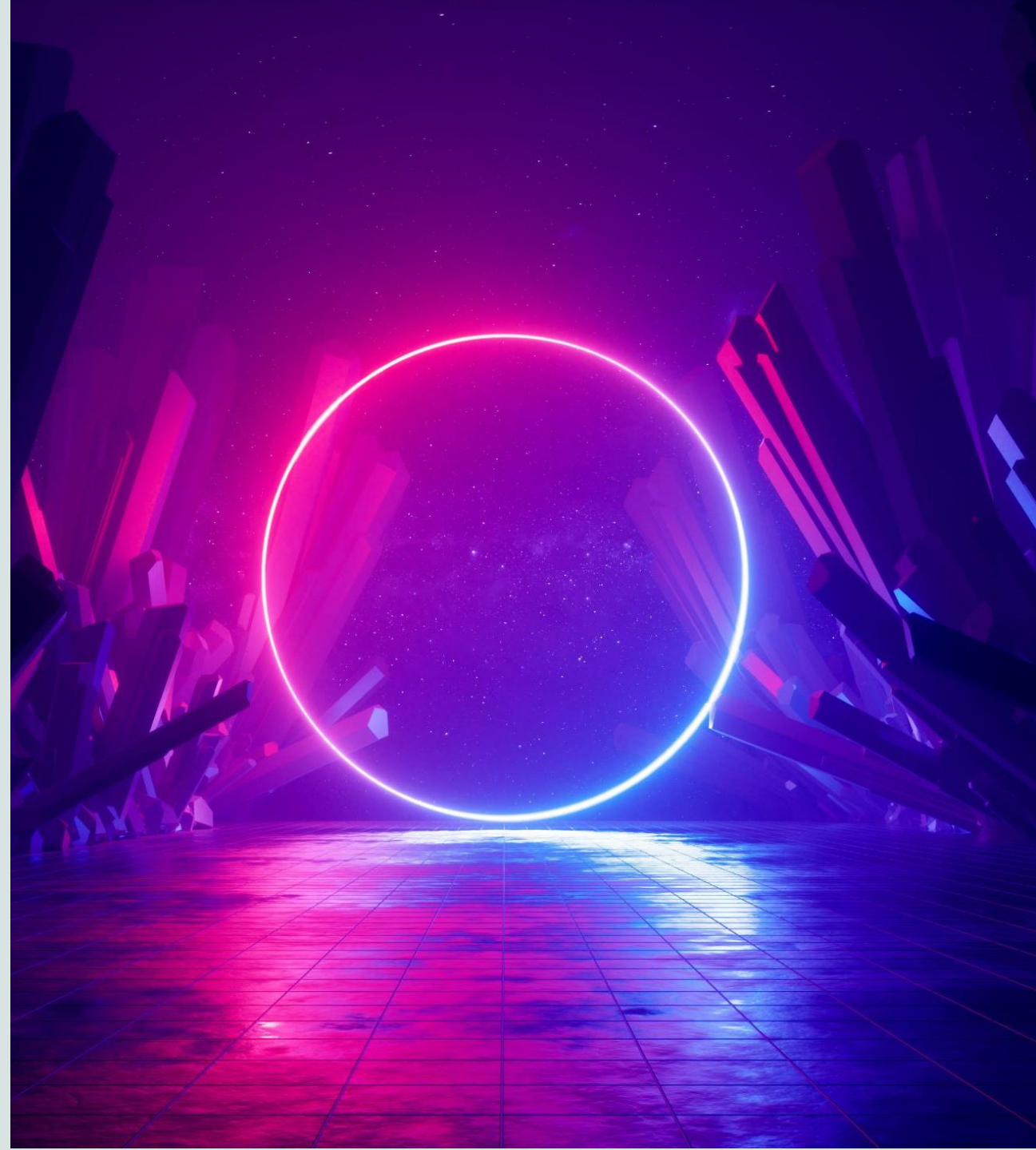


GOAL GETTERS



Presented by: Laurel M. Schaefer
&
Sean Venckus



Laurel M Schaefer

Laurel is the lead Health Promotion Coordinator for DFAS. She is a graduate of the Exercise Science and Kinesiology program at Shepherd University. She has spent the past 17 years supporting those who want to adopt a healthier lifestyle through nutrition and exercise. She brings a holistic, inclusive approach to wellness, combining her passion for fitness, advocacy for accessible mental health programs and practices, and zeal for lifelong learning. She brings her skill set to DFAS with the mission to enhance opportunities and create more avenues for