

SETTING GOALS

"A dream is just a dream; a goal is a dream with a plan and a deadline."
—Harvey MacKay

Goals call us to take Action. They give us a reason to invest our time and energy in specific activities and behaviors for specific results.

Simply put, goals motivate us to achieve something. Without goals, our energy remains unfocused and can bring random results. That is why sitting down at least annually to take a look at the areas of your life that you want to change can help you stay focused on your goals.

Enlist the **8 Pillars of Wellbeing** to map out your goals and intentions for the coming year. Consider what would have the greatest positive impact on your health.

[Goal-Setting Is Linked to Higher Achievement | Psychology Today](#)

[Navigate | Corporate Wellbeing Platform \(navigatewell.com\)](#)

8 Pillars of Wellbeing

Physical How could you improve your level of physical fitness and wellbeing?

Mindfulness Mindfulness is maintaining a moment-by-moment awareness of our thoughts, feelings, bodily sensations, and surrounding environment, through a gentle, nurturing lens. What could you do to incorporate more mindfulness into your daily life?

Nutrition Are you adequately nourishing your body?

Social Consider your network of friends and family. Does your current social circle support you adequately?

Balance Does your life feel balanced?

Financial How is your financial wellbeing? What needs do you have in terms of financial security?

Community How connected and active engaged are you in the community?

Purpose What could you do to give your life a greater sense of purpose?

THE SECRETS TO LASTING BEHAVIORAL CHANGE

Sustainable behavior change is hard work, but there are a few strategies that can improve your chances of making changes that stick:

Create exciting goals: Do you feel excited when you think about your goals? If you want to achieve your goals, they must excite you. They have to be compelling enough that you look forward to investing your time and energy in taking action to reach them. If they do not, or if you dread working on them, they probably are not the right goals for you. Whenever you feel stuck, it might be time to consider revising or changing your goal.

Build a strong support network: Surround yourself with positive people who encourage you, and limit your exposure to those that derail your efforts. This might mean limiting the time you spend with certain people or the activities you engage in.

Find alternatives: When you find yourself tempted to veer off the path that leads to your goals, have some alternatives ready. Create a list of possible substitutes in advance, so you have other healthy options to choose from.

Celebrate: Do you tend to check goals off your list and move right along to the next one without acknowledging your success? Take a moment to celebrate each achievement and milestone you reach.

Read more about the stages of change:
<https://psychcentral.com/lib/stages-of-change>



When writing our goals within Sotera Health, we use S.M.A.R.T. goals which are defined by five key elements. Without all of the elements, you might be goal setting, but not effectively creating a plan for success. Here are the five elements of S.M.A.R.T.

Specific goals have a desired outcome that is clearly understood. Define what will be accomplished and the actions to be taken to accomplish the goal.

Measurable goals have a quantifiable objective so that you can track progress. Define what data will be used to measure the goal.

Achievable goals need to be realistic in order to maintain the enthusiasm to try to achieve them. Having big goals is admirable, but you may want to break them down into smaller, achievable mile stones.

Relevant goals should be aligned with a mission. Don't set goals just as an exercise for something to do, they should have a purpose.

Time-Bound goals should have a deadline. This keeps you focused, motivated and guides priorities. All goals should have an end.