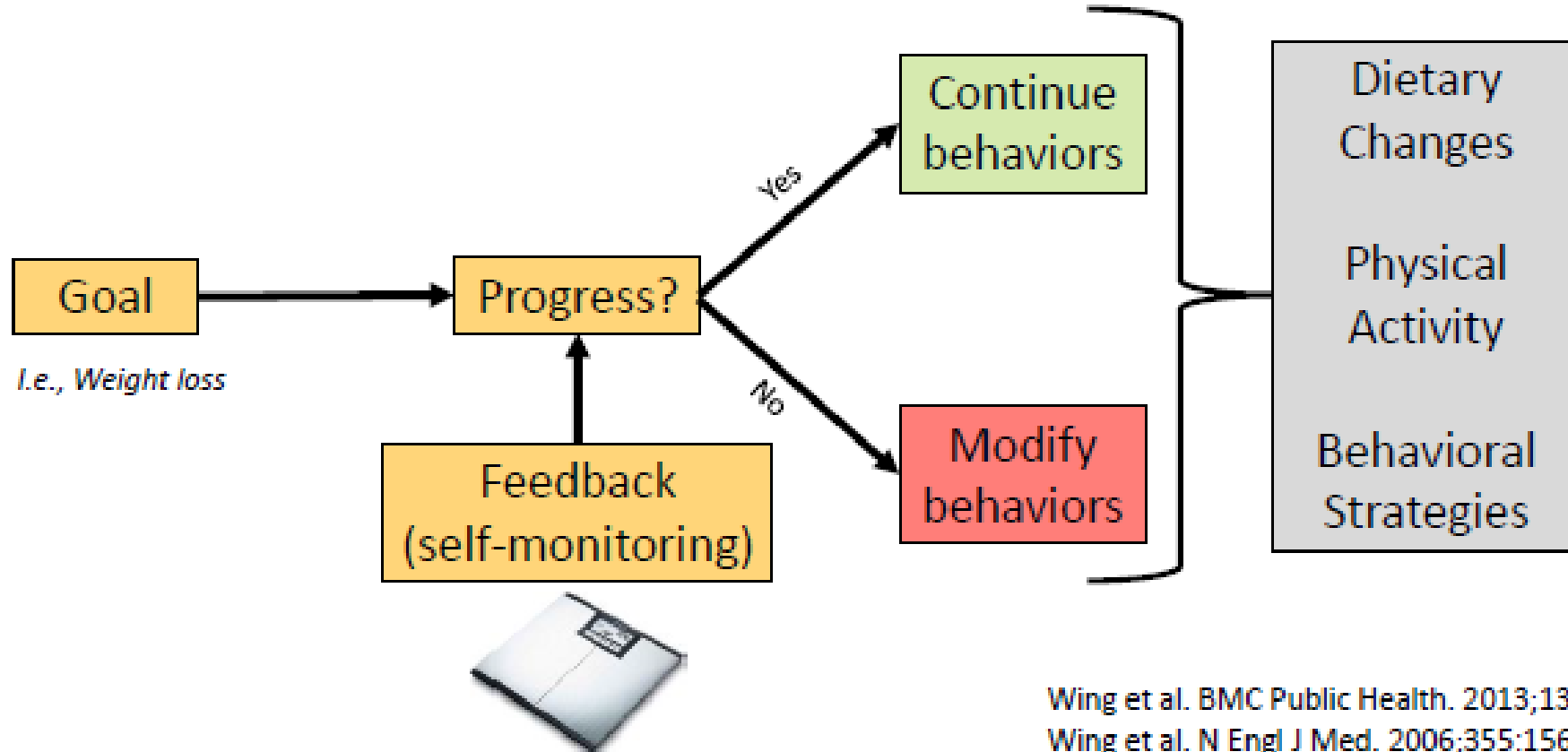
Write your goals down!

- Forms a personal contract with yourself
- Allows you to plan ahead...use your calendar!
- Reschedule goals that haven't been met

The background of the slide features a golfer in mid-swing, wearing a dark shirt, light-colored pants, and a cap with an American flag patch. The scene is set against a vibrant sunset sky with orange and yellow hues. In the foreground, on the left, there is a semi-transparent silhouette of a person's head and shoulders, looking towards the right. The text "Habits & consistency" is centered in a large, white, sans-serif font, with a thin white horizontal line underneath it.

Habits & consistency

"A goal without a plan is just a wish"



Wing et al. BMC Public Health. 2013;13:300.
Wing et al. N Engl J Med. 2006;355:1563-71.

