Dr. Markus Gyger
zielgerechtes Training und Coaching

Mobile: 0177 / 425 12 31
Email: markus@gyger-training.de
Web: www.gyger-training.de

Goal-Setting: Different Kinds of Goals

The objective of this exercise is to understand the effects of different approaches to goal-setting. To prepare for this, think of a goal that you set for yourself. For this exercise choose **one** of your goals. Please carry out all the tasks with the **same** goal.

Write down your goal as you have it in mind right now:

1. Long-Term vs. Short-Term Goals

What is a realistic time-frame to achieve your goal?

Do you consider the goal to be:

- ☐ long-term
- ☐ medium-term
- ☐ short-term

2. Abstract vs. Specific Goals

Is your goal more general and abstract or did you specify what exactly you want to achieve? Write down an abstract and a specific version of the goal you formulated on the first page. (Remember: goal not action steps).

Abstract

Specific

3. Avoidance vs. Approach Goals

Is your goal aimed at avoiding an undesirable outcome or towards approaching a desirable outcome? Write down a version of the goal you formulated on the first page as both an avoidance and an approach goal.

Questions that might help to transform an avoidance goal into an approach goal are "Why do I want to stop it?", "What is it that really matters to me?" Questions that might help to transform an approach goal into an avoidance goal are "What could keep me from achieving my goal?", "What do I need to stop doing in order to achieve my goal?".

Avoidance

Approach

4. Behavioral vs. Outcome Goals

Does your goal describe a desired behavior you want to live up to or does it refer to a desired outcome or achievement? Write down at least one behavioral goal ("What do I want to do / be able to do?") and one outcome goal ("What result will I ideally achieve?") associated with the goal you formulated on the first page.

Behavioral

Outcome

5. Restate Your Initial Goal

After this exercise, how would you formulate your goal so that it can be as helpful as possible for guiding your actions?