

Performance Point

Goal Setting 101:

If you are going to do it, do it right!



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Goal setting is one of the most commonly used terms in high performance sport. It is easy to do well, but unfortunately it is also very easy to do poorly. **Types of Goals** and the **Goal Setting Process** are discussed below to bring you some clarity and make Goal Setting effective for you.

Types of Goals: **Outcome Goals**, **Performance Goals**, and **Process Goals**. Of note, *your level of control goes from low to high* as you move from Outcome to Performance to Process Goals.

- **Outcome Goals** are those which focus on the end-result of a competition that depends on how well you perform against / compared to an opponent(s). **Control Level = LOW**, since the actions and behaviours of your competitors can significantly impact whether or not you achieve your goal.
- **Performance Goals** are those which focus on achieving a certain standard of performance or an objective measure that is comparable to your own previous results. **Control Level = MEDIUM to HIGH**, since these are determined primarily by your actions and behaviours, although some external factors may impact you (e.g., environmental conditions, race strategies of others, equipment issues).
- **Process Goals** are those which focus primarily on the 'quality' of a skill, technique, strategy, behaviour, etc. These goals are the fundamental building blocks to achieving both performance and outcome goals. For example, to improve your personal best or win, you may need to improve your stride / stroke length, increase communication with a team-mate, become more 'fluid' in your execution of a skill, etc. **Control Level = HIGH**, since these are generally things you can work on and develop independent of your competition and in a variety of environmental conditions.

Goal Setting Process: When setting your goals (Outcome, Performance, or Process), use the following acronym for setting **S.M.A.R.T.(S)** goals and the sample worksheet at the bottom of the page:

- **S** for **Specific** – avoid vague or general goals
- **M** for **Measurable** – working from a baseline measurement, what are you aiming for?
- **A** for **Achievable** – aim for something that will be a challenge, but not unrealistic
- **R** for **Relevant** – pick something that YOU want to achieve
- **T** for **Target-date** – when are you aiming to have it achieved by?
- **(S)** for **Strategies** – what, where, when, or how are you going to achieve it
- If appropriate, **you can set additional sub-goals** (i.e. steps, blocks, etc) here if they will facilitate your ability to map out a course of action to achieving your primary goal.

Sample Goal Setting Worksheet - S.M.A.R.T.(S).

Specific	Measurable	Achievable	Relevant	Target-Date	Strategies
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

I WILL ...

Strategies:

- | | |
|---|---|
| • | • |
| • | • |
| • | • |

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