



# REFLECTIONS



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## THE SECRET OF SUCCESSFUL LEARNING GOALS HOMEWORK FOR EPISODE SIXTEEN

When you think about goals, you may tend to focus on performance goals. However, there are advantages to looking beyond immediate results. Consider how learning and behavior goals can strengthen your abilities and enrich your life.

In Episode 16 of the Dauntless podcast, we heard from Learning Strategist Bill Ryan on the importance of creating a learning plan. He spoke on the need to define what you want. Define your purpose. Ask yourself: What do I have to do to accomplish it? Then, take control of your own learning path. Take control of your own life path.

Here are a few more important things to keep in mind as you work on your goals:

### Basic Principles Behind Learning Goals

1. **Enjoy the journey.** While performance goals target outcomes, **learning and behavior goals are more concerned about the process.** You pay attention to how you approach a complex task rather than tracking just the final results.
2. **Focus on knowledge and strategy.** Learning goals make sense when you need to ensure that you're equipped for what you have in mind. For example, it takes more than effort and persistence to build an app. You would need to master design and programming, or work with someone who has a development background.
3. **Develop personal qualities.** Similarly, your objective may be to reinforce personality traits and values that you find admirable. For example, looking at your life as a whole may reveal that you would benefit from being more patient or proactive.
4. **Reduce setbacks.** Performance goals usually help us to work harder, but sometimes they can backfire if we're being pushed beyond our current abilities. **Learning goals protect us from becoming burned out or cutting corners.**
5. **Invest your resources.** Picking up new skills and knowledge requires time and effort. It may take a while to see changes.

6. **Think creatively.** One of the most beautiful things about learning and development goals are the opportunities they create. **You are free to use your imagination and be innovative.** Look for multiple ways to approach a project. Experiment with new and interesting methods.
7. **Branch out.** While you can probably find more variety in your familiar routines, take advantage of the potential to venture into new areas. If you've been working in accounting for years, find out what it's like to study acting or botany. Use your free time for volunteer work that deepens your compassion or creative projects that bring out your artistic side.

## How to Apply Learning Goals in Specific Situations

1. **Coordinate your work.** You may not need much original thought to complete routine paperwork, but extra time training could enhance your long term performance.
2. **Care for your health.** Increase your chances of leading a long and active life by staying informed about exercise, nutrition, and medical news.
3. **Manage your finances.** The more you know about money, the better prepared you are to deal with whatever happens in the global economy. Keep up on industry trends and investment opportunities. Examine your attitude towards material goods and simplify your level of consumption. **Develop a mindset for adding to your savings on a regular basis.**
4. **Enhance your relationships.** Our interactions with others can be full of surprises, but we can make a commitment to being compassionate and communicating skillfully. Ask a trusted friend for feedback or consult a counselor if there are areas where you think you need help.
5. **Encourage your children.** Instill a love for learning in your children. Let them know they're winners each time they rise to a challenge.

Think outside the box in order to enhance your knowledge and skills. Supplement performance goals with learning goals that will strengthen your capacity to excel at a wide range of personal and professional activities.