



BUILDING RESILIENCE

Work Sheet 3

Motivation and proactivity are key characteristics of resilience, and one of the most effective ways of enhancing motivation and being proactive is by setting and monitoring goals. There are many different types of goal, so it can be useful to firstly identify a larger goal (e.g. a particular job you want to get, a project you would like to do), and then work out the smaller steps that form part of that journey.

1. The big dream

2. How to get there? (e.g. courses, training, support)

3. What can you work on right now? (i.e. skills to develop)

Next, focus specifically on developing and monitoring smaller goals (process goals, or number 3 in the above diagram) to help make a plan, recognise your progress and see how each goal will help you to get closer to your bigger dream. If you are unsure of these, think about skills you would like to develop, or feedback you often receive. Choose one skill with which to practice writing a detailed SMART goal.

Specific (what is the goal?)	
Measurable (how are you going to know when you have achieved it?)	
Action orientated (do you need to do it? How does it relate to your longer-term goals?)	
Realistic (is it within reach? Not too easy, not too difficult?)	
Time-framed (when do you want to have achieved your goal?)	

Once you have your detailed goal, monitor it over time. Was it achievable? Did you manage it in the stated time? How do you feel now that you have achieved your goal? Can you set another one to help you continue with your development?

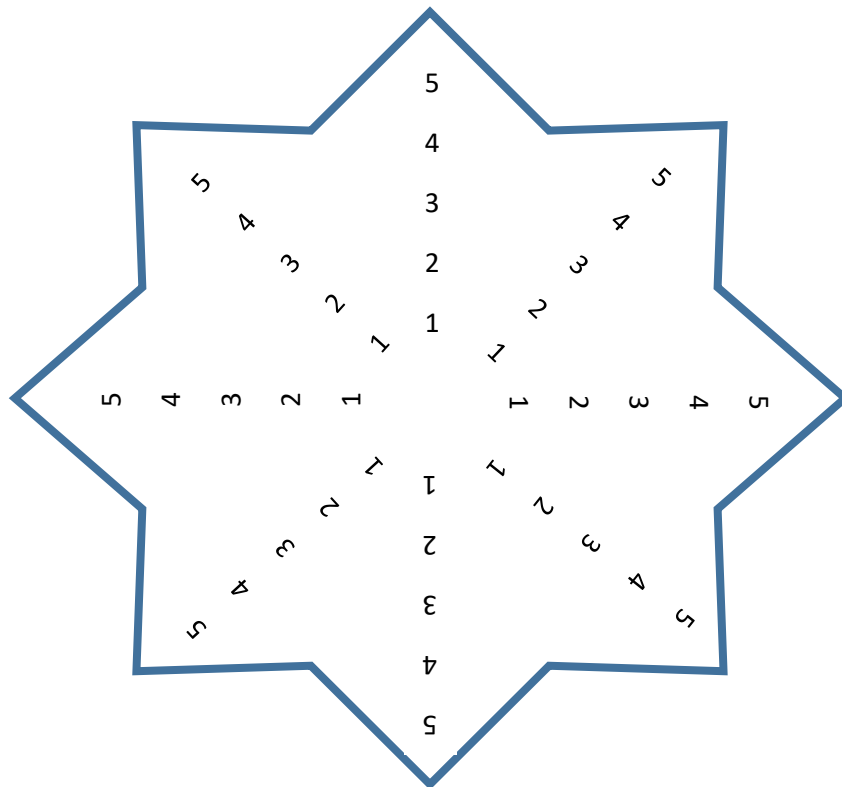
Goal setting can be a brilliant tool for achieving your aims, but try not to set goals for every area of your life. This can actually be counterproductive and run the risk of you becoming more perfectionist in your approach to everyday life (which is no fun). And bear in mind that you may not always achieve your goals – which is why identifying your **values** is a useful exercise because you can always live in line with your values.

What are your values? Think about what matters most to you in life. What kind of person do you want to be? What do you stand for? What do you want your efforts to contribute to? There may be a number of values you find important that you can already name. If not, see if you identify with any on this list:

- Enthusiasm
- Honesty
- Faith
- Fairness
- Kindness
- Caring
- Compassion
- Strength
- Loyalty
- Creativity
- Patience
- Professionalism
- Bravery
- Being respectful
- Adventurousness
- Gratitude
- Trustworthiness
- Understanding
- Ambition
- Dependability
- Reliability
- Being present
- Flexibility
- Curiosity
- Open-mindedness
- Being daring
- Spirituality
- Sustainability
- Sincerity
- Self-awareness
- Independence
- Connection
- Acceptance
- Being loving
- Integrity
- Determination

Next, identify the 8 values that are most important to you. If you can't come up with 8, try to identify 6. Think about what sorts of actions and behaviours represent those values.

Are you living in line with your values? Complete the values star, scoring yourself from 1 (not at all) to 10 (completely) in terms of how much you feel you are living life in line with those values. Circle the numbers on the star to get a picture of your life right now.



Are you surprised by any of your scores?

Could you live more in line with some of your values?

If so, how can you go about doing this? See if you can come up with some ideas.