



Day Two: Setting Your Goals

Time Allowed

60 Minutes

Teaching Format

Troop presentation

Learning Objectives

As a result of this session, participants will be able to do the following:

1. Explain what a goal is.
2. Describe and use the SMART Goals tool.
3. Write personal and patrol goals that pass the SMART Goals test.
4. Determine the goals that will allow their patrol to fulfill their vision of success.

Materials Needed

- Visual aid(s) developed by the presenter
- Video clip(s) available on the National NYLT Google Drive
- Computer
- LCD projector and screen
- Appropriate sound system for presentation venue
- Handout: SMART Goals Worksheet

Recommended Presenter

NYLT staff member

Recommended Location

Troop assembly area

PRESENTATION OUTLINE

Note: Guide participants to locate the Participant Notes sheet for this session in the Participant Notebook. Encourage them to be taking note of key words, key points, and their top three takeaways from the session.

Opening Discussion (15 min)

The presenter reviews the definition of a vision:

- A vision is what future success looks like.
- It's a picture of where you want to be in the future.
- "If you can see it, you can be it."
- To be of use, a vision needs to be big. It has to be elephant sized.

Question: “How do you eat an elephant?”

Answer: “One bite at a time!”

Question: “How do you fulfill a vision?”

Answer: One goal at a time.”

If a vision is the elephant, goals are the bites that allow you to eat the elephant. Goals are the steps you complete to fulfill a vision. Goals are the bite-sized pieces of the vision you accomplish one at a time. Fulfilling a vision might require a few goals, or it might take many; it all depends on your vision.

The presenter gives the following example of goals leading to a vision:

A mountaineering team could have a vision to make it to the top of Mount Everest this year. To reach this vision, the team breaks up the trek to the top into four intermediate base camps—each camp farther up the slope than the previous one. These become goals to be achieved that will increase their chance of fulfilling their vision—reaching the top.

There are many ways to think of goals—as the rungs on a ladder or as small footsteps of a long journey.

Setting goals—and then reaching them—is the pathway to fulfilling a vision. That’s the way to eat an elephant—one bite at a time. Let’s take a look at the process for scaling Mount Everest:

Show “2_04_Setting Your Goals_Video Clip 1” available in National NYLT Google Drive.

Goals are the steps that move us toward our vision. Vision is the elephant. Goals are the bites of the elephant. How do you realize a vision? One goal at a time. The best goals are SMART Goals.

Introduce SMART Goals (10 min)

Each of the letters in SMART stands for an important test of a goal: Specific, Measurable, Attainable, Relevant, and Timely.

Specific

Ask participants what *specific* means and solicit responses.

Specific means clear and understandable. A goal needs to be specific. Everyone needs to know exactly what’s involved.

Take the team that has a vision of climbing Mount Everest. They have set goals to establish four camps, each one higher up the mountain. Is this specific enough? Discuss participants’ responses of why or why not.



How can they make it more specific? Elicit responses and discuss the results. Be sure to cover the following possible responses:

- Map out location of each camp.
- Calculate number of trips vs. Sherpas they need to supply each successive camp up the slope.
- How much food, fuel, etc., do they need at each camp?
- Who will make the final trek to the summit? Who will stay at each base camp?
- How will they communicate between camps?
- How many tents do they need?

Is their goal now clear? Yes.

Measurable

Ask participants what *measurable* means and solicit responses.

How do you know if you're done? You need a way to measure your goal so that you know when you have completed it.

How would the climbers know if they are done? When will they know if the camp is established? Elicit responses and discuss, including the following possible answers:

- All the tents are up.
- Everyone who is supposed to be at the camp is there.
- All the supplies made it up from the camp below.
- Communication is established.

Attainable

Ask participants what *attainable* means and solicit responses.

Attainable means it can be done. "I see myself as a famous musician" might be a goal of yours, but it is unlikely to be fully realized—or is it? Is it a vision or a goal? It's a vision! It's big; it's a dream!

A goal can be challenging, but you should be able to see how you can reach it. It needs to be relevant—a step along the way to your vision. "I want to play the guitar really well." That's a much more attainable goal—one that fits the SMART Goals test and is necessary to be a famous musician.

Let's go back to the team set on reaching the top of Mount Everest. Is their goal of establishing the four base camps attainable? How do you know? (*Elicit a short discussion before going on.*)

Each person brings their own set of skills, strengths, and ideas to accomplishing each goal along the path to reaching a vision.

The members of the Mount Everest team are all eager to have their expedition be a success, and they all have agreed that one of the goals on the way to fulfilling their vision is to establish the four camps. Some team members are better at breaking the trail up the

slope, others at hauling heavy loads, others at pitching tents so they will stand up to severe weather. Everyone draws on their own strengths to help reach the team's goals.

Relevant

Ask participants what *relevant* means and solicit responses.

Relevant begs the question, why are you doing it? Discuss how the goal of establishing the four base camps is relevant to the overall vision of reaching the top of Mount Everest.

All goals need to be related to achieving the vision, no matter how large or how small, whether they are short-term goals or long-term goals. If the goal is not connected to reaching the vision, why are you doing it?

Timely

Ask participants what *timely* means and solicit responses.

