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

- **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.

- **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.

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

- **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.

- **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 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.
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
Habits & consistency

"A goal without a plan is just a wish"
Goal

i.e., Weight loss

Progress?

Yes

Continue behaviors

No

Modify behaviors

Dietary Changes

Physical Activity

Behavioral Strategies

Feedback (self-monitoring)

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

<table>
<thead>
<tr>
<th>Time</th>
<th>Energy</th>
<th>Motivation</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>5:00 am</td>
<td>Moderate</td>
<td>Low</td>
<td>Low</td>
</tr>
<tr>
<td>6:00 am</td>
<td>Low</td>
<td>High</td>
<td>High</td>
</tr>
<tr>
<td>12:00 pm</td>
<td>Low</td>
<td>Moderate</td>
<td>High</td>
</tr>
<tr>
<td>6:00 pm</td>
<td>High</td>
<td>Moderate</td>
<td>Low</td>
</tr>
<tr>
<td>7:00 pm</td>
<td>High</td>
<td>Low</td>
<td>Low</td>
</tr>
</tbody>
</table>

→ 30-minute walk
→ 10-minute HIIT session
→ 15-minute lunch break walk
→ 45-minute weightlifting session
→ 45-minute walk
Triggers and Alternative Responses

Triggers

Old Responses

Coping Strategies

- Distraction
- Avoidance
- Confrontation
- Incompatible Behaviors
- Planning

Inactivity

Eating
Cognitive Restructuring

Irrational/ Maladaptive Thoughts

Identify → Challenge → Modify

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

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.

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

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

The Habit Loop - Example

**Cue:**
You pass a Chick-Fil-A on your way to work.

**Craving:**
You start craving breakfast from Chick-Fil-A

**Response:**
You buy a chicken biscuit, hashbrowns, and sweet tea and have that for breakfast.

**Reward:**
You satisfy your craving for Chick-Fil-A breakfast. Purchasing breakfast from Chick-Fil-A becomes associated with driving to work.
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

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

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

Response: I place my order with the restaurant.

Reward: I consume the burger and fries and satisfy my hunger.
Eliminating Bad Habits – Eating Healthfully

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

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

Response: I place my order with the restaurant.

Reward: I consume the burger and fries and satisfy my hunger.

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

#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.

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

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

<table>
<thead>
<tr>
<th>Date</th>
<th>Daily Goal</th>
<th>Accomplished Goal</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday</td>
<td>[ ]</td>
<td>Yes or No</td>
<td></td>
</tr>
<tr>
<td>Tuesday</td>
<td>[ ]</td>
<td>Yes or No</td>
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<tr>
<td>Wednesday</td>
<td>[ ]</td>
<td>Yes or No</td>
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<td>Thursday</td>
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<td>Friday</td>
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<tr>
<td>Saturday</td>
<td>[ ]</td>
<td>Yes or No</td>
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</tr>
<tr>
<td>Sunday</td>
<td>[ ]</td>
<td>Yes or No</td>
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</tbody>
</table>

**Weekly Reflections**:

<table>
<thead>
<tr>
<th>Barriers</th>
<th>Successes/ Accomplishments this week</th>
</tr>
</thead>
</table>

### S.M.A.R.T Goals

- **Specific**: You know exactly what you are responsible for accomplishing.
- **Measurable**: Let you know when your goal is complete. Use numbers to quantify the amount you want to accomplish.
- **Attainable**: You should feel challenged but able to complete your goal. Be realistic about your schedule, workload and ability.
- **Relevant**: You need to truly feel like achieving this goal will help move you forward in the direction you would like to go.
- **Timely**: Set a deadline so that you can evaluate your progress.

#### I want to

- **I want to exercise more**
  - I want to go for 30 minutes jog with my dog every morning this week instead of watching television.
  - I want to go for a jog to slip off 2 kilos in a week this month.
  - I want to try my favorite CrossFit routine this month.

- **I want to eat healthier**
  - I want to add a piece of fruit to my lunchbox every day this month.
  - I want to follow New Year’s diet plan for 1 month.
  - I want to switch my lunch box for solidarity every day this month.

#### Nutrition Sample Goal List

- I will cut out all sugary drinks.
- I will bake gluten-free bread 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 watch to slow oil in place of butter.
- I will limit fried foods to once a month.
- I will eat breakfast every day.
- I will drink 8 cups of water per day.
- I will eat a healthy snack per day (with a protein/heart healthy fat).
The Slip is not the problem. It’s how you respond to slip can be the problem!
### Relapse Prevention

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

<table>
<thead>
<tr>
<th>Viewing slip as:</th>
<th>Helpful...</th>
<th>Not helpful...</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lack of planning</td>
<td>Lack of &quot;willpower&quot;</td>
<td></td>
</tr>
<tr>
<td>Learning opportunity</td>
<td>Failure</td>
<td></td>
</tr>
<tr>
<td>Problem- solving for the future</td>
<td>Ruminating on the past</td>
<td></td>
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</table>
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.
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.*
“We are what we repeatedly do. Excellence, then, is not an act, but a habit.”

-Aristotle