



## **Pressing the Restart Button**

### *Strength-Based Goal Setting for Healthcare Professionals*

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

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##### **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?

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##### **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?

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##### **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?

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#### **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?"

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#### **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.



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## 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.

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## 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.

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## 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):**

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### 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).

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### 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:**

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

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

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#### 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 \_\_\_\_\_."

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#### 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 \_\_\_\_\_
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#### 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 \_\_\_\_\_.

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**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 \_\_\_\_\_."
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**Quick Wins**

**One goal:** \_\_\_\_\_

**One action:** \_\_\_\_\_

**One adjustment plan:** \_\_\_\_\_