GOAL SETTING PROCESS

"If you don't know where you are going, how can you expect to get there? "

Basil S. Walth

AKSARAY ÜNİVERSİTESİ

About Goals

➢ Everyone sets goals. However, what most people don't realize is that the type of goals you set can have a major impact on your long-term performance.

➢ A goal is a desired result that a person plans commits to achieve.

AKSARAY ÜNİVERSİTESİ

What is goal setting?

➢ Goal-setting is the process of taking active steps to achieve your desired outcome.

➢ It involves the development of an action plan designed in order to motivate and guide a person or group toward a goal.

AKSARAY ÜNİVERSİTESİ

Why is goal setting important?

➢ Goal setting is the fundamental key to achieve your objectives.

➢ In this way, setting goals is the vehicle that will drive you to your desired destination.

AKSARAY ÜNİVERSİTESİ

What is goal-setting theory?

➢ Proposed by industrial-organizational psychologist Edwin Locke, goal-setting theory refers to the effects of setting goals on subsequent performance.

➢ He found that individuals who set specific, difficult goals performed better than those who set general, easy goals.

AKSARAY ÜNİVERSİTESİ

Five basic principles of goal-setting

1. Clarity

A clear, measurable goal is more achievable than one that is poorly defined. In other words, be specific!

4. Feedback

Set up a method to receive information on your progress toward a goal.

2. Challenge

The goal must have a decent level of difficulty in order to motivate you to strive toward the goal.

3. Commitment

Put deliberate effort into meeting this goal. Share your goal with someone else in order to increase your accountability.

5. Task complexity

If a goal is especially complex, make sure you give yourself enough time to overcome the learning curve involved in completing the task.

AKSARAY ÜNİVERSİTESİ

Achievement Goal Orientation

➤ When faced with a task, people tend to set themselves goals for the level of competence they want to achieve (or incompetence to avoid). The type of goals people set can have a profound impact on motivation, achievement and even the morality of their behavior.

AKSARAY ÜNİVERSİTESİ

Achievement Goal Orientation

➢ Researchers believe that goal orientation has two dimensions. The first dimension is who the individual compares him or herself to when assessing competence.

➢ They are Mastery goals and Performance goals.

AKSARAY ÜNİVERSİTESİ

Achievement Goal Orientation

Mastery Goals

Are goals which the aim is to improve personal competence and gain mastery.

Performance Goals

Are goals in which the aim is to appear competent or outperform others.

AKSARAY ÜNİVERSİTESİ

Achievement Goal Orientation

➢ The second dimension is the valence of the motivation (approach or avoidance).

Approach Motivation

Involves striving toward a desired outcome.

Avoidance Motivation

Involves movement away from an undesired outcome.

Achievement Goal Orientation

➢ Avoidance and approach are fundamental human behavioral motivations. Researchers have consistently found that the approach motivation is associated with improved performance relative to avoidance goals.

AKSARAY ÜNİVERSİTESİ

Achievement Goal Orientation

➢ The psychological effect of these two motivations is profoundly different. While an approach motivation leads to favorable self-evaluations and better well-being, avoidance motivations are associated with fear of failure and anxiety.

AKSARAY ÜNİVERSİTESİ

Mastery Goals

➢ A mastery goal is as an ambition to improve the level of competence, to develop new skills, or to achieve a sense of mastery based on self-referenced (intrapersonal) standards.

AKSARAY ÜNİVERSİTESİ

Mastery Goals

➢You never actually finish a Mastery Goal. You're not waiting to achieve a final score to get a reward. There's always some way for you to improve. You don't expect to be a master within a specific time frame. You focus on making progress.

AKSARAY ÜNİVERSİTESİ

How to Set Mastery Goals

1.Focus on progress   2.Stay Positive   3. Make it About You

4. Think About Skills   5. Develop a Practice   6. Embrace Mistakes

AKSARAY ÜNİVERSİTESİ

Subscales of Mastery Goals

Mastery-Approach Goals

People with mastery-approach goals focus on the development of competence for its own sake. When people have mastery-approach goals, they strive to master or know the task they are working on.

