



Pressing the Restart Button:

Strength-Based Goal Setting for Healthcare Professionals

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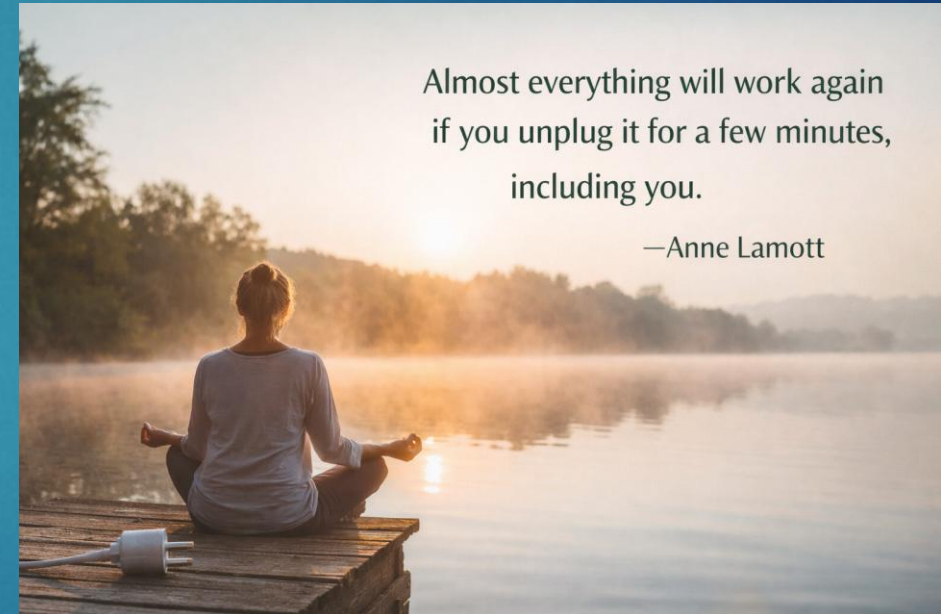
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Learning Objectives

- ▶ Identify at least three personal strengths and past successes that can be leveraged to support realistic goal setting during periods of stress or transition.
- ▶ Differentiate between avoidance-based goals and strength-based approach goals, and reframe at least one current goal accordingly.
- ▶ Develop one short-term, strength-based action plan that incorporates flexibility, self-compassion, and recovery-informed pacing.

Big Question: *How can we leverage our personal strengths to help us grow and achieve goals?*

Quotes to Ponder



Icebreaker: *Resolution Check-IN*

Where are you with your
New Year's Resolutions?

- A. CRUSHING IT
- B. COULD USE SOME
MOTIVATION
- C. CUSSING MYSELF OUT
- D. CRUSHED, CAN'T KEEP UP
- E. *SHRUG* WHY CREATE
RESOLUTIONS?



Why Goal Setting Feels Hard...

(Especially after the Holidays)

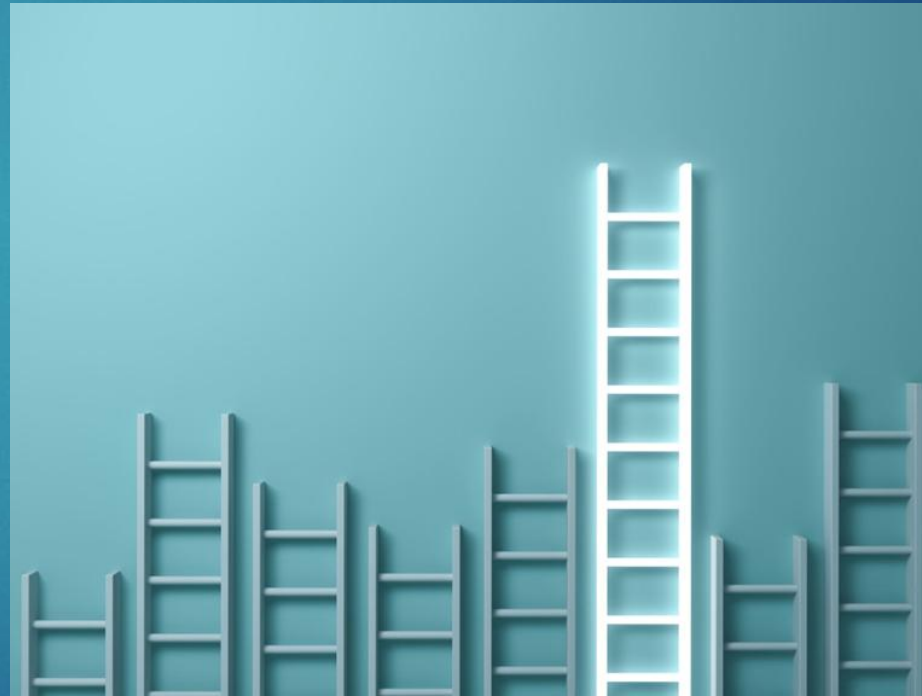


- ▶ Burnout
- ▶ Cognitive overload
- ▶ Fatigue: Physical, Emotional, AND Compassion
- ▶ Unrealistic expectations

Motivation vs. Capacity

Understanding Goals: *What STILL Works*

1. SMART Goals
2. Approach vs. Avoidance Goals
3. Performance vs. Mastery Goals



Type of Goals: SMART Goals



Types of Goals:

