

# Goal4 It!™

A coaching practice model built on the science of self-regulation, goal attainment, and behavioral theory

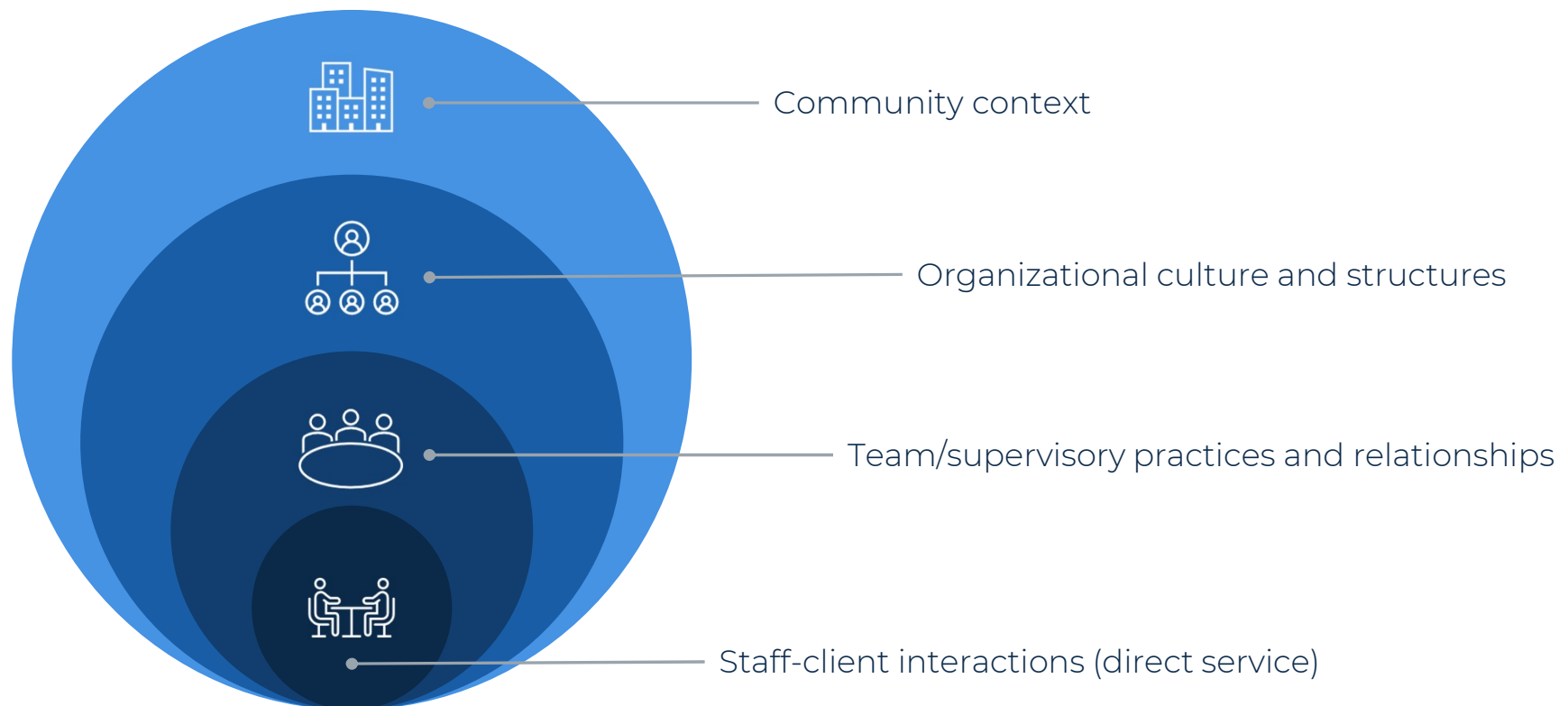


Goal4 It!





# A systems approach is needed for systems transformation





# Translate science to practice



## Self-regulation skills

The skills that allow us to intentionally control our thoughts, emotions, and behaviors—the very skills we need to succeed educationally, career wise, and in our personal lives

*Blair and Raver 2012;  
Murray et al 2015*



## Goal pursuit

A set of specific steps for setting, planning, and reviewing our goals which research has demonstrated can increase our likelihood of goal achievement

*Zelazo et al 1997;  
Duckworth et al 2013*



## Behavior change

Change is the result of a combination of an individual's motivation, ability, and opportunity

*Michie et al 2011;  
Fogg 2009*



# The four-step process

- / **Activate** the individual's motivation and commitment to change
- / **Build** self-regulation skills by practicing them in situations that matter
- / **Close** the learning loop by assessing what worked well, what did not, and what is next (accountability)





# Motivation-driven practice

## / **Reframe mindsets**

- Center on the individual's motivation, not program activities
- Accountability is foremost about motivation, not program rules

## / **Strengthen skillsets**

- Facilitate the four-step process
- Build trusting coaching relationships with clear boundaries

## / **Cultivate opportunities**

- Every single goal (big or small) is an opportunity to build a skill and make progress



# Implementation at every level

Staff-client interactions  
(direct service)



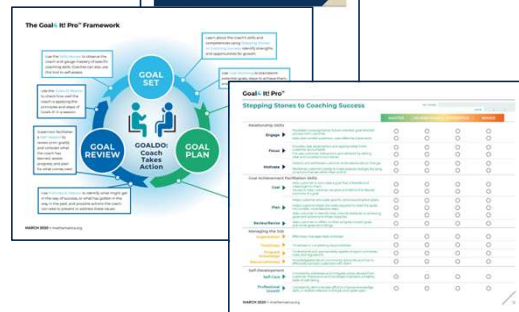
Goal4 It!



Team/supervisory  
practices and relationships



Goal4 It! Pro



Organizational culture  
and structures



Motivation Driven  
Leadership



Community context



Cross-  
organizational  
collaboration  
and integration

# Goal4 It! Framework

## The Goal4 It!™ Framework







# Where Goal4 It! is being used

- / **TANF/workforce programs in several states, regions, and counties**
  - Adults and youth (in-school and out-of-school)
- / **Nonprofit human services and family support organizations**
- / **Adult continuing education**
- / \_\_\_\_\_