Most Common Barriers



Lack of Time



Lack of Energy



Lack of Motivation

*Plan your goal when your time, energy, and motivation are highest.
The type of goal you choose can also depend on these factors as well.*

Tracking Barriers

	Time	Energy	Motivation
5:00 am	Moderate	Low	Low
6:00 am	Low	High	High
12:00 pm	Low	Moderate	High
6:00 pm	High	Moderate	Low
7:00 pm	High	Low	Low

→ 30-minute walk

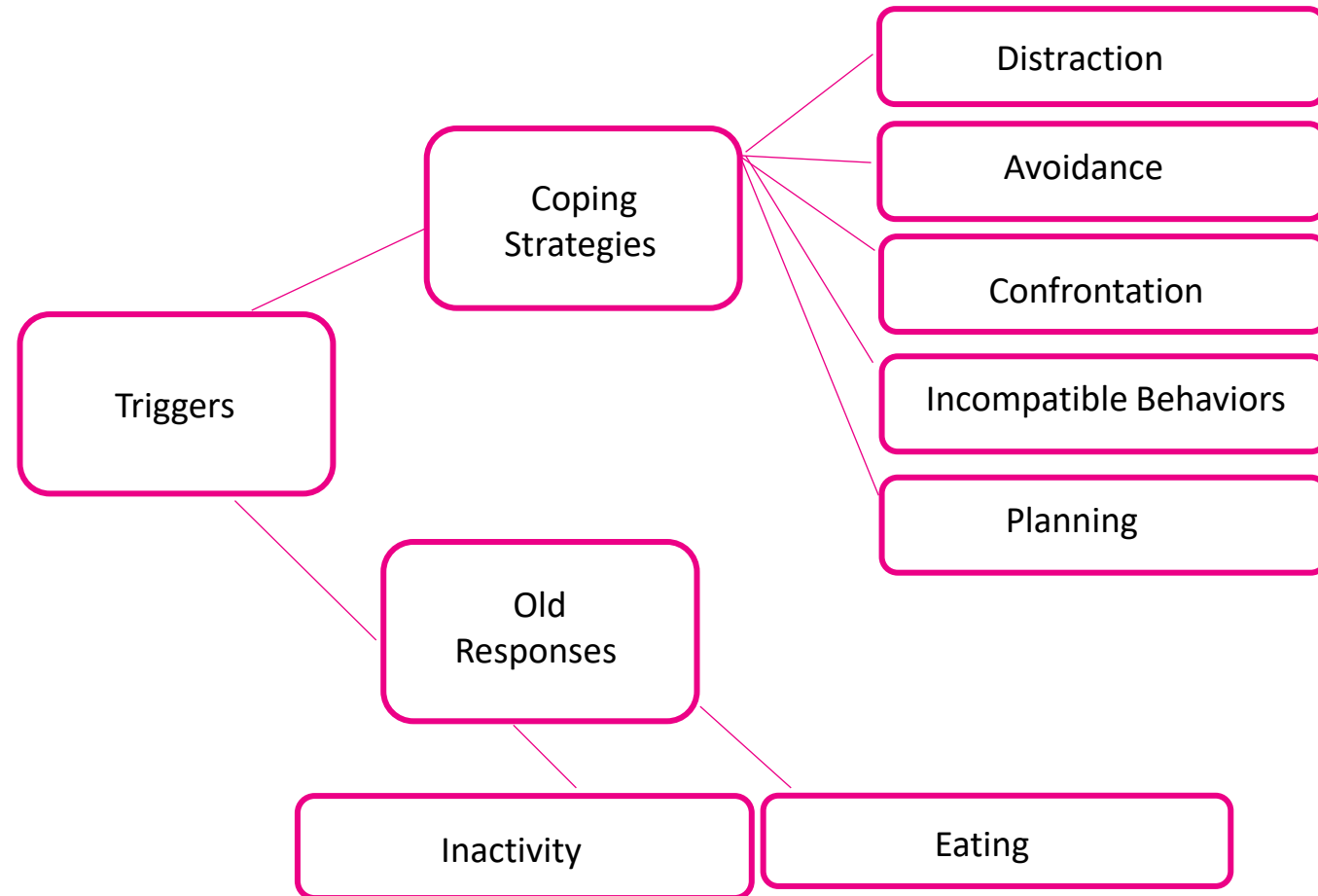
→ 10-minute HIIT session

→ 15-minute lunch break walk

→ 45-minute weightlifting session

→ 45-minute walk

Triggers and Alternative Responses



Cognitive Restructuring

Irrational/ Maladaptive Thoughts



Type	Example	Alternative
All-or-none thinking	"I blew it this weekend. I'm off the program."	"This slip doesn't mean I can't get back on track."
Fortune-telling	"I gained weight this week. I'm never going to lose this weight."	"As long as I stick to my plan, I can do this. It will just take time."
"Should" statements	"I should not have eaten that piece of cake."	"It was my choice to eat dessert. I can make a different choice next time."
"Not as good as"	"My co-workers eat more than me and still lose weight."	"This is not a race. I have to focus on the changes I'm making for myself."

