



2018 National Order of the Arrow Conference

Capturing a Vision: Goal Setting

Session Length: 45 Minutes

Through this session, you will:

Explain Why and how we set goals

Demonstrate Three methods of setting goals

Guide Assist the participants identifying criteria for setting goals

Enable Participants will be able to use the techniques presented to set goals for their lodge

Learning Outcomes:

- The main purpose of your setting goals is to increase your motivation levels.
- Know three methods of goal setting: SMART, HARD and WOOP
- Know the differences between personnel and organizational goals

Theme Connection:

The theme of NOAC 2018 is “Decide Your Destiny,” emphasizing the message that today’s decisions shape tomorrow’s reality. This session will relay this theme in the following ways:

- Instruction will emphasize that “Setting a goal” is critical to helping you decide your destiny. The outcome of the goal is the destiny – where you want to be.

This session will help the ****Lodge/Chapter/Section**** with the Journey to Excellence

Requirements: Program Item #7, Lodge Event Participation and Leadership and Governance #16, Leadership Development

Required Materials: [tailor specifically for this session after the syllabus is done, e.g. handouts, flipcharts, projector, screen]

-Computer - Projector - Screen



NOAC 2018 TRAINING COMMITTEE
ORDER OF THE ARROW



TRAINER PREPARATION

1. Review the slide deck, including notes associated with each slide.
2. Review the three goal setting methods described in the presentation. If not familiar with them, seek additional resources to understand how they differ.
3. Get tennis balls for tennis ball game.

Session Narrative

Introduction

5 minutes

Trainer Instructions: Ball passing game. Have class divide up into two (or three) groups sitting down in two rows facing each other. Pass a tennis ball down each row without the ball touching the ground or using hands. Debrief after.

First

topic

5 minutes

SLIDE 2: PURPOSE OF TRAINING: REVIEW SLIDE

SLIDE 3: WHAT IS A GOAL - READ DEFINITION OF GOAL AND GOAL SETTING

SLIDE 4: WHY SET GOALS - READ – AND EMPHASIZE LINK TO DESTINY

Goal setting is a powerful process that helps you choose where you want to take yourself in life. By knowing and setting your goals, you can decide where do you need to focus your attention and efforts.

Second topic

10 minutes

SLIDE 5: GOAL SETTING THEORY: People have been setting goals from the beginning of time. Let's get food, let's find shelter, let's make a fire. But the study of goal setting theory started in the 1990s when Edwin Locke wrote a book titled, *A Theory of Goal Setting and Task Performance*.



Goal Setting

Some of the findings were: that in 90% of the cases, *specific and challenging goals led to higher performance* than easy goals, and Any goal has two main features – *Content and; Intensity*. The content of a goal is the *desired result* while the intensity is the *needed efforts*.

Psychologists say when we set a goal, we put out a part of ourselves into that future goal. *You don't just set a goal, you own it as a part of yourself*. When you own something – a gift or a dream or a goal – you cling to it and don't want to give it up.

SLIDE 6: WARNING SIGNS OF TRAPS TO AVOID:

1. If others are setting a goal for you, and you find the goal a stretch, then you may end up using unethical ways to achieve it, or lie about having achieved it. However, if it's you who's setting them, you will be more committed to those goals. *So, don't let other set your goals.*
2. If you are broadcasting your goals to anyone who would listen to praise you, you will end up sabotaging yourself. Because receiving compliments for being a guy having a lofty goal might fool your mind into feeling as if it has already achieved the goal. This will take away your motivation to make efforts for realizing your goals. *So, don't tell your goals to anyone.*
3. Accountability puts some teeth into the process. If a goal is set and only one person knows it, does it really have any power? Many times, no. A goal isn't as powerful if you don't have one or more people who can hold you accountable to it.

SLIDE 7: WARNING SIGNS OF TRAPS TO AVOID:

Not challenging yourself – summarize the message on slide.

Third topic

15 minutes

SLIDE 8: GOAL SETTING METHODS TO USE

Three highly effective, and perhaps the best, techniques of goal setting are:

1. The SMART Method
2. The HARD Method
3. The WOOP Method

Ask – has any one seen any of these? Where?

Let us dive into the three highly effective systems of goal setting, and learn how to best set your goals.

SLIDE 9: 1. THE SMART METHOD

You are probably familiar with, or have seen this method, taught in many BSA programs like NYLT or NAYLE. It is a good method for setting organizational goals. So let's review.