wellness in the workplace. In this spirit, Laurel also provides health and wellness coaching for DFAS employees under the DFAS Wellness Program as a certified HWCA Health and Wellness Coach. She also holds multiple fitness instruction certifications and is a Registered Yoga Instructor, Meditation facilitator, and Human Kinetics Athletic Coach.

In her spare time, she returns to her other passion, the arts. In addition to being a multi-medium artist, she enjoys teaching art and design to students of all ages. Laurel lives in Maryland with her husband, Eric, and two dogs Julep and Delta.

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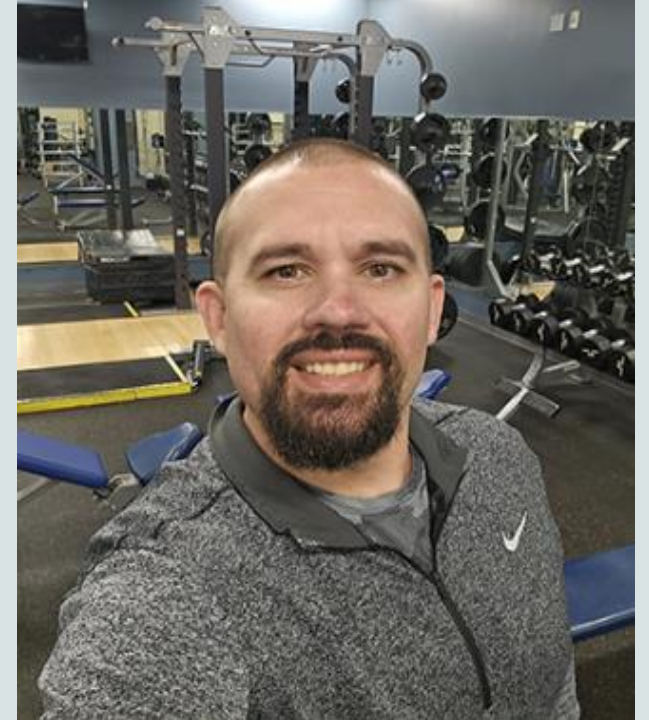


