

# BREAK DOWN LEARNING GOALS



THERE'S NOTHING WRONG WITH STARTING SMALL!

**GROWTHMINDS**



## Did you know?

**Breaking down goals** into **smaller**, more manageable steps, encourages students to **move forward**, and it is more **likely they will reach the bigger goals**. Smaller goals help **gain confidence** and **deepen your beliefs, encourage action, improve concentration** and **form habits** (Dweck, 2013).



## What can you actually do in the classroom?

- **Flower method of breaking down learning goals for professors.**
  1. Divide the whole learning process into several main goals, which should be **clear** and have a **strong why**.
  2. Divide the big goal into 3-5 smaller goals, that are **critical** to reaching the big goal.
  3. Divide each smaller goal into even smaller **micropieces**. Add **strategies** for how you will reach those micropieces.
  4. Continue the learning process **from the outer parts, towards the centre**, to the big goal. After every smaller goal, check student's progress. This way, you make learning easier for students, and the presentation of the material is clearer and more meaningful.

*We prepared an example of breaking down goals into smaller ones, based on the flower strategy (Example 1). The advantage of the flower strategy is that it visualizes smaller goals, which remind you not to rush and skip the material, but strive for the clearest and most meaningful sequence that keeps students motivated and focused, also that makes you a good goal setting model.*
- **GROWTH setting approach.** Encourage students to create personal goals for themselves as part of the learning process, and teach them how to use the GROWTH setting approach:
  - G** - GOAL: What precise goal do I wish to achieve?
  - R** - REALISTIC: What specific steps will I take to achieve my goal? When, where, what, and how frequently?
  - O** - OBSTACLES: What obstacles may I face as I work to achieve my goal? How will I transform them into an opportunity?
  - W** - WHERE: Where will I seek help when I encounter obstacles?
  - T** - TRACK: How will I monitor my progress? What methods will I use to track my development?
  - H** - HABITS: What good habits do I need to develop to achieve my goal?
- **Remind students to monitor progress.** An important step is to check and monitor progress. Have students reflect on achieved or unachieved goals during the learning process. Goal setting is a meaningful activity, only when student regularly reflects on progress.
- **But don't be rigid.** Each student has a unique personality and set of interests, allow them to customize their goals to their own needs. Let them know that it is not essential to exactly stick to what is provided, but that it is provided as a guideline only.



## References

1. Dweck, C. S. (2013). *Self-theories: Their role in motivation, personality, and development*. Psychology press.



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# FLOWER STRATEGY

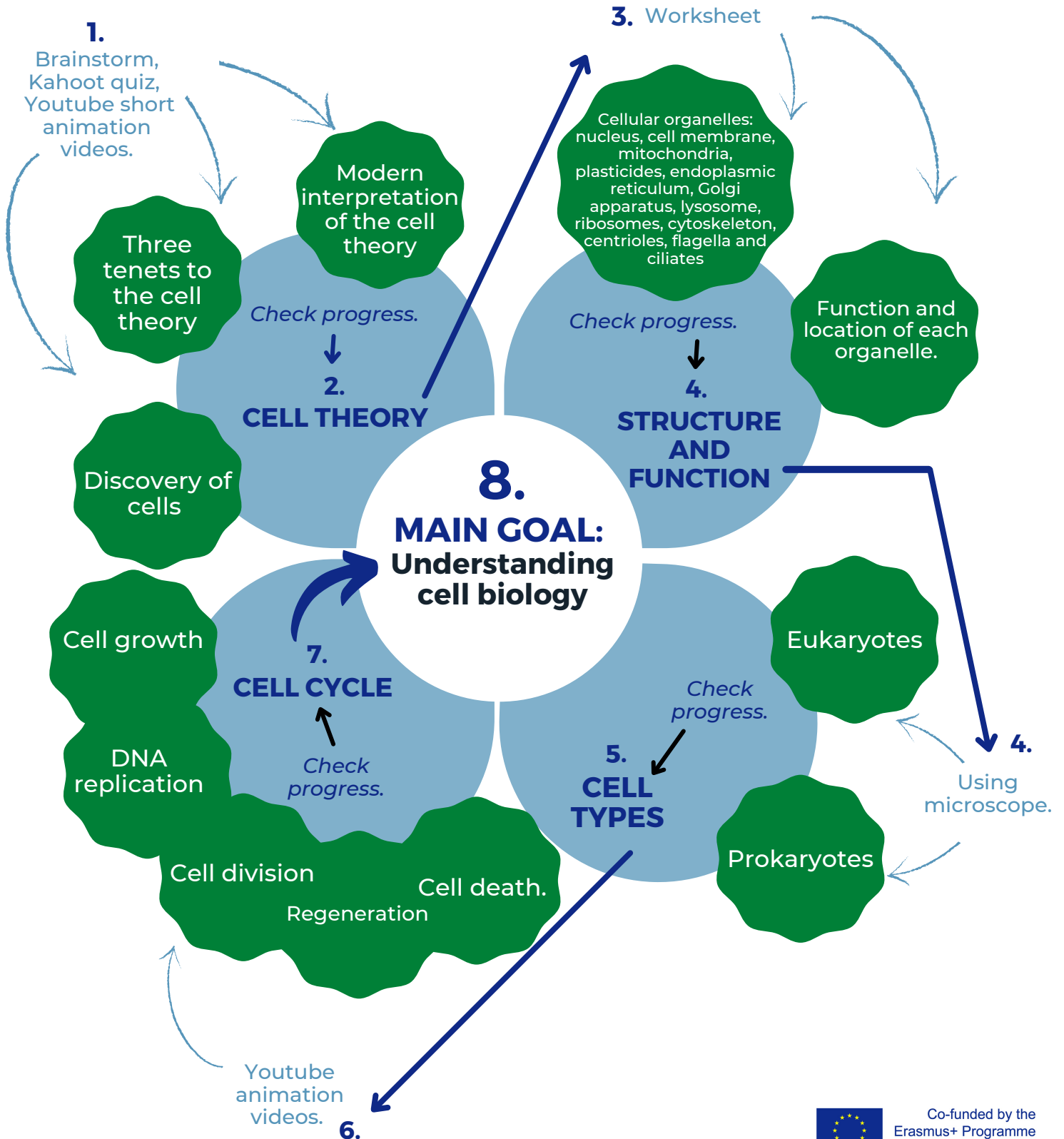
OF BREAKING DOWN GOALS



GROWTHMINDS

Begin your lesson by reaching **microgoals**, always check on students' **progress** and verify that **smaller goal** is achieved. Then move on to the next **smaller goal**, and so on, until you reach **the main goal**.

START



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