Create Your Future: A Transformative Goal Setting Workshop

Presenters:
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Happiness

The joy of fulfilling your potential
And that’s how you #humblebrag on Facebook
A Personal Strategic Plan

A systematic process of envisioning a desired future, and translating this vision into broadly defined goals or objectives and a sequence of steps to achieve them. (BusinessDictionary.com)

Strategic planning begins with the desired-end and works backward to the current status.
Golden Circle

WHY: Purpose
HOW: Process
WHAT: Result
How might this look for libraries?

WHY: We believe in lifelong learning and free access to information and public education

HOW: Excellent customer service and access to information

WHAT: Students/patrons utilize our services
How might this look for you?

WHY: I lead by example and inspire others through my work

HOW: Ensuring people and ideas are valued

WHAT: Do you want to hire me?
Personal Mission Statements

Denise Morrison, CEO of Campbell Soup Company:
"To serve as a leader, live a balanced life, and apply ethical principles to make a significant difference."

Oprah Winfrey:
"To be a teacher. And to be known for inspiring my students to be more than they thought they could be."

Sir Richard Branson, founder of The Virgin Group:
"To have fun in [my] journey through life and learn from [my] mistakes."
Personal Mission Statements: Ready?

• Think about who you want to become, but write in the present tense – this is something you are pursuing TODAY!
• Keep it simple.
• Think about how you want to be described in each of your life roles.
• Update, update, update.
• Are you inspired? If not, START OVER!
Leo and Amelia’s Mission Statements

Amelia: “To find balance between personal and professional pursuits, while refusing to settle for busyness over meaning. “

Leo: “To live a fun, purposeful, and extraordinary life, and make a positive contribution to the world by inspiring others to do the same.”
Vision

• “I will be the “me” that I have always aspired to be.

• healthy
• well traveled
• adventurous and sophisticated in the art and science of gastronomy
• a leader in my profession
• a well-rounded person
• courageous
• compassionate
• artistic
• living my life without regrets.
What's important to you?
The Six Dimensions of Wellness

©1976 Bill Hoffer, M.D., Co-Founder, National Wellness Institute
How important are these activities to you? (n = 1024 people who work in libraries)
Guiding Principles (*how I will get there*)

• Health:
  
  • Lose 50 pounds to get to within the medically healthy weight range for my body frame. Then, I will completely revamp my wardrobe, and look amazing.

  • I have never been able to do splits in my life. It seems like an impossible thing for me to do. Therefore, if I could do it, when I am on the other side of 40, it would indicate that I am in better shape (at least in one aspect) than I have ever been.
    • How to do that? I began practicing yoga.
Guiding Principles (*how I will get there*)

• **Travel:**
  - After living in the U.S. on and off for many years, I finally became a U.S. citizen in 2007. Now I want to learn more about my adopted country by visiting all 50 states.
  - Tango in Buenos Aires; see a football match in Brazil; practice yoga in India; set foot on all 7 continents.
  - I went to boarding school in the U.K. when I was quite young, and thus missed out on spending time with my parents when I was growing up. As a result, I have a strong desire to understand them more deeply. I will visit their hometowns in southern China, the places where they grew up. This will bring us closer together on many levels..
Guiding Principles (how I will get there)

• Professional:
  • I am on a tenure track, and getting tenure or promoted would present a significant milestone.
  • I am in awe of those renaissance women and men who are experts in multiple fields, and I want to be like them when I grow up (... in 5 years).
  • Publishing and presenting on 5 different disciplines would be a good benchmark.
  • Earning an additional graduate degree would help too.
  • We all love those TedTalks. I aspire to be able to deliver at least one presentation of that caliber.
Approaches to Goal Setting


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<th>Distal outcome goal</th>
<th>Proximal + distal goal</th>
<th>Learning goal</th>
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Note: Proximal + distal goals resulted in a significantly higher GPA than DYB goals or distal outcome goals. Learning goals led to a higher GPA than setting distal outcome goals.

Key Takeaways

• Make sure you have sufficient ability to actually reach the goals you set.
• Gather feedback and adjust your goals regularly
• Set milestones or benchmarks along the way to ensure you’re still on the right path. Reward yourself as you reach these milestones.
• Find a friend who will hold you accountable for your goals.
Key Takeaways

• Make sure you are invested in the goals you’re setting for yourself. Ensure that your goals align with your real needs and wants, not anybody else’s dreams for you.

• Break your goals into manageable chunks.

Michael Jordan, "I approach everything step by step... I had always set short-term goals. As I look back, each one of the steps or successes led to the next one."
Key Takeaways

• Learn from your failures. The failure to achieve one chunk of your goal is not a failure to achieve the goal itself. Find another way to approach that chunk and move forward.

• Make at least one small effort towards reaching your goals each day.

• Have both outcome (results oriented) and learning goals (process oriented).

• Set both long and short-term goals.
SMART Goals

- **Specific**
- **Measurable**
- **Attainable**
- **Relevant**
- **Time-bound**
Conclusions

Ikigai (生き甲斐) (noun): a reason for being”; a reason to get up in the morning, to enjoy the meaning of life – passion purpose, something to live for.
Questions?

Resources:

• **45 Before 45 Project**
  • [www.45before45project.com](http://www.45before45project.com)
  • [www.facebook.com/45before45project](http://www.facebook.com/45before45project)

• **Personal Strategic Plan/Manifesto**


• The Holstee Manifesto: [http://shop.holstee.com/pages/about#the-manifesto](http://shop.holstee.com/pages/about#the-manifesto)

• **Happiness**
  The Happiness Project: [http://www.happiness-project.com/](http://www.happiness-project.com/)

• **Be Effective and Productive**
  The 7 Habits of Highly Effective People: [https://www.stephencovey.com/7habits/7habits.php](https://www.stephencovey.com/7habits/7habits.php)
  Start with Why: [http://www.startwithwhy.com](http://www.startwithwhy.com)