

Goal-setting

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This paper refers to <http://www.rugbycoach.com/goal/goalsetting.htm>

Step 1: In the following table, list the things that they would like to see happening to you.

Happening	Status (Want / Wish)	Importance (1 – 5)	Time
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Step 2: give the status of each event either **wish** (would be nice) or **want** (can happen and willing to work for)

Step 3: prioritize; list the "wants" in order of importance: 5 = extremely important – 1 = not so important

Step 4: only continue with the "wants" and rated important or very important. Enter the time it will take before this event to happen.

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In the table below you can enter the events you want to happen with an importance of 3 or more. Write down the events where the one you feel will take the longest is on top. This is the long-term goal.

Want	When to be achieved
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You now have a basic plan about what you want to do in your rugby.

Step 5: The coach and the players now can discuss each individual event:

- Is it realistic? physical ability? commitment?
- is it challenging for me? will it make the player work harder? will it learn the player new skills?
- is it achievable? Is there an (competitive) opportunity?

This is where you normally read about SMART goals:

- Specific,
 - Measurable,
 - Achievable,
 - Realistic
 - Time related.
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- I would like to add Self-controlled and Challenging.

Based on the discussions you can adjust the list.

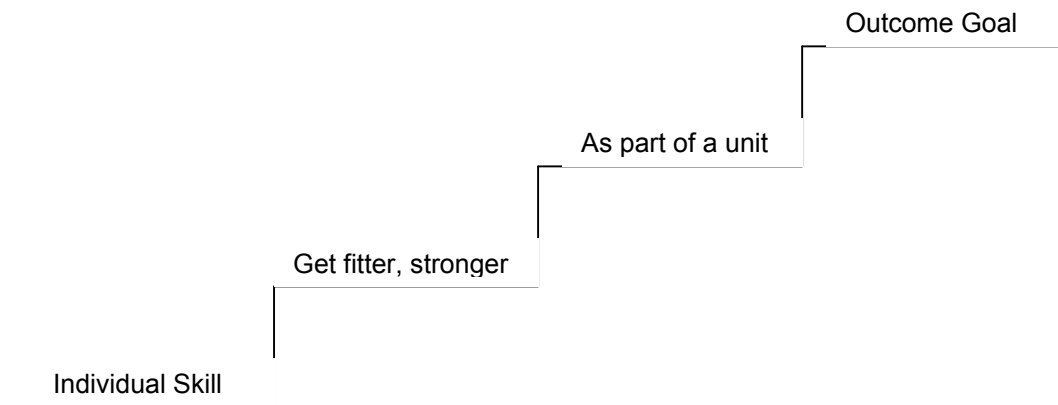
Performance and outcome goals

There is an important difference between these two. Performance goals relate to the characteristics or skill levels describe using the process described above. Outcome goals are often more the result of a complex set of performance goals. Take this example:

Event: become champion, clearly an outcome goal.

More interesting questions is what performance goals will lead up to achieving this outcome goal? I started to use the steps to success approach: what performance goals will in the end lead to meeting the outcome goal?

Take your role in a scrum as an example, by improving your individual skill you contribute to the Outcome Goal: "Improve Scrum".



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Step 6: describe / determine what you have to do for these events to happen. You can use a role model.

Qualities	Achievers	Mine
Technical		
Tactical		
Mental		
Fitness		
Strength		
Other relevant issues		

For each characteristic you need to identify the achievers / what to do, either by your role model or by yourself. The role model can be handy: look at what the model or ideal player does and comparing with your own qualities you will get see competence gap that needs to be closed.

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Step 7. now you can work out the development from goals and qualities to a specific training program.

Step 8. include a description how you are going to monitor your progress

Look for more information on my website, you even might be interested in buying the book "The Mental Game Plan, a Program for all Sports". Look at the book review on my website.

Martin