Habits vs. Motivation

- Research shows that deeply engrained habits will tend to override motivation.

Example: If my goal is to eat a healthy breakfast every morning, but my habit is to grab a biscuit from my favorite fast-food joint, my habit is eventually going to outweigh my motivation.

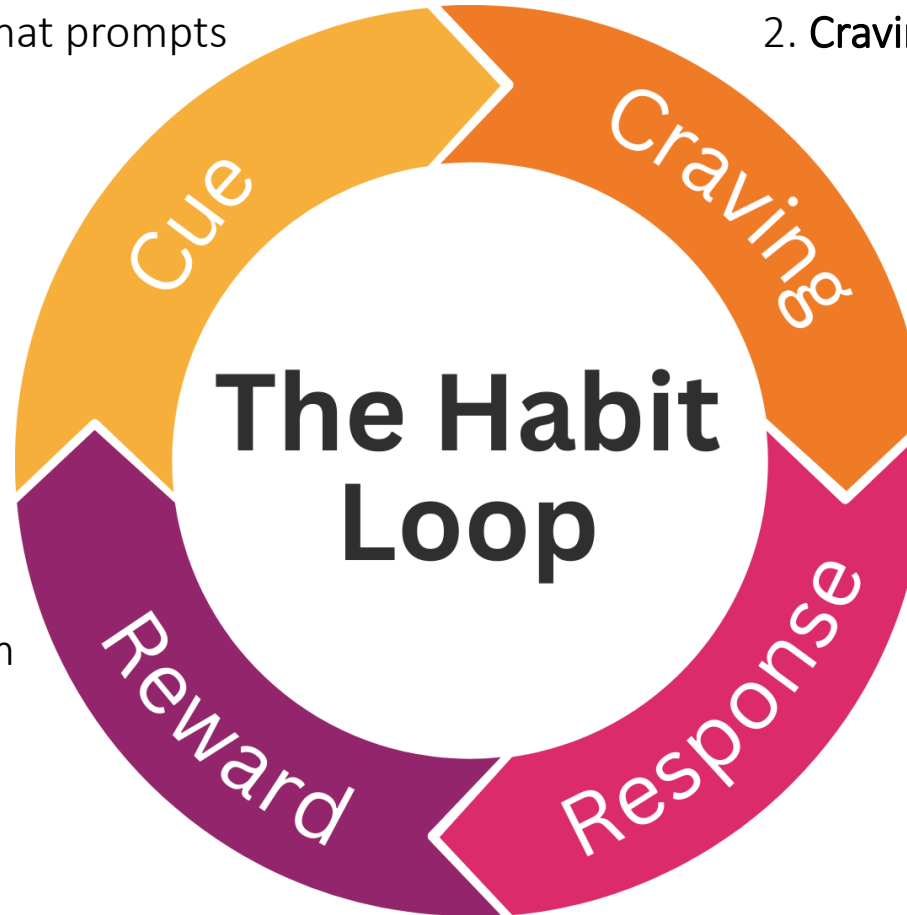
However, if I work to build a new habit for my morning breakfast routine, it won't matter if my motivation dips; I'll remain on track for my goals because it's a habit.

- No one is motivated 100% of the time.
- The more times you perform an action, the more engrained and habitual it will become.

How Habits Work: The Habit Loop

1. **Cue** – an environmental trigger that prompts the brain to initiate a behavior.

