

Goal Setting

See following 2 pages for help in completing this.

<p>SHORT TERM: in this training cycle (Process Goals)</p>	
<p>MEDIUM TERM: within this season (Performance Goals) Follow the SMART principle</p>	
<p>LONG TERMS: Major ambition (Outcome Goals)</p>	
<p>Signed by Swimmer</p>	
<p>Signed by Coach</p>	
<p>Date of Goal Setting Exercise</p>	

Goal Setting

Goal setting is a good mental technique for increasing your motivation towards achieving something important to you. Goals are targets that help you focus your efforts and provide the drive to help you work hard to achieve them. Goals will help you reach higher levels of personal performance.

Goal setting is relevant to all aspects of your performance: technical, physical and mental as well as lifestyle.

There are three types of goals you can set and they are interlinked:

OUTCOME GOALS (Long Term) are concerned with **results or ambitions and** are generally most effective in the **long** term. They give you a clear direction about where you want to go and can be the inspiration that motivates you. An example may be to make the GB Olympic Team in 2012. However, these goals are not always easy to control as they can be affected by the performance of others.

PERFORMANCE GOALS (Medium Term) follow the **SMART principle of goal setting and** are goals over which you have total control and responsibility. They are usually personal **standards** of performance you set yourself and provide a vital stepping-stone to achieving your outcome goals. They are most effective in the **medium** term – the things that keep you on track to achieve your long term ambitions and also give you a sense of achievement along the way.

PROCESS GOALS (Short Term) are about the **detail**, they relate to the processes you need to control if you are going to achieve your performance and outcome goals. For instance, improving your aerobic fitness, your kick speed, your start technique or your freestyle technique are all great process goals for the short term. Process goals are important as they help you achieve your performance and outcome goals by helping you focus on the way you need to perform rather than the desired outcome. There are several reasons why this is a good thing to do but crucially by focussing on process goals you are more likely to achieve your desired outcomes. This is because the process is how you get to the endpoint.

Effective goal setting normally includes a mixture of long, medium and short term goals and outcome, performance and process goals. This table shows an example how you might get the right mixture of goals.

LONG TERM (Outcome)	MEDIUM TERM (Performance)	SHORT TERM (Process)
Represent GB at the 2012 Olympics.	Swim under 1:04 for the 100m Butterfly at the 2009 Nationals.	Attend all training sessions each week. Improve Butterfly turns by being faster round the wall. Develop underwater fly kick.

You need to be able to set and use all three types of goals effectively in training and competition. It is pointless setting outcome goals without considering the pathway to achieving them – the path way provided by performance and process goals are the foundation and vital to your success.

The SMART principle of Goal Setting

- Specific:** Make your goals as exact as possible. Vague aims like “get better at Backstroke” or “get fitter” are generally not very useful.
For instance, a specific goal could be to swim a PB in the 200m Backstroke.
- Measureable:** In setting a useful goal, there must be a way to measure it. With swimming, we can measure our performances in competition, in test sets and in training sets. So we might now state our goal as swimming a 3 second PB on the 200m Backstroke – from a 2:31 to a 2:28.
- Attainable:** You need to check that your goal is realistic. Ask your coach if they think it’s achievable. One of the things that successful athletes in all sports do is to set challenging goals that will be difficult to reach but that are controllable and within reach if you put in the necessary work.
- Recorded:** All goals need to be written down so you have a permanent reminder of what it is that you are working towards. Doing this commits you to doing it. Showing your coach your goals is also useful as they can support you when the going gets tough and share your enjoyment when you achieve your goals.
- Time-Based:** Finally, goals need to be set within a time frame. This is another great motivator and will spur you into action. So for our example it may be to swim the 200m Backstroke in 2:28 by June 2009 in order to achieve the National Qualifying Time.

ACTION PLAN – to be agreed by Swimmer, Parent(s) and Coach