



# Setting Goals for Your Future

Transcript – U.S. English





Hello and welcome to the WPO vlog on setting goals for the future. My name is Sadie Hopson; I'm an established WPO trainer and consultant specializing in workplace health and wellbeing. And, in this short session, I'll be talking to you about goal setting, both short-term and long-term goals and really why this is such a pivotal strategy for success for you and for your family as well.

So, a goal essentially is something that you aspire or wish to do, it's something that helps you to really realize your dreams and make them into something that's, that's truly a reality. And, by creating goals in our lives, essentially, we are creating a road map for success because without a form of map or a navigational tool to determine where you want to go, you can often find yourself in a position in life where you're somewhere that you really don't want to be. So, this is really about taking the opportunity to think about your, your dreams and your goals and this isn't a case of thinking what you already have, what you've already done but really what you want in life and really sitting down and taking that time to think about your values, to really take the time to, to reflect and think what's really, really important to you in the present but critically going into the future as well.

We all have dreams, sometimes they're perhaps buried under the surface, but this is really, really critical to take the time to think about what we want to achieve, where we want to be, where we want to go and very, very importantly, what we need to do to get there. So, this gives us something that's based on purpose, on direction, on fulfilment and critically accountability. And it gives us something to aim for in our lives. And often, if we don't have that, it's quite

common to find ourselves drifting where day by day, week by week, month by month pass and we're still not moving any closer to where we want to be in our lives. So, goal setting is about drawing that line in the sand and wanting that to change and really wanting to put the steps in place to truly achieve the things that we want in our lives, for our families, for our careers and making sure that we have a plan to get there. And what this does is it helps us to focus more positively and proactively on the future. It's so, so common for us to get very caught up in the past, things that have gone, things that have already happened and we often set anchor there and we feel that what's happened in the past determines our present and our future. And whilst it's important to learn from the things that have happened in past experiences and use as an opportunity for growth, it's really, really critical to keep moving forward and keep our focus on the future and what we want that to look like because, again, this gives us something to aim for and if we're not aiming for nothing, that's what we'll get. So, it's about strategically thinking what we want in our lives and what we want for our future and bearing in mind that these goals and this is the way that I personally like to think about goal setting is that they're like a magnet and they pull you in a certain direction. So, it's being really, really mindful of the direction that we want to move in and how we can use the power and the force of that pull in a really, really positive way.

So, how can we get there? What steps can we put in place? So, firstly we need to think about what we want to see so we want to think about that end game, the results that we want. So, there's a quote that states, "A goal should scare you a little and excite you a lot." So, it's really thinking of what do I want to achieve? What do I visualize as being a success in this area? And then, starting to think about why, really thinking about why you want this goal and what feeling you hope to achieve from reaching that goal. Go as deep as you can, what do you really, really want to achieve from this goal? So, for example, a common goal may be something like I want to get fitter, I want to make more money, I want to earn more money, these sorts of general broad statements really don't go deep enough in relation to thinking about what and why you want to achieve. So, taking one of those examples to making more money, thinking about why, what is it about earning more money, is it about stability? Security? Is it about having more leisure time with the family, it is about something in particular that you want to spend that money on? So, being really, really specific is really, really critical for successful goal setting so we can ensure that we're driven by the

power of that why, that's what's going to motivate you to keep going and to keep you moving forward. So, making sure that it's not something vague, undefined but it's really, really, really quite specific as to what you want to achieve and why you crucially want to achieve it because this attaches an element of emotion and individual purpose to that goal, so it really, really helps drive you forward and increases your chances of success.

The next thing to remember is making sure that your goals are SMART. So SMART stands for Specific, Measurable, Attainable, Relevant and Time bound. So, being again really, really certain that your goals are very specific, they're realistic, they're not something that you can't possibly ever achieve because that would be demotivating but making sure that they're accurate in relation to what is feasible, what is practical, what is realistic and something that you can actually measure along the way to keep you motivated, to keep you moving forward. So, when we're thinking about these SMART goals, think about both short-term and long-term goals. So, short-term goals tend to be easier to achieve in the short-term basis so in the thinking of three to six months and possibly up to a year whereas long-term goals are typically up to five years so we're thinking much further ahead. But, critically, what we need to be mindful of is we need both because the short-term goals is really the measures that we put in place to help us achieve the more long-term goals. So, we could have this big, huge amazing long-term goal but if we don't have the clear bite-size steps to help us to get there, those smaller short-term goals, then we're just going to be left dreaming, we don't have those actionable steps to put in place to help us to achieve it and make sure that we know the stages in the process. So really, really important that we break those different elements down in the short-term to reach the long-term goals.

