

START YOUR YEAR S.M.A.R.T.



FINDING YOUR "WHY"

FINDING YOUR "WHY" WILL PROVIDE YOU WITH THE MOTIVATION YOU NEED TO OVERCOME YOUR OBSTACLES AND FINISH STRONG WHEN ACCOMPLISHING YOUR GOALS!

All goals have a "WHY" or a reason as to why you want to accomplish them. For example, you may set a goal to walk 10,000 steps a day 3x a week. Your "WHY" behind setting this goal could be that walking 10,000 steps a day will help stabilize your blood sugar. When you have a strong "WHY," you will be more likely to accomplish your goal!

We encourage you to take a few moments and think about your "**WHY.**" Having a strong why will get you through those times when your motivation just isn't there. Once you've identified your "**WHY,**" write a letter to yourself and anytime you get discouraged, pull out the letter and read it!

Daily Wins

Another way to keep you motivated as you work towards your goal is to track your daily wins. Small wins are stepping stones that help you reach your big goal. Tracking these wins helps you to see all the successes you are having. Take some time at the end of each day and write down a few of your wins!

Daily Wins:

1. _____

2. _____

3. _____

4. _____



For example:

- I went for a walk outside today even though it was cold.
- I chose to take the stairs instead of the elevator today.
- I parked farther away than I normally do so that I could get more steps in.

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MINDSET

WHAT DOES IT MEAN TO HAVE A "GROWTH VS. DEFICIT MINDSET"?

Having a growth mindset when setting goals encourages you to add to your routine, rather than take away. This mindset allows goal setters to stay motivated for success.

Examples of goal setting with a "growth" mindset:

Growth Mindset



- I will eat 5-7 servings of fruit and vegetables each day for a month.
- I will add more daily movement by only taking the stairs for 6 weeks.
- I will save 10% of each of my paychecks for an entire year.

Examples of goal setting with a "deficit" mindset:

Deficit Mindset



- I will stop eating _____ for 3 months.
- I will stop spending money going out to eat for the next 6 weeks.
- I will not consume any other beverage but water for an entire year.

It's important to set goals that motivate and inspire you to be successful, this is staying committed to your why. Sometimes, setting goals that are **restricting** can create internal unrest. For example, when framing your goal, "I will stop doing _____" (deficit), we fixate on the thing(s) we **can't** have. Instead, we can say, "I will start doing _____" (growth). Research shows that this mindset is effective in goal setting because we are replacing negative behaviors with positive ones. It gives the goal setter the power to be successful.

Reframing a "Deficit" Mindset:

- Refrain from using phrases like, "I can't, don't, won't, etc." These are often restricting and can make it difficult to stay motivated. Replace these with their counterparts.



Practice with your own goal(s):



Reframing Example:

Deficit mindset: "I will not watch TV after work."
Growth mindset: "I will cut down on screen time after work by getting at least 45 minutes of movement, reading, or mindfulness practice each workday."

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BARRIERS

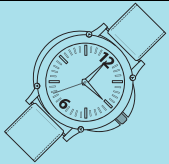
Everyone has obstacles that prevent them from achieving their goals. It's vital to identify your barriers and develop a plan to overcome them as they arise.



HOW TO OVERCOME COMMON BARRIERS

BARRIER

SOLUTION



TIME

Life is too busy and I have more important things that take priority.

- Learn ways to manage your time better.
- Schedule time to work on your goal.
- Reduce commitments.



SUPPORT

I'm not getting enough support to achieve my goal.

- Find others who have the same goal.
- Utilize EAP counseling services for support.
- Help others understand the "WHY" behind your goal.



HABITS

I'm not good at making changes.

- Identify your triggers.
- Leave yourself reminders.
- Replace the unwanted behavior with a new one.

BARRIER

SOLUTION



FEAR

I'm afraid I'll fail again.

I won't be able to maintain my momentum.

- Counteract your fear of failure with positive affirmations.
- Focus on aspects you can control.
- Learn from your mistakes and make adjustments.
- Measure effort over outcome.



SKILLS

I don't know where to begin.

- Invest in your skill development and learning.
- Seek expert advice.
- Attend Healthy Lifestyles workshops.



I don't know if I will be able to change my behavior.

- Start small by making one change at a time.
- Prepare and learn from slipups.
- Create goals you enjoy.
- Remember "WHY" you created this goal to keep you motivated.

CONFIDENCE

GOAL ACHIEVED

0%  100%

IDENTIFY YOUR BARRIERS WORKSHEETS

Use this 2-page worksheet to create a plan to overcome obstacles in achieving your goal and earn 10 points.

1

List two ways you plan to make **time** for your goal.

2

Few goals are accomplished alone. To ensure success, there are three different types of support you will need.

The Mentor

This person(s) has experience and can provide trusted advice. My mentor is

The Sidekick

This person(s) will keep me accountable and be there for me when I slipup.

The Motivation

This person(s) is who I want to inspire and influence by achieving my goal.

3

Identifying triggers behind your habitual behaviors is the first step to moving past them. Spend a few days tracking patterns in your habits.

Where & what time of day does the habit happen?

Do you notice any patterns developing?

Are other people involved?

How do I feel when it happens?

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ACHIEVING LONG TERM GOALS

HOW SHORT TERM GOALS PROVIDE THE FOUNDATION FOR SOMETHING GREATER

Long term goals give us focus and allow us to connect every choice we make to something larger. Well-planned goals also help us convert our thoughts into action.

However, long term goals are often so far away that it is hard to know where to start, and the goal's pay-off seems distant and unreachable. Our busy day-to-day lives are not designed for long term thinking. For this reason, our goals will often remain unaccomplished.

So how do you plan, perform, and stay committed to your long term goals?

Short term goals provide a solution! Breaking large goals into smaller, more manageable tasks makes them feel more realistic. They offer a series of milestones and a step-by-step path toward your long term goal. These small steps are also great opportunities to get ongoing feedback. By breaking long term goals into smaller short term goals, we can measure our progress piece by piece.

"A little progress each day adds up to big results."

Let us look at two examples:

I want to save \$5,000 in an emergency fund this year. This long term goal breaks down to about \$417 per month and \$209 per biweekly paycheck. Although saving \$5,000 might seem like a lot, focusing on how much to save from each paycheck provides a clear plan for achieving the long term goal.

Many people have long term goals related to nutrition or physical activity. One example of how to break down these types of goals can be to eat five servings of vegetables five days a week for a month. Another example can be to exercise 30 minutes at least four days per week for two months.

Long term goals allow you to focus on the big picture and can help you make lifestyle changes. But you can benefit from breaking down a long term goal by setting short term goals that are regularly attainable to stay motivated over time. Remember to reassess and adjust your short term goals to better fit your new lifestyle as needed as you make progress toward your long term goal.

"Our goals can only be reached through a vehicle of a plan, in which we must fervently believe, and upon which we must vigorously act. There is no other route to success."
- Pablo Picasso



