



Setting Goals & Celebrating Wins

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Topics

- Framing the Discussion
- New Year's Resolutions
- The Fundamental Question
- The Guiding Principles of Goal Setting
- A Five-Step Process for Life-Affirming Goal Setting and Celebration



Framing the Discussion

- Personal and professional goals but **not...**
 - Organizational or business goals, strategy, and strategic planning
 - Crisis or “do or die” (literally)
 - Social-cultural, “they-directed” goals

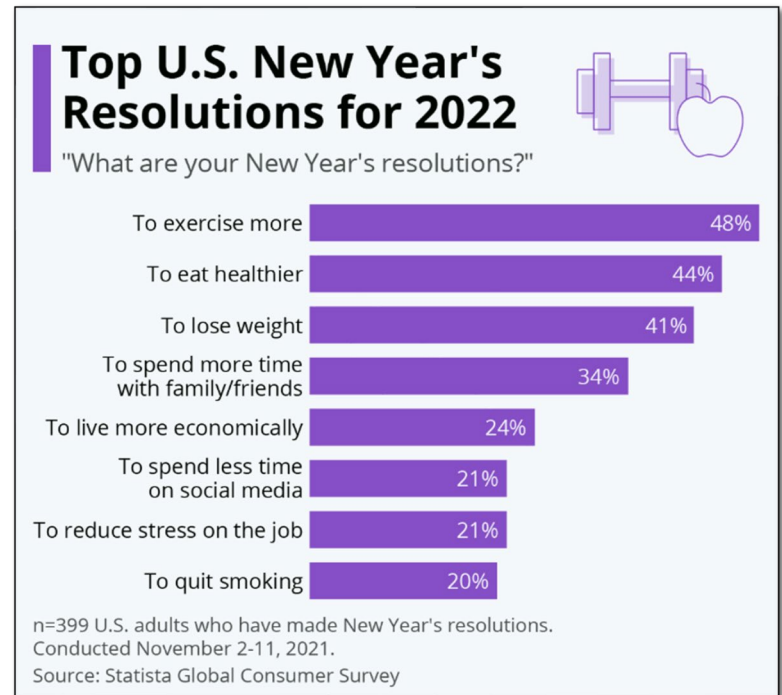


It is so easy to unthinkingly...

- Accept stereotypical roles
- To “people please” for the pat on the head or the pat on the hand
- To overwhelm ourselves with too much, too hard, too fast
- To let the “should’s” drive our lives
- To simply add more stress to an already over-burdened lives

The New Year's Resolution

Almost 74% of adult Americans make New Year's resolutions



An estimated 80% will be abandoned by mid-February!

The Fundamental Question...

How do we make personal changes?
Or, more thoughtfully...

How do we make life-affirming personal changes that are sustainable i.e., habitual and eventually just who we are and what do?



Guiding Principles for Real Personal Change

1. **Life-Affirming.** We must *personally* believe that the change or goal is good and desirable for us. Coercion may generate compliance, but not lasting personal change
2. **Self-Efficacy.** We must believe that our actions can produce the desired results or there is little motivation to act
3. **Alignment of Head and Heart.** The greater the alignment between our “head and our heart” the greater the potential for real lasting change
4. **Realistic Goals.** Big sweeping change efforts don’t work (unless they are literally life and death)
5. **Change is a Process.** For well-being goals, *building new habits* is the key to long-term, sustainable change

Self-Efficacy

<i>Generation</i>	<i>Resolution Making %</i>	<i>Confidence Level - Likely %</i>	<i>Confidence Level - Unlikely %</i>
Gen Z (1997-2002)	92	83	7
Millennials (1981-1996)	89	78	10
Gen X (1965-1980)	79	72	15
Baby Boomers (1946-1964)	61	70	15
The Silent Generation (1928-1945)	47	70	12

(finder.com survey)

“Whether you think you can or think you can’t - you’re right!”

