

# Defining your Destination

## Instructions

## The Well-formed Outcome Exercise

Many goals, particularly goals to do or have something, set a finite destination that may or may not fulfill your purpose. A well-formed outcome sets a *direction* to achieve your overall purpose – the final destination may change as you progress along the journey.

**Step 1:** Define a specific goal that you would like to put under the spotlight to assess whether it is aligned with your purpose and will achieve the ‘feeling’ of success that you desire.

**Step 2:** Consider each of the following sections and answer the questions provided

### Positive

The goal must be stated in the positive i.e. you decide what you *do* want rather than what you don’t want. Negative commands can influence in unintended ways as the subject of the command provides a focus of attention.

What do you want?

What do you wish to achieve?

### Purposeful

By confusing the end with the means we can sometimes sabotage our real outcome – for example, I want to earn £X meant working long hours limiting the time at home & tiring me. My real outcome was that I wanted security. The job & salary were the means not the end & the strain of the long hours on my relationships created *less* personal security.

For what purpose do you want this outcome?

What does it give you?

### Personal

To be congruent and motivating, well-formed outcomes must be what *you* want rather than what other people want. If the outcome is originally for someone else, what do you personally want to gain? An outcome that involves pleasing others is very difficult to maintain & is indirect. In addition, other people’s outcomes may trigger an unconscious rebellious response eg this is often true for giving up smoking as rebellion may underlie the original behavior.

Who is this outcome for?

If it is for someone else, what do you personally gain?

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## Power

Successful outcomes involve matters over which you have control. We do not have control over what others think, say or do. For example, “I want Wendy to be kind to me” is not directly achievable as it involves Wendy buying into the outcome & responding appropriately. “I want to respond calmly and assertively when Wendy is unkind to me” or “I will behave in a way that facilitates a kind response from Wendy” is in your control.

Is this something that you, yourself, can achieve?

In this goal dependent on other people changing their behaviour?

## Context

In what contexts do you want the outcome? Well-formed outcomes are situation specific. For example, it may be appropriate to have a particular behavior at work but this may not be appropriate at home and failing to set a boundary can result in over generalization. Marking a specific context for a particular behavior anchors the response.

When, where and with whom do you want this outcome?

When, where and with whom do you not want this outcome?

## Evidence

Decide on the evidence that will indicate that you have successfully achieved your goal. This evidence needs to be objective i.e. it's what you or somebody else would recognise – by quantifying this in sensory terms you will also start to connect with the outcome. Act as if you already have the outcome for a moment & associate into the experience to give your brain this information and provide direction.

How will you recognise when you have this?

What will you see, hear and feel that will indicate that you have achieved this?

Identify where in your body you feel it and describe it.

## Compelling

Compelling goals are more motivating.

How can you represent your outcomes so they propel you?

What do you personally find motivating?

Increase the intensity of the sensory evidence - brighten up the colours, intensify the soundtrack, make the pace faster and hear the excitement in people's voices.

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## Resources

It is very important that you understand what is required to achieve your outcome in terms of external and internal resources. Sometimes we don't get our outcomes because we don't have the resources we need and these can become excuses or obstacles. Often the resources are available but need to be organized, particularly personal resources.

What resources (people, equipment, money etc) do you need to be able to achieve this?

What internal resources (skills, abilities, states etc) do you have that would be useful to engage in order to achieve this outcome?

## Advantages & Disadvantages

Any change we make in our lives will have advantages and disadvantages. This step requires us to weigh up the pros and the cons regarding our goal before committing time and energy to it.

What are the benefits of making this change?

What will be missing/will not happen if you make this change?

What are the benefits of staying as you are /not making this change?

What will be missing/will not happen if you stay as you are/do not make this change?

## Worthwhile

Knowing what the goal will help you to feel and to avoid feeling, links your motivation to your actions and keeps you on track. This step also enables you to recognise how your personal values will be affected by the goal.

Does this outcome fit with who you are as a person and how you see yourself?

In what way might having this outcome not be good for you?

What's important to you about getting this?

What will this outcome help you avoid feeling?

**Step 3:** After completing the exercise consider the following:

How do you feel about the original goal?

What have you discovered about your purpose?

How does your goal need to change?

**Restate your goal as appropriate.**