GOAL SETTING

The Strength to Plan, Execute, and Persevere Through Challenges
**Goal Setting: The Strength to Plan, Execute, and Persevere Through Challenges**

**Army Center for Enhanced Performances (ACEP), Fort Gordon, GA, 30905**

GOAL SETTING

Defining concrete steps to create a well-documented path to success.
Lesson “Goals”

By the end of this lesson, Warriors in Transition will be able to:

• Describe what goal setting is and how it works.
• Teach key points that underlie setting effective goals.
• Overcome roadblocks to goal attainment.
• Develop systematic goal plans.
• Ensure sustained commitment to goal plans.
Seven-Step Process

Step 1: Define your Dream

Step 2: Know where you are right now

Step 3: Decide what you need to develop

Step 4: Make a plan for steady improvement

Step 5: Set and pursue short-term goals

Step 6: Commit yourself completely

Step 7: Continually monitor your progress

This is your “Outcome Goal”

This is your “Weekly Performance AAR”

This is your “Gut Check Moment”

These are your “Put first things first”

These are your “Force Multipliers”

These are your “Daily To-Do’s”

This is your “Being Proactive”

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This is your “Gut Check Moment”

This is your “Weekly Performance AAR”

This is your “Outcome Goal”

Seven-Step Process
Define Your Dream

Take a moment and ask yourself…

• What accomplishments, achievements, or experiences would be worth your very best effort?

• What would you attempt if you knew it was impossible to fail?

• What would you go for if you could put your heart and soul into just one thing?
Know Where You Are Right Now

• What specific strengths do I bring to this challenge? Which areas need improving?

• What obstacles might get in my way?

• What have I learned from my past experiences that will help me understand my situation?

• Where am I now in relation to where I want to be?
Decide What You Need To Develop

- After establishing outcome goal…
  - Identify roadblocks to success
  - List 3-5 priorities

“I return to my Unit in the best shape of my life.”

Priority 1:
“My Body is Strong and Healthy”

Priority 2:
“My Heart is Devoted”

Priority 3:
“My Mind is Strong”

Priority 4:
“My Spirit is Alive”
Make a Plan for Steady Improvement

• What can I do on a regular basis? (Action Statements)

• How must I think on a regular basis? (Belief Statements)

• Write 4 action and 4 supporting belief statements for each priority.

• Make your belief statements first-person, powerful, positive, and present tense.
Action and Belief Statement Examples: Priority #1

“My Body is Strong and Healthy”

Action Statements
- I adhere to my rehab schedule and attend every session.
- I practice all preventative advice that my triad team offers me, particularly nutrition and rest.

Belief Statements
- “I become healthier, stronger, and more energetic each day.”
- “I fully prepare my body everyday to achieve my dream.”

“I return to my Unit in the best shape of my life”
Set and Pursue Short-Term Goals: Your Daily To-Do’s

- The drudgery of rehab takes its toll.

- Don’t expect to complete everything on your goal plan everyday…

- Instead, set 1 or 2 daily to-do’s each day that relate to your action and belief statements.

- Write these in your personal organizer or type them into your Blackberry everyday!

To-Do List for Today:

Make sure that you do One thing daily that relates Directly to your goal plan.
Commit Yourself Completely

- Commitment is not about how... It is about will!
  - It is about having a deep belief in yourself and a strong desire for accomplishment.

- Aligning what you want with what you do.

- Keep your eyes on the mission and your mind on the task.
  - Create ways to trip over your goals daily.
Monitor Your Progress

• Goals are works-in-progress.

• Log daily and weekly efforts.
  – Celebrate even the smallest accomplishments.
  – Change strategies and re-adjust the plan as needed. Stay on the critical path!

• Monitoring goals can assist in building your confidence.
YOUR PERSONALLY MEANINGFUL OUTCOME GOAL

Your 1st Priority Area
✓ 3 to 5 action statements aimed at this priority
✓ 3 to 5 belief statements to bring to your actions

Your 2nd Priority Area
✓ 3 to 5 action statements aimed at this priority
✓ 3 to 5 belief statements to bring to your actions

Your 3rd Priority Area
✓ 3 to 5 action statements aimed at this priority
✓ 3 to 5 belief statements to bring to your actions

Your 4th Priority Area
✓ 3 to 5 action statements aimed at this priority
✓ 3 to 5 belief statements to bring to your actions

Summary statement, unit motto, or relevant quote

(Student Guide, Pages 67-68)
I return to my Unit in the best shape of my life!

My Body is Strong and Healthy
- I adhere to my rehab schedule and attend every session.
- I make the most of every session, exercise, set, and repetition.
- I practice all preventative advice that my triad team offers me, particularly nutrition and rest.
- I stretch after every workout; ensuring my muscles are prepared for recovery.
- I become healthier, stronger, and more energetic each day.
- I fully prepare my body everyday to achieve my dream.
- I am physically stronger than I was yesterday.

My Mind is Strong
- I remain positive, and shrug off cynicism and sarcasm.
- I practice my relaxation and healing imagery daily without exception.
- I allow for open communication with my support systems daily...My Family, fellow Soldiers, and WTU Staff are there for me.
- I fully trust myself and those involved in my rehabilitation and transition.
- I am an optimistic person who overcomes mental obstacles each and every day.
- I approach my transition in a systematic, organized way.
- I practice the skills learned in ACEP class, to make me mentally stronger every day.

