



Goal-Setting For Referees



by Jürgen Boss, Supervisor & Performance Coach by Jürgen Boss

Goal-setting can be an important part of any athlete's training plan, whether their goal is to improve their physical skills, mental skills, or just get more enjoyment out of their sport. Setting goals can help athletes focus on what's most important, increase their effort and motivation to stick with their plan, consider new strategies regarding how to accomplish their goals and help them track their progress.

As anyone who has ever set a New Year's resolution knows, however, setting goals is easy; reaching goals is tough. That's why, for example, research shows that about 50% of people who begin an exercise program discontinue it within six months

- *What's your goal as a referee? Is it some big game?*
- *Is it to stay on top?*
- *Is it to avoid mistakes?*

- *Is it to beat your competition?*

Do you know it at all?

"A goal without a plan is just a wish." – Antoine de Saint-Exupère

Maybe most people think that the goals above are the same at the end of the day. They all mean that you are good. You are the best. Maybe they are right on the conscious level, but how is it deep inside the subconscious?

Setting Performance and Process Goals

Instead of relying on just outcome goals, set goals for your personal performance independent of others. Obtaining a personal best in a particular race, making 20 consecutive serves, or making 80% of your foul shots are examples of **performance goals**. Performance goals are helpful because they focus you on what you need to accomplish to compete at your peak and reach the outcome goals that are most important for you.

Additionally, set goals for what you have to do during a race to perform your best. Improving the efficiency of your stroke by 10%, increasing your VO_{2max} by 5ml/kg/min, or increasing your bench press weight by 5% are examples of **process goals**. Think of process goals as the specific things you need to do to reach your performance and outcome goals. Setting a combination of outcome, performance, and process goals will help you stay focused, increase your motivation, and help you structure your training.

Other Effective Goal-Setting Practices

In addition to setting a combination of outcome, progress and process goals, here are some other tips to help you create effective goals that will help you enhance your performance:

- Create specific, measurable goals (see "SMART" goals below)
- Set both long- and short-term goals
- Set positive, not negative, goals (what you will do, not what you won't do)
- Make goals moderately difficult
- Create target dates to achieve goals (think of what you want within the next two weeks)
- Create goals for both training and competitions
- Create strategies to achieve goals (what do you need to do to get up on that cold morning?)
- Write down your goals (this one is very important!)
- Share goals publicly to obtain support from others
- Track goal progress and being flexible in changing goals, if needed

Use Your "SMARTS"

Keep these things in mind as you create each of your goals:

S = Specific – Run faster is too vague. Finishing a 10K in less than 45 minutes is specific.

M = Measurable – Quantify goals. Use numbers detailing how often, how many, how much.

A = Action-Oriented – Goals should imply actions that you need to take.

R = Realistic – Make your goals moderately difficult, but reachable.

T = Timely – Create goals that you can reach in a reasonable time.

S = Self-Determined – Set your own goals, ones that are meaningful to you.

Examples of Goals :

- I will be selected to referee at the 2016 Olympic Games Final
- In 2015 I will achieve my IHF- License
- By october 26, 2014 my 40 m sprint time will be 5.4 seconds

The Process of Effective Goal-Setting

This 10,924 foot high mountain, frequently climbed by cyclists racing the *Tour de France*, has twenty- one switchbacks, and each one has a sign counting them down to the top. When riders climb Alpe d'Huez, passing each sign is an indication that they have reached another sub-goal on the way to their ultimate goal.

Keeping the image of Alpe d'Huez in mind is a good way to think about how to map the road to your ultimate sports goal of the year. Here's what you can do: Take a pad of paper and draw a mountain on the top half of the page (if you're not a nature-lover, use the "Goal-Setting Worksheet" at the end of this handout – it works just as well). At the top of the mountain write the goal you wish to achieve for this year – your ultimate goal, like winning a State championship. Make the goal moderately difficult, but attainable. You should be 60% to 80% sure that you can reach this goal if you practice hard. After this, write some short-term goals that you need to reach on your climb toward your ultimate goal. These might include some of the

performance and process goals described above, like losing 10 pounds, making 85% of your serves, or attending every group practice session. Structure these sub-goals so that most of them can be reached in about 2 to 4 weeks each. After this, write these sub-goals next to a switchback of the mountain, and draw a road up through every switchback to your ultimate goal at the summit.