Sean Venckus

Program Manager, MS, CSCS, TSAC-F

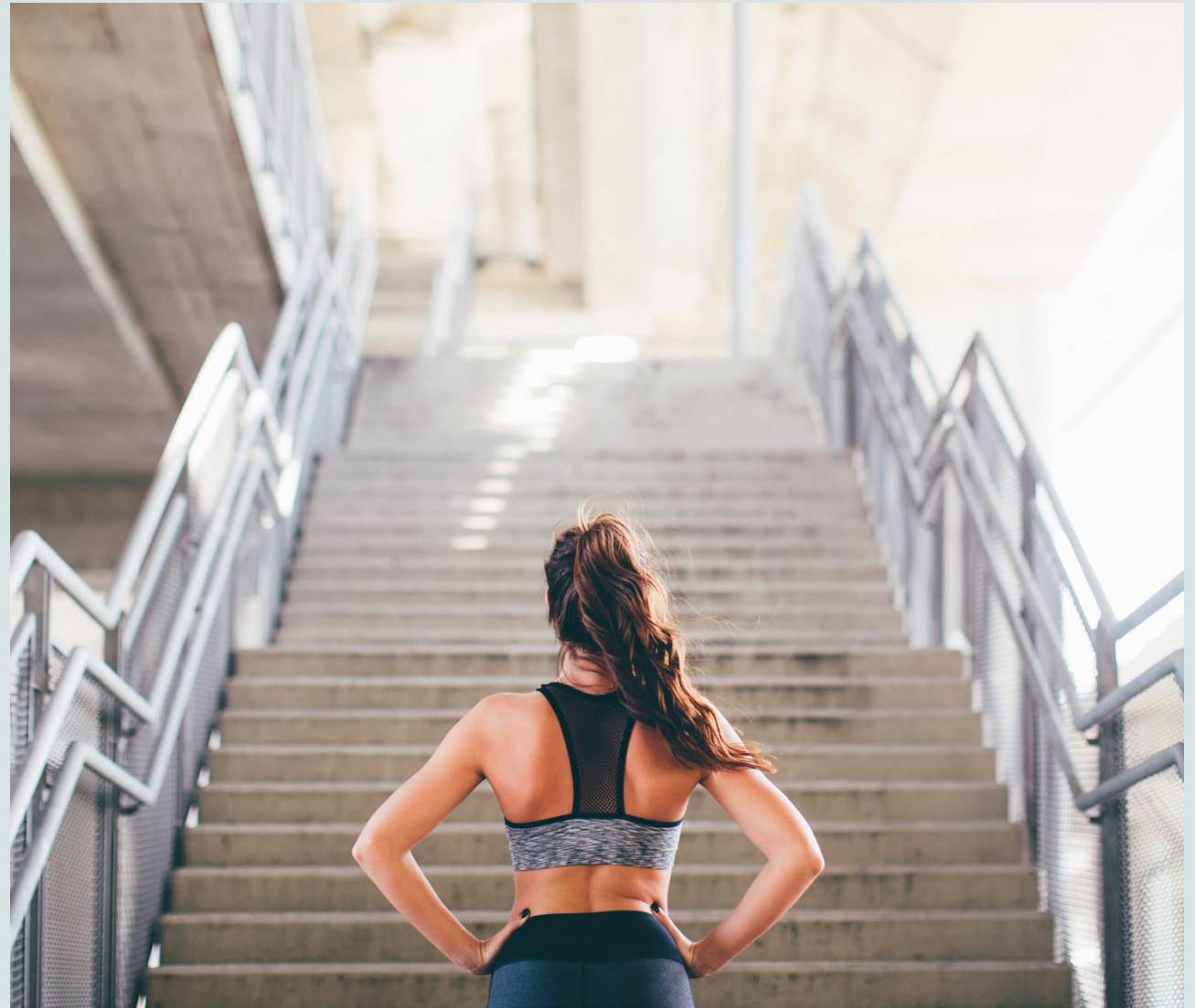
Sean is a United States Army Veteran with over a decade of leadership experience in sports medicine as well as strength and conditioning. He has a Bachelor of Science degree from George Mason University in Athletic Training as well as a Master of Science degree from Concordia University Chicago in Strength and Conditioning. Sean spent 8 years as an Athletic Trainer for the University of Alabama Huntsville Hockey and Baseball teams prior to joining Millennium. Sean has spent the last three years as the Wellness/Fitness Coordinator for the Von Braun Fitness Center (VBFC) supporting the Missile Defense Agency (MDA) in Huntsville Alabama. While supporting the daily needs of the VBFC, Sean has also worked strategically with the Millennium management team to create agency-specific programming to better support MDA's wellness vision. He was also instrumental in guiding the agency into a new digital era of member support and tracking.

Sean has been married to his wonderful wife Katie for 13 years and has a son Ryan (7) and a daughter Avery (4). When not at the gym, Sean can be found at the golf course, fishing pond, or his backyard grill.



Goal Getters

- The Importance of Goal Setting
- Finding The Right Goal
- Setting a Plan For Success
- Get That Goal!
- How Coaching and Mentoring Can Help
- A Few Things About Goal Seeking and Behavior Change





The Importance of Goal Setting

Understanding where you are right now and where you hope to be is essential to accomplishing the things that are most important to you. One of the best exercises you can do is to **grab a piece of paper and write down your goals** for the next month, the next year, and maybe even the next five years. Then, as you continue to grow, you can keep your priorities in check. *Don't be alarmed if your goals change over time.* It's okay to reevaluate and modify as priorities and goals often shift. Being a Goal Getter means that there are big possibilities ahead of you. Leave some room for wonder, unexpected growth, and challenges.

