

STRONG Life Hack : Goal Setting

Growth Mindset

What are goals?

Goals are the things in life we strive to achieve, giving us a sense of purpose and direction. Anchored in the future, goals can be driven by two types of motivation: extrinsic and intrinsic. Extrinsic motivation comes from external factors, such as receiving a reward or avoiding a punishment, while intrinsic motivation stems from internal feelings of satisfaction and personal fulfillment. Intrinsic goals, in particular, often lead to long-term success, as they align more closely with our values and inspire sustained engagement over time

What happens when we don't have goals?

When we don't have goals, we face several hazards that can negatively impact our mental and emotional well-being. These include a reduction in focus, difficulty making decisions, and feelings of inadequacy. Without goals to provide direction and purpose, it's easy to become unmotivated, overwhelmed, or stuck in a cycle of uncertainty, which can hinder personal growth and overall fulfillment

What are the risks associated with having no goals?

Some of the risks associated with having no goals include anxiety, depression, burnout, and even suicide. When individuals lack a sense of direction or purpose, they may feel lost, overwhelmed, or hopeless, which can significantly impact their mental and emotional well-being. Over time, the chronic absence of goals increases the probability of experiencing significant mental health challenges, as the lack of motivation and structure can lead to a downward spiral of negative emotions and behaviors. Without intervention or support, these risks can escalate, making it critical to address goal-setting as a protective factor for mental health.

How to do on the job site.

Goal setting in front of peers can feel uncomfortable because goals are often deeply personal. If individuals are met with ridicule or negativity while sharing, it can create tension, discourage participation, and undermine the process. To foster a safe and respectful environment, it's important to set the tone from the start. Clearly explain that any behaviours that make others feel uncomfortable or disrespected during goal setting will not be tolerated, and those who cannot uphold these expectations may be asked to leave. Creating a supportive atmosphere ensures everyone feels safe to share and engage in the process

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How to set goals

Setting goals begins with identifying what truly matters to you. Start by reflecting on your values, interests, and aspirations to determine what you want to achieve. Break your goals into smaller, actionable steps, and ensure they are specific, measurable, achievable, relevant, and time-bound (SMART). Consider focusing on intrinsic goals that align with your personal growth and bring long-term satisfaction. Write your goals down, track your progress, and adjust them as needed to stay on course. Remember, even small steps toward a goal can create a sense of purpose and direction, improving your overall well-being

Why it works:

Goal setting works because it provides a clear sense of direction and purpose. By defining what we want to achieve, we create a roadmap that helps focus our efforts, prioritize tasks, and measure progress. Goals also motivate us by breaking larger aspirations into manageable steps, building momentum and confidence as we achieve each milestone. Psychologically, setting and pursuing goals can enhance self-discipline, boost motivation, and create a sense of accomplishment, all of which contribute to personal growth and well-being.

Goal setting exercise



How to do on the job site.

Not everyone will feel comfortable sharing their goals with you, and that's perfectly okay. Sometimes, simply initiating the conversation is enough to start the process of self-reflection. Be open to side conversations as individuals begin to think about their own goals and feel ready to share. Creating a supportive environment where people feel safe to open up, at their own pace, can make a significant difference.