

GOAL SETTING

Set the right goals and achieve them

◆ ABOUT THE COURSE

Goal setting is widely accepted as a useful framework at work, yet while most of us begin with good intentions, we often do not make it to the end. The truth is the brain is not set up for change, and it can react to a new goal as a threat, making it feel unattainable.

This session will help you understand why we resist the behaviour change a goal requires, and how to work with the brain rather than against it. We will look at motivation, reward and focus, and at approaches that work better for the neurodivergent brain.

◆ SESSION AGENDA

- 01 Why Goals Go Wrong**
Explore the gap between knowing you need to change and actually acting.
- 02 The Neurodivergent Brain**
Discover why small systems and habits can work better than distant outcomes.
- 03 Motivation and Rewards**
Learn how values, autonomy and reward help you move from "have to" to "want to".
- 04 The SMARTER Framework**
Add values and reward to the classic SMART model to set goals that stick.
- 05 Your RAS**
Understand how writing and visualising goals keeps your attention on what matters.

◆ INTERACTIVE EXERCISES

Goal Roadblocks

Reflect on past goals and identify the factors that stopped your progress.

Values and Identity

Link a work goal to the kind of person you want to be and one behaviour to practise.

Have To vs Want To

Share strategies in small groups to motivate yourself towards an off-putting task.

Task and Reward

Pair upcoming tasks you are putting off with a reward for completing them.

Make It SMARTER

Rewrite a current goal using the SMARTER framework.

◆ LEARNING OUTCOMES

- ◆ Understand why goals go wrong and how to bridge the gap between knowing and doing.
- ◆ Learn how to anchor goals to your values and pair progress with rewards to stay motivated.
- ◆ Gain practical tools, including the SMARTER framework and visualisation, to set goals that stick.

FACILITATED SESSION

This is a facilitated, discussion-led workshop rather than a lecture. Your coach guides the group through practical exercises, encourages open discussion, and creates an engaging environment where participants can share experiences, challenge their thinking and learn from one another.