- S – Specific – should target a specific (clearly stated) area for improvement.
- M – Measurable – should have numbers or indicators to measure progress.
- A – Achievable – should stretch you a little, but stay within your skill/knowledge range.



Goal Setting

- R – Realistic – should say what results can be achieved in realistic terms, with available resources.
- T – Timely – should specify when the results are due, so that a sense of urgency is there.

SLIDE 10: THE HARD METHOD

HAS ANYONE SEEN THIS METHOD BEFORE?

This is a very easy and effective way to follow when you want to set personal goals. This second way was ideated by Mark Murphy in his well-researched 2009 book *Hundred Percenters*, to set effective goals, is: H.A.R.D.

- H – Heartfelt — have emotional attachment with your goals when setting them.
- A – Animated — imagine vivid pictures of the positive feelings you’ll have after achieving them.
- R – Required — build a sense of urgency and necessity into the goals you’re setting.
- D – Difficult — make your goals difficult and be prepared to take their challenges head-on.

SLIDE 11: THE WOOP METHOD

HAS ANYONE SEEN THIS BEFORE? AND NO, I’M NOT ASKING IF YOU’VE WOOPED IT UP BEFORE.

The third method is the newest one. It has proven to be effective across ages and life domains. There is an app too (check your Appstore/Playstore).

WOOP has been shown to improve effort, attendance, and even GPA among *students* by significant margins. WOOP reduced insecurity-based behaviors (e.g., looking through the partner’s phone log) and increased commitment in *romantic relationships*. WOOP doubled regular physical exercise over a time period of four months and increased fruit and vegetable intake by 30% over the period of two years.

WOOP stands for:

- W – Wish – wish something you want to accomplish for real, one that’s exciting, challenging, realistic.
- O – Outcome – imagine the best outcome of your goal, and feel how would the outcome make you feel.
- O – Obstacle – imagine the personal obstacles that prevent you from accomplishing your goal.
- P – Plan – make an if/then plan to name an action you could do if your obstacle occurs.

Notice that there is an emphasis on identifying obstacles and having a plan of action to address them. ASK: why is this important?

SLIDE 12: WHAT ARE THE DIFFERENCES IN THESE METHODS?

ASK FOR Thoughts.

SMART is very thorough – very defined steps – more deliberate process

HARD and WOOP can be less detailed – required emotion and desire upfront – “If you can see it you can be it” Advantages and disadvantages of each method

When to use? Emphasize **Organization versus personal goals perhaps.**



Fourth topic

10 minutes

SLIDE 13: WHAT IS YOUR PERSONAL DEFINITION OF SUCCESS?

Is your personal definition the same as the definition of success for the organization?

How do you incorporate your personal definition of success into the organizations definition of success?

What are you willing to sacrifice?

SLIDE 14: ADDITIONAL THOUGHTS

There is a difference between personal goals and organization goals. They are not mutually exclusive, but how you develop and implement them may be different.

SLIDE 15: LET'S PLAY A GAME

Assign each team a method to use to pass the ball down the line.

SLIDE 16: DISCUSS HOW THE THREE METHODS COULD BE USED TO DESCRIBE THE GOAL OF THIS GAME. This slide is a visual reminder for the groups of the three methods as they plan their game.

Fourth topic

5 minutes

SLIDE 17: SUMMARY

Read the notes.

When you set effective goals, you feel better about them immediately after. That itself sets the dice rolling. And remember that happiness for most of us, most of the times, isn't a thing that just happens; it comes from planning and setting goals for things that are important to us.

SLIDE 18: CHALLENGE YOURSELF AS YOU DECIDE YOUR DESTINY

Let them read these two quotes – then read:

Please take out your notebook and pen. For the final three minutes, think about the role that you will be playing next year in the OA, or the role you hope to play. Write down three goals that you could help improve the way your chapter or lodge works / budgets / plans programs or yourself. During your break time later today, share these with others in your chapter or lodge.



Appendix: Resources and Source Material

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- 3 Highly Effective Goal-Setting Techniques- Sandip Roy
- Fail Fast, Fail Often: How Losing Can Help You Win – Ryan Babineaux and John Krumboltz
- Real Happiness at Work: Meditations for Accomplishment, Achievement, and Peace – Sharon Salzberg
- Succeed: How We Can Reach Our Goals – Heidi Grant Halvorson
- The 10X Rule: The Only Difference Between Success and Failure – Grant Cardone
- Goal Setting for Success – Eddie de Jong