Next, we have to write them down. This isn't something that we can just visualize in our heads, we need to write these things down to make it much more tangible and to attach ourselves to that element of commitment and things that we're putting in place and what we want to achieve.

Next, we need an action plan. So, we've established our goals, short-term and long-term, we've written these down but then we need to move on to thinking about how we're going to actually make this happen because a goal without a plan, it's just a wish, it just remains as a dream so, developing a specific and

written plan about the goals you want to reach and the steps that you need to put into place is really, really important. As part of this process, we need to be thinking along the way about any inevitable interruptions, distractions, any dips in our enthusiasm and motivation which are going to happen, life does happen and it throws us many challenges and curve balls that we don't expect so really, really important that we are mindful of how we overcome these when they arise because, otherwise, we're going to fall into 92 percent of people that don't reach the goals that they set.

So, planning a method to help us to stay in touch with our goals throughout the year, that we're going to overcome those challenges, those lapses in our motivation levels so that we can keep moving forward despite the challenges that we might encounter. So, starting to think ahead about the days perhaps that there might be difficulties in reaching your goals and how you're going to overcome them is really, really critical.

The next step is getting started but we have to stay consistent and a big part of that is having a level of accountability so we can have internal accountability which means we look within ourselves to have a level of integrity about this whole process and looking within ourselves on a regular basis and being honest with ourselves about the way that we're approaching certain challenges, the way that we feel around our success levels and staying truly responsible and accountable for what we want to achieve or we can have external accountability whereby we involve other parties, perhaps those with similar goals to ourselves so that they can help us stay motivated so that we can tell them about our achievements, our accomplishments the days that we've remained rigid to the goals that we've set but also discussing with them any challenges that we've encountered and helping to have a level of support in keeping you staying on track essentially. So, making sure that we're holding ourselves accountable to the goals that we've set, we're staying at the level of commitment to the things that we've put in place to help us to stay on track.

And then, the last common thing to be thinking about and this is often not emphasized enough is to have re-evaluation along the way. I have started to think about how we find our challenges, whether we have stayed on track and making sure that we're making any tweaks to our plan that we need to, to ensure that we keep going and stay on that, that path towards success. So,

taking that time to evaluate things like our attitude, our mindset, anything that might have derailed at progress or distracted us or interrupted us or affected our motivation because inevitably in life we face change and challenges and we need to evaluate our actual plan and think about any slight changes or adjustments that might be necessary to keep us on that right track so, really, really critical that we have that as part of the plan.

So, what about the family? What about bringing in other people in this goal-setting process to help us as more as a family collective to set goals and to help stay attached to them and motivated to achieve them? So, in relation to a family goal, a family goal is something that we all do together, to pull together different members of the household and incorporates bringing people working together and having that set vision to what they want to achieve. So, types of goals for the family might include a daily goal, so it might be family members coming together to eat their dinner around the table every day, it might be a commitment every day to having no screen time, it might be a weekly goal that we have perhaps a game night as a family once a week. We could have monthly goals such as working together as a family to help contribute to the local community to give back in some way. It could be an annual goal such as something related to a vacation but it's really thinking about bringing the family together and having that time to think about what they want to achieve from the coming weeks, months, year ahead and again what actions can be put in place as a collective and this is a wonderful experience to bring every member of the family together to discuss their dreams, their hopes, their aspirations and what they want to achieve and how, as a family unit, these things can actually become a reality. So, really, really great time to be doing this at the moment, you know, looking forward to it with hope and optimism about the year ahead. This is a time when a lot of people are feeling quite powerless with everything that's happening around the world and a lot of things they can't necessarily control or affect or influence so it's a good time to be thinking about what can we actually change, what can we actually affect and influence for the positive, what do we want for the future and how can we make that a reality. So, really, really a great time to be coming together as a family and thinking about what we want in the coming months, in the year ahead but also thinking as an individual about the dreams and visions that we have for our future and how we can make them a reality.



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I hope this has helped you think about different ways that you can set goals for success for your future and all the best with making them a success. Thank you for watching.