

# Goal Setting

# Defining Goals and Types of Goals

## Subjective goals

General statements of intent such as having fun or doing your best

# **The Importance of Subjective Goals**

- **Subjective goals are not the focus of sport and exercise psychology research, but they are useful.**
- **Considerable attention has been paid to subjective goals in the personal productivity and applied business management literature.**

# Defining Goals and Types of Goals

## Objective goals

**Attaining a specific standard of proficiency on a task, usually in a specified time**

# Defining Goals and Types of Goals

## Outcome goals

**Focus on a competitive result of an event  
(e.g., beating someone)**

# Defining Goals and Types of Goals

## Performance goals

**Focus on achieving standards of performance or objectives independently of other competitors—usually making comparisons with one's own previous performance**

# Defining Goals and Types of Goals

## Process goals

**Focus on the actions an individual must engage in during performance to execute or perform well**

# Outcome, Performance, and Process Goals in Behavior Change

- **OUTCOME, PERFORMANCE, and PROCESS** goals all play a role in behavior change. The key is knowing where to focus each goal.
- Don't focus all your attention on outcome goals.
- Use a combination of all three types of goals.



# Outcome Goals in Behavior Change

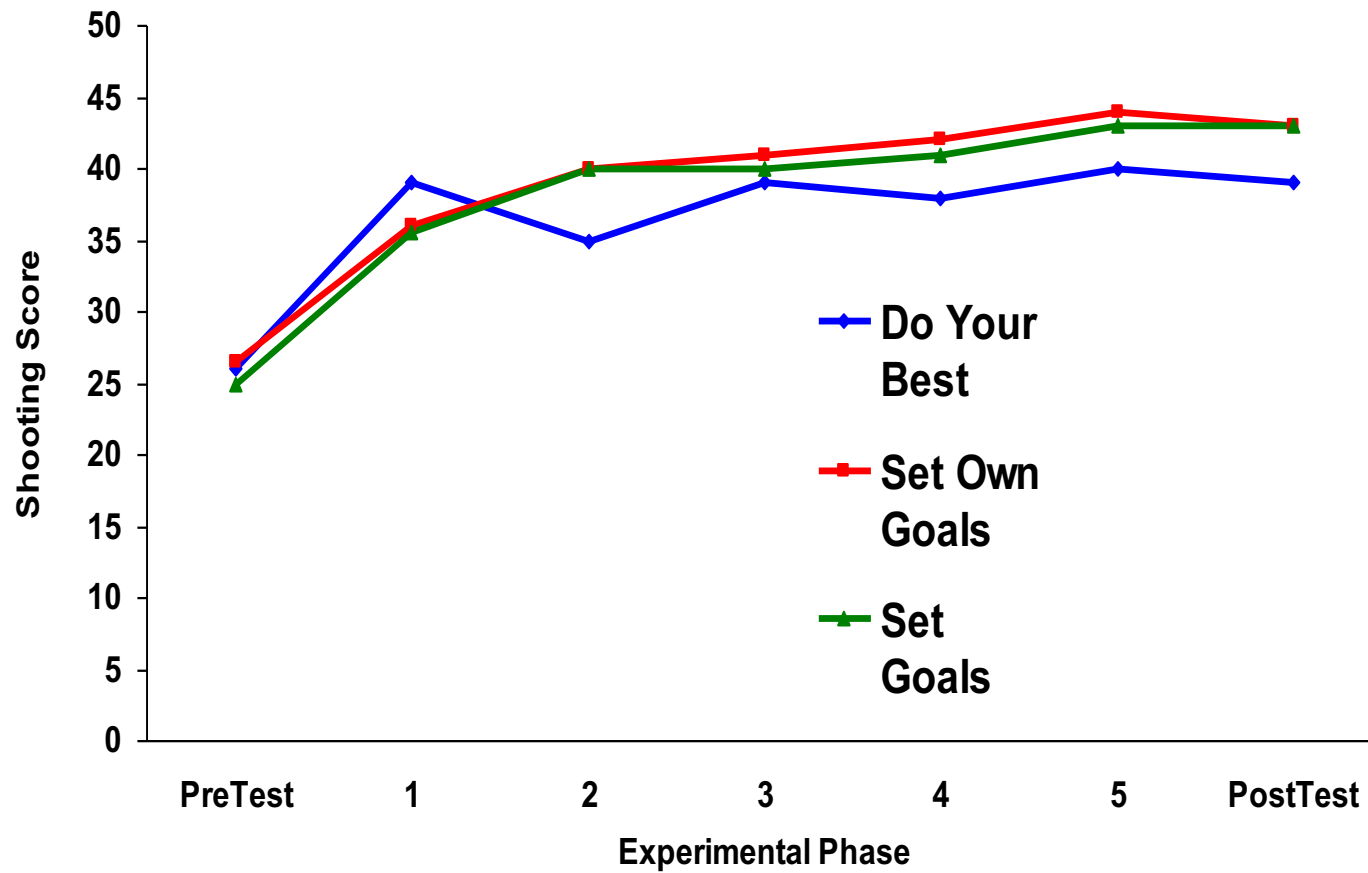
***Outcome goals* can facilitate short-term motivation but often lead to anxiety before and during competition.**