Coaching and Mentorship in Goal Setting

Research supports the role of coaching and mentorship in the goal-setting process. A study published in the *Journal of Applied Psychology* (2018) demonstrated that **individuals who had mentors or coaches to guide them in setting and achieving their SMART goals had a 76% higher success rate** than those who worked independently. Mentorship provides feedback, motivation, and a structured process for overcoming obstacles, which enhances the effectiveness of SMART goals.



How a Coach Can Help

A health and wellness coach can help their client in goal setting by guiding them to clarify their priorities, identify realistic and meaningful goals, and create a personalized action plan. The coach will ask powerful questions to help the client reflect on their current habits and challenges, encouraging self-awareness and motivation. By breaking down larger goals into manageable steps, the coach can help provide structure and accountability, ensuring the client stays focused. Throughout the process, the coach offers support, additional resources, encouragement, and adjustments as needed, helping the client stay committed and navigate any obstacles that arise in their journey toward achieving their goals. The coach is on your team and is never a source of judgment or criticism in the relationship. In fact, a coach holds unconditional positive regard throughout the partnership!



How A Mentor Can Help

A mentor plays a crucial role in helping someone achieve their goals by offering guidance, support, and wisdom based on their own experience. Here's how a mentor can help with goal achievement:



Thoughts For Finding a Great Mentor

Have Your Goals Ready to Roll: Before seeking a mentor, clarify your personal or professional goals. Knowing what you want to achieve will help you identify someone with the right experience and expertise to guide you.

Identify Potential Mentors: Look for individuals who have achieved what you aspire to, or who have experience in the area you wish to grow in.

Seek Shared Values: A good mentor should align with your values and work style. Look for someone whose approach and philosophy resonate with you, as this fosters a better connection and communication.

Observe Their Mentoring Style: Pay attention to how potential mentors interact with others. Are they approachable, open to giving advice, and supportive?

Leverage Your Network: Reach out to people within your existing network for recommendations. Ask colleagues, supervisors, or friends if they know someone who could be a good fit as a mentor.

Start with Informal Conversations: Before formally asking someone to be your mentor, start by seeking their advice on a specific challenge or area of interest. This allows you to assess their willingness and compatibility as a mentor.

Be Open to Multiple Mentors: Don't feel limited to one mentor. You may find value in having mentors with different strengths—one for career development, another for personal growth, or one for a specific skill you want to develop.

Be Respectful of Their Time: Good mentors are often busy, so be considerate when reaching out. Be clear about what you're asking for and respect their availability.





Finding The Right Goal

Selecting the right goal is a key step in the journey towards successful goal-getting. It's essential to have goals that are not only meaningful but also achievable. One powerful way to uncover the right focus is through assessments, which help reveal underlying health patterns, habits, and personal desires. These tools reveal current lifestyle habits, strengths, and areas for growth, making it easier to define a goal that feels inspiring yet realistic.

Wellness Vision



“A goal without a plan is just
a wish.”

Antoine de Saint-Exupery

Make it real.
Plan SMART.

S M A R T
G O A L S



SPECIFIC



MEASURABLE



ACHIEVABLE /
ATTAINABLE



REALISTIC /
RELEVANT



TIMELY

Specific

In one to two years from now, where do you want to be? To test whether your goals are specific, try to answer the following questions:

What

- What do I want to accomplish?

Why

- Specific reasons, purposes, or benefits of accomplishing the goal.

Who

- Who is involved?

Where

- Identify a location.

Take your time to think about the answers to these questions. This will help you set the foundation for everything else.



Measurable

Now that you know what you want, it's time to quantify it. Some of the questions that might help you determine your success are:

How much?

- o First week, first month, three months, first year.

How many?