Mastery-Avoidance Goals

People with mastery-avoidance goals are motivated to avoid situations in which they are unable to learn. Using mastery-avoidance goals, means to worry about to the inability to master the task.

AKSARAY ÜNİVERSİTESİ

Performance Goals

➤ Performance goals are an ambition to demonstrate competence and to perform better than others, where one's self-worth is contingent upon one's performance.

Performance Goals

➢ These are goals that are directly correlated to an outcome.

➢ Performance goals can be can be great in the short term.

AKSARAY ÜNİVERSİTESİ

Performance Goals Examples

➢ Collaboration Goals

➢ Self-management Goals

➢ Soft-skills development Goals

➢ Creativity Goals

➢ Emotional Intelligence Goals

Subscales of Performance Goals

Performance-Approach Goals

Performance-approach goals are focused on the demonstration of competence relative to others.

Performance-Avoidance Goals

It is concerned with avoiding failure in front of others.

Subscales of Performance Goals

➢ In other words, when people strive for personal performance goals, they focus on demonstrating their competence or on avoiding demonstrating incompetence.

AKSARAY ÜNİVERSİTESİ

Comparision Between Them

Achievement Goal Orientation

	Mastery	Performance
Approach	Striving to master a task	Doing better than others (superior competence)
Avoidance	Avoid doing worse than before	Avoid looking incompetent or worse than others
	Self or task-referenced	Other-referenced

Image by trickle

Choose the Right Goal for You

➢ It's crucial to note that Mastery Goals are not for everyone or for every situation. Either Performance or Mastery goals can be appropriate depending on your personality and specific situation.

AKSARAY ÜNİVERSİTESİ

Final notes

➢ The type of goals that you set can have a significant effect on your long-term performance and personal satisfaction. The best way to work productively is to find the right goal path for you.

AKSARAY ÜNİVERSİTESİ

Final notes

➢ Mastery Goals tend to yield better results for increasing your skills over time, but Performance Goals can work for short-term objectives

AKSARAY ÜNİVERSİTESİ

To know more about it

➢ https://link.springer.com/article/10.1007/s10212-020-00520-2#Sec6

➢ https://matthitude.wordpress.com/2014/03/20/mastery-or-performance-which-way-are-you-oriented/

➢ https://sites.google.com/a/uwlax.edu/teaching-improvement-guide/improvement-strategies/student-engagement-motivation/goals

AKSARAY ÜNİVERSİTESİ

COMBINING THEORY AND PRACTICE FOR VOLUNTEERING IN SPORT
SMART AND HARD GOALS

Okan KAMİŞ, PhD(c)
Lecturer (Sports Sciences)
Department of Sport and Health,
Aksaray University/Türkiye

www.aksaray.edu.tr

Erasmus KA153 - Mobility of Youth Workers -
Combining Theory and Practice for
Volunteering in Sport

S	Specific	What will be accomplished? What actions will you take?
M	Measurable	What data will measure the goal? (How much? How well?
A	Achievable	Is the goal doable? Do you have the necessary skills and resources?
R	Relevant	How does the goal align with broader goals? Why is the result important?
T	Time-Bound	What is the time frame for accomplishing the goal?

Specific

- **A specific goal has much greater chance of being accomplished than a general goal. To set specific goal, you must answer the six " W" Questions •**

- **Who ?**   Who is involved

- **What ?**   What do I want to accomplish

- **Where ?**   Identify a location

- **When** ?   Establish a time frame

- **Which ?**   Identify requirement and constraint

- **Why ?**   Specific reason, purpose of benefit of accomplishing the goal

''I will (goal + performance measure) by (specific actions).''

''We will increase our sales by additional 10% in 3 months by running extra promotions.''

Measurable

* Establish concrete criteria for measuring progress toward the attainment of each goal you set.

* When you measure your progress;

* Stay on track

* Reach your target dates

* Ask questions like;

* How much ?

