FOR YOUTH & SCHOOLS

GOALS 4GOOD

Goals for Good

LEADER'S GUIDE

global action plan

KR foundation

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Goals for Good

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Welcome to Goals for Good

Thank you for downloading this pack and taking the first step in helping young people to set goals that are good for them and good for the wider world! This guide is designed to be used in conjunction with the session plans and slide packs to give you the background knowledge and skills to deliver the lessons with confidence. We recommend you read through the full guide and all the materials before delivering module 1 of the course. These materials are designed to be used by experienced group leaders / facilitators and assume good group management skills.

What is Goals for Good?

Goals for Good is an exciting new course aimed at supporting young people to set and achieve goals that are good for their own wellbeing, and also good for other people and the planet.

The course has been designed by UK environment charity Global Action Plan, which helps people live more sustainable lives by making connections between what's good for them and good for the planet. Materials were designed in collaboration with academic experts from the fields of wellbeing, values, motivation and sustainability and consist of evidence-based activities that have been proven to boost wellbeing, increase chances of goal success and encourage lower consumption, planet friendly lifestyles.

The creation of these materials was funded by the KR Foundation, whose mission is to help provide answers to, stimulate mind shifts about, and encourage action on, the long-term challenges faced by current and future generations living on a planet with finite resources, fragile ecosystems, and climate change.

The course consists of a series of 4x1 hour sessions to help participants to:

- Challenge traditional notions of "success" and create their own definitions of a successful life
- Learn about the science of what really makes us happy
- Set short-term and long-term goals using evidence based techniques
- Find ways to make their goals impact positively on other people and the planet
- Understand what stops them achieving their goals and how to overcome obstacles

The role of a Goals for Good leader

The Goals for Good Leader has a very important role in the success of the programme as you will set the tone for the course and enable participants to explore their personal goals in a safe and supportive environment.

You will:

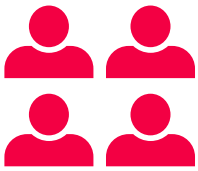
- support participants to learn from the materials presented as well as from each other. You will give participants space to discuss, reflect and learn whilst also holding to the course structure and keeping to time
- communicate the materials with passion and enthusiasm and encourage open discussion about the topics covered within the group
- establish a comfortable, open and safe environment which encourages participation from all group members
- be open to the ideas and opinions of the group, enabling them to explore the topics presented without preaching to them
- invite participants to set goals in line with the purpose of the course, whilst enabling them to choose goals that are in line with their own interests and values

Great discussions and feedback

We know that different groups work differently. Some might be particularly chatty and others might need a little more structure. Here are some of our recommendations and options for holding great discussions and creating movement around the room. Goals for Good can be delivered to groups of varying sizes so different techniques may work better for different sized groups.

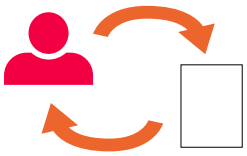
For participants that prefer time to think, get them to jot down their ideas on a piece of paper or post-it note before discussing with their partner/group and feeding back to the class

Get participants to pair up and talk through their ideas with their partner. Ask one person in each pair to summarise the thoughts of the other and feedback to the group

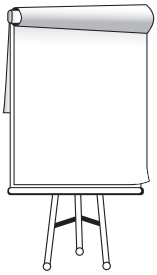


In group discussions try to make sure that everybody has had a chance to contribute to the discussion. Ask a few people around the room – ideally one from each group – to feed back some of the key things they have discussed in their group.

In a group discussion, not everyone gets a chance to speak. Try to make sure everyone has had a chance to voice their point in a pair or group discussion as well.



Get participants to move around the room to different pieces of paper and write on them or discuss them.



Get one person to write up answers and discussion points on a piece of paper or white board.