2. **Craving** – the motivation to perform the behavior



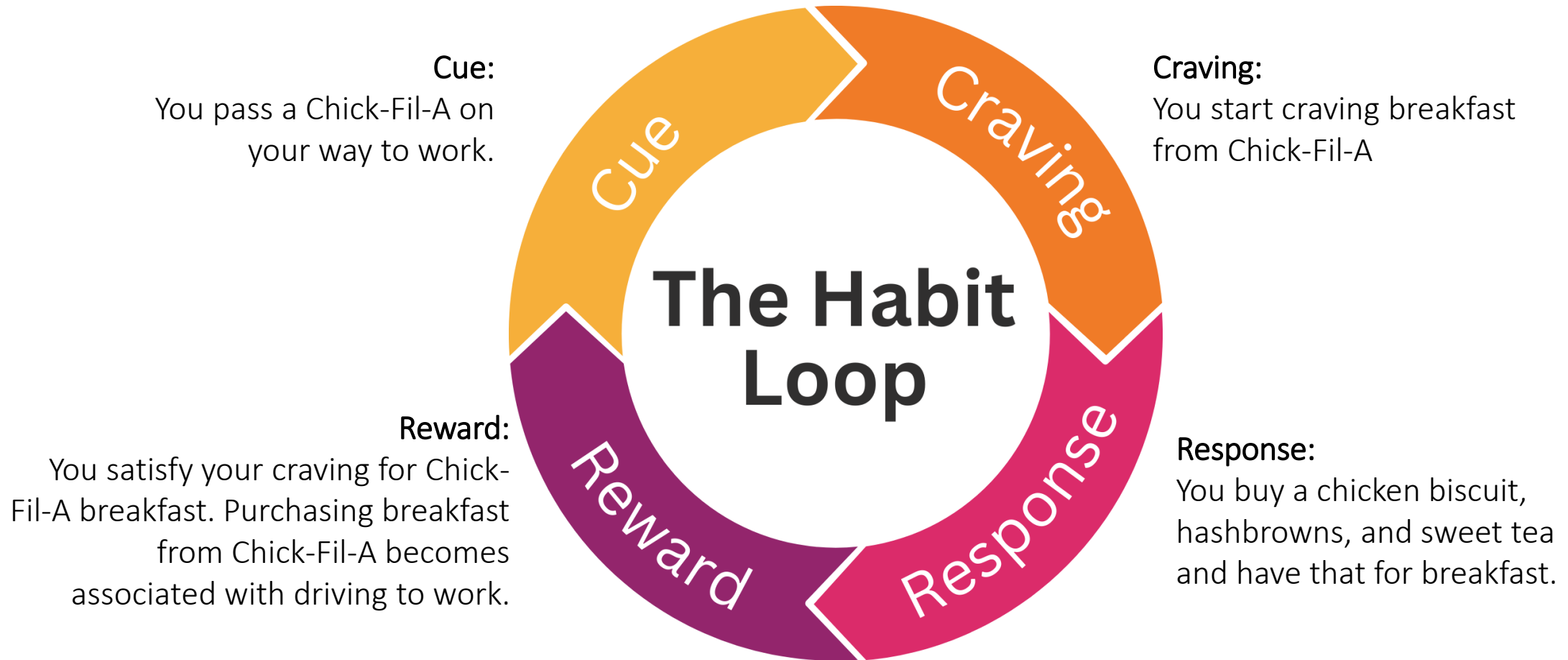
4. **Reward** – the end goal of the habit. Rewards satisfy us and inform us which behaviors are worth remembering.

3. **Response** – the actual behavior you carry out. Whether or not you carry out the behavior depends on how much effort it requires and how much you are willing to give.

The reward isn't always what we think it is.

Sources: [Atomic Habits](#) by James Clear, [The Power of Habit](#) by Charles Duhigg, and [Hooked](#) by Nir Eyal.

The Habit Loop - Example



Habits are not broken, they are replaced

We can alter our habits by changing the cue, craving, response, or reward.

Eliminating bad habits:



Cue: make it invisible



Craving: make it unattractive



Response: make it difficult



Reward: make it unsatisfying

Creating good habits:



Cue: make it obvious



Craving: make it attractive



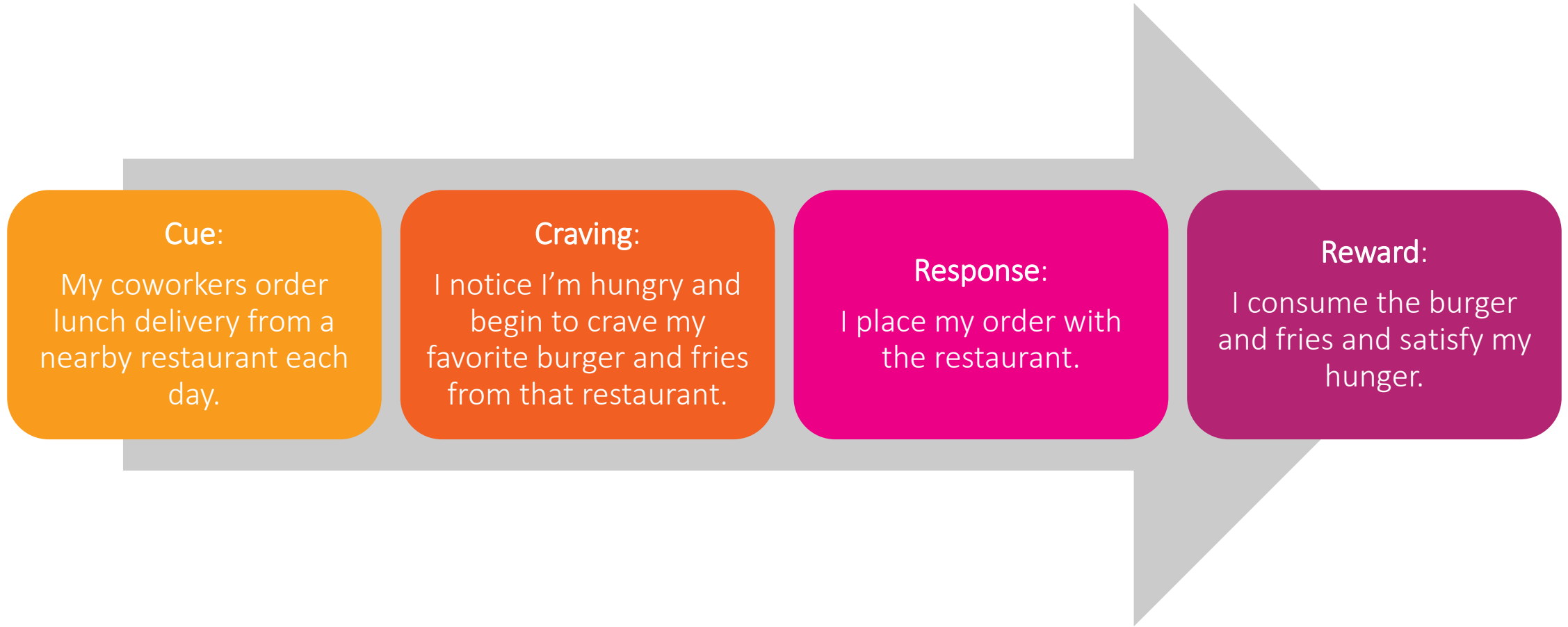
Response: make it easy



Reward: make it satisfying

Adapted from Atomic Habits by James Clear.

Eliminating Bad Habits – Eating Healthfully



Eliminating Bad Habits – Eating Healthfully

#2 I could make sure I eat a filling breakfast or add a mid-morning snack to ensure I'm not overly hungry when the lunch hour arrives.

#4 Use a financial app that allows a budget for restaurant transactions and notifies me if I exceed my budget.

Cue:

My coworkers order lunch delivery from a nearby restaurant each day.

#1 I could take my lunch break at a different time than the coworkers who want to order out lunch each day.

Craving:

I notice I'm hungry and begin to crave my favorite burger and fries from that restaurant.

#2 I could make sure I eat a filling breakfast or add a mid-morning snack to ensure I'm not overly hungry when the lunch hour arrives.

Response:

I place my order with the restaurant.

#3 I could leave my credit card in the car, so I don't have it on-hand to order food with them.

Reward:

I consume the burger and fries and satisfy my hunger.

Planning Ahead to Create New Eating Habits

I want to pack healthful lunches to bring to work, but I just don't have much time, and it's easier to just buy lunch from a nearby restaurant.

I could...



Set aside time to **meal prep** (block off a couple of hours on my calendar like I would any other appointment) for all my lunches that week.



Chop all my veggies and have prepared meal component options on-hand for quick nutritious meals that I can put together in 5 minutes.



Have a couple of Healthy Choice or Birds Eye frozen meals in my freezer when I don't have time to pack a lunch.



Look at nearby restaurant menus and determine healthful options I can select if I dine out.

For Tracking Goals there are many options!

