



Coaching.

Team Development

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## Goal-Setting For Referees.



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- > what is a goal ?
- > effective goal-setting practices
- > S.M.A.R.T.S
- > worksheet: my goals
- > how to get congruent to my goals

some questions:

- ▶ **what is 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 ?**

*„A goal without a plan is just a wish „ (Antoine de Saint-Exupery)*

▶ **Definition „Goal“**

*„A goal is a target state that lies in the future and can be achieved under its own power“*

## kinds of Goals

### ► Outcome Goals

What you really want, the purpose, the end goal

(olympic final)

### ► 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.

The performance you'd need to achieve to give you a realistic chance of achieving your outcome goal.

(nomination for IHF, 5 CHL,...)

### ► 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.

( 50m in 5 sec, 10 national premiere league..)

- ★ 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

<b>S = Specific</b>	Run faster is too vague. Finishing a 10K in less than 45 minutes is specific.
<b>M = Measurable</b>	Quantify goals. Use numbers detailing how often, how many, how much.
<b>A = Action-Oriented</b>	Goals should imply actions that you need to take.
<b>R = Realistic</b>	Make your goals moderately difficult, but reachable.
<b>T = Timely</b>	Create goals that you can reach in a reasonable time.
<b>S = Self-Determined</b>	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

**WORKSHEET : MY GOALS**

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



- > What do I want ?

In positive terms what I want - not what others want ! State in 100 % positive. Envision your goal

- > Transfer your answer into sense based language

What do you see, hear, touch, feel, smell and taste by reaching the goals ==> detailed

- > Self initiates and self-controlled

Put your focus on things you can control !

- > Contextualize the outcome

Describe the circumstances of your outcome. when should it occur? who should be there ?



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