

THE 2020



BARBELL
LOGIC

GOAL SETTING WORKBOOK

This year, we are expanding the Barbell Logic Goal Setting Workbook. We have added a Core Values section that challenges you to identify on and explore your core values. And we have added a *Three Good Things* worksheet as a suggested exercise for reflecting on your daily wins as you make progress toward your big, long-term goals.

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GOAL SETTING

This short workbook brings together useful goal-setting strategies. The first part of goal setting is to be realistically ambitious. Start with your big aspirational goals. These goals should be specific and difficult. Few people are motivated by picking the low hanging fruit. Instead, ask yourself what you really want to accomplish, and go for it.

The next step is to break those big ambitious goals down into composite goals—smaller goals that you can attack on a daily, weekly, or monthly basis. We've separated these small goals into two groups: performance goals and learning goals.

Finally, you must build in a system of feedback into your goals. The workbook below gives you space for monthly summary feedback. Feedback is important to help you change your tactics when what you are doing isn't working and to give you encouragement when you are on the right track.

Read more about these effective goal setting strategies here:

- [Don't "Do Your Best."](#)
- [Effective Goal Setting](#)

GOAL SETTING

CONTINUED

OVERARCHING AMBITIOUS GOAL

*“[T]HE HIGHEST OR MOST DIFFICULT GOALS PRODUCED
THE HIGHEST LEVELS OF EFFORT AND PERFORMANCE.”*

Difficult Goals:

- A goal's purpose is to change behavior.
- Hard goals make you perform better, even if they end up being impossible.

Specific Goals:

- Make goals specific by including dates for completion.
- Work with your coach for strength and fitness goals.
- Competition dates are great for setting deadlines.

SET 3-5 MONTHLY GOALS

*HARD AND HABIT FORMING.
THESE GOALS ADD UP TO YOUR BIG GOAL.*

January 2020:

- *Eat Breakfast with Protein Every Day*
- *12/12 Workouts Completed*
- *Sleep 6+ Hours/Night*

February 2020:

- *Eat 200g of Protein Every Day*
- *Drink 3 Liters of Water Every Day*
- *Keep a Paper Training Log*

GOAL SETTING

CONTINUED

IDENTIFY LEARNING GOALS

“[W]HEN A SPECIFIC DIFFICULT LEARNING GOAL RATHER THAN PERFORMANCE GOAL WAS SET . . . HIGH GOALS LED TO SIGNIFICANTLY HIGHER PERFORMANCE . . . THAN DID THE GENERAL GOAL OF URGING PEOPLE DO THEIR BEST.”

Learning Goals Give You Confidence And a Strategy:

- *Listen to the Barbell Logic “Getting Started” Series*
- *Memorize the Squat Teaching Progression*

GET FEEDBACK

“FOR GOALS TO BE EFFECTIVE, PEOPLE NEED SUMMARY FEEDBACK THAT REVEALS PROGRESS IN RELATION TO THEIR GOALS.”

Make Your Composite Goals Part of Your “Pace”

- *2-lbs per week on the scale*
- *Squat 140kg in a spring USSF meet*

MY STRENGTH GOALS FOR 2020 ARE...

(BIG ASPIRATIONAL GOALS)

AS MEASURED BY...

(monthly performance and learning goals)

(month)

PERFORMANCE GOALS

LEARNING GOALS

SUMMARY FEEDBACK

(Did I meet my goals? What worked? What didn't?)

CORE VALUES

Somewhere between hardness and grittiness lies the quality of decision-making based on core values that we've called mental toughness. Foremost in this definition isn't a success (an outcome) but rather personal values (a means).

Author Brad Stulberg (Peak Performance, other) gives this similar definition:

*“Over the past year, I've been having an ongoing discussion about the definition of toughness with people who are interested in peak performance, including therapists, teachers, business people, and world-class athletes. My collaborators and I landed here: **toughness is experiencing something that is subjectively distressing, and then leaning in, paying attention, and creating space to take a thoughtful action that aligns with your core values.** ([“How to Develop Mental Toughness,”](#) from *Outside Online* (Sept. 9, 2019) (Emphasis added)*

Stulberg goes on to highlight the importance of core values. Mental toughness is situational. We respond to hardship and adversity in different ways, manifesting in everything from physical stress (or distress) to emotional reactions. Allowing these reactions to be on autopilot tends to lead toward less valuable choices. Instead, Stulberg says, toughness “is learning to respond to distress thoughtfully instead of immediately reacting.” For this, he recommends identifying your core values, writing them down, and even developing a mantra for when the going gets tough.

(From the [Barbell Logic Article on Mental Toughness](#))

CORE VALUES

CONTINUED

According to Stulberg the process of developing your core values should look something like the following: (Modified from Stulberg's book "Peak Performance.")

Select your core values:

Selecting your core values should be an exercise in identifying not just what motivates you but what you *want* to motivate you. Ultimately, identifying your core values is about setting up a paradigm for making tough decisions down the road. Right now, on paper, you can do that from the comfort of your home, office, or your gym. At some point, the goals you set above are going to require perseverance or change, and instead of making decisions based on how you feel when you are under pressure, you can begin to make decisions based on who you are and the kind of person you want to be.

Stulberg recommends picking 3 to 5 core values to start. Some examples are:

- Achievement
- Creativity
- Culture
- Education
- Honesty
- Independence
- Kindness
- Optimism
- Relationships
- Spirituality
- Tradition

CORE VALUES

CONTINUED

**We use core values all the time at Barbell Logic.
Some of our core values as a business are:**

- Culture
- Customer Service
- Personal Responsibility
- Relationships
- Professionalism

What are your core values? (3-5)

CORE VALUES

CONTINUED

Personalize your core values:

After identifying the general theme of your core values, the next step is to personalize them. See if you can make a one- or two-sentence statement about each value that clarifies why it is important to you.

Using the example of the Barbell Logic values above, personalizing them might look something like the following:

- **Culture:** Our core values are reflected in our community by benefiting all barbell logic members and through a company that consistently reflects our values.
- **Customer Service:** As a company, we uphold our promises and exceed our clients' expectations.
- **Community:** We create an encouraging atmosphere while pushing our clients to succeed in ways that build them up, treating programming and online coaching as one aspect of a positive relationship with clients, and building a community, because inclusiveness and success breed confidence, trust, and respect.

Use the following lines or a separate sheet of paper to personalize your core values:

CORE VALUES

CONTINUED

Rank Your Core Values:

This should be straightforward but difficult. Which is your most deeply held value? Start to think about how decisions you make might be affected by how you rank these values.

E.g.

1. Culture
2. Relationships
3. Customer Service
4. Professionalism
5. Personal Responsibility

Your Turn:

1.

2.

3.

4.

5.

THREE GOOD THINGS EXERCISE

As the Core Values section suggests, mental toughness and meaningful decisions require an overarching purpose; they should be forward-looking. Rather than starting out this year with good intentions, waiting for problems, and reacting to them, we each should set our goals with care and clarity. That way, when opposition comes, your core values act like cues, reminding you of your big-picture goals, helping you make decisions that might be especially difficult.

Acting in a manner consistent with your core values requires practice and perspective. Studies tend to connect perseverance with traits like optimism that make people more mentally flexible. People who focus on positive things tend to be mentally tough.

A popular exercise for developing optimism is the “*Three Good Things in Life*” exercise. In its original study, participants wrote down three things that went well and provided a causal explanation for those things every day for one week. The study found that participants who choose to continue this practice after the study was completed exhibited increased happiness and decreased depressive symptoms. *Three good things* fits in with the Core Values approach to goal setting and motivation, by engaging a perspective that looks beyond our immediate cares and focuses on big-picture values.

How you do it:

Three Good Things practice is simple. Every evening:

- Write down three things that went well today.
- Write down a causal explanation for each good thing. It can be helpful to ask, “what was your role in bringing it about?”

The practice seems to work better if you do it every day for a short while. The original study had participants write down three good things every day for a week, but the most significant effects came to those who continued the practice after the study. Think of this as developing a habit of reflecting on your day and focusing on the positive things in it.

THREE GOOD THINGS EXERCISE

WORKSHEET

Monday

1. _____
2. _____
3. _____

Tuesday

1. _____
2. _____
3. _____

Wednesday

1. _____
2. _____
3. _____

Thursday

1. _____
2. _____
3. _____

Friday

1. _____
2. _____
3. _____

Saturday

1. _____
2. _____
3. _____

Sunday

1. _____
2. _____
3. _____