The next step is crucial. Underneath your mountain, write down each sub-goal on the left side of the page. Next to each sub-goal list what strategies you will use to attain each one. For example, if one of your sub-goals is to improve your 100 meter free style swim by 5 seconds, a strategy to attain this goal might be to practice short intervals in the pool three times a week. Remember to make them specific and measurable. You can also have goals to improve your mental skills. If one of your sub-goals is to increase your confidence, you could use the strategies of practicing imagery and thought-control techniques during your warm-ups and training.

After you've listed your strategies for reaching each sub-goal, hang your masterpiece on the refrigerator where you will see it every day. Publicly displaying your goals will help keep you focused, enlist the support of your family or roommates, and might even keep you away from those late-night raids of the refrigerator.

Goal-setting works best when you focus on one goal at a time. Many people get bogged down by working on too many goals at once. Also, remember to be flexible. Sometimes goals need to be modified, especially if you're new at goal-setting. Changing goals is not a sign of failure; it merely helps

you become more specific about what you need to do now, considering information you didn't have at the time you originally set your goals.

Follow these principles of effective goal-setting and you won't become one of those people who just sets goals this year – you'll be one of the few people who reach them!

Exercise to get congruent to your goals:

Technique to teach you to set goals in order to be fully congruent and how to calibrate your unconscious to have the motivation and the support from deep enough to excel.

1. In positive terms: what do I want?

Stop for a moment and ask this question. What do *I* want? Not what my *parents* or my *friends* want, but **what I DO want ?**

Many people put their focus on what they *don't* want. This can reduce their creativity and the connection with their values. Put your focus on the positive. What do you want?

You will know that you have answered this question correctly when you *feel* that you are really connected with the answer. You will feel a real sense of fulfillment.

State it in **100% percent positive**, and when you have it, **keep adding more and more details** to it. For example when do you want to achieve this goal? Who do you want to be involved? Where do you want it to take place? What does it mean to you?

Envision your goal. Make it perfect and **take the position of an observer.** By placing a success **scene outside of yourself, you create an outcome in your mind you must pursue.**

This procedure helps you reach your goal, but **there is much more to it.**

2. Transform your answer into sense-based language.

What do you see, hear, touch, feel, smell, and taste when you put yourself in the answer to the first question?

It helps you **connect more with your goals.** It wakes your subconscious to support you even more, by activating it's creativity and drive.

Some questions that help: "How will I know when I get there?" "What evidence will tell me that I have achieved my goal?"

Answer these questions extremely **detailed.** It also motivates you by taking you into the future. **Answer them sense-based,** by things you see, hear, touch, feel, smell, and taste.

3. Self-initiated and self-controlled

Ask yourself: "How am I connected with this outcome through things that I directly cause?"

For example, you can't make crazy supporters love you, and you cannot make the coach of the game stay silent through the whole game. But you can control situations on the bench, by realizing what's going on and make the necessary steps to manage conflicts.

This will take you to the accountability zone. If you are 100% responsible for your outcome, you are in control, then you can be more confident about it.

The bigger your goal is, the more leadership and the better communication you need. Either way, **put your focus on the things you can control.**

4. Contextualize the outcome

Describe the **circumstances of your outcome.** When should it occur? Who should be there? Where should it take place? Is it ongoing, or just certain times?

As you put yourself into the place when the outcome has been already achieved, give detailed context.

Then **look back**, and see the demands and sacrifices that had come with the goal.

In this successful scenario, **how had your energy, resources, and your time been deployed?**

5. Secondary gain and ecology

Personal ecology means that you **take your personal aspirations, needs, and values into account.** This is an important part, since it brings you **inner alignment with your goal.**

Ask yourself: "do all my parts feel comfortable with the outcome?" If there is any resistance, **improve your outcome to reach full alignment.**

Eliminate any discomfort, since they may sabotage you from actually reaching your goal.

6. Resources

Ask yourself: "do I have all the resources I need to achieve my outcome?"
"Are the costs and consequences of this outcome acceptable for me?"

Be realistic. It doesn't mean you shouldn't dream big, but you must **have realistic milestones** at least, and **accept every expenses that you must pay in order to achieve your goal.**

Excitement can put you on the road, but pure excitement won't create excellence.

If you look back from your outcome, and watch all over the way, what did you need in order to achieve your goal?

You can use a sketch or **mind mapping** here. Write down everything. Not just material goods, but every soft and hard skills, connections, ... everything you need. This is the base of your plan.

WORKSHEET : MY GOALS

Don't limit yourself to only the space provides; if you have more goals, list them..

The goals I hope to achieve by the end of this year are :

The goals I hope to achieve within the next 18 months are :