MOMENTUM PEOPLE SOLUTIONS®

Open a Window to Your Emerging Future

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*What if the most exciting version of your life isn't something you plan, but **something you discover?***

Whose goal are you chasing?

Parents, colleagues, teachers and society share what they believe we're capable of. We pick up that path and run with it, then wonder why the finish line doesn't feel like ours. Psychologists call this **self-infiltration**.

> *"It involves misidentifying someone else's goals as their own goals."*
> RYAN & DECI · concept: Kuhl & Kazén

The key that opens the window: a learning goal

From Carol Dweck's research on learning and performance goals

Learning goals

- Aim to **grow** your ability
- Keep reaching for challenges
- Stay resilient when things get hard

Performance goals

- Aim to **prove** your ability
- More likely to back away when you stumble
- Become the yardstick we measure ourselves by

Learn to teach, and you come alive

TEACH
Learned the material to teach other students

TEST
Learned the same material to take an exam

Students who learned to teach showed **greater intrinsic motivation** and **better conceptual understanding**.
BENWARE & DECI (1984)

You were built to grow

> *We are "active organisms," with "an inherent growth tendency within individuals that needs to be supported."*
> RYAN & DECI, SELF-DETERMINATION THEORY

Open your windows: a simple practice

Each learning goal is a window. Open one, and you may be surprised by the view.

1 Remember your self-chosen learning
When did you learn something simply because you wanted to? What pulled you in?

2 Name your learning goals
Start small: cooking, fitness, creative pursuits, expertise you could teach, or a career you're drawn to.

3 Notice what lights you up
Follow the goals that give you energy. That energy is a signal from your emerging future.

You Are a Hero on a Journey Career Coaching momentumpeoplesolutions.com

Sources: Benware & Deci (1984), *American Educational Research Journal*; Elliott & Dweck (1988); Dweck & Leggett (1988); Kuhl & Kazén (1994); Ryan & Deci (2017), *Self-Determination Theory*; Scharmer (2009), *Theory U*. © Momentum People Solutions®