

Igniting Excellence

A 3-Day Motivation Intensive for Athletes

Agenda



Day 1 - Setting Goals

- Goal-Setting Theory
- Goal-Orientation Theory

Day 2 - Mindset

- Mindset Theory
- Flow Theory

Day 3 - Accept Criticism

- Adam Grant

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Day 1

Setting the Score

Unchain the Power of Goal Setting for Athletic and
Academic Triumph

Caterina Bisacchi
ALEC 887 Fall 2023

Goal-Setting Theory

Edwin A. Locke

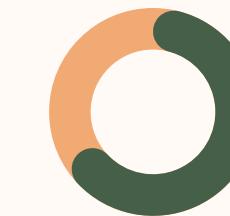
Goals influence behavior and it can be moderated by:

- goal characteristics
- level of commitment
- goal importance
- levels of self-efficacy
- feedback
- task complexity

What is a **goal**?

What the individual is consciously trying to do.

Goal benefits



Direct **attention** and **action**



Mobilize **energy** → higher and persistent **effort**



Develop new **strategies**



Goal achievement → **satisfaction** and further **motivation**

Goal characteristics

- Specific
- Difficult but attainable
- Accepted
- Accompanied by feedback
- Used to evaluate performance
- To be completed by deadlines
- Learning goal (vs. Performance goal)
- Individual or group

Goals need to be Specific

Specific goals illustrate what you should strive for and facilitate your ability to analyze your progress.



"I will do 2:05:00 in the 200-yard freestyle"



"I will improve my time in the 200-yard freestyle"

Goals must be Difficult but Attainable

If the goal is too easily achievable, it will not push you to work hard. However, the goal must be in your capabilities.



"I will do 2:05:00 in the 200-yard freestyle"



"I will do 1:30:00 in the 200-yard freestyle"

Goals must to be Accepted

Goals assigned by others can lead to a low level of commitment.
Thus, active participation in the goal-setting process leads to greater goal commitment.



"I will do 2:05:00 in the 200-yard freestyle"



"Your goal is to do 2:05:00 in the 200-yard freestyle"

Feedback must be provided on goal attainment

Feedback helps you determine how well you are doing and the nature of the adjustments needed to improve your performance.



Your prelims time was 2:06:08.



Watch the video of the race to adjust your technique.

Goals are more effective when used to evaluate performance

The impact of the goal increases if you know it will be used to assess the quality of your path.



Sarah improved his time by 3 seconds.



John improved his rank by 2 positions.

Deadlines improve the effectiveness of goals

Deadlines act as a time-control mechanism and increase the motivational impact of goals, leading to increased effort as the deadline approaches.



"I will do 2:05:00 in the 200-yard freestyle before March 31, 2024."



"I will do 2:05:00 in the 200-yard freestyle as soon as possible."

A Learning Goal Orientation leads to higher performance

A Learning Goal Orientation leads you to develop competence by mastering challenging situations. On the contrary, a Performance Goal Orientation leads you to demonstrate and validate competence by seeking favorable judgments.



"To improve my time I need to improve my technique in the water"



"The only important thing is to go faster."

Group Goal-Setting is as important as Individual Goal-Setting

The combination of compatible group and individual goals is more effective than either individual or group goals alone. When you perceive that other teammates share your personal goals, you will be more satisfied and productive.



Your teammates want to improve their own time before March 31, 2024, as well.



"I am alone in this journey."



How can I set an effective goal?

Set a Goal

Step 1

Define what you are trying to achieve.

Step 2

Set a SMART goal (Specific, Measurable, Achievable, Realist, Time-bound).

Step 3

Write down your goal.

Step 4

Create an action plan.

Step 5

Be accountable.

Step 6

Reflect and fix.

Goal-Orientation Theory

Carol S. Dweck

People's **conception of their ability** influences the goals they pursue.

People behavior is affected by **approach** and **avoidance** tendencies.