# **Performance and Process Goals in Behavior Change**

- **Performance and process goals are more precise than outcome goals and less dependent on the behavior of others.**
- **Performance and process goals are particularly useful before or during competition (on rare occasions).**
- **Too much focus on a specific performance goal (e.g., running a personal best) can create anxiety.**

# Is Goal Setting Effective?

Boyce (1992)



# Goal-Setting Research

- **Females set goals more often and find them more effective than men do.**
- **Athletes do not systematically write down goals.**
- **The more experience athletes have with goal setting, the better they are at developing effective goal-setting strategies.**

# Goal-Setting Research

- **Athletes set goals to provide direction and help them stay focused.**
- **Athletes using multiple goal strategies exhibit the best performance.**
- **Individual differences must be considered.**

# Why Goal Setting Works

**The direct mechanistic explanation is that goals**

- **direct attention to the important elements of the skill,**
- **mobilize performers' efforts,**
- **prolong performers' persistence, and**
- **foster the development of new learning strategies.**

# **Why Goal Setting Works**

**Goals influence performance indirectly by affecting psychological factors, such as anxiety, confidence, and satisfaction.**

# Why Goal Setting Works

## *Key*

**Athletes who set performance (rather than outcome) goals have less anxiety and more confidence and satisfaction.**



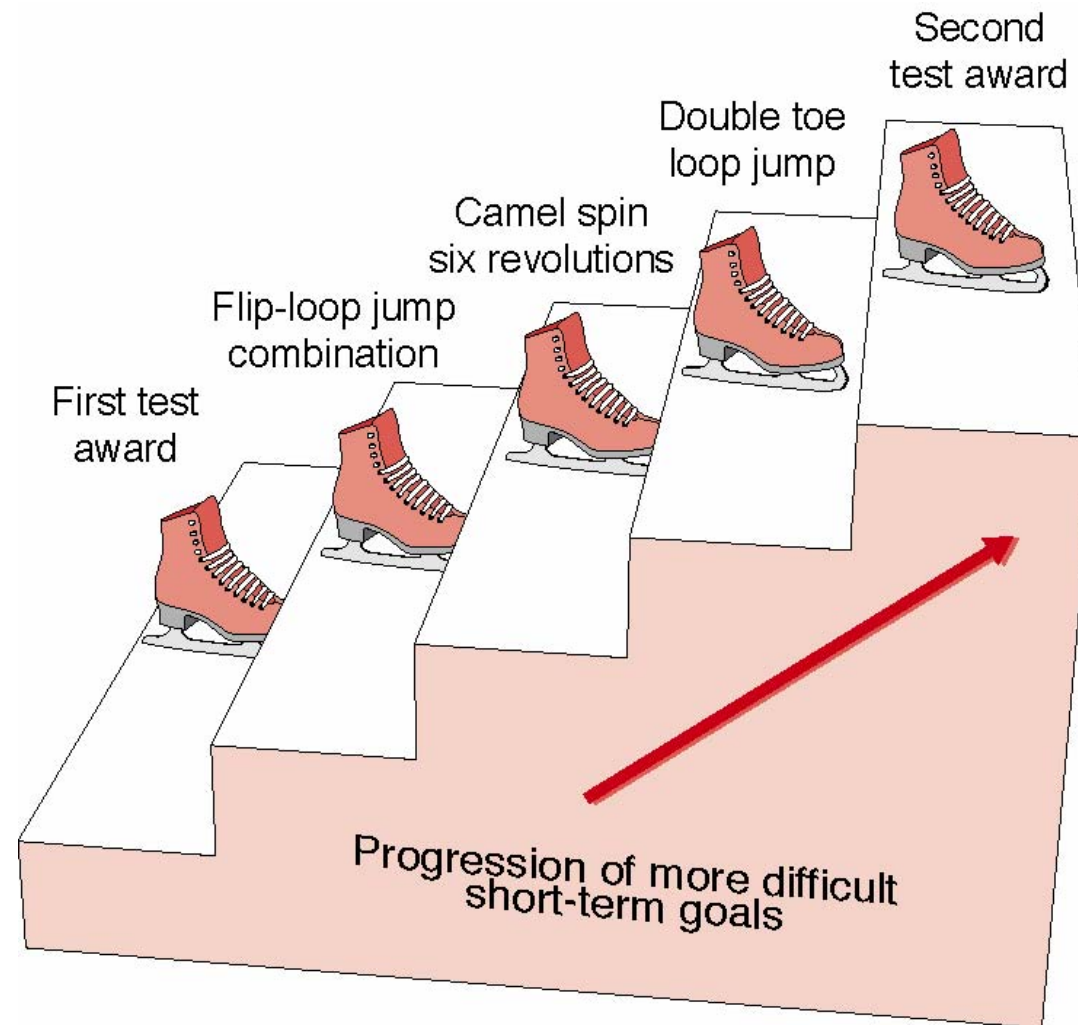
# Principles of Goal Setting

- 1. Set specific goals.**
- 2. Set moderately difficult but realistic goals.**
- 3. Set long- and short-term goals.**
- 4. Set performance and process goals as well as outcome goals.**
- 5. Set practice and competition goals.**
- 6. Record goals.**

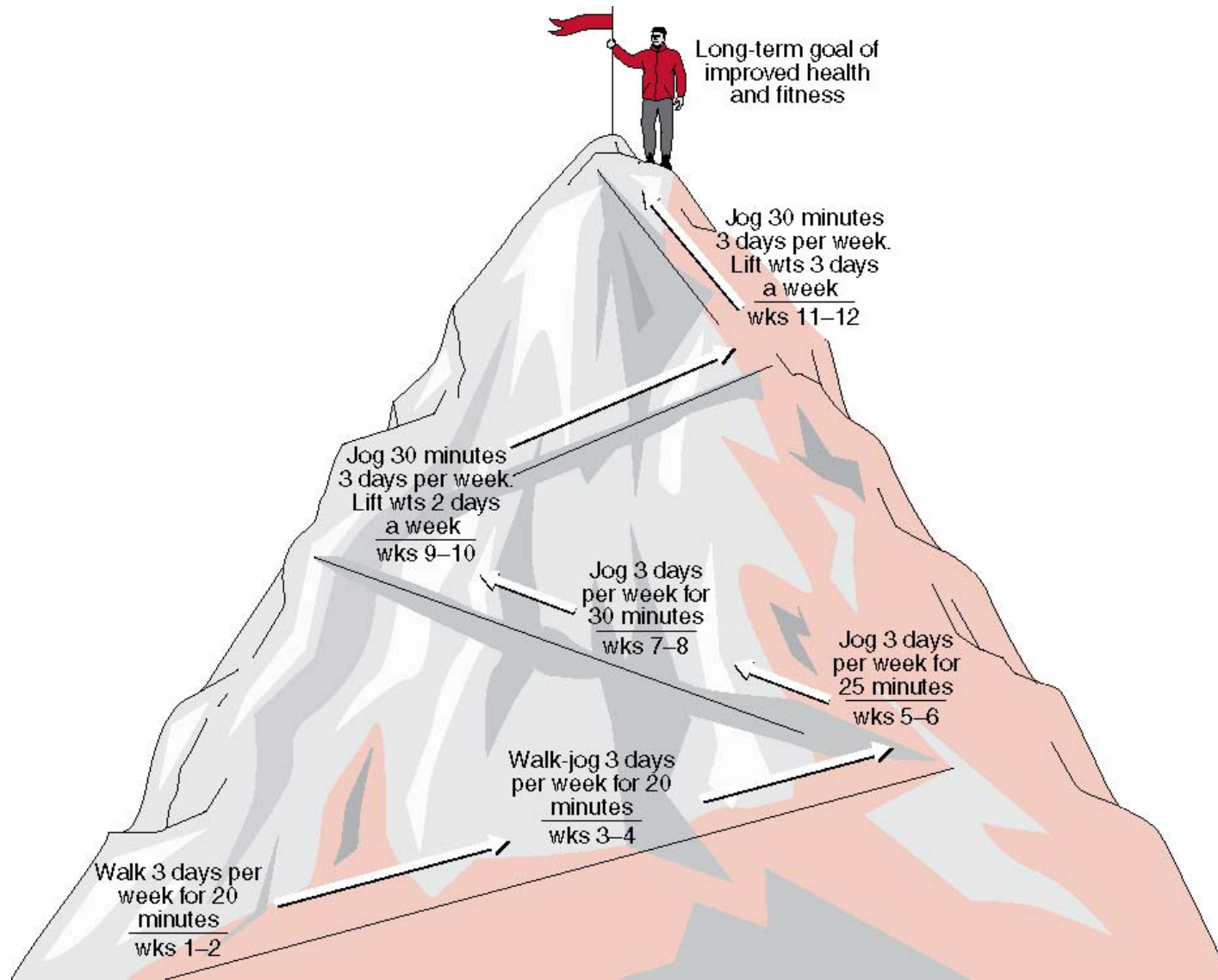
## **Principles of Goal Setting (*continued*)**

