



Areas that people set goals:

- ▲ Family/home
- ▲ Financial/career
- ▲ Spiritual
- ▲ Physical/health
- ▲ Social
- ▲ Mental/educational

GOAL SETTING

The New Year is a good time to make a fresh start and many people set goals or make resolutions. Follow through and achievement of goals is not a matter of luck, rather it's a result of systematic, incremental behavior change. Here are some considerations in setting and achieving your goals, whether you set them on January 1, March 3 or September 29.

1. State goals positively. Say what you will do, rather than what you won't do or what you will give up. I will be a healthy eater, smoke free, debt free, a college graduate, a home owner.
2. Make your goal precise and exact. Include dates, times, and amounts so that you can measure your achievement.
3. Set priorities. Some goals will be more important than others, and you want to direct your efforts. Saving for retirement is a worthy goal, but changing jobs may be more important at this particular time.
4. Write your goals down. Make a graph for weight loss or saving money. Track your success.
5. Set performance goals—based on what you will DO everyday—rather than outcome goals. Events beyond your control can keep you from achieving the exact outcome that you want, but your behavior, your choices are under your control. Expect that you may get de-railed occasionally. If you pick up a cigarette, skip a work-out or have a binge, get back on track immediately.
6. Set your goals high enough so that you are expending some effort, but be realistic. If you have a full time job and toddlers, it may be unrealistic to take on a full time college load. One or two classes may be more manageable.
7. Celebrate when you accomplish your goal.
8. Evaluate what you learned and set new goals.

WS can help with goal setting and other health and wellness concerns. For free, confidential assistance call Workplace Solutions at 800-327-5071.