



THE ACTION
FACTORY
PODCAST

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Neurolinguistic programming in residential youth work.

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SMART Goals:

In this session, we explore the intersection of goal setting and Neurolinguistic Programming (NLP), particularly focusing on how the traditional SMART methodology can be adapted for setting goals for others, such as the young people in our care.

SMART GOALS

SMART methodology can be adapted for setting goals for others, such as the young people in our care.

S	SPECIFIC	Goals should be clear and well-defined, turning them into straightforward objectives that can be clearly marked as achieved or not. This clarity transforms goals into simple yes-or-no outcomes.
M	MEASURABLE	A goal must have tangible indicators of progress and success. Just like the old adage in sales, "Can I put it in a wheelbarrow?"
A	ACHIEVABLE	While goals should be ambitious, they must also remain within the realm of possibility. Setting realistic yet challenging goals ensures that they are attainable with effort.
R	RELEVANT	Aligning goals with the individual's values and motivations is crucial. A deep understanding of what matters to them makes the goals more personally significant.
T	TIME-BOUND	Establishing a clear timeline for goals is imperative. Setting deadlines and checkpoints, whether weekly, monthly, or yearly, helps maintain focus and momentum.

SMART goal setting in NLP

The EARS strategy - Elicit, Amplify, Repeat, Start Again - is presented as an effective way to reinforce goal visualization and strengthen belief in success.



VISUALISATION: E.A.R.S

We emphasized the power of visualization as a motivational tool in achieving goals. By imagining the desired outcome vividly, using all senses, we can create a strong emotional and mental connection to the goal.

1 APPLY THE SMART FRAMEWORK:

1

Utilize this enhanced SMART methodology for setting and achieving personal goals and those of the young people in your care.

2 EMPLOY VISUALIZATION TECHNIQUES:

2

Foster a culture of positive visualization among young people. Encourage them to use all senses in imagining their goals.

3 IMPLEMENT THE EARS METHOD:

3

Regularly use the EARS approach to reinforce the young people's connection with their goals and bolster their confidence in achieving them.

4 BE A CHEERLEADER:

4

Maintain a firm belief that everyone possesses the resources to change. Act as a steadfast supporter and motivator for the young people.