Incrementalists vs Entitists

Incrementalists

- Learning Goal Orientation
- Focus: acquisition of knowledge and perfecting of competence
- They approach tasks that are challenging for them
- Errors: opportunity to learn from mistakes

Entitists

- Performance Goal Orientation
- They view their ability as fixed
- They avoid tasks that do not allow them to easily demonstrate their proficiency

Proving vs Avoid Goal Orientation

Proving Goal Orientation

- Find ways to demonstrate their competence
- Make favourable impressions on others

Avoid Goal Orientation

- Find ways to avoid tasks where they may be shown to be incompetent
- Avoid making negative impressions on others

Motivation Matrix

Discover your Motivation

	Incrementalist	Entitist
Approach Goal-Orientation	Mastering a task hoping to receive positive feedback.	Performing a task in front of others to receive positive feedback.
Avoidance Goal-Orientation	Master a task out of fear of receiving negative feedback.	Performing a task in front of others out of fear of receiving negative feedback.

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Thank you!

See you tomorrow with others Motivation Tips

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Day 2

Achieving Success

The Art of Cultivating the Right Mindset

Mindset Theory

Carol S. Dweck

There are two types of mindset that a person can possess to meet the challenges of life:

Growth Mindset
Intelligence
can be
developed

Fixed Mindset
Intelligence is
static

Growth vs Fixed Mindset

Growth

- Challenges: to avoid
- Obstacles: give up easily
- Effort: seen as fruitless or worse
- Criticism: ignore useful negative feedback
- Success of others: seen as a threat

Fixed

- Challenges: to embrace
- Obstacles: persist in the face of setbacks
- Effort: seen as the path to mastery
- Criticism: learn from it
- Success of others: seen as lessons and inspiration

Growth Mindset benefits

- Embrace failure as a learning opportunity
- Feel more comfortable receiving feedback
- Develop new skills
- Feel more positive
- Improve your self-esteem
- Attract better colleagues and friends
- Reduce the risk of depression
- Improve your resilience
- Improve the working environment around you

How can I develop a Growth Mindset?



Develop a Growth Mindset

Step 1

Identify your mindset and recognize fixed mindset traps.

Step 2

Embrace challenges by learning something new.

Step 3

Make mistakes without fear of failure.
Harness the power of "yet".

Step 4

Value your effort and cultivate persistence.

Step 5

Seek out constructive feedback.

Step 6

Surround yourself with growth-minded people.

Step 7

Celebrate your small wins and the success of others.

Flow Theory

Mihaly Csikszentmihalyi

"Being "in flow" is the way that some interviewees described the subjective experience of engaging just-manageable challenges by tackling a series of goals, continuously processing feedback about progress, and adjusting action based on this feedback."

Nakamura, J., & Csikszentmihalyi, M.

Flow characteristics

-  Intense and focused concentration on what you are doing in the present moment
-  Merging of action and awareness
-  Loss of reflective self-consciousness (i.e., loss of awareness of yourself as a social actor)
-  Sense that you can deal with the situation because you know how to respond to whatever happens next
-  Distortion of temporal experience (typically, a sense that time has passed faster than normal)
-  Experience of the activity as intrinsically rewarding, such that often the end goal is just an excuse for the process

Flow benefits



Heavy sense of concentration → higher quality of work



Sense of clarity → you know what needs to be done without thinking about it



Lack of obstacles → no bad thoughts and bad feelings



Good feelings → general sense of well-being and a lasting sense of happiness and fulfillment

How to get into a flow state?

Get into the Flow State

Step 1

Balance challenge and skill.

Step 2

Establish clear goals.

Step 3

Reduce distraction.

Step 4

Stop multitasking.

Step 5

Don't force it.

Step 6

When in doubt, do something you like.

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Constructive Resilience

The Art of Cultivating the Right Mindset



How to Love Criticism

Adam Grant

"Criticism is a powerful tool for improvement, but it's also a double-edged sword. It can harm our self-esteem and relationships, or it can help us learn and grow."

How to approach constructive criticism?

Approach a constructive criticism

Step 1

Built a growth mindset.

Step 2

Ask for feedback rather than waiting for it.

Step 3

Consider it as a learning process.

Step 4

Learn to give constructive feedback.

Step 5

Listen, reflect, and take action.

References

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Thank you!



“The secret of my future is hidden in my daily routine.”

Mike Murdock

You are capable of manifesting all your goals and intentions this year.