

**Coaching Tip of the Month for Staff**

**More Tips and Best Practices in Goal Setting**

**Strategy:** Ask questions regarding the “why”:

* “Why is this important to you?”
* “What are you hoping will come from this?”

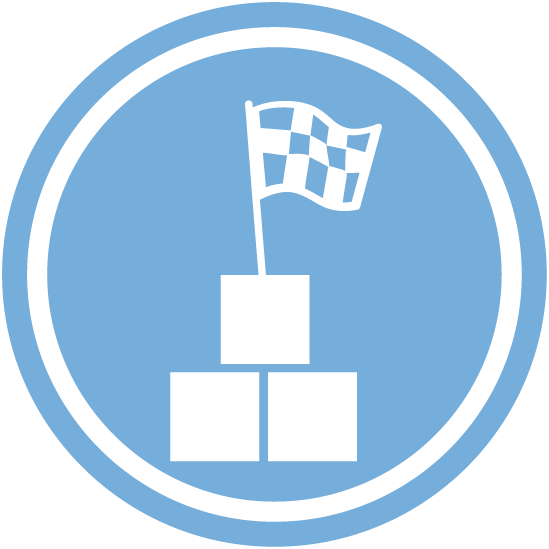
**Why it works:** Questions like these ask the participant to self-reflect. Sometimes participants also jump to a “solution focus” before understanding their motivations or hopes. By focusing on the “why” behind their goals, new opportunities can open up. A refugee who was a doctor in their home country may care more about maintain characteristics of the job, than the job itself. The participant may seek a high salary, respect in their community, the ability to work in medicine or the opportunity to help others. There are multiple other careers that hold one of these elements that the participant could obtain. Asking the right question can help the participants reflect on their core desires, and can reveal potential options going forward.

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**Strategy:** Ask questions about the timeframe:

* “What do you want to do in the next two weeks?”

**Why it works:** Using a powerful question brings focus to immediate action; people tend to be more practical about what they can accomplish in a day than in a year. If a participant does not accomplish a task in the allotted period of time, that experience will provide him/her with feedback on barriers, and needed resources to be successful in the future. Lived experience is more impactful and valuable than another person’s opinion, so allow for these short term mistakes. But also, be prepared to be surprised! If the participant does accomplish the goal, you will have more information and can adjust your expectations.



**Strategy:** Illustrate how cascading smart goals can lead to the attainment of dreams.

**Why it works:** Use hands-on tools to help participants visualize how short term achievements add up to bigger goals. This either motivates participants and helps them better strategize, or it reveals to participants that there may be better, alternative paths. These are discoveries they can make on their own.