



Pressing the Restart Button

Strength-Based Goal Setting for Healthcare Professionals

Florida Society of Medical Assistants Participant Follow-Along: Key Concepts & Takeaways

1. Reset the Frame: Goals After the Holidays

Big idea: This isn't about fixing yourself. It's about restarting with what you already have.

Key takeaways:

- Burnout, fatigue, and overload make traditional goal setting harder—not you.
- Motivation and capacity are not the same thing.
- Needing a reset is normal, especially in healthcare.

Reflection prompt:

What has my body, mind, or energy been telling me lately?

2. Why Goal Setting Feels Hard Right Now

Big idea: When capacity is low, pressure backfires.

Common barriers:

- Cognitive overload
- Emotional and compassion fatigue
- Unrealistic “New Year, New Me” expectations

Reframe to remember:

We don't need more willpower. We need better alignment.

Reflection prompt:

Where am I expecting more from myself than my current capacity allows?

3. Understanding Goals: What Still Works

Big idea: Some goals drain energy. Others build it.



Key distinctions:

- **Avoidance goals** focus on what we're trying not to do.
- **Approach goals** focus on what we're moving toward.
- **Performance goals** focus on comparison and outcomes.
- **Mastery goals** focus on learning, growth, and skill-building.

Mastery & Approach Lens:

- Balance challenge and feasibility
- Encourage small wins
- Adapt as needed

Reflection prompt: Which type of goal drains me? Which helps me keep going?

4. Sit With a Question (Instead of a Resolution)

Big idea: Questions create space. Resolutions create pressure.

Why this works:

- Questions invite curiosity, not judgment.
- They evolve as you evolve.
- They guide small decisions over time.

Your guiding question for the year: "What question do I want to sit with this year?"

5. SMARTER Goals: Structure + Humanity

Big idea: Goals are emotional commitments, not just plans.

What's new:

- **E = Emotions:** What feelings come up around this goal?
- **R = Reward:** What matters to me if I follow through?

Key takeaway: Planning for emotions and motivation increases follow-through.



6. Strength-Based Action Planning

Big idea: You don't start from zero—you start from strengths.

Core steps:

- Define a meaningful goal
- Break it into small, flexible actions
- Anticipate barriers without judgment
- Identify strengths, supports, and solutions
- Track progress and celebrate wins

Reminder: Strengths don't disappear when you're tired—they carried you here.

7. Practicing the Restart Mindset

Big idea: Slipping is part of learning. Restarting is the skill.

Restart strategies:

- “Good enough” days still count
- Reset without erasing progress
- Adjust instead of quitting

Mantra to keep: If I slip, I reset—not quit.

8. Closing Integration

Before you leave, name:

- **One goal:** _____
- **One action:** _____
- **One adjustment plan:** _____

Final reminder: Consistency beats intensity. You already have what you need to begin

Notes:



Strength-Based Action Planning Worksheet

Step 1: Define a Meaningful Goal

My goal (keep it simple and real-life):

"I want to _____."

Why this goal matters to me right now (what it supports):

Less stress More energy Better boundaries Confidence Health Work satisfaction

Other: _____

How I want this to feel (1–3 words):

Step 2: Make It Small and Flexible

My "Smallest Next Step" (something I can do on a tough day):

I can _____ for _____ minutes / _____ times.

My "Standard Step" (a realistic routine-day version):

I can _____ on _____ days this week.

My "Stretch Step" (optional, only if capacity is there):

If I have extra bandwidth, I can _____.

Flex rule (how I will adjust instead of quitting):

If I miss it, I will _____ (example: restart tomorrow, shorten it, ask for help).

Step 3: Anticipate Barriers Without Judgment

What usually gets in the way (circle all that fit):

Time | Fatigue | Forgetting | Motivation dips | Stress at work | Family demands | Perfectionism |

Anxiety | Other: _____

My most likely barrier this week is:

What that barrier is trying to protect me from (what's underneath):

(example: overload, failure, disappointment, conflict, not being enough)



Step 4: Identify Strengths That Will Carry the Goal

Strengths I already have (choose 2–3):

- Interpersonal (connection, teamwork, empathy)
- Emotional (self-awareness, patience, persistence)
- Practical (planning, organization, follow-through)
- Leadership (initiative, advocacy, decision-making)
- Creative (problem-solving, reframing, flexibility)

My top 2 strengths for this goal are:

1. _____ 2) _____

Evidence (a time this strength helped me before):

"I've done hard things before, like when I _____."

Step 5: Supports + Solutions (Make It Easier, Not Harder)

Support people/resources I can use (name 1–2):

1. _____ 2) _____

One way I can ask for support (a sentence I can use):

"Can you help me by _____?"

Two solutions to reduce friction (make the goal easier):

1. I will set myself up by _____

2. I will remove a barrier by _____

Step 6: Progress Check + Celebrate Wins

How I will track progress (pick one):

- Quick checklist
- Phone reminder
- Calendar note
- Habit tracker
- Accountability partner
- Other: _____

My weekly "Win Definition" (what counts as success for THIS week):

Success = _____

(example: "I did it 2 times," "I restarted after slipping," "I kept it small but consistent.")



How I will celebrate (small and meaningful):

I will celebrate by _____.

Step 7: Your Restart Plan (If You Slip)

If I slip, I will not shame myself. I will:

1. Name it: "This was a _____ day."
2. Reset: "My next small step is _____."
3. Adjust: "I'm changing the plan by _____."

Quick Wins

One goal: _____

One action: _____

One adjustment plan: _____