Completing goals needs to happen within a certain amount of time; otherwise, you can get stuck pursuing one goal and not move forward toward your vision. As you lay out goals, predict how long each will take. If one is going to require a great deal of time, it might be wise to break it into several smaller goals. Instead of trying to eat the elephant with huge mouthfuls, you are cutting it up into manageable bites.

On Mount Everest, a window of good weather lasts about a month each spring. Climbers must carefully plan the time it will take to establish each of their four camps and still have enough time to reach the summit, even if there are delays because of storms or other unexpected problems.

The vision of getting to the summit of Mount Everest is a dream the climbers have. To reach it, they must work together and be smart about the goals they set. They must be (*have them say it out loud with you*): **Specific** (clear, understandable), **Measurable** (you know when you are done), **Attainable** (you can do it), **Relevant** (why you are doing it), **Timely** (done when it is needed).

SMART Goals / Not SMART Goals (10 min)

The presenter shares a vision to be a physician. There are lots of goals that are the stepping stones toward realizing this vision.

Discuss whether each of these goals is a SMART Goal that really will result in progress toward the vision. Use the SMART Goals worksheet to help explain each decision.

- To pay for medical school, I'm going to win the state lottery.
- Next semester, I'm enrolling in the college prep chemistry and biology classes at my high school.
- One evening a week, I'm volunteering as an aide at a health clinic near my house.
- I'm going to read some books about some medical stuff.
- I have an appointment next week with my school guidance counselor to talk about courses I should take to get ready for college.
- I'm going to watch lots of medical shows on television.



- My parents are helping me plan to visit a medical school during my winter break this year.
- I have looked at advancement opportunities that can help me reach my goal of the highest achievement in my program.
- I'm going to buy my own stethoscope and teach myself how to use it.

Setting Individual Goals (10 min)

Goals are essential for teams to fulfill their visions. Goals are important for people to realize personal visions, too.

The presenter shares that many of them have had a vision of success that includes becoming an Eagle Scout or earning the Summit Award. That's a mighty big elephant—those awards can't be earned overnight.

What are some of the goals that would lead a Second Class Scout or new Venturer toward fulfilling that vision of achieving the most that Scouting has to offer?

Seek examples from participants, and to keep the discussion moving, add these:

- Pass the First Class swimming requirement at camp this summer
- Participate in NAYLE next summer
- Take part in 10 campouts a year
- Attend a high-adventure camp next summer

Explain that those all seem like fine goals. But are they SMART Goals?

Let's look at some of the goals of that Second Class Scout who sees becoming an Eagle Scout as part of their vision of success. Are they SMART Goals?

Walk through this example while utilizing your visual aid(s). Depending on how much time you want to spend, lead the group in applying the SMART Goals test. For example, "Pass the First Class swimming requirement at camp this summer."

Specific—Yes. The First Class swimming requirement is very specific.

Measurable—Yes. The measure of success will be completing the swimming requirement to the satisfaction of the Scout camp aquatics staff.

Attainable—Yes. This is an attainable goal, though the Scout might need to take some lessons at a local pool and will need to practice a few times a week before going to Scout camp.

Relevant—Yes. It is a goal that will help fulfill the vision of becoming an Eagle Scout.

Timely—Yes. The goal can be completed this summer at Scout camp.

Patrol Goal-Setting Exercise (10 min)

During the Finding Your Vision session, each NYLT patrol used a worksheet to develop a vision of patrol success. Have the troop guides provide support to their patrols during the following exercise:

1. Refine the patrol vision to make sure it is a vision and not merely a goal.
2. Ask patrol members to review the statement of vision they developed for themselves, then write down five goals to achieve as a means of fulfilling their vision.
3. Ask one or more patrols to offer both their statement of vision and the goals they have identified as some of the steps that will move them closer to fulfilling that vision.
4. Invite the patrol to explain how they applied the SMART Goals test to each of their goals and what they discovered along the way? If any of the goals will benefit from revision, help patrol members work through the process until their goals fit the SMART Goals format.

Organizing Goals (3 min)

We can't complete every goal at the same time. There has to be some order in how we address them. Furthermore, some goals can be achieved in a short amount of time, while others are long-term goals that may require a number of smaller steps to complete.

Organizing goals and figuring out how to achieve them in the most effective way requires planning. We'll cover some effective ways to do just that in the NYLT session on planning, and then we'll have all the pieces of the Vision—Goals—Planning tool.

Vision—what future success looks like

Goals—the accomplishments leading to fulfilling the vision

Planning—how we will achieve each goal

Summary (2 min)

Wrap up this session by asking participants to:

- Explain what a goal is.
- Describe the SMART Goals goal-setting tool.

Remind them that:

- Goals are the steps that lead toward fulfilling a vision.
- Having SMART Goals makes reaching that vision much more likely.

Remind participants to take a moment to ensure they have noted their top three takeaways in their Participant Notes for this session.



SMART Goals Worksheet

Goals are steps toward fulfilling a vision. They are the bites that enable you to eat the elephant. To be effective, a goal should pass the SMART Goals test. Use the space below to write ways in which a goal you are testing fulfills each requirement of a SMART Goal.

Specific

The goal is specific in these ways:

Measurable

The goal is measurable in these ways:

Attainable

The goal is attainable in these ways:

Relevant

The goal is relevant in these ways:

Timely

The goal is timely in these ways: