



MRT Skills, Unit One: Goal Setting Participant Guide Pages



Goal Setting

- Goal Setting, when done correctly, produces motivation, directs attention, increases effort and persistence, and promotes the development of new strategies.
- This 7-step Goal Setting process includes key components known to make goals more effective.

Step 1: Define your goal

Identify and commit to a goal, and determine how your personal values support the pursuit of your goal.

Step 2: Know where you are right now

Identify the benefits of achieving this goal, then reflect on the obstacles that presently stand in the way.

Step 3: Decide what you need to develop

Based on the inventory from Step 2, determine what Priority Areas you have to address in order to achieve your goal.

Step 4: Make a plan for steady improvement

Within each of the Priority Areas from Step 3, determine the work you need to start doing and how you need to think in order to move towards your goal.

Step 5: Pursue regular action

Once your plan is complete, develop strategies to start getting the work done and thinking in ways that will help you achieve the goal.

Step 6: Commit yourself completely

Develop strategies to ensure you maintain sight of your goal and don't forget what it is you set out to achieve.

Step 7: Consistently monitor your progress

Regularly checking in to determine your progress and make adjustments as necessary to ensure you continue moving closer to your goal, even when obstacles arise.



Goal Setting Example

What Motivates You?

Taking care of my kids

Feeling like a good person

When others say I can't

Pride

Not wasting time in my life

Not wanting to fail

How Do You Motivate Those You Lead?

Make them do pushups

Acknowledge what they've done

Make them feel shame or guilt

Reward with a 4-day pass

Lead by example

Challenge them

Competition

My Bucket List

Instructions: Use the space below to brainstorm the things you want to accomplish, places you want to visit, etc. in your lifetime.

Pay off all my debt	Teach my kids about their ancestors
See the pyramids in Egypt	Start a charity
Start my own business	
Have grandkids	
Build a house	
Go on a cruise	
Get a graduate degree	
Complete a half-Ironman	
Have \$1 million in the bank	
Be able to pay my kids' college tuition	
Go on a safari in Africa	



Goal Setting Step 1 Practice Example

Step 1: Define Your Goal

- Outcome (dream or performance) goal: Complete a half-Ironman
- Suspense: NLT 31 December of next year
- Internal motivation: Below are some common values. Select approximately five that have the greatest influence on *how you live your life and the choices you make on a daily basis*.

<input type="checkbox"/> Accountability	<input type="checkbox"/> Forgiveness	<input type="checkbox"/> Learning	<input type="checkbox"/> Self-regulation
<input type="checkbox"/> Achievement	<input type="checkbox"/> Friendship	<input type="checkbox"/> Love	<input type="checkbox"/> Self-reliance
<input type="checkbox"/> Ambition	<input type="checkbox"/> Generosity	<input type="checkbox"/> Loyalty	<input type="checkbox"/> Serenity
<input type="checkbox"/> Caring	<input checked="" type="checkbox"/> Gratitude	<input type="checkbox"/> Open-mindedness	<input type="checkbox"/> Social intelligence
<input type="checkbox"/> Caution	<input type="checkbox"/> Hard work	<input type="checkbox"/> Originality	<input type="checkbox"/> Sportsmanship
<input type="checkbox"/> Collaboration	<input type="checkbox"/> Honesty	<input type="checkbox"/> Patience	<input type="checkbox"/> Strength
<input type="checkbox"/> Communication	<input type="checkbox"/> Honor	<input type="checkbox"/> Peace	<input checked="" type="checkbox"/> Teamwork
<input type="checkbox"/> Compassion	<input type="checkbox"/> Hope	<input checked="" type="checkbox"/> Perseverance	<input type="checkbox"/> Tradition
<input type="checkbox"/> Competition	<input type="checkbox"/> Humility	<input checked="" type="checkbox"/> Personal courage	<input type="checkbox"/> Trust
<input type="checkbox"/> Duty	<input type="checkbox"/> Humor	<input type="checkbox"/> Perspective	<input type="checkbox"/> Unity
<input type="checkbox"/> Enthusiasm	<input type="checkbox"/> Innovation	<input type="checkbox"/> Prosperity	<input type="checkbox"/> Wisdom
<input type="checkbox"/> Excellence	<input type="checkbox"/> Integrity	<input type="checkbox"/> Purpose	<input type="checkbox"/> Zest
<input type="checkbox"/> Fairness	<input type="checkbox"/> Kindness	<input type="checkbox"/> Respect	<input checked="" type="checkbox"/> Other: <i>Setting a good example for my kids</i>
<input type="checkbox"/> Faith	<input type="checkbox"/> Knowledge	<input type="checkbox"/> Responsibility	<input type="checkbox"/> Other:
<input type="checkbox"/> Family	<input type="checkbox"/> Leadership	<input type="checkbox"/> Sacrifice	<input type="checkbox"/> Other:

- In 1-2 sentences, describe how each value will help you achieve your goal.

VALUE	HOW IT WILL HELP ME ACHIEVE MY GOAL
<i>Gratitude</i>	<i>I have friends and loved ones who passed away too young and can't pursue their goals. I'm grateful that I still have the opportunity.</i>
<i>Perseverance</i>	<i>I'm not a quitter. I work hard at whatever I put my mind to and I am committed to doing the same with this goal.</i>
<i>Personal courage</i>	<i>I've never tried anything like this, so it's going to take some bravery to share it with friends and family, and to push through to the end.</i>
<i>Setting a good example for my kids</i>	<i>Seeing this goal through will demonstrate courage, perseverance, and other life lessons for my kids. It'll also make them proud of me.</i>
<i>Teamwork</i>	<i>Even though it'll just be me out there on race day, it'll take the support and sacrifice of my whole family to make this dream a reality.</i>



Goal Setting Steps 2-3 Practice Example

Step 2: Know Where You Are Right Now

With your partner, identify benefits and obstacles that will influence the achievement of your goal.

Consider these categories:

- Physical
- Mental/attitude
- Values/beliefs (Icebergs)
- Support from others
- Contacts/network
- Knowledge
- Financial
- Character Strengths
- Other areas

BENEFITS	OBSTACLES
<p>What would be the best things about achieving this goal?</p> <p><i>I will receive promotion points because of enhancing my PT score.</i></p> <p><i>I will be eligible for more schools.</i></p> <p><i>I will have so much more energy because of my new level of fitness.</i></p> <p><i>I would be modeling excellence, courage, and persistence to my kids.</i></p> <p><i>My blood pressure and resting heart rate will go down.</i></p> <p><i>I will feel great pride crossing the finish line representing all of the hard work of my training team.</i></p>	<p>What obstacles or personal behaviors might hinder your progress?</p> <p><i>I can't swim very well. I haven't biked more than about 5 miles at one time.</i></p> <p><i>I think about quitting a lot when I run. I need to develop a strategy to stop that.</i></p> <p><i>If I don't make time for my spouse, the tension will become an obstacle. We need to spend time together.</i></p> <p><i>I don't know anyone personally who's completed a half- or full-Ironman.</i></p> <p><i>It would be helpful if I knew a trainer, nutritionist, etc.</i></p> <p><i>I don't drink enough water or eat a very healthy diet.</i></p> <p><i>I crave energy drinks after lunch.</i></p>

Step 3: Decide What You Need to Develop

With your partner and based on the obstacles you identified in Step 2, break down your goal into approximately 4 Priority Areas (broad areas that you cannot fail to address in order to achieve your goal).

1 Physical fitness

2 Nutrition

3 Attitude

4 Balance



Goal Setting Step 4 Practice Example

Step 4: Make a Plan for Steady Improvement

With your partner, pick one of your Priority Areas and create at least 3-4 Action Statements that identify the work you need to do to move towards your goal in this area, and at least 1-2 Power Statements that tell you how you need to think so you stay motivated to complete the Action Statements to the best of your ability.

Action Statements should be SMART:

- **S**pecific
- **M**easurable
- **A**ction-focused
- **R**ealistic
- **T**ime-bound

Power Statements should be P3:

- **P**urposeful
- **P**roductive
- **P**ossibility

Priority Area # 2

ACTION STATEMENTS	POWER STATEMENTS
<p>I drink at least 80 ounces of water a day.</p> <p>I eat 60% clean carbs, 30% healthy fat, and 10% lean protein every day.</p> <p>I drink a recovery drink after each long workout (60 minutes or more).</p> <p>I drink no more than two 8-ounce alcoholic beverages a week.</p>	<p>I expect great things out of my body, so I put only great things in.</p> <p>Fuel the machine.</p>



Goal Setting Steps 5-7 Practice Example

Step 5: Pursue Regular Action

With your partner, prepare for putting your goal plan into action.

Action Statement to complete in the next 24 hours:

Drink at least 80 ounces of water.

Power Statement that will motivate me to complete the Action Statement:

"I expect great things out of my body, so I put only great things in."

What is your strategy or system to ensure you implement your SMART Actions regularly?

I'll focus on the Nutrition Priority Area, selecting one item a day to put on my to-do list until it becomes routine, then I'll layer on Actions from another Priority Area.

How/when will I check in on my strategy/system to ensure I complete my SMART Actions?

I'll revisit my to-do list each night when I get home and cross off any items I completed.

Step 6: Commit Yourself Completely

With your partner, develop a strategy for maintaining your motivation to achieve your goal.

Strategy to stage my surroundings to automatically trigger pursuit of my goal:

Find a picture of someone who looks like me completing an Ironman and post it in key places at home and work where I will see it all the time.

Person to share my goal with who will keep me accountable, energized, and on track:

My spouse, my kids

When I... *(an obstacle that will likely stand in my way, from Step 2):*

am craving an energy drink

then I will... *(Action Statement):*

finish drinking from my water bottle and immediately refill it.

Step 7: Continually Monitor Your Progress

With your partner, plan for checking in on your progress towards your goal.

- How often I'll check in: *Every 30 days*
- First check-in date: *1st of the month*

When I face an unexpected obstacle, then I will leverage my value of:

setting a good example for my kids

by *(Action or Power Statement):*

developing at least two possible solutions to demonstrate that they can learn from setbacks rather than fear them.

Goal: Complete a half-Ironman

Suspense: NLT 31 Dec of next year

Priority Area: Physical Fitness

Action: I run at least 5 miles twice a week and do a long run each weekend

Action: I swim/bike every other day for at least 60 minutes

Action: I ice my knees after every run that's longer than 6 miles

Action: I compete in at least one race every other month until the half-Ironman

Power: The finish line is just the beginning of a whole new race

Priority Area: Attitude

Action: I practice confident self-talk deliberately at least 5 times a day

Action: I tune into my self-talk and fight back against negative self-talk vigilantly

Action: I spend 5 mins 3 times a week seeing myself finish the race

Action: I remain optimistic by hunting the good stuff every evening before bed

Power: I am prepared, I am confident, I am capable

Priority Area: Nutrition

Action: I drink at least 80 ounces of water a day

Action: I eat 60% clean carbs, 30% healthy fat, and 10% lean protein every day

Action: I drink a recovery drink after each long workout

Action: I drink no more than two 8-ounce alcoholic beverages a week

Power: I expect great things out of my body, so I put only great things in

Priority Area: Balance

Action: I average 7 hours of sleep a night and go to bed NLT 2200

Action: I plan at least one date night a month with my spouse

Action: I practice Deliberate Breathing for 10 mins before breakfast and again before bed

Action: I make myself 100% mentally present in whatever I'm doing as I'm doing it

Power: I draw strength from the other areas of my life and must give them attention too





Goal Setting Step 1 Practice

Step 1: Define Your Goal

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<input type="checkbox"/> Family	<input type="checkbox"/> Leadership	<input type="checkbox"/> Sacrifice	<input type="checkbox"/> Other:

- In 1-2 sentences, describe how each value will help you achieve your goal.

VALUE	HOW IT WILL HELP ME ACHIEVE MY GOAL



Goal Setting Steps 2-3 Practice

Step 2: Know Where You Are Right Now

With your partner, identify benefits and obstacles that will influence the achievement of your goal.

Consider these categories:

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- Mental/attitude
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- Knowledge
- Financial
- Character Strengths
- Other areas

BENEFITS	OBSTACLES
What would be the best things about achieving this goal?	What obstacles or personal behaviors might hinder your progress?

Step 3: Decide What You Need to Develop

With your partner and based on the obstacles you identified in Step 2, break down your goal into approximately 4 Priority Areas (broad areas that you cannot fail to address in order to achieve your goal).

1	2
3	4



Goal Setting Step 4 Practice

Step 4: Make a Plan for Steady Improvement

With your partner, pick one of your Priority Areas and create at least 3-4 Action Statements that identify the work you need to do to move towards your goal in this area, and at least 1-2 Power Statements that tell you how you need to think so you stay motivated to complete the Action Statements to the best of your ability.

Action Statements should be SMART:

- Specific
- Measurable
- Action-focused
- Realistic
- Time-bound

Power Statements should be P3:

- Purposeful
- Productive
- Possibility

Priority Area # _____

ACTION STATEMENTS	POWER STATEMENTS



Goal Setting Steps 5-7 Practice

Step 5: Pursue Regular Action

With your partner, prepare for putting your goal plan into action.

Action Statement to complete in the next 24 hours:

Power Statement that will motivate me to complete the Action Statement:

What is your strategy or system to ensure you implement your SMART Actions regularly?

How/when will I check in on my strategy/system to ensure I complete my SMART Actions?

Step 6: Commit Yourself Completely

With your partner, develop a strategy for maintaining your motivation to achieve your goal.

Strategy to stage my surroundings to automatically trigger pursuit of my goal:

Person to share my goal with who will keep me accountable, energized, and on track:

When I... (*an obstacle that will likely stand in my way, from Step 2*):

then I will... (*Action Statement*):

Step 7: Continually Monitor Your Progress

With your partner, plan for checking in on your progress towards your goal.

- How often I'll check in: _____
- First check-in date: _____

When I face an unexpected obstacle, then I will leverage my value of:

by (*Action or Power Statement*):

Goal:

Suspense:

Priority Area:

Action:

Action:

Action:

Action:

Power:



Goal Setting: Summary

Key Principles

Goals enhance performance: Goal Setting can produce motivation, direct attention, increase effort and persistence, and promote new strategies.

Motivation matters: You are more likely to achieve goals when the motivation comes from within you and is tied to your personal values.

Self-regulation: Self-regulation is a primary target of Goal Setting.

Check on Learning

What is the skill? Goal Setting is a process to deliberately energize, direct, and sustain behavior to ensure progress.

When do I use it? Use Goal Setting when you want to take ownership for ensuring progress toward a desired outcome.

How do I use it? Execute the seven steps in the Goal Setting Process: Define your goal. Know where you are right now. Decide what you need to develop. Make a plan for steady improvement. Pursue regular action. Commit yourself completely. Continually monitor your progress.



Goal Setting: Debrief and Applications

Goal Setting builds motivation and provides purpose and direction. An effective goal plan helps you to stay focused on what work you need to do, develop what attitudes you need to be successful, and sustain motivation until you have achieved your goal.

Instructions: Record important debrief points for Goal Setting and ideas for how to use this Goal Setting plan personally and professionally. List any ideas you have for formal and informal mechanisms for teaching, practicing, and reinforcing the skill of Goal Setting. Consider both individual and group applications.



Six MRT Competencies: Primary Targets

Instructions: Along the top of the chart are the six critical MRT competencies. In the left-hand column are the skills taught as part of MRT. Place a ✓ in each box that is a primary target of the skill. Place an X in each box that is a secondary target.

	MRT Competencies					
	Self-awareness	Self-regulation	Optimism	Mental Agility	Strengths of Character	Connection
Goal Setting						
Hunt the Good Stuff						
ATC						
Energy Management						
Avoid Thinking Traps						
Detect Icebergs						
Problem Solving						
Put It In Perspective						
Mental Games						
Real-Time Resilience						
Character Strengths						
Assertive Communication						
Praise and Active Constructive Responding						



One Sentence

Instructions: For each of the skills listed below, write one sentence that captures the main point of the skill in your own words and that will serve as a reminder of how to use the skill effectively.

Goal Setting

Hunt the Good Stuff

ATC

Energy Management

Avoid Thinking Traps

Detect Icebergs

Problem Solving

Put It In Perspective

Mental Games

Real-Time Resilience

Character Strengths

Assertive Communication

Effective Praise and Active Constructive Responding

MRT