My Heart is Devoted
- I interact daily with my Battle Buddy.
- I work to develop my inner strength as much as my outer strength.
- Everyday, I strengthen my communication skills with my support systems.
- I take action each day to resolve conflicts in my life.
- I believe that I can give as much to the program, every day, as I am receiving. My efforts matter here.
- I hold myself accountable for my actions.
- I do what it takes to ensure that my relationships are strong and healthy.
- My Family and I have a strong and unbending relationship based on trust, respect, and love.

My Spirit is Alive
- I work every day to build a confident and powerful self-image.
- I do something considerate and selfless each day.
- I remain patient with myself and other people today, knowing that each of us is human and prone to error.
- I make my spiritual life a priority and make moral decisions daily.
- I trust myself and my body’s natural ability to heal, and I allow this trust to infuse my emotions.
- When I can’t control the situation, I control my reaction to the situation.
- I am grateful for the positive aspects of my life, and reflect on these things each day.
- I support and appreciate my strengths today.
Warrior in Transition Feedback

“I went home at night trying to practice each day’s lessons. I felt this class helped me to be more calm and focused.”
- Warrior in Transition, Walter Reed Army Medical Center

“It helped me boost my confidence…Learned how to achieve goals using new ideas.”
- Warrior in Transition, Fort Hood, TX

“If I get very serious about applying all that I have learned and use all the tools I have been given, I feel I will surely be a success.”
- Warrior in Transition, Fort Knox, KY

“I am mentally stronger and more self empowered than ever before.”
- Warrior in Transition, Fort Gordon, GA

“Since my injury, this is the best I have felt about myself, my situation, and my future. Thank you so much.”
- Warrior in Transition, Fort Sam Houston, TX
“You hear about those guys who get to the gates and look back to say ‘What’s next?’. I’m sure now that I will never be one of those guys. I know exactly what I want, and now I know how to get it.”

Warrior in Transition
Fort Sam Houston, TX
Practical Exercise: 
Personal “Philosophy of Excellence”

Step 1:
• What stood out to you as a “light bulb” moment?
  – What is the one thing that you will take with you from this lesson?
• Revisit the “Philosophy of Excellence” exercise in your Student Guide…
  – Take a moment to record these insights in the appropriate space provided.

Step 2:
• How will you take action?
  – What is one way that you can apply the concepts in this lesson to your life today?
What Research Tells Us About Goal Setting

• Specific, challenging goals are more successful than easy, vague goals
• Personally meaningful goals that are set by the individual are more successful than general goals
• Social support and accountability promote goal attainment
• Self-awareness is an important aspect of goal setting and goal attainment
Recent/Ongoing Studies Including Wounded Soldier Population

• Including Soldiers with TBI, PTSD, amputations, pain management issues

• Completed studies:
  – Clinical trials (prosthetics)
  – Physical health related to impairment(s)
  – Efficacy of treatment options
  – Comorbid diagnoses associated with these conditions

• New studies:
  – Sleep disturbances, pain management, cognitive & auditory processing disorders, other health-related issues
  – Relationship between injuries and psychological variables, impact of injuries on psychological health
  – Family functioning, family physical/psychological health
Challenges

• Identifying appropriate outcomes that constitute success for the Warrior in Transition

• Working within the Warrior Transition Unit environment

• Conducting research on a vulnerable population within the Army

• Conducting longitudinal studies
Challenge:
Identifying Appropriate Outcomes

- Achieving clinician-set treatment goals
- Achieving personal goals
- Length of transition
- Self-esteem
- Fewer negative incidents in the community (e.g., DUI, domestic violence, etc.)
- Fewer negative psychological health outcomes/medical issues beyond transition
Challenge: Working Within the WTU Environment

• Differences by location

• Broad spectrum of issues/needs/capabilities of Warriors in Transition
Challenge: Warriors in Transition are Vulnerable Population

- IRB issues/concerns

- Controlled access to this population for researchers outside the Army medical community
Challenge: Conducting Longitudinal Studies

• Keeping track of/contact with Warriors in Transition who:
  – Return to civilian life
  – Return to their unit
Additional Challenges?
Solutions?
Ways Ahead

• Metrics on the Warrior in Transition community

• Evaluation of the goal setting phase of the CTP

• Research/evaluation of (non-clinical) support programs available to Warriors in Transition

• Research including other members of the Warrior in Transition community
Ways Ahead: Metrics

- Demographic data
- Types of medical/clinical diagnoses
Ways Ahead: Evaluation of Goal Setting in the CTP

- Best practices among variation(s) of application of CTP
- Measures of efficacy
Ways Ahead: Research/Evaluation of Support Programs for Warriors in Transition

• Program evaluation
  – Both formative and summative
  – Identify best practices & lessons learned

• Research on ACEP education for Warriors in Transition
  – Efficacy of education/acquisition during rehab/transition process
  – Efficacy of application during rehab/transition process, RTD/civilian life
Ways Ahead: Research on WT Community

• WTU Cadre
  – Relationship of hardiness/resilience with caregiver fatigue
  – Negative psychological/physical health outcomes and behaviors
  – Additional research on ACEP education for WTU Cadre members
    • Efficacy of application of skills in position in WTU
    • Impact on psychological health, caregiver fatigue/burnout

• Families
  – Pre-deployment intervention studies – longitudinal
    • Spouse/family mental health
    • Skills/strategies to support family functioning during/post-deployment
Other ways ahead?
ACEP Points of Contact

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