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| Here’s a section of a running order to help you write one. This is part of a Building Personal Resilience workshop. |
| Timing | Activity | Materials |
| 10.00 – 10.3030 min | Goals in relation to an adversity or set-back**Step 1: Explain goals.**Explain that there is lots of research about goal setting and performance. People achieve amazing things when there are two essential ingredients in place: * **Goals are internalized:** This drives ownership and intrinsic motivation
* **Goal achievement is self-regulated:** In other words, managers focus on what has to happen and not how it has to happen.

Explain that when helping set goals for others or when developing them with your boss, you need to make sure that goals are* **A**rticulated in term of deliverables
* **B**roken down into smaller tasks or objectives
* **C**o-created between manager and direct report
* **D**eliverable
* **E**nergising
* **F**requently revisited and reviewed
* **G**overned by you (controllable, accountable and responsible)

Walk through and discuss the importance of the preceding criteria in terms of ownership. Having all these in place will mean we’re more likely to be motivated to follow through and deliver. Not having them risks nondelivery. Discuss this with the group. 5 min**Step 2: Check your goals (in pairs or individually).**Invite participants to think about the goals they have either in respect of the adversity or challenge they have come with. Check that the goal they have is aligned with the above parameters. If it’s not, see where the gaps are and how these might be addressed. If they aren’t addressed, there’s a risk that they won’t be achievable, and this will further undermine resilience. If doing this in pairs, offer 10 minutes a pair. You may need to flex on time here.20 min**Step 3: Debrief.**Ask: * What insights have participants had?
* How do the goals stack up against the criteria?
* Where are the gaps?
* How can they be addressed?
* What’s next?

5 min**Objective:** To conduct a reality-check around personal goals related to a current adversity | PowerPoint slide |