Weekly Goal Setting Challenge

Goal Category: Nutrition Stress Physical Activity Sleep Mindfulness

Topic: _____

Week: _____

Date	Daily Goal	Accomplished Goal?	Points
Monday		Yes or <u>No</u>	
Tuesday		Yes or <u>No</u>	
Wednesday		Yes or <u>No</u>	
Thursday		Yes or <u>No</u>	
Friday		Yes or <u>No</u>	
Saturday		Yes or <u>No</u>	
Sunday		Yes or <u>No</u>	

Weekly Reflections:

Barriers:	Successes/Accomplishments this week:



S **Specific** – You know exactly what you are responsible for accomplishing

M **Measurable** – Lets you know when your goal is complete. Use numbers to quantify the amount you want to accomplish

A **Attainable** – You should feel challenged but able to complete your goal. Be realistic about your schedule, workload and ability

R **Relevant** – You need to truly feel like achieving this goal will help move you forward in the direction you would like to go

T **Timely** – Set a deadline so that you can evaluate your progress

S.M.A.R.T Goals

I want to exercise more

I want to go for 15 minute jogs with my dog every morning this week instead of walking

I want to go to yoga class 2 times a week this month

I want to try an exercise class at the gym this month

I want to eat healthier

I want to add a piece of fruit to my lunch every day this month

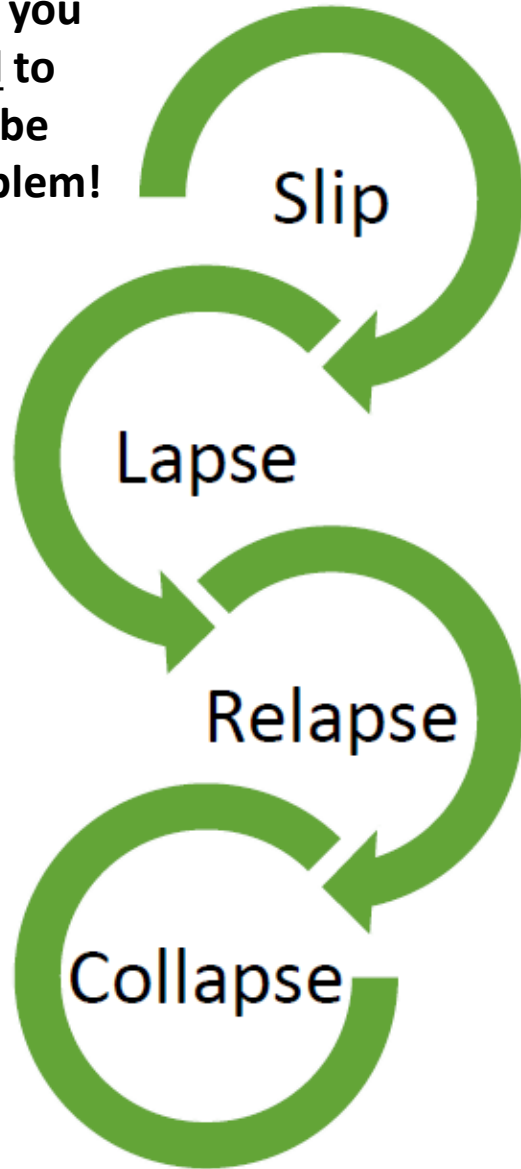
I want to follow MyPlate during dinner four times during the week

