Performance Point Goal Setting 101: If you are going to do it, do it right!



by Dr. Bruce Pinel, Sport Psychologist, Canadian Sport Centre Pacific

February 2007

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.

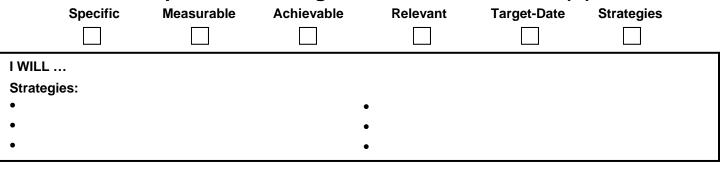
<u>Types of Goals</u>: *Outcome Goals, Performance Goals,* and *Process Goals*. Of note, *your level of control goes from low to high* as you move from Outcome to Performance to Process Goals.

- 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.

<u>Goal Setting Process</u>: 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).



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