Approach vs. Avoidance Goals

Approach Goals

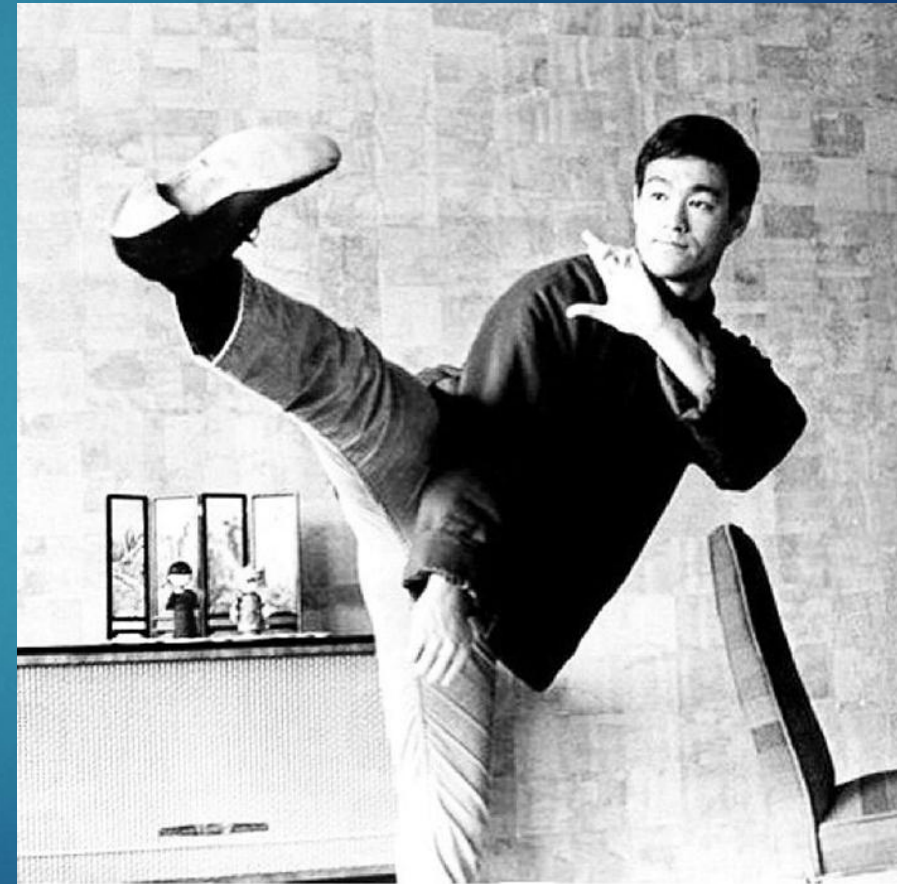


Avoidance Goals



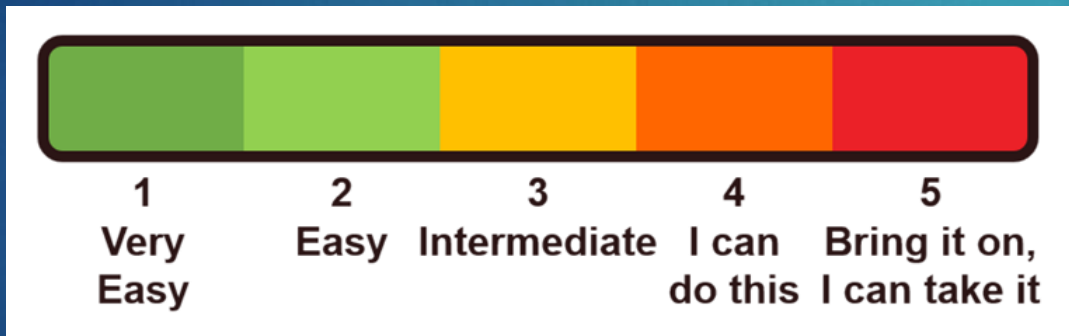
Type of Goals:

Performance vs. Mastery Goals



Goal-Setting Shift #1:

The Mastery & Approach Lens Framework



1. Balance Challenge and Feasibility

2. Encourage Small Wins

3. Adapt as Needed

“We don't train for the easy games; we train for the hard ones...”

Goal Setting Shift #2:

Resolutions → *Big Questions*



Reflect then write
down the
following:

*What BIG question
do I want to sit
with for this year?*

Goal Setting Shift #3: SMARTER GOALS

SMARTER Goals: A Human-Centered Framework

- S** – **Specific** – What exactly will you do?
- M** – **Measurable** - How will you know progress is happening?
- A** – **Achievable** - Is this realistic given current resources?
- R** – **Relevant** - Why does this matter right now?
- T** – **Time-bound** - When will you check progress or finish?
- E** – **Emotions** **NEW** - What feelings does this bring up?
 - Excitement? • Anxiety? • Hope?
- R** – **Reward** **NEW** - What will you gain when you succeed?

Emotions **NEW**

- What feelings does this bring up?
- Excitement?
- Anxiety?
- Hope?



Reward **NEW**

- Relief?
- Less stress?
- Confidence?



Goals aren't just plans – they're emotional commitments.

SMARTER = Structure + Humanity

Goal Setting Shift #4: *Strength-Based Action Planning*

1. Define a meaningful goal
2. Break it into small, flexible actions
3. Anticipate barriers *without judgment*
4. Identify strengths, supports AND solutions
5. Monitor Progress and CELEBRATE Wins (Even small ones)



Practicing the Restart Mindset



- ▶ “Good enough” days
- ▶ Create a Reset Reframe
- ▶ Keep Going

In Closing... Q&A and 3 Things



1. One goal
2. One action
3. One adjustment plan

Stay in Touch...



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