



Your Employee and Family Assistance Program is a support service that can help you take the first step toward change.

## Set! Goal setting - Calynn Irwin, Snowboarding



Goal setting is one of the most important skills taught to athletes in order to help them achieve optimal performance. Here are some tips from [Calynn Irwin](#):

- Identify the what, when and how
- For every big goal you have, it's important to set smaller goals to help you achieve it
- Be realistic when setting your goals (make sure they are attainable)
- Be open to your goals changing over time
- Set time frames for your goals
- Identify the roadblocks and make a plan

# LifeWorks Wellness & Fitness Corner

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## SMART goals make good sense

You've set your overall wellness goal and you have a clear idea *why* you are embarking up a fitness or wellness goal at this time. You've also identified what outcomes you are looking for and the behaviour that needs to support the outcomes. Now it's time to set an action plan to get started.

Setting goals is the framework for an action plan. It's how you know you are successful and when you use SMART goals, you're setting yourself up for success. SMART is an acronym for "Specific, Measurable, Attainable, Relevant and Time-bound". By being focused on these aspects of your goal, you are going to be better set up to accomplish your goals and to know when you've been successful.

By being **specific** about your goal and having a clear definition of what you want to accomplish, you are taking the first step towards meeting your goal. Once you've identified what it is that you want to accomplish, you will be equipped to continue on to articulate the other components of your goal.

Goals should be **measurable** which will provide evidence of success in accomplishing your goal. Measurement could be tangible metrics such as distance, pounds, inches, frequency or time. The metrics you select need to be quantifiable and trackable.

You should have the knowledge, skills, abilities and resources to meet this goal which will make it **attainable**. This could include bringing in an expert with the knowledge to help you develop your skills in an area where you need support. We are motivated by goals that are challenging but still achievable. Even if the goal seems impossible, if it's within your skill set, you're likely to accomplish it.

A goal has to represent substantial progress and move you towards a **realistic** objective which you are both willing and able to work towards. It has to both make sense and be tied in with your *why* in order to resonate with you.

Most of us work more effectively with a deadline. Having a **time-bound** goal gives us a realistic time frame to meet our goals.

An example of a SMART goal is: I will be able to complete a 5km walk in 3 months through walking 3 times per week for 40-60 minutes.

### **SMART goal setting activity**

What are you specifically going to accomplish?

What is your action plan to make it attainable?

When are you going to complete this goal?

How are you going to measure this goal?

Write down your SMART goal