I want to switch my morning juice to water every day this month

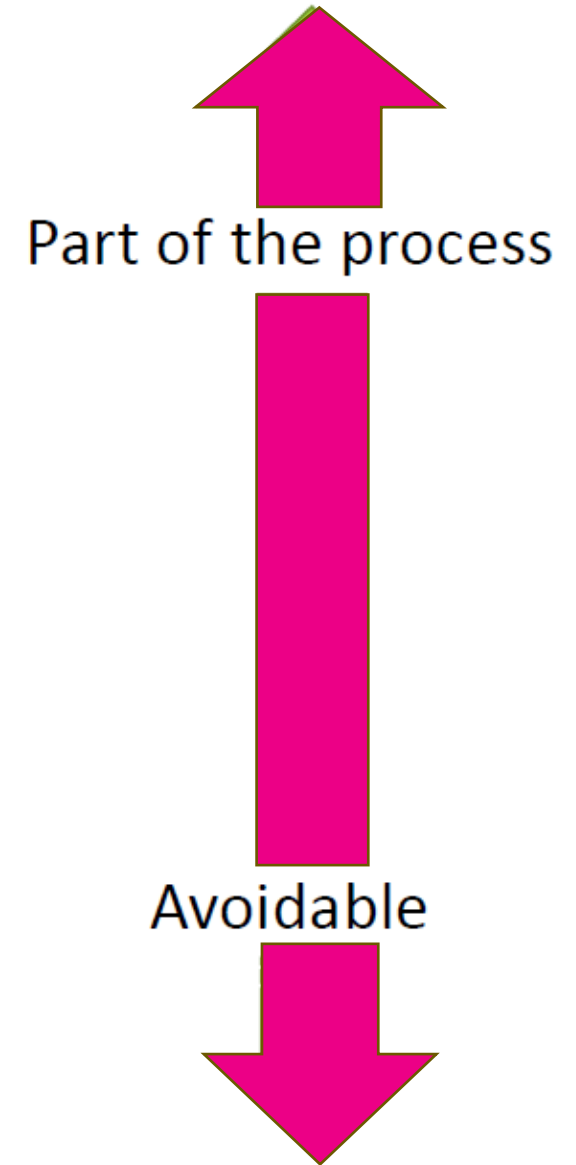
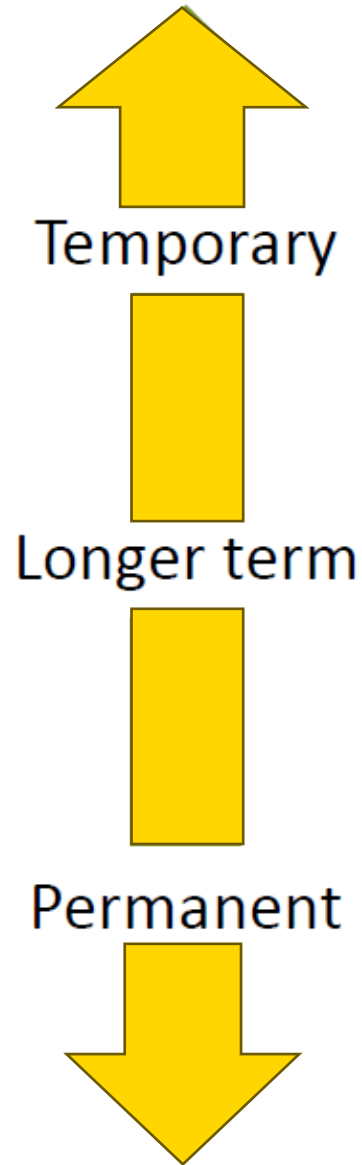
Nutrition Sample Goal List

I will cut out all sugary drinks.	I will bake/grill my meats 3 times per week.
I will limit dining out to 1 time per week.	I will eat whole grains 2 times per day.
I will bring my lunch to work 3 times per week.	I will switch to olive oil in place of butter.
I will limit fried foods to once a month.	I will eat breakfast every day.
I will drink 6 cups of water per day	I will eat 1 healthy snack per day (carb + protein/ heart healthy fat).

The Slip is not
the problem.
It's how you
respond to
slip can be
the problem!



Relapse Prevention



Relapse Prevention

	Helpful...	Not helpful...
Viewing slip as:	Lack of planning	Lack of "willpower"
	Learning opportunity	Failure
	Problem- solving for the future	Ruminating on the past

****You can't change the past, but the past can help change the future!**

A little inspiration...
What barriers can you not overcome?



Emotional Health

Perfection is an illusion, it means there is some final destination to be achieved (and disappointment to be had if you don't get there).

Strive for living daily instead, not trying to achieve a goal that your happiness is depending on.

Your happiness is now.

Be Positive & Visualize Success

- Negative thoughts lead to negative results
- Don't count on others for your support
- Visualize your success and how it will look and feel



Let's Practice...

Visualizations

First...

1. Visualize if you stayed on your current path of unhealthy choices.
2. Write down words, images, feelings looking 3-months and 1-year down the road if you continue these habits, thoughts, actions.

Then....

1. Visualize what it will look and feel like when you take a new healthier path.
2. Write down words, images, feelings of the person you will be in 3-months and 1 year down the road.

Standing at a Crossroads
Looking ahead and making choices for your future-self

What will I feel/look like in...?

3 MONTHS

1 YEAR

What do I hope to feel/look like in...?

3 MONTHS

1 YEAR

After 6 weeks in the program...

I feel: _____

I have accomplished the following: _____

After 13 weeks in the program...

I feel: _____

I have accomplished the following: _____

Let's Practice:

Goal Setting with S.M.A.R.T.

- 1) Write your 3-month goal at the top thinking about what is attainable during this time period.
- 2) Set a process goal to get you to your long-term goal.
- 3) Answer the questions to help guide you through this process.
- 4) Now, schedule your new habit for the next week.
- 5) Set your motivational intention/mantra.

