

Characteristics of Goals

Outcome Based Goals - These Goals are generally result oriented. They can be: to win a certain Tournament, make berth on a team or even become an Olympian. Outcome goals can be mostly out of our direct control. You cannot control or predict how your competitors will shoot and their result may be better than your best efforts. Outcome goals can be a great source of motivation, but they must be joined with proper performance goals to be truly useful. Outcome goals are often the place we want to go, but not the actual means of getting there.

Examples

- I want to win the National Target Championships
- I want to make the US World Team at the next selection shoot

Performance Based Goals – These Goals are generally score oriented. They can be a certain score, a ranking score (i.e. JOAD levels), or even a tournament qualifier score. Performance goals are mostly a direct result of process control. Performance goals can be a great source of motivation, but they must be joined with proper process goals to be truly useful. Performance goals are often the place we want to go, but not the actual means of getting there.

Examples

- I want to shoot above 330 in competition at 70 meters by the end of Gold Cup this year
- I want to shoot a personal best FITA of 1320 or higher by the conclusion of this year's National Target Championships

Process Based Goals – These Goals directly relate to the Outcome goals you create. The Outcome goals are the destination; the process goals are the actual way that you get to the destination. Process goals can be any part of the puzzle that helps reach the outcome desired. Process goals require that you start with an honest self assessment of what your current skills are both good and in need of improvement. Process goals are not only about improving weak areas, but also making needed skills that are already good even stronger.

Examples

- Within the next month, I will evaluate and finalize my bow hand position.
- I will execute every shot in both practice and matches by properly using the BEST Method in less than six months

Are your Goals Realistic? Try Goal Bracketing:

If you are unsure how realistic and achievable your goals are, try the bracketing method:

Considering a goal...

What is easy for you to achieve right now	→	Too Low
→ In-between ←		Realistic
What is impossible for you at this point in time	→	Too High

Example* You can shoot 300 regularly at 70 M, you want to improve and your timeframe is 2 months

What is easy for you to achieve right now	→	305	Too Low
→ In-between ←		312	Realistic
What is impossible for you at this point in time	→	355	Too High

SMART Goals Example

Short Range Goals (1 year)

- Commit this summer to shoot 4 days a week, and average 150 arrows at a time.
- Meet with my coach at least once a week.
- Do SPT every week night for ½ hr.
- 1/1/08 - I want to beat my personal best by 10%:
 - Personal Best so far: 90M: 200 70M: 248 50M: 250 30M 293
 - Personal Best FITA: 950

Goal Creation Worksheet & Instructions

"Without goals, training is unfocused and ineffective. Clearly defined and realistic goals mark the pathway to success for the athlete and the coach."
Coach Laval D. Falks

The purpose of this worksheet is to guide you through creating your SMART Goals for Archery

Why SMART Goals

- Goals give us something to work toward and to keep us focused on an outcome.
- SMART Goals helps us define exactly what the Future will look like and what steps we need to take to get there

SMART Goals should be:

S – specific State exactly what is to be accomplished

- Who is involved
- What do I want to accomplish
- Where am I going to do this
- When am I going to do this
- Which requirements or constraints will I need to be aware of
- Why am I doing this and how will I benefit

M – Measurable A score, result, a time, an amount, an ability or skill

- How much or how many
- Milestones
- Tasks completed or learned
- Achieve ranking or position

A – Attainable Something that can be accomplished even if it takes much effort or time.

- Can I gain the ability given enough time
- Will I have the support I need from family and friends
- Do I have access to the proper coaching
- Will my resources (equipment, money, place to shoot, time, etc.) be enough

R – Realistic Consider your current ability honestly

- Do I have the work ethic to reach the goal
- Is the goal too high or too low
- Do I believe in myself enough to persist
- Are the resources available to obtain the goal
- Do I have the time and money

T - Timely/Trackable Is the time frame right for setting this goal and can you track your progress

- Am I ready to begin working on this goal
- Can I measure my progress
- Is it a short term or long term goal
- Will I know if I reach my goal

Types of Goals

Short Range Goals	Attainable in less than a year
Intermediate Range Goals	Attainable in 1 to 3 years
Long Range Goals	Not attainable in less than 3 years

As the short range goals are reached the intermediate range goals become short range and long range goals become intermediate range. The student and coach must constantly reevaluate their stated goals and decide upon new and more elevated long range goals over time.

Intermediate Range Goals (1 - 3 years)

- I want to increase my personal best by 20%
- Take my Level 1 instructor course next summer
- Increase my FITA score to 1100 in less than 2 years

Long Range Goals (3 or more years)

- Earn a position on the RA Program
- Make the World Team 4 years from now
- Make the Olympic Team 5 years from now

Student's Role in Goal-Setting

- Set realistic goals and work toward reaching them
- Monitor goals and reevaluate or change them when necessary
- Confer with the coach about goals and make sure that they are clear and timely
- Keep personal log to track progress

Coach's Role in Goal-Setting

- Advise athletes and help with setting goals
- Set certain goals for athletes
- Make sure that goals are clearly defined and understood
- Monitor performance and keep track of achievements
- Maintain training logs and advise students when goals are reached

Remember

- Goal setting can be used for more than just Archery
- Setting Goals that are too easy to reach is as bad as not having goals at all
- Goal setting can be useful in all aspects of your life
 - School
 - Work
 - Relationships
- Keep your Goals SMART

Goal Setting Worksheet

- Create 5 goals of each Type (Short Range - Intermediate Range - Long Range)
- For each Goal, in the box to the right of the Goal write the Characteristic of the Goal. Is it based on Outcome, Performance or Process?
- After you list each Goal's characteristic, prioritize it within its group.

Archer's Name: _____

Date: _____

Coach's Name: _____

Priority	Short Range Goals	Characteristic

Priority	Intermediate Range Goals	Characteristic

Priority	Long Range Goals	Characteristic