Vulnerable participants

Although it is important to allow participants to choose their own goals through the course, there may be some types of goals that could cause concern, for example:

- Body image (weight loss, muscle gain etc.)
- Social media following (increasing number of likes or followers)

In these instances, it is advisable to talk to the participant one to one and try to steer them towards healthier types of goals (e.g taking gentle exercise or spending quality face to face time with friends and family). If you are concerned about the mental wellbeing of a participant, please ensure you support them to access the appropriate wellbeing services offered by your organisation.

Sensitive goals and sharing in a safe space

For some participants their goals might be personal and / or they might not feel comfortable sharing them in a group setting. Be mindful of this, particularly when it comes to group discussions.

There are discussion and feedback options in the '**Great Discussions and Feedback**' section of this document, to make sure every participant has a chance to have their voice heard, but you can tailor discussions so participants do not have to share their goals if they do not feel comfortable doing so.

Framing the course

Goals for Good has been designed by a panel of experts in goal setting to teach you the latest evidence-based techniques to help you achieve your goals.

The course also uses the latest research into happiness and wellbeing to help you think about the types of goals you choose to set and the types of goals that will have maximum impact on your happiness. It has also had input from experts in sustainability to help you think about how the goals you set can have a positive impact on you and on the wider world around you.

Research shows that when we set goals that contribute to the wider world, this has a significant impact on our own happiness (Seligman, 2011). Contributing to something bigger than ourselves helps give us meaning and purpose and helps us live in line with our values (Csikszentmihalyi & Csikszentmihalyi, 2006).

The Goals for Good video can be found here:
https://youtu.be/PbYhuqsLuMU

Course structure

Module	Length	When to complete
Module 1	1 hour	Week 1 of the course
Module 2	1 hour	1 week after module 1
Module 3	1 hour	1 week after Module 2
Module 4	1 hour	1 month after Module 3

Notes on the modules

- In Module 3 the goals set are for 1 month (until Module 4). This is the recommended time period for these two goals. However, it can be a shorter / longer time period if needed.

Types of goals that make us most happy

Research shows that the types of goals we choose to pursue in life can have a big impact on our happiness (Kasser & Ryan, 2001).

Adverts, films, TV programmes and influencers often portray people who are wealthy, good looking and famous as the happiest, but the research shows that people who pursue these goals are likely to be less happy (Dittmar, Bond, Hurst, & Kasser, 2014).

Aspiring for good quality relationships, helping others, and making a positive impact on the world (intrinsic goals) have a far bigger impact on our happiness than aspiring for goals around wealth, fame and how we look (extrinsic goals) (Niemiec, Ryan, & Deci, 2009). It may sound like a cliché that "money doesn't make us happy", but research really does back this up. Once we have enough money to pay the bills, feed ourselves and do the things we enjoy doing, having more has very little impact on how happy we feel (Kahneman & Deaton, 2010).

Of course, it is important to find a job that pays us enough to live, but finding a job that we enjoy doing, and that gives us a sense of contributing to society is a far better route to happiness than doing something purely because it pays well.

Research has found that the most important factor in a happy life is having strong relationships, so it's important we make time for and look after the people we love (Diener & Seligman, 2002).

Intrinsic examples (likely to have a bigger impact on happiness)

- I have many exciting experiences
- I have helped other people
- I have a close and supportive network of friends and family
- I have a happy relationship with a long-term partner
- I am fit and physically healthy
- I feel calm and comfortable with who I am

Extrinsic examples

- I am famous
- I own a big house with lots of expensive possessions
- My salary is high
- I am admired for the way I look

The true cost of our lifestyles on our health, people, and the planet

We are lucky to live at a time when most of us have more than we need – plenty of food, warm homes, nice clothes, holidays abroad. Economic progress over the last 150 years has lifted billions of people out of poverty and vastly improved our health and life expectancy. But, the way we are living is causing a new set of problems for the 21st century.

The impact on our wellbeing

Advertising, television and social media constantly show us messages that tell us that looking a certain way and owning the right possessions will makes us happy. But the research says otherwise.

- Despite having more material comfort than ever, young people's rates of depression, anxiety and unhappiness have risen by 70% compared to 30 years ago. (Pieters, 2013).

- Focusing on acquiring more possessions and wealth doesn't improve our wellbeing and is actually more likely to hurt it. (Dittmar et al., 2014).

- People who place more value on wealth and possessions are more likely to suffer from depression and anxiety and are less likely to be happy (Kasser & Ryan, 1996).

There are also negative impacts for the environment

By trying to seek happiness through the things we own, we end up using far too much stuff. If everyone in the world consumed as much as we do in the UK, we'd need 3 planets (WWF, 2014). And our need for stuff is causing a lot of problems…..

- We are poisoning our oceans with plastic, destroying other species and creating more waste than the earth can handle.
- By 2050 there will be more plastic in the ocean than fish (Ellen MacArthur Foundation, 2016). We use a material that lasts forever to make things we use once then throw away.
- Fast fashion is creating a lot of environmental problems e.g. more than half of fast fashion is thrown away in less than a year and a garbage truck full of textiles is wasted every second (Ellen MacArthur Foundation, 2017)
- 150-200 species of plants and animals are becoming extinct every day because we are digging up and cutting down their habitats to make our things (WWF China, 2017).
- The greenhouse gasses emitted from the extraction, production, transportation and disposal of stuff are a significant cause of climate change.

And our demand for ever cheaper products also forces hardship on others.

This means that there is a social cost too

- Millions of workers around the world work in conditions we would never find acceptable, including an estimated 218 million children (International Labour Organisation, 2018).

- An estimated 20,000 children work in mines retrieving mica, the mineral that adds an iridescent shimmer to eyeshadows and blushers (SOMO, 2016) and many children are employed to mine a mineral called Coltan that is used to make our phones and laptops.

- We need to find new ways of living that make us happier and cause less damage to the world around us.

5 ways to wellbeing

First, what is wellbeing?

Wellbeing is about more than just feeling happy. It is also about having a sense of self-worth, good relationships with others, feeling our life has meaning and purpose, being interested and engaged in what we do and experiencing a sense of achievement.

Good mental wellbeing means that you are able to cope when difficult situations come around. It does not mean that bad things don't happen and that we never feel sad or low. It's about making the most of the good times and being able to bounce back when things get hard (King, 2016).

There are many ways we can boost our wellbeing, as good wellbeing is something you do, not something that you "have" or are born with.

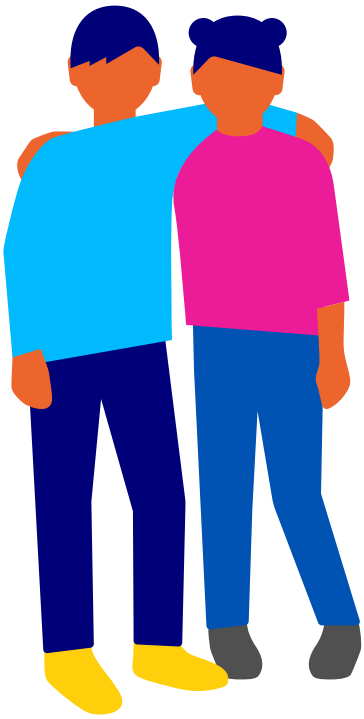
The five ways to wellbeing

The 5 ways to wellbeing were designed by the New Economics Foundation as a way of summarising the leading research into the best ways we can support our own mental wellbeing – a bit like "5 fruit and veg a day" for our minds (Thompson et al., 2008).

Research has found that these 5 ways to wellbeing can have a bigger impact on our happiness than many of the things we often think will make us happier – like buying something we've always wanted or getting likes on social media – which give us a short boost, but don't tend to last very long (Lyubomirsky & Layous, 2013).

They can also all be done in ways that have a minimal impact on the planet.

We can use the five ways to wellbeing as a framework to develop goals that channel our passions whilst also being good for us. This can be particularly useful when thinking about future jobs, careers or education opportunities. For example, a goal to do some volunteering could help us get into university or get some great work experience.



1. Connect

Our relationships are very important for our happiness and we need close bonds with other people to thrive. Emphasise the importance of face to face connection in a time when our relationships are often mediated through technology and we spend so much of our time staring at screens or distracted by our phones. (Eckersley, 2006)

There is strong evidence that indicates that feeling close to, and valued by, other people is a fundamental human need and one that contributes to functioning well in the world.

It's clear that social relationships are critical for promoting wellbeing and for acting as a buffer against mental ill health for people of all ages.

With this in mind, try to do something different today and make a connection.

2. Keep learning

In an educational environment, students will of course be learning something every day. But this applies to more than just lessons taught in school or at college / university. Continued learning through life enhances our self-esteem and encourages us to meet new people.

Activities like learning a new sport, listening to an informative podcast or learning how to cook can all boost our mood.

3. Be active

Regular physical activity is associated with lower rates of depression and anxiety across all age groups (Thompson et al, 2008).

But it doesn't need to be particularly intense for you to feel good - slower-paced activities, such as walking, can have the benefit of encouraging social interactions as well providing some level of exercise.

The key to exercise is finding something we enjoy and fitting it into our routine. Building some exercise into your route to work, school or college (cycling, running or walking) is a great way to do this and is better for the planet too!

4. Take notice

Studies have shown that being aware of what is taking place in the present and savouring 'the moment' can enhance your wellbeing. Heightened awareness also enhances your self-understanding and allows you to make positive choices based on your own values and motivations.

Choosing where we put our attention is a really important skill in today's world. Facebook, Twitter, Instagram, click bait, flashy adverts – there are so many ways to be distracted. If we don't take control of our attention we can end up paying lots of attention to stuff we don't even care about.

Our attention is precious. Companies pay billions to get our attention through advertising which can have a really negative impact on our wellbeing as we're reminded of all the things we don't have and compare our lives to unrealistic images of people living perfect lives. We are made to feel that by buying stuff we can be happier.

One helpful habit to boost our wellbeing is to take notice of the good things in our lives. Having an "attitude of gratitude" has been shown to have a significant impact on our happiness (Emmons & McCullough, 2003). Try writing down 3 good things that happen every day. Research showed that people who did this every day for a week were found to be happier up to 6 months later!

Studies have found that we spend about half of our lives in our heads thinking about the past or the future and so we miss about half of what's really going on in the present moment! Research also shows that we are happier when we are paying attention to the present moment (Killingsworth & Gilbert, 2010).

5. Give

Participation in social and community life has attracted a lot of attention in the field of wellbeing research. Individuals who report a greater interest in helping others are more likely to rate themselves as happy (Thompson et al., 2008).

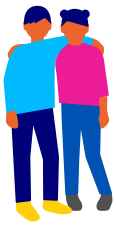
Research has found that giving is incredibly important to our wellbeing. We don't live in a vacuum, we live in constant connection with other people and the environment around us. When we do things that benefit other people and the planet, this has a big impact on our own wellbeing (Steger, Kashdan, & Oishi, 2008).

Giving to something beyond ourselves helps give us a sense of meaning in our lives. It is important for us to identify what we want to give our time and attention to. When we live in pursuit of what we really care about we are filled with a sense of fulfilment (Borgonovi, 2008).

Example actions…

…That are linked to the 5 ways to wellbeing

Connect



- Talk to someone instead of sending a text
- Join a new club or class / make a new friend
- Put your all technology away at all meal times.
- Put five minutes aside to find out how someone really is
- Walk to school, college or work with a friend.

Keep learning

- Read the news or a book every morning or evening
- Listen to a podcast about something that interests you
- Do a crossword or Sudoku every day
- Research something you've always wondered about
- Learn a new type of plant every day
- Start learning an instrument or language

Be active

- Build exercise into your journey to school, college or work
- Take the stairs not the lift
- Go for a walk at lunchtime
- Get off the bus one stop early and walk the final part of your journey
- Join a sports team or organise a regular a kick-about in a local park
- Do some 'easy exercise', like stretching, before you leave in the morning

Take notice

- Take notice of how your classmates / colleagues are feeling or acting
- Take a different route on your journey to or from school, college or work
- Visit a new place for lunch
- Find out where all the green spaces or parks are near your home
- Notice the plants and trees you see as you walk
- Every day, write down 3 good things that have happened.

Give

- Volunteer for a day with a charity that has meaning to you
- Raise money for a charity you really care about
- Spend time with people in your community or family members – maybe the elderly or less able. You could help them in the garden or with their shopping, for example.
- Cook for your friends or family (it doesn't have to be fancy!) and have a meal together

Marshmallow test

The marshmallow test was used in a series of experiments on "delayed gratification" in the 1960's and 70's by Psychologist Walter Mischel. In the experiments, children are given a marshmallow. They are told that they can either a) eat it there and then or b) wait a few mins without eating it and then receive a second.

The research shows that the children who were able to resist the marshmallow had better academic achievement, fewer behavioural problems and better social relationships (Shoda, Mischel, & Peake, 1990).

You can watch this video* to find out more:
https://www.youtube.com/watch?v=d8M7Xzjy_m8

**This video is hosted by YouTube. It is not our video and you can find many different versions of the marshmallow test video online. This is just the one we suggest watching.*

This teaches us lots of things, including:

- Our ability to regulate our thoughts, feelings and impulses are a really important factor in achieving our goals.
- Our ability to delay gratification is important e.g. I'll do the boring thing now so I have the benefits later.

And we can absolutely build up our levels of self-control. Researchers have found that self-regulation is like a muscle; the more we use it the stronger it gets. Practicing in one area of our lives can spill over into other areas. E.g. practicing self-control around better healthy eating habits can help us exert more control over (for example) our spending habits (Baumeister et al, 2006).

GRIT

Psychologist Angela Duckworth has spent years studying the psychology of success, examining swimmers, chefs, army cadets, telesales executives and more. She finds that natural talent is not as likely to predict success as much as the qualities she sums up as "grit" (Duckworth et al., 2011).

You can find out more about grit by watching this TED Talk:
https://www.ted.com/talks/angela_lee_duckworth_grit_the_power_of_passion_and_perseverance?utm_campaign=tedspread&utm_medium=referral&utm_source=tedcomshare

Grit = passion + perseverance

The emphasis must be on both parts of this equation. Passion and perseverance are equally important and you have to have both.

Grit is the commitment to finish what you start, to rise from setbacks, to want to improve and succeed, and to undertake sustained and sometimes unpleasant practice in order to do so.

It's about having a goal that you really care about and the ability to keep going, even when you fall down or progress is slow. And the research shows that the best predictors of success are not talent or luck, the best predictor is effort and the ability to keep going.

Example:

- Croatian born Sandra Paovic competed in the Beijing 2008 Summer Olympics, reaching the second round of the table tennis singles competition. She was injured in a 2009 traffic accident, losing use of her legs. Following committed recovery and training, she returned to win the Gold in the Rio 2016 Paralympic Games.

WOOP

WOOP is a method that research has found to be incredibly successful in helping people to achieve their goals (Oettingen, 2014). It was developed by Professor Gabriella Oettingen and has more than 20 years of testing in classrooms, gyms and healthcare settings.

WOOP is a practical, accessible, evidence-based activity that helps people achieve their goals and build self-control. The model acknowledges that there will be challenges and helps us to anticipate these by putting simple plans in place to make sure we are not de-railed by these obstacles and instead overcome them.

You can find out more about WOOP here: **http://woopmylife.org/woop-1/**

It's been tested in gyms, healthcare settings and schools and has been found effective in:

- Increasing effort and engagement
- Reducing stress
- Improving time management
- Promoting physical health

This method helps us increase our grit and our self-control.

WOOP which stands for:

Wish (the goal we want to achieve)
Outcome (what we really want from achieving this – how it will make us feel)
Obstacle (what are our internal obstacles that get in the way)
Plan (planning for what we can do when these obstacles get in the way).

Wider impact on the world

Every small choice we make about what we buy, eat and throw away has an impact on the world around us so there are hundreds of ways we can make a difference! Here are some of our top tips for simple ways we can reduce our impact on the planet and make our lives better:

- **Focus on the 5 ways** Each of the 5 ways to wellbeing has been shown to have a big impact on our happiness and all can be done in ways that have a small impact on the planet.
- **Tidy room, tidy mind** De-cluttering your bedroom is a great way to boost productivity, and could you free up your mind by living with less stuff?
- **Kill them with kindness** Random acts of kindness are a great way to connect with loved ones. Could you give gifts of time rather than stuff?
- **Drink in style** With over 300,000 posts on Instagram & celeb endorsements - reusable water bottles are the must have accessory of the moment. If your goal is to exercise more - make sure you stay hydrated in style.
- **Stay grounded** Is your goal to relax or travel more? Keep your feet firmly on the ground by suggesting to your friends and family that you travel by bus or train instead of flying.
- **Love your clothes** Are your drawers overflowing with clothes you hardly wear? Resist fast fashion and invest in fewer timeless pieces that make you feel amazing. Or even better, go vintage.
- **Plastic - not so fantastic** Whether you're looking to eat better, exercise more or do more with family – could you reduce the amount of plastic packaging you buy?
- **Meat Free Mondays** If your goal is to eat healthier, could you buy more at a local Farmers Market, or reduce the amount of meat you're eating?
- **Go wild!** Spending time in nature is great for our mental and physical wellbeing. Plus people who spend more time in nature tend to take better care of the planet.

Research shows that when we set goals that contribute to the wider world, this has a significant impact on our own happiness (Steger, Kashdan, & Oishi, 2008).

Contributing to something bigger than ourselves helps give us meaning and purpose and helps us live in line with our values (Seligman, 2011).

Choose when and where

Research has shown that planning exactly when and where we are going to do our goals significantly increases our chances of doing them.

We all lead busy lives and it can be hard to fit new actions in. It's helpful to plan exactly when and where we are going to do our actions (as much as we can!). E.g. I'm going to go for a 30 minute walk at lunchtime every week day (with my re-usable water bottle!). Put it in your diary so you've made a date with yourself to do it.

Make it easy

Get the group to think about ways to make it easier for you to achieve your goal by setting a prompt or making the wrong choice harder.

Examples:

- Thinking about going to university? set the UCAS website as the homepage on your internet browser.
- Set a reminder on your phone for the time you want to exercise or leave your gym kit out for yourself so it's the first thing you see in the morning.
- If you want to eat healthily could you put fruit out where you'd normally put the biscuits?

Share and get support

- We are more likely to stick to our goals if we share them with other people – when we make a public commitment we feel more obligated to stick to it.

Strengths

Research shows that when we understand and use our strengths we are much more likely to achieve our goals (Linley et al., 2010).

Using our strengths also has a big impact on our happiness (Park, Peterson, & Seligman, 2004).

We often focus on what is wrong with ourselves and where we need to improve, but research shows that we are happier, more resilient and more likely to achieve our goals when we focus on what is right about us. Knowing and using our strengths can help contribute to the world.

Finding your tribe. We are much more likely to achieve our long-term goals and have a real impact on the world if we join forces with others who care about what we care about.

Keep in touch!

If you and your participants enjoyed the course and would like to join our movement of committed individuals who want to create a happier, more sustainable world. Keep in touch with us at Global Action Plan by following us on:

- Instagram: **https://www.instagram.com/globalactionplan/**
- Facebook: **https://www.facebook.com/globalactionplan/**
- Twitter: **https://twitter.com/globalactplan**

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