Henry Ford

- An estimated 26% of adult Americans didn’t even bother making a New Year’s Resolution
- Of those who did, 7-15% felt it *unlikely* that they would achieve their goal before they even started
- Resolution making and confidence tended to decrease with age

Self-Efficacy and Why it Matters

“Perceived self-efficacy refers to beliefs in one’s capabilities to organize and execute the courses of action required to produce given attainments.”



- These beliefs influence ...
 - Challenges we take on
 - The level of effort we are willing to invest
 - How long we will persevere when it’s hard
 - How we deal with the hard stuff
 - How we think and talk to ourselves
 - The level of stress and depression we experience
 - And, ultimately ...

Whether we meet our goals or not!

Our “Two System Brain”



Right Hemisphere **90%**

Intuition & Instinct

- **Subconscious and fast**
 - Seat of beliefs, emotions, habits, values, intuition, imagination, connects new learning with old
 - Automates much of daily life
 - Always “on” 24/7
 - Non-verbal
 - Scans for “danger” (physical or psycho-social) and alerts us to fight, flee, or freeze
 - Manages scarce mental energy by streamlining decisions

The Mammalian Operating System



10% Left Hemisphere

Executive Reasoning

- **Conscious and slow**
 - Seat of higher-order reasoning, emotional intelligence, feelings, and “adult” self-disciplined behavior
 - “Smart – but small, sequential, and slow”
 - Heavily dependent on working memory, only 3-4 “chucks” at a time
 - Easily distracted
 - Easily tired – impacting decision making and willpower

The Verbal Brain

State → Habit → Trait → Greater Wellbeing



■ Key aspects of ourselves...

- **States** - temporary behaviors or feelings that depend on a person's situation and motives at a particular time
- **Habits** - Any regularly repeated behavior that requires little or no thought, is learned rather than innate, and developed through reinforcement and repetition. Habits can be **emotional, behavioral, or cognitive** – *change in one domain can spread goodness to others*
- **Personality Traits** – Characteristic patterns of thoughts, feelings, and behaviors. New findings show they can be changed with systematic effort

Implications for Goal Setting and Achievement



Right Hemisphere **90%**

Intuition & Instinct

- Subconscious and fast; non-verbal
- Seat of unconscious beliefs about what is "life-affirming" (i.e., good and desirable) and "self-efficacy" (can we do it?)
- Controls habit formation
- Scans for threat - triggers the alarm
- Controls the "chemical soup"
- Manages scarce mental energy resources

10% Left Hemisphere



Rational Thinking

- Conscious and slow
- Seat of executive reasoning, emotional intelligence, feelings, and "adult" self-disciplined behavior
- The "Program Manager"
- Easily tired and distracted - impacting will-power and decision-making

Leveraging the strengths of our "two brains" (i.e., our heads and our hearts) increases our likelihood of choosing the right goals and actually achieving them!

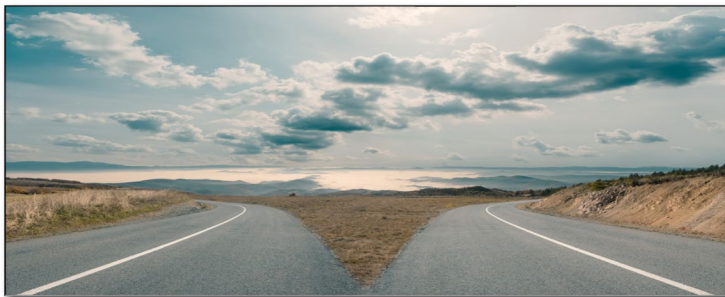
The Mammalian Operating System

The Verbal Brain

Goals and Celebration

■ Public End-State Goals

- Challenging
- Long-range
- “One and done”
- Celebrate the “win” – often publicly
- Examples
 - Getting a degree
 - Running a marathon
 - Getting a promotion



■ Private Way-Point Goals

- Challenging
- Often life-style changes
- Incremental process and progress
- Typically building a new habit
- Celebrate the “wins” along the way – often privately or privileged
- Examples – building a habit of...
 - Regular exercise
 - Healthy eating
 - Mindfulness or spiritual practice

Public end-state goals are more achievable if structured as private way-point goals!

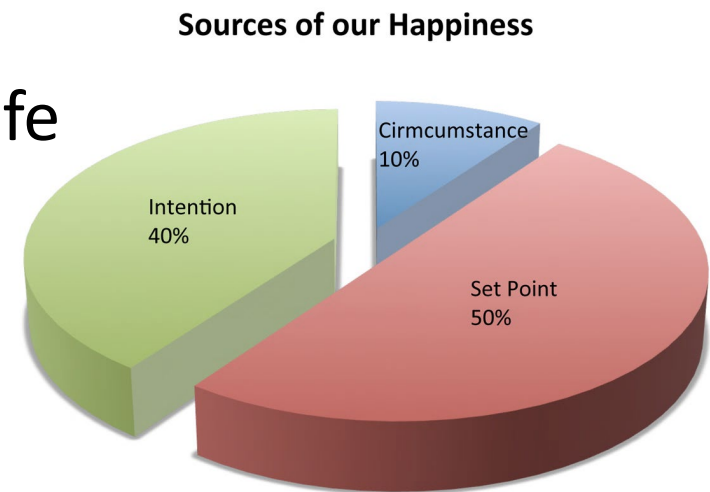
Celebrating Enriches our Lives

- Increases our sense of **self-efficacy, agency, and control**
- **Reinforces positive behaviors and habit development** - That we have chosen for ourselves!
- Allows us to build the habit of **consciously “taking in the good”** by ...
 - Savoring our experiences
 - Being mindfully present
 - Stopping to “take a deep breath”
 - Building the practice of asking both “what am I thinking?” and “what am I feeling – deep down or in my heart?”



