Flourishing Mindset Strategies

Prospective Thinking: Using a Graphic Organizer to Create a High IMPACT Goal

Building a Flourishing Mindset through Thoughtful Empowering Learning and Coaching
A Flourishing Mindset can be described as the thinking habits that support sustained well-being. To possess a Flourishing Mindset, certain thinking behaviours are necessary. These thinking behaviours result from an intentional and conscious desire to maximize the well-being of self and others and are designed to guide decisions on how to act to optimize the likelihood of meeting your well-being goals.

Goal Setting

Goal setting refers to a decision-making process that helps to achieve a desired future outcome. Simply put, it is about making something one wants to achieve actually happen. Goal setting describes an important thinking process that can apply to a wide range of contexts and purposes.

Goals are future targets that can apply to an individual, team or organization. A goal can be related to learning or to improved performance or competency. Goals can be personal, involving self-improvement, or career related. In organizations, goals may involve improving some aspect of its operations.

Prospective Thinking

This is the thinking that guides the process of goal setting. It involves comparing one's current reality to a desired future outcome and making decisions that create a trajectory towards this target. Prospective thinking involves making a series of decisions that include choosing…

- a future desired result that directly ***aligns to*** one's values and beliefs and ***improves*** one's current state of well-being
- a future result that is most ***consequential,*** maximizing the positive impact on one's life and possibly the lives of others
- how to ***produce the maximum*** return on the use of one's limited energy, time and resources
- how to best record this future result in a way that is ***motivating, insightful*** and ***transformative***.

Prospective thinking needed to set impactful goals involves criteria. Criteria for ***impactful*** goal setting are:

Insightful: Provides a new understanding of how to improve well-being in the future.
Motivating: Sustains motivation to persevere towards the desired future result.
Productive: Produces the greatest positive result using the fewest resources.
Aligned: Provides a clear trajectory to a desired future result.
Consequential: Leads to broad and far-reaching improvement
Transformative: Leads to meaningful change.

Important *Not to Do's*:

- ***do not*** rush the process; take the time to deeply understand a person's current situation, future desired results, and the gap between the two
- ***do not*** judge; discuss the choice and significance of a person's desired result objectively
- ***do not*** tell a person what they should strive for; instead encourage them to explore alternatives and choose the future result most impactful to them.

Implications for Online Interactions: Be sure to …

- encourage the use of personal narratives to surface beliefs and values;
- take the time for the exploration of personal motivators;
- help the goal setter visualize and assess their trajectory by displaying an image of it
- seek a variety of ways for a person to describe their current reality and desired result using as many senses as possible
- pay close attention to details including facial expressions, and tone of voice to gauge a person's motivation and the meaningfulness of their goals

A Strategy for Prospective Thinking

Graphic Organizer

This strategy enables one to think prospectively in support of the goal setting process. It helps to gather ideas about a person's current reality and their desired future to generate a comprehensive list of possible goals so that criteria can be applied to select the most impactful goal.

A High IMPACT Goal Is:

Insightful
Motivating
Productive
Aligned
Consequential
Transformative

To support prospective thinking:

1. Brainstorm all the ways you can think of to move your current reality to your desired future result.
2. Consider the criteria for a High IMPACT goal. Review the meaning of each criteria. Circle the word/phrase (very, somewhat, a little bit, not at all) that best describes how well each goal meets each of the criteria. Add more rows if you need them to the chart.
3. Star the goal that has the highest Impact on your current reality (the one meets all the High IMPACT Goal criteria to the highest degree).
4. If there is a tie, choose the goal that resonates with you the most and commands your passionate commitment.

Current Problem/Reality	Identify Desired Future Result	Brainstormed Possible Goals	How Impactful Is Each Goal?
			◻ **I**nsightful (very, somewhat, a little bit, not at all) ◻ **M**otivating (very, somewhat, a little bit, not at all) ◻ **P**roductive (very, somewhat, a little bit, not at all) ◻ **A**ligned (very, somewhat, a little bit, not at all) ◻ **C**onsequential (very, somewhat, a little bit, not at all) ◻ **T**ransformative (very, somewhat, a little bit, not at all)
			◻ **I**nsightful (very, somewhat, a little bit, not at all) ◻ **M**otivating (very, somewhat, a little bit, not at all) ◻ **P**roductive (very, somewhat, a little bit, not at all) ◻ **A**ligned (very, somewhat, a little bit, not at all) ◻ **C**onsequential (very, somewhat, a little bit, not at all) ◻ **T**ransformative (very, somewhat, a little bit, not at all)
			◻ **I**nsightful (very, somewhat, a little bit, not at all) ◻ **M**otivating (very, somewhat, a little bit, not at all) ◻ **P**roductive (very, somewhat, a little bit, not at all) ◻ **A**ligned (very, somewhat, a little bit, not at all) ◻ **C**onsequential (very, somewhat, a little bit, not at all) ◻ **T**ransformative (very, somewhat, a little bit, not at all)

Write your High IMPACT Goal using the following template:

MY High IMPACT Goal is to _____ (do X, accomplish X, learn X, improve X) by _____ (time).

https://en.wikipedia.org/wiki/Goal_setting

A Strategy for Prospective Thinking: Graphic Organizer

Complete the following to set a High IMPACT Goal:

1. Brainstorm all the ways you can think of to move your current reality to your desired future result.
2. Consider the criteria for a High IMPACT Goal. Review the meaning of each criteria. Circle the word/phrase (very, somewhat, a little bit, not at all) that best describes how well each goal meets each of the criteria. Add more rows if you need them to the chart.
3. Star the goal that has the highest Impact on your current reality (the one meets all the High IMPACT Goal criteria to the highest degree).
5. If there is a tie, choose the goal that resonates with you the most and commands your passionate commitment.

Current Life Reality and Level of Satisfaction	Identify Desired Future Result	Brainstormed Possible Goals	How Impactful Is Each Goal?
			□ **I**nsightful (very, somewhat, a little bit, not at all) □ **M**otivating (very, somewhat, a little bit, not at all) □ **P**roductive (very, somewhat, a little bit, not at all) □ **A**ligned (very, somewhat, a little bit, not at all) □ **C**onsequential (very, somewhat, a little bit, not at all) □ **T**ransformative (very, somewhat, a little bit, not at all)
			□ **I**nsightful (very, somewhat, a little bit, not at all) □ **M**otivating (very, somewhat, a little bit, not at all) □ **P**roductive (very, somewhat, a little bit, not at all) □ **A**ligned (very, somewhat, a little bit, not at all) □ **C**onsequential (very, somewhat, a little bit, not at all) □ **T**ransformative (very, somewhat, a little bit, not at all)
			□ **I**nsightful (very, somewhat, a little bit, not at all) □ **M**otivating (very, somewhat, a little bit, not at all) □ **P**roductive (very, somewhat, a little bit, not at all) □ **A**ligned (very, somewhat, a little bit, not at all) □ **C**onsequential (very, somewhat, a little bit, not at all) □ **T**ransformative (very, somewhat, a little bit, not at all)

Write your High IMPACT Goal using the following template:

MY High IMPACT Goal is to _____ (do X, accomplish X, learn X, improve X) by _____ (time).

Flourishing Mindset Strategies

Action Planning Thinking: Flowcharting the Journey to a High IMPACT Goal

Building a Flourishing Mindset through Thoughtful Empowering Learning and Coaching
A Flourishing Mindset can be described as the thinking habits that support sustained well-being. To possess a Flourishing Mindset, certain thinking behaviours are necessary. These thinking behaviours result from an intentional and conscious desire to maximize the well-being of self and others and are designed to guide decisions on how to act to optimize the likelihood of meeting your well-being goals.

Goal Setting

Goal setting refers to a decision-making process that helps to achieve a desired future result. Simply put, it is about making something one wants to achieve actually happen. Goal setting describes an important thinking process that can apply to a wide range of contexts and purposes.

Goal setting implies future action. A goal without follow through is merely a 'pipe dream' that will not move someone forward in their life. Once a goal has been set, envision the steps needed to be taken to attain the desired result and then prioritize those actions that are most likely to propel one forward towards the desired target.

Action-driven Thinking

This thinking involves deciding on a series of actions that will create a trajectory from a current reality to a desired future target/result. The process of planning and executing a set of effective actions to successfully meet a goal involves making decisions on:

- □ a comprehensive set of actions that support a goal;
- □ 2-4 actions that are most constructive;
- □ how to best sequence the most constructive actions so that each one supports the achievement of the next; and
- □ how well each action maintains the trajectory towards a goal.