* How many ?

* How will I know it's accomplished ?

Achievable

* You can achieve any goal when you plan your steps wisely & establish a time frame that allow you to carry out those steps.

* When you list your goals, you build your self image

* You eventually develop traits and personalities that allow you to possess them

Relevant

✳ To be realistic, a goal must represent an objective toward which you are both willing and able to work.

✳ A goal can be both High & Realistic. High goal is easier to reach than a low one as high goal exert high motivational force.
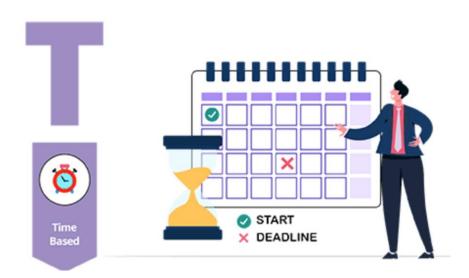
✳ *Your goal is realistic if you truly believe in it.*

Time-Bound

- Tangible Goal is tangible when you can experience it with one of the senses.

- When your goal is tangible or when you tie a tangible goal to an intangible goal, you have better chance of making it specific and measurable and thus attainable.

SMART GOAL EXAMPLE FOR HEALTHY LIFE

* **Overall Goal:** I want to lose weight and be in better health.

* **S.M.A.R.T. Goal:** I will focus on my food habits, and I will begin to lead a healthier lifestyle.

* **Specific:** I will *cut down on junk food* as a first step toward overall good health.

* **Measurable:** *By December*, I will only have organic foods and healthy snacks in my pantry.

* **Achievable:** I will *see a nutritionist* to design a healthy eating plan.

* **Relevant:** This will *cure some of my nagging ailments* e.g. fatigue, lower back pain.

* **Time-based:** *In September* I will change my eating habits. *In October* I will start walking more.

SMART GOAL EXAMPLE FOR STUDENTS

* **S:** I will *maintain a 3.75 GPA* for each semester of college that I attend.

* **M:** I will dedicate *two hours to studying each day of the week* (and weekends as necessary).

* **A:** I will *complete my homework at least one day before it is due* to reduce overwhelm and procrastination.

* **R:** I will check in with my teachers every month to identify and target areas of weakness.

* **T:** I will *turn off my smartphone 30 minutes before bedtime* each night and get *eight hours of sleep* to improve my health and focus.
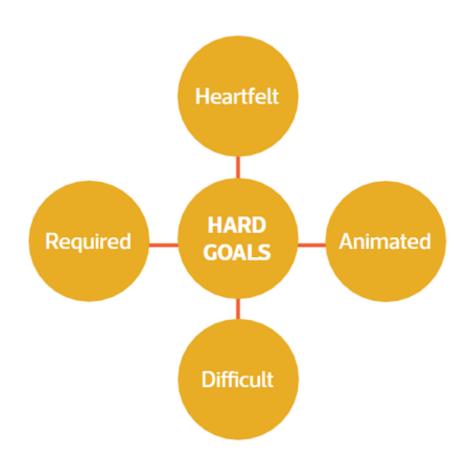
SMART GOAL EXAMPLE FOR PERSONAL GROWTH

* S: I will read one new book on self-development each month of this year.

* M: I will be able to hold a 5-minute conversation in Spanish after six months of daily study for 30 minutes per day.

* A: I will speak at two public events per month to improve my public speaking and presentation skills.

* R: I will spend 20 minutes on a daily journaling practice and reflecting on what I've written.

* T: I will volunteer my time or money twice a month to charities or community service this year.

AKSARAY ÜNİVERSİTESİ

HARD GOALS

HARD GOALS

Heartfelt

✳ A heartfelt goal is something you care about. Because when you care about something, chances are you can make it happen.

✳ A sincere aim is one that you are *passionate* because when you're *passionate* about something, you're more likely to make it happen.

Animated

This element means bringing your goals to life in your mind.

If you can create a vivid image in your mind. You are more likely to succeed.

AKSARAY ÜNİVERSİTESİ

Required

- When you feel that accomplishing a goal is a requirement. Once again your chances of success are improved.

AKSARAY ÜNİVERSİTESİ

Difficult

✳   True life transformation starts by accomplishing difficult goals. Not easy ones.

✳   Goals that require us to learn new skills and expand ourselves are an *inspiration*. To succeed with this criterion the goal *needs to be sufficiently difficult* to move us from our *comfort zone*.

✳   So, *make your goals difficult, but possible.*

HARD GOALS EXAMPLES

- **Heartfelt:** My goals will enrich the lives of somebody besides me

- **Animated:** I can vividly picture how great it will feel when I achieve my goals

- **Required:** My goals are absolutely necessary to help this company

- **Difficult:** I will have to learn new skills and leave my comfort zone to achieve my assigned goals for this year

SMART vs HARD GOALS

✳ HARD goals are <u>emotionally driven.</u> They represent something that is so much a part of you that it's impossible to let them go.

✳ SMART goals are <u>results-driven.</u> They are specific, clearly measurable, and have a set deadline.

SMART vs **HARD GOALS**

SMART GOALS	HARD GOALS
Specific	**H**eartfelt
Measurable	**A**nimated
Achievable	**R**equired
Realistic	**D**ifficult
Time-bound	
Note: Emphasis on achievable and realistic	Note: Emphasis on challenging, difficult, and audacious

AKSARAY ÜNİVERSİTESİ

What is WOOP?

- WOOP is a science-based mental strategy that people can use to find and fulfill their wishes, set preferences, and change their habits.

- We can say that the WOOP technique is a self-regulation tool that makes it easier for people to set appropriate goals and develop new habits.

AKSARAY ÜNİVERSİTESİ

WOOP Word Meaning

W WISH — Which goal do you want to achieve?

O OUTCOME — How will you feel when you achieve this goal?

O OBSTACLE — What are your main obstacles?

P PLAN — How can you tackle these obstacles?

How is the WOOP technique applied?

How is the WOOP technique applied?

1. STAGE

Choose a goal you want to achieve.

Create the right environment for you and ask yourself these questions and reflect on the answers.
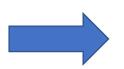
* What do I want?

* Is my request realistic?

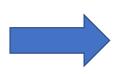## *Is it possible for my wish to come true with my efforts?

AKSARAY ÜNİVERSİTESİ

Examples

I want to exercise more regularly.

I want to go to dance class next week.

....

AKSARAY ÜNİVERSİTESİ

2. STAGE

After determining your request, in the next step, keep asking yourself questions and looking for answers.

> **If this wish comes true, what will be the best outcome?**
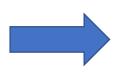
> **How will I feel when this wish comes true?**

AKSARAY ÜNİVERSİTESİ

Examples

➡️ **I have more energy and I feel better.**

➡️ **I'm relieved and proud of myself.**

……….

3. STAGE

AKSARAY ÜNİVERSİTESİ

After determining the results, continue to answer the following questions?
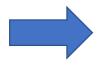
> **What can prevent me from fulfilling this**

> **What is the main obstacle to fulfilling this request?**

Examples

I don't feel motivated or excited to exercise in the morning.

I get procrastinated and distracted by Facebook and others.

AKSARAY ÜNİVERSİTESİ

4. STAGE

Erasmus KA153 - Mobility of Youth Workers -
Combining Theory and Practice for
Volunteering in Sport

In the final stage, think about how you can deal with the obstacles that we think may come your way.

> **A simple "If ……… happens, I ………."** **make the plan.**

> **Making a coping plan for each obstacle prevents you from turning the road when you encounter that situation.**

AKSARAY ÜNİVERSİTESİ

Examples

➡️ **If I get up in the morning, I immediately put on my sneakers and go for a run even if I don't want to.**

➡️ **If I get distracted at work, I block any distracting websites and go back to work.**

AKSARAY ÜNİVERSİTESİ