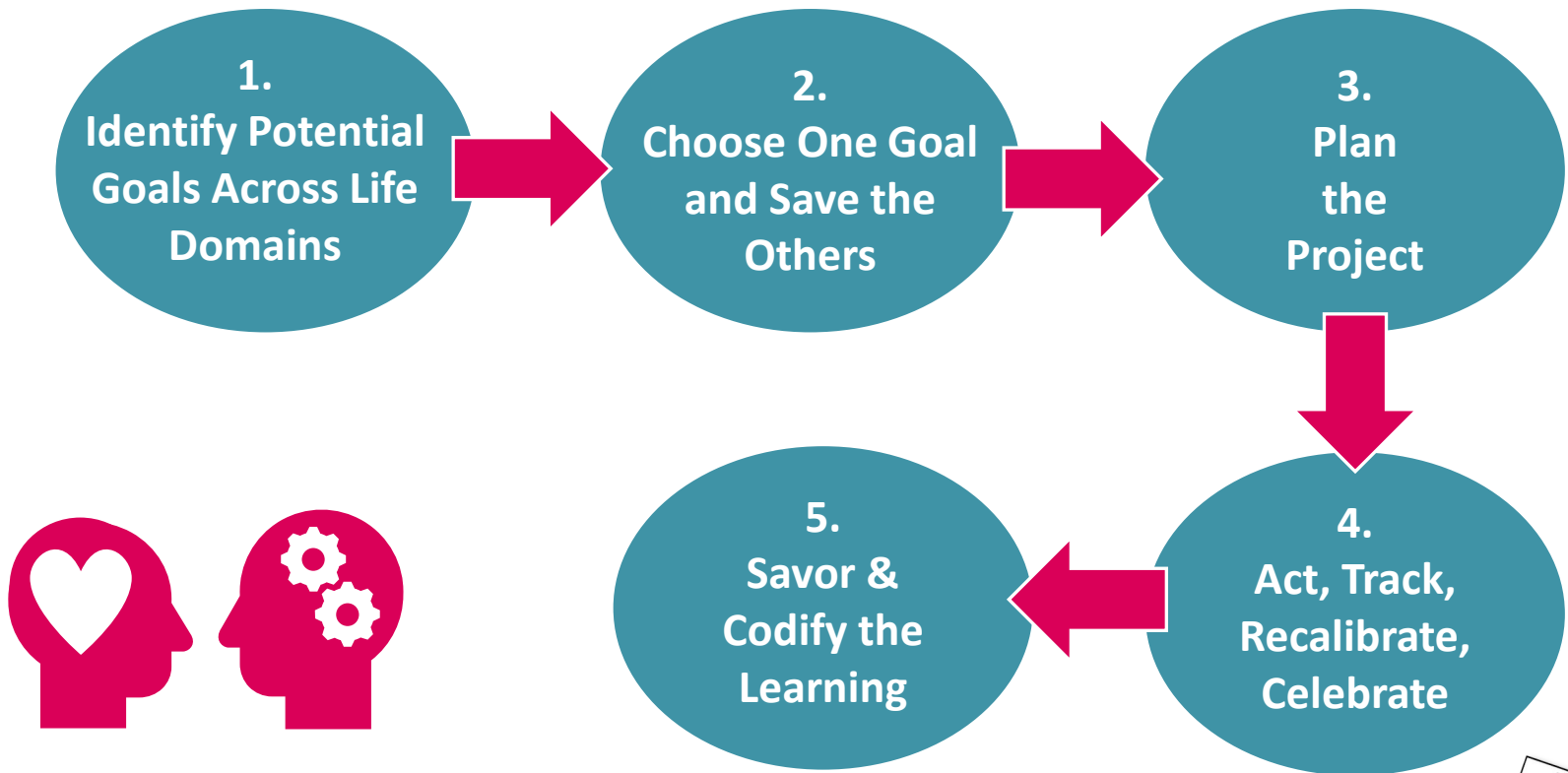
Celebrating Enriches our Lives

- We are negative by nature!
 - **Our biology evolved to keep us safe, not happy** (*Rick Hanson*)
 - It takes ~3 positive experiences to 1 negative to be “flourishing” (*Barbara Frederickson*)
- Happiness is on average about 50% genetic setpoint and 10% life circumstance. **We can intentionally address the remaining 40%!** (*Sonja Lyubomirsky*)



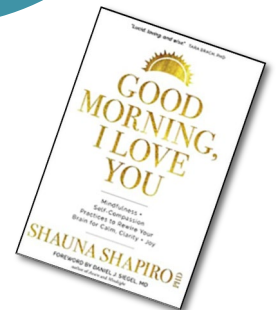
A Five-Step Process for *Life-Affirming* Goal Setting & Celebration

The Goal Setting & Realization Process



- Intention
- Attention
- Attitude of Kindness and Curiosity

Dr. Shauna
Shapiro



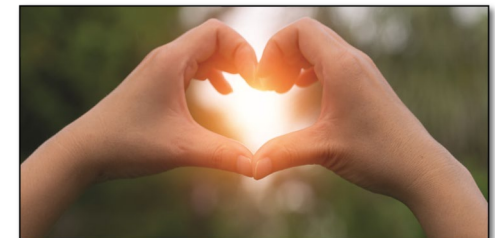
1. ID Potential Goals Across Life Domains

- Do this quietly, privately, and in writing/electrons. This is personal "heart and head" work. Do it when you are rested and fed!
- Ask yourself: ***What life-affirming goal or goals might I set for myself?*** (note: *might* I, not *should* I)
- Consider the various domains of well-being in your life...
 - Work
 - Play
 - Health
 - Connection
 - Purpose & Meaning
 - Other?
- Open the lens wide



2. Choose One Goal and Save the Others

- **Ask yourself ...** Which one of these goals has the potential to really improve my life and sense of wellbeing?
 - Do I believe this goal is good and desirable for me personally? (life-affirming)
 - Do I believe that I can achieve this goal - making incremental progress over time? (self-efficacy)
 - Does this goal speak to my head and my heart – to my executive and unconscious selves? (alignment)
 - Can it be divided into small “private way-point” goals? (realistic)
 - Can this goal be framed as a “habit” that will serve me well over time? (process)
- **Do I really want to do this for myself???**



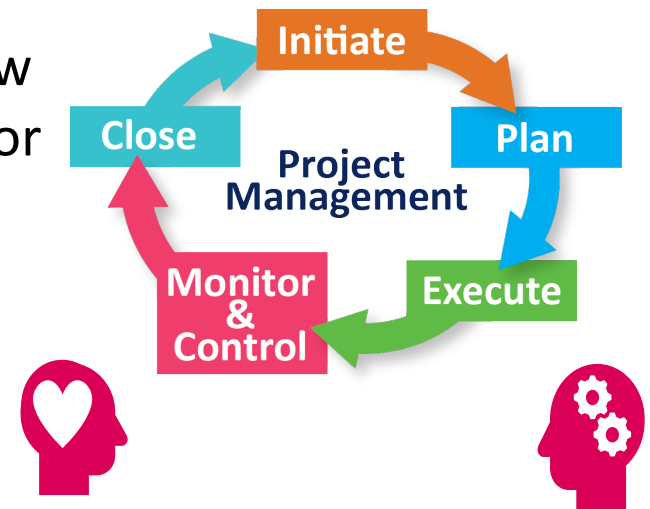
3. Plan the Project

- **Write out a plan**

- **Describe the change.** Write in first person, include the why (in order to, so I may, etc.) and integrate the emotions, values, feelings, aspirations, intuitions where it makes sense
- **Create a Realistic Timeline.** Set a timeline (i.e., for the next 30 days ...) and then add way-points for celebration
- **Identify Potential Obstacles.** Consider both practical and emotional and identify avoidance strategies. Look for the weak points
- **Design Tracking Mechanism.** Identify how you will track progress w/ review points for mini-celebration or recalibration

- **Check in with yourself.** How do you really feel? Confident, resistant, “ho hum,” excited, frightened, relieved, proud? Why?

- **Begin.** Formalize the start



4. Act, Track, Recalibrate, Celebrate

- **At regular prescribed intervals, review progress.** Ask yourself questions such as:
 - How am I doing against the plan?
 - Where am I struggling?
 - Where am I meeting the challenge?
 - What have I learned? Do I need to make changes to the process?
Can I make this easier or better?
 - Where am I emotionally in this change process?
- Celebrate progress in the desired direction
- Adjust the plan and start again
- Document progress and lessons learned

Do this when rested, fed, undistracted, calm.

Talk kindly to yourself!

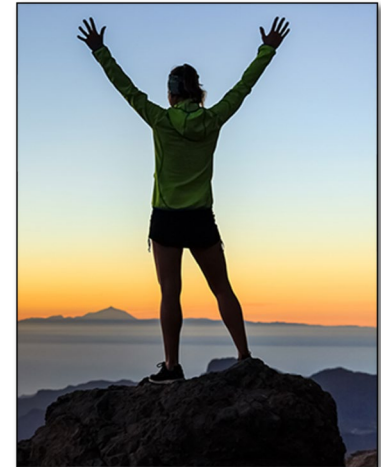
Adopt an attitude of self-kindness and curiosity



Step 5: Savor & Codify Learning

- When the project completion date is reached or the goal achieved in advance of it, formally review your personal change project
- Ask questions like...
 - What did I learn?
 - What worked? What did not?
 - How could I have made this easier, better, or faster?
 - Where did I struggle? Why?
 - What could I have done differently?
 - Did I learn any “hacks”?
- If the change project is incomplete at the specified end date, rethink and restart
- Savor the accomplishment **and** the effort!

Savoring – attending to, appreciating, and enhancing positive experiences



Questions or Thoughts?



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