

THE INFLUENCE OF GOAL SETTING ON PERFORMANCE AND WELLBEING

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Abstract

Explored how goal setting can increase

- **PERFORMANCE**

- **WