

# Resilience Spotlight

## NGB Ready & Resilient Schoolhouse



### MRT Skill: Goal Setting

#### What is the Skill?

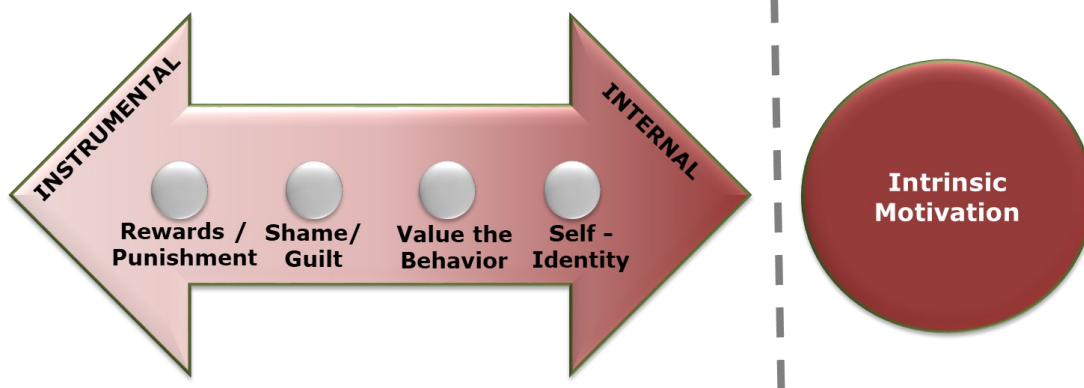
The skill of Goal Setting is a 7-step process that helps you identify, plan for, and commit to the pursuit of a goal that results in more optimal performance, sustained motivation, and increased effort.

#### What competency does the skill help us build?

Goal Setting builds **Self-Regulation**, allowing us to make the necessary sacrifices in the short-term to get us where we want to go in the long run.

### Motivation Matters

Based on research by Richard Ryan and Ed Deci



Instrumental motivators like rewards and punishment can be effective in the short-term, but ultimately tend to not be long-lasting. Internal motivators like leveraging our own self-identity and values in order to accomplish a task tend to be more effective in the long run. If we can find a way to align the tasks we need to accomplish with our own values, we are more likely to stay motivated.

### 7 Step Goal Setting Model



### Apply it

*Struggling to stay motivated?*

Consider your own core values—what is most important to you? Find a way to align those values with your goal.

*Loyalty and teamwork are some of my core values, so I remind myself how my behavior will ultimately help my team to keep me on track.*

Break it down.

Use pieces of the Goal Setting model to keep you working toward your goals. You can use **Action Statements** and **Power Statements** from Step 4 to keep your goals manageable and stay motivated.

*I will exercise for at least 30 minutes 5 times a week.*

You can also use the **When-then Statements** from Step 6 to plan for obstacles and create pre-planned strategies to overcome them.

*When my knee pain flares up and I can't run, then I will cross-train on the stationary bike at the gym instead.*