Use this worksheet to help guide you through goal setting each week.

Goal Setting with SMART

Specific, Measurable, Attainable, Relevant & Timely

What is your 3-month goal? _____

Be sure you are being reasonable about what can be achieved in this time-frame, thinking specifically about what is already planned for the next 3 months.

Now that your big goal is set, we will break down a process goal for the week that will help you work towards achieving this longer-term goal. Process goals for improved health generally fall in the following categories: nutrition, exercise, stress management (or organization).

Set your process goal:

- What is your process goal for the next week? _____
- How many days this week do you have to meet your goal to say you were successful this week? _____
- Who or what is involved? _____
- Where will you be doing it? _____
- When will you be doing it? _____
- What are your barriers (weather, time, motivation, schedule, etc)? _____
- How will you overcome these barriers? _____
- How will you track your progress? _____
- Is your goal and timeframe reasonable? *(If your answer to this is no, go back to your first questions and rethink your time frame.)*

Schedule your goal:

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday

Set your intention with a Motivational Mantra:

We all need something to get us up and motivated. Think hard on what will get you out of the bed or off the couch when your resolve is wavering. Think of this as your battle cry to get you ready to fight your fears, negativity and complacency.

Examples:

I can't wait to walk across that cruise ship without a cover-up.

I am strong and determined. I won't let myself stop.

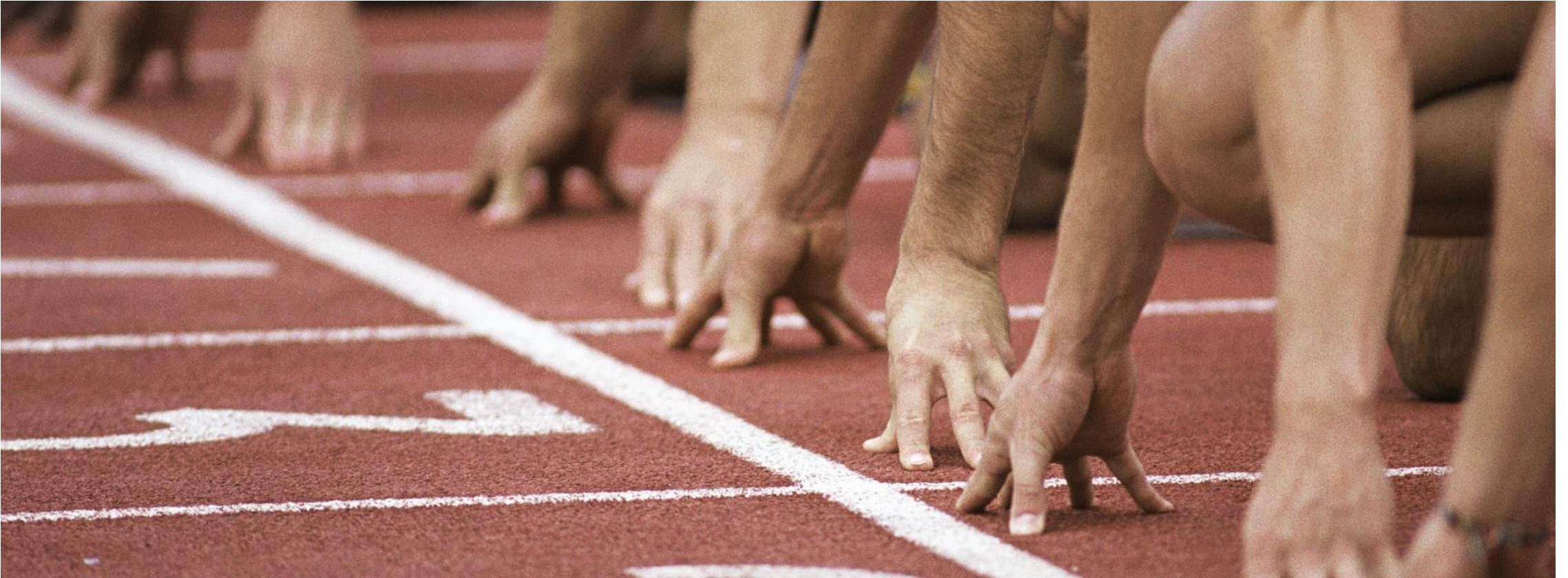
Size 8 dress!

I can't wait to run that whole 5K with my daughter.

Your turn...

*“We are what we repeatedly do.
Excellence, then, is not an act, but a habit.”*

-Aristotle



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