- o Hours, miles, dollars, etc.

How will you know success has been achieved?

- o What are the magic numbers that will reflect your progress and your accomplishments?

Set milestones throughout the year and measure your progress.



Attainable

Set goals that will be a bit of a stretch for you to attain but not so far 'out there' that you will set yourself up for disappointment. Ask yourself if there are other tools or resources you might need in order to reach your goals.

Take the parameters you defined under the criteria "Specific" into consideration. Consider what could prevent you from achieving your goal. Be realistic about what is needed to make your goal achievable and be sure those things are represented in your plan accordingly.

Lastly, it may seem obvious, but assess your level of availability and commitment against the targeted goal and plan being formulated.



Relevant

How well do your goals align with the things that are most important to you? If you struggle with the relevance of your goal within the spectrum of things you care about, consider whether your goal is something you are pursuing for others. The relevance of your goals should bolster the things you find purpose in and help you articulate what you want in a broad perspective. Ask yourself why this goal is important to you.

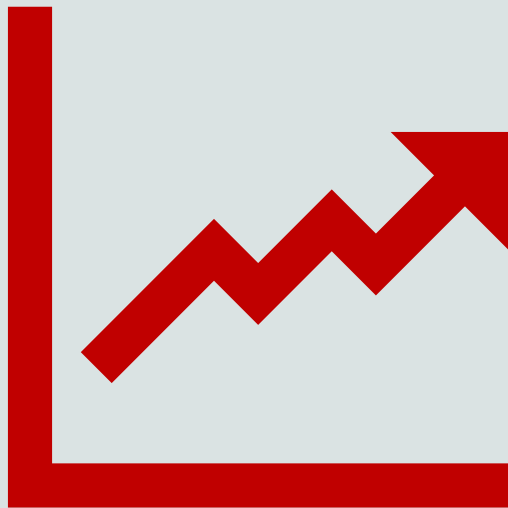


Time-Bound

Although you may not be sure how long something may take to achieve, planning the steps and specifics of your goal should involve timing. Even if you were incorrect in your planning, you can adjust your goal to fall in a more realistic time-frame, whether that is more or less time. If you have a target date to achieve your goal, it helps you stay on track and motivated to reach that date. Once you do, you can reflect on what you can improve upon or change to help you achieve your next goal.



A Few Things about Goal Seeking and Behavior Change



- **50% More Likely to Achieve Learning Objectives**
In education, a study by Moeller et al. (2012) reported that students using SMART goals were 50% more likely to achieve their academic objectives than those who set general or unclear goals. The study emphasized that measurable and time-bound aspects of SMART goals played a crucial role in tracking progress and maintaining motivation.
- **Achieving a 90% Goal Success Rate in Business**
Research conducted by *Asana* in 2020 on workplace productivity revealed that 90% of employees reported improved goal clarity and performance when their organizations implemented SMART goals. The structured format helped teams better track progress and complete tasks on time, making it a vital tool in enhancing business performance.
- **35% Increase in Exercise Adherence**
A study in the *American Journal of Health Promotion* found that individuals using SMART goals in a physical activity program were 35% more likely to adhere to their exercise routines over 6 months compared to those with vague goals. Specific, measurable actions, combined with deadlines, helped participants stay motivated and accountable.
- **50% Improvement in Smoking Cessation Success Rates**
A research study published in the *Journal of Behavioral Medicine* showed that smokers who incorporated SMART goals into their smoking cessation plan had a 50% higher success rate compared to those who did not. The clear, actionable steps associated with SMART goals helped individuals break down the quitting process into manageable parts, improving their adherence to the program.
- **10-20% More Likely to Achieve Weight Loss Goals**
A study published in the *Journal of the Academy of Nutrition and Dietetics* found that individuals using SMART goals as part of a weight loss program were 10-20% more likely to achieve their weight loss objectives compared to those who set general, non-specific goals. By focusing on measurable outcomes and clear deadlines, participants were able to maintain their commitment and achieve better results.

Questions?



Goal Get It!



Thank you for attending.