

# Keep In Mind: GPS Messages

## Objectives

- ➲ Youth learn the skills necessary to manage goals (GPS).
- ➲ Youth choose their destinations and set "good goals" that are: **meaningful; realistic and stretching.** Good goals "**draft**" other goals. (Mrs. D)
- ➲ Youth develop strategies for pursuing their goals.
- ➲ Youth learn the value of shifting gears when the going gets tough.

## Steps to Successful Facilitation

- ➲ Set the Tone: Set up & Debrief Are Critical
- ➲ Listen and Build From What Youth Are Saying

## Tips to Ensure a Youth-Driven Approach

Help a young person to reflect on his/her goals by:

- **Drawing out** a young person's emotions so that he/she can visualize what a destination will look and feel like when it is reached.
- **Helping** him/her break down goals into bite-size pieces, or "shrink the change."
- **Noticing** when that person has a small win. Highlighting a "win" will build confidence and reinforce good choices.
- **Encouraging** him/her to apply effort in the face of challenge; try different strategies and seek help. (Apply a growth mindset.)
- **Identifying** behaviors that are already working, called "bright spots." Support a young person to recognize these signs of early success that can provide hope that he/she is capable of reaching goals.

# Keep In Mind: GPS Messages

## Key Messages

- ❑ GPS is a set of skills that can help you find a way to reach goals, much like a GPS in a car helps you find your way to a destination.
- ❑ Scientists have shown that individuals who learn and practice these skills have far more life success reaching their goals.
- ❑ GPS stands for: G = goal selection; P = pursuit of strategies; S = shifting gears “when the going gets tough.”

### Select goals that are:

- ❑ meaningful to you. Visualize what your destination will look and feel like.
- ❑ realistic, and yet stretching in terms of challenge. Just as a rubber band can't be too loose or too stretched to work, a good goal can't be too easy or too difficult.
- ❑ drafting. Drafting is a term used in biking. It is when a tunnel of air is created behind the first rider, which reduces the effort for the riders behind him/her. This helps the entire group get to their destination faster. Similarly, a goal can help draft other goals.

Use the acronym MRS.D (meaningful, realistic, stretching, and drafting) to remember the elements of a well-selected goal.

**Break your goals into smaller steps** that include precise timing, location, and resources needed, called **action triggers**.

### Pursue strategies by:

- ❑ creating and sticking to a plan.
- ❑ persisting with your strategies and considering new strategies.
- ❑ checking progress along the way.

### Shift gears by:

- ❑ substituting strategies or changing parts of a strategy when necessary.
- ❑ looking for help from familiar and new people and resources.
- ❑ emulating strategies of role models.
- ❑ changing goals when it looks like you can't meet your goals. Don't get stuck in “feeling bad.” Consider this experience as learning. I bet there is a new goal that becomes a better fit for you.
- ❑ checking how your strategies are working and if they aren't, think about ways to change your strategies.

### Avoid...

- ❑ Describing GPS as only goal setting
- ❑ Making comparisons to S.M.A.R.T. goals