



Putting the Science of Goal Achievement Into Practice

A Course Completion Meeting

WHO WOULD BE INVITED TO THIS MEETING?

This meeting is designed to engage all of the following colleagues:

- Frontline staff who have completed module 5 of the self-directed course: “Putting the Science of Goal Achievement into Practice”;
- Frontline staff who took this course in the past (and are now part of your growing group of course graduates);
- Supervisors for the frontline staff who completed the course;
- Managers who are accountable for the ongoing learning environment of these staff, and their participants.

The meeting could be led by anyone who has strong facilitation skills and a familiarity with the course.

TIMING + PREPARATION

Ideally, this meeting will take place as soon as possible after staff complete the course.

The content and flow of the meeting parallels that of module 5 in the course. Therefore, staff who complete the module will be freshly prepared to bring their insights into the meeting to share with colleagues.

Beforehand, you may want to fill + print course completion certificates and sign them to present to staff at the end of the meeting. Download an editable certificate at [GPDRR.org/guidance-for-supervisors](https://gpdrr.org/guidance-for-supervisors).

Make sure that everyone who has taken the course has their workbook with them to reference during the meeting.

DRAFT AGENDA


Purpose (2 min)

This meeting is about making GPDR/R work in our setting. During the meeting, we will:

- Assess our **program’s readiness** for fully adopting this goal achievement approach, and identify a few priority next steps for our team
- Decide what **tools** we’d like to adapt or try out to consistently support GPDR/R within our program
- Examine research-based ideas to minimize **the larger forces that hold people in poverty**
- Set and pursue **individual and group goals** as a result of this course

Introductions and Insights (5 min)

In this meeting, we will exchange insights about “Putting the Science of Goal Achievement Into Practice,” and set the stage for our team to apply this science in ways that best suit our unique context.



To get started, let's hear insights from each person who has taken the course and/or supported others to take the course.

- *What was one big takeaway from this course for you so far?*
- *What are you doubtful or curious about?*

Advocating for Organizational Change (10 - 15 min)

A goal achievement approach with clients will be most successful if supported by broader organizational changes. Frontline staff who have completed this course are in a great position to offer input on those changes!

Pull out the checklist: **“Advocating for Organizational Change”** from the course workbook, module 5. This checklist spans organizational issues and program design issues. It can be useful both for programs beginning this new way of working AND those who have been at it for a while.

1. Individually, review the checklist and note which of these actions you feel you are already taking as a team. As a group, discuss what you each selected.
2. Exchange thoughts on the following. [Make sure someone takes careful notes and facilitate next steps around each priority.]
 - *Which of these actions are you already doing well?*
 - *Which of these actions do you want to prioritize and why?*
 - *What constraints might we face and what are our immediate next step?*

Tools to Support GPDR/R (10 min)

GPDR/R is a process and a mindset than does not require the use of any particular “tool.” However, the GPDR/R worksheet which you used throughout the course can be very helpful to support the process.

As a group, discuss:


- *How might you want to use, adapt, or integrate the GPDR/R worksheet into our day-to-day work?*
- *Who will be responsible for adapting the worksheet, housing it and making it easily available for staff to use?*

Note: Each of the tools offered in the course and guide to support GPDR/R are available to download as standalone, editable resources for your program at [GPDRR.org/editable-tools](https://gpdr.org/editable-tools).

Poverty (15 min)

As a group, watch **“The Experience of Poverty in the U.S.”** (youtu.be/66mU3JzbVT8) about the forces on people in poverty in the U.S. It is part of a broader movement based on research that directly involves people suffering from poverty.

Exchange reactions to the video – and ideas for small steps you might take to move against the forces that hold people in poverty.



Goals (10 min)

What better way to end this meeting than with heartfelt goals?! Before closing this meeting, have each person follow the two steps below.

Step One

Review the list of possible next steps you may take after completing this course. Check as many as interest you.

- Build a Growth Mindset
- Use GPDR/R for my own goals
- Practice GPDR/R with program participants
- Experiment with supplementary tools to support the use of GPDR/R
- Schedule another team meeting to exchange insights about the use of GPDR/R and supplementary tools
- Notice my own Executive Skill (ES) strengths and struggles
- Coach participants around their ES strengths and struggles
- Study more about scarcity and other areas of brain science
- Explore other resources and models for goal achievement
- Work with program leaders on broader organizational change
- Connect with efforts to change the reality of poverty more broadly
- Other _____

Step Two

Choose one intention from above. Then, write down a meaningful, doable goal for yourself in the next week related to this intention. [For example, you may want to use GPDR/R to set and track one daily goal each morning for the next week. As a reminder, you may put a stack of 7 “GPDR/R Worksheets” on your breakfast table or the top of your desk.]

Say your one-week goal aloud to your learning partner, colleagues, and/or supervisor - and ask for any support they may provide. Enjoy!

Closing (5 min)

CONGRATULATE all staff who have completed the course. Supervisors and/or managers sign their certificates as recognition of the accomplishment.