- 7. Develop goal achievement strategies.**
- 8. Consider participants' personalities and motivations.**
- 9. Foster an individual's goal commitment.**
- 10. Provide goal support.**
- 11. Provide evaluation of and feedback about goals.**

# Goal-Setting Staircase



# Climbing the Mountain of Change



# **Goal Setting Workshop**

# Principles of Goal Setting

- 1. *Set specific goals.* Specific goals, as compared with general “do your best” goals, are most effective for producing behavioral change.**
  - **General goal: Lower cholesterol**
  - **Specific goal: Lower cholesterol from 290 to 200 by . . . [how]**

# Principles of Goal Setting

**2. *Set moderately difficult but realistic goals.***

- **Specific goal: Lower cholesterol from 290 to 200 by . . . [how]**

# Principles of Goal Setting

- 3. *Set long- and short-term goals. Use goal staircases that link long- and short-term goals.***



## Principles of Goal Setting

- 4. Set performance and process goals as well as outcome goals. For every outcome goal, set several performance and process goals that will lead to the desired outcome.***

# Principles of Goal Setting

**5. *Set practice and competition goals.***

# Principles of Goal Setting

6. ***Record goals.*** “Ink it, don’t think it.”

## Principles of Goal Setting

7. ***Develop goal achievement strategies.*** Strategies include how much and how often things will be done in an effort to achieve a goal. Be flexible, however.

## **Principles of Goal Setting**

- 8. *Consider participants' personalities and motivations.* Consider factors such as achievement motivation (high vs. low achievers), stages of achievement motivation, social comparison, task or ego orientation, and dispositional hope when setting goals. Motivational climate also influences goal-setting effectiveness.**

## Principles of Goal Setting

9. ***Foster an individual's goal commitment.***  
**Promote goal commitment by encouraging progress and providing consistent feedback. Solicit the athlete's or exerciser's input.**

# Principles of Goal Setting

- 10. *Provide goal support.* Enlist support from significant others to make goal setting effective.**

# Principles of Goal Setting

11. ***Provide evaluation of and feedback about goals. Goal evaluation and feedback are essential parts of facilitating behavioral change via goal setting.***



**A Few More Things**

# The Hope-Based Power 4W Goal-Setting System

- **Wish power:** Identifying dream goals
- **Want power:** Setting realistic short- and long-term goals that, when accomplished, lead to one's dream goal
- **Way power:** Developing multiple plans, paths, and strategies for achieving one's goals
- **Will power:** Finding the determination, commitment, and discipline required to consistently work toward one's goals and ways to overcome obstacles that arise

# Goal Evaluation

Goal	Evaluation
Lose 20 pounds in 6 months.	Client informs fitness instructor of his or her weight weekly.
Improve concentration levels during practice.	Coach gives player weekly report card, rating practice concentration on a 0 (low) to 10 (high) scale.

# Group Goals

## Group goal

**The future state of affairs desired by enough members of a group to work toward its achievement; attaining specific standards of “group” proficiency, usually within a specified time**

# **Group Goal-Setting Principles**

- 1. Establish long-term goals first.**
- 2. Establish clear paths of short-term goals en route to the long-term goals.**
- 3. Involve all members of the team in establishing team goals.**
- 4. Monitor progress toward team goals.**
- 5. Reward progress made toward team goals.**
- 6. Foster collective team confidence or efficacy concerning team goals.**

# SMARTS Goals

- **S**pecific
- **M**easurable
- **A**ction oriented
- **R**ealistic
- **T**imely
- **S**elf-determined

# **Outcome Goals in Behavior Change**

**Goals can be set in many areas, including individual, team, and psychological skills.**

# **Common Problems in Goal Setting**

- **Convincing students, athletes, and exercisers to set goals**
- **Failing to set specific goals**
- **Setting too many goals too soon**
- **Failing to adjust goals**
- **Failure to recognize individual differences**
- **Not providing goal follow-up and evaluation**



# Adjusting Goals Downward