Constructive actions are:
- easiest to accomplish,
- most impactful; and
- time sensitive as they rely on others or particular circumstances to accomplish

Criteria to guide the planning of the most effective actions include 4 C's:
Comprehensive: a consideration of all the possible actions that can be taken to meet a goal.
***Constructive*:** an assessment of each possible goal to identify those that most effectively support the goal.
Continuous: a connected sequencing of the most constructive actions to create the most likely path to a goal;
Contemplative: an on-going assessment of each action to ensure the plan remains on target/on course.

Implications for Online Interactions: Be sure to …
- provide time to thoroughly list all possible action steps that will help propel the individual towards attaining their future result/target.
- listen carefully/deeply? to make sure the action planner remains true to their goal.
- encourage the on-going use of criteria to guide the action planning thinking; make the criteria readily visible to the action planner.
- record action-driven thinking to make it readily visible for on-going assessment

Important *Not to Do's*

- ***do not*** interrupt the brainstorming process**;** encourage creative and comprehensive brainstorming of actions needed to be taken to attain one's goal
- ***do not*** ask questions with closed responses**;** ask questions that support the action planning thinking process e.g. What would be another action? How will this action serve you? How is it constructive for you?
- ***do not*** rush the process; give the action planner ample time; some people may need to revisit the process several times
- ***do not*** judge the initial brainstormed actions; allow the individual to jot down all possible actions, even those that initially seem implausible or unfeasible and ask, "How do you think this action supports your goal?"

A Strategy to Support Action-driven Thinking: A Flowchart

This strategy helps to use action-driven thinking in support of the goal setting process. It helps to identify and assess possible actions that can be taken to create the most accurate trajectory towards a future goal.

To support action-driven thinking: ***Brainstorm and record*** a comprehensive list of possible action steps to attain your High IMPACT Goal.

1. ***Prioritize and sequence*** those actions so that they propel you along a trajectory to your goal.
2. ***Assess*** your plan using the 4C's and make modifications if needed to ensure the best plan of action.

High IMPACT Goal:				
STEP 1: Brainstorm possible actions		**STEP 2: Assess your Action Plan**		
Action	How well does this action supports my High IMPACT Goal	Prioritized Action Steps – List Sequentially	Assessment of Actions Using the 4C's (4 3 2 1)	Total Value of Each Action
Action 1:	Very well ← 0 1 2 3 4 → Not well because:	**1.**	Comprehensive: ____ points Constructive: ____ points Continuous: ____ points Contemplative: ____ points	Assessment of Action 1: Total Points: _____
Action 2:	Very well ← 0 1 2 3 4 → Not well because:	**2.**	Comprehensive: ____ points Constructive: ____ points Continuous: ____ points Contemplative: ____ points	Assessment of Action 2: Total Points: _____
Action 3:	Very well ← 0 1 2 3 4 → Not well because:	**3.**	Comprehensive: ____ points Constructive: ____ points Continuous: ____ points Contemplative: ____ points	Assessment of Action 3: Total Points: _____
Action 4:	Very well ← 0 1 2 3 4 → Not well because:	**4.**	Comprehensive: ____ points Constructive: ____ points Continuous: ____ points Contemplative: ____ points	Assessment of Action 4: Total Points: _____
Action 5:	Very well ← 0 1 2 3 4 → Not well because:			
Action 6:	Very well ← 0 1 2 3 4 → Not well because:			

Add more row if you have additional goals on your list.

Make adjustments to your plan, if necessary, based on your assessment.

Now ★ the most effective 3 – 4 actions and sequence them here

Action-driven Thinking: Flowchart Template

High IMPACT Goal:				
STEP 1: Brainstorm possible actions		**STEP 2: Assess your Action Plan**		
Action	How well does this action supports my High IMPACT Goal	Prioritized Action Steps – List Sequentially	Assessment of Actions Using the 4C's 4 3 2 1	Total Value of Each Action
Action 1:	Very well ← → Not well 0 1 2 3 4 because:	**1.**	Comprehensive: ____ points Constructive: ____ points Continuous: ____ points Contemplative: ____ points	Assessment of Action 1: Total Points: _____
Action 2:	Very well ← → Not well 0 1 2 3 4 because:	**2.**	Comprehensive: ____ points Constructive: ____ points Continuous: ____ points Contemplative: ____ points	Assessment of Action 2: Total Points: _____
Action 3:	Very well ← → Not well 0 1 2 3 4 because:	**3.**	Comprehensive: ____ points Constructive: ____ points Continuous: ____ points Contemplative: ____ points	Assessment of Action 3: Total Points: _____
Action 4:	Very well ← → Not well 0 1 2 3 4 because:	**4.**	Comprehensive: ____ points Constructive: ____ points Continuous: ____ points Contemplative: ____ points	Assessment of Action 4: Total Points: _____
Action 5:	Very well ← → Not well 0 1 2 3 4 because:			
Action 6:	Very well ← → Not well 0 1 2 3 4 because:			

Make adjustments to your plan, if necessary, based on your assessment.

Add more row if you have additional goals on your list.

Now ★ the most effective 3 – 4 actions and sequence them here

Flourishing Mindset Strategies

Strategic Thinking Using a Thinking Chart

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Goal Setting

Goal setting refers to a decision-making process that helps to achieve a desired future result. Simply put, it is about making something one wants to achieve actually happen. Goal setting describes an important thinking process as it can apply to a wide range of contexts and purposes.

To realize a High IMPACT Goal, there are many factors to consider to effectively support the implementation of an action plan. What resources and supports are available, how much time is needed to complete each action, and being able to anticipate possible challenges and solutions will all help to ensure the resilience needed to meet a goal.

Strategic Thinking

This thinking involves broadening and deepening planned action steps to include other considerations that will help ensure the attainment of a goal. Strategic ~~planning~~ thinking involves decisions about…

- □ what resources are needed and available to support each action
- □ what potential challenges may arise along the way
- □ what potential steps can be taken to overcome each challenge
- □ how to set a realistic deadline for the completion of each action.

*Note that if the goal takes a year or longer to achieve, it will be helpful to establish short-term goals that become check points along the way to attaining a long-term High IMPACT Goal.

Decisions about how to plan actions strategically involves criteria. Criteria for planning strategically; the 3R's:

Resource-based: there are sufficient resources available to support plans of action;

Responsive: actions address potential challenges that can be anticipated;

Realistic: actions can be taken within a reasonable time frame

Important *Not to Do's*:

When deciding to plan actions strategically, it is also necessary to make sure the following are kept front of mind:

- x **do not** be logical in listing the action steps; it will take more than one draft to accomplish the sequence that is most likely to lead to the successful attainment of the desired result
- ***do not*** be the only person to review each person's strategic plan; encourage the individual to seek feedback from several people on all elements of the strategic plan

- ***do not*** rush the process; ask clarifying and broadening questions to ensure that the strategic plan is resource-based, responsive and realistic. E.g. Are these resources sufficient to move your plan along? What else might you need? How will this action serve your plan? Have you anticipated all challenges?

Implications for Online Interactions: Be sure to …

- provide sufficient time to consider all potential resources, and where and how they may be most accessible.
- pay close attention to the action planner's emotional response to their plan; for example, are they feeling anxious or excited.
- help record the action planner's strategy and make it, and the 3's, continuously visible to support refinement.
- provide time to review the plan and note that this will take more than one conversation as the individual works through several drafts and refines it based on experiences.

A Strategy for Strategic Thinking

Thinking Chart

Use the following thinking chart to complete your strategic plan:

1. List your action steps sequentially.
2. Identify what resources you will need and what resources you currently have available for each of your action steps.
3. List anticipated challenges you may face and strategies to overcome each challenge.
4. Be sure to include a completion date for each of your action steps. Assess to what degree each completion date is realistic and make revisions if necessary.

High IMPACT Goal:						
	Resource-based Are there sufficient resources available to meet your needs?		**Responsive** How will you ensure your actions respond to anticipated challenges?		**Realistic** How likely are you to complete this action on this date?	
Sequential Action Steps	**Resources Needed** What will you need to complete each of your action steps?	**Resources Available** Consider people, finances, data, education, things you need that are available, etc.	**Anticipated Challenges**	**Action Revision to Overcome Challenges (Strategy)**	**Completion Date Realistic?** ☐ Yes ☐ No	**Revised completion date if not realistic**
1.						
2.						
3.						
4.						

Strategic Thinking Template

High IMPACT Goal:						
	Resource-based Are there sufficient resources available to meet your needs?		**Responsive** How will you ensure your actions respond to anticipated challenges?		**Realistic** How likely are you to complete this action on this date?	
Sequential Action Steps	**Resources Needed** What will you need to complete each of your action steps?	**Resources Available** Consider people, finances, data, education, things you need that are available, etc.	**Anticipated Challenges**	**Action Revision to Overcome Challenges (Strategy)**	**Completion Date Realistic?** □ **Yes** □ **No**	**Revised completion date if not realistic**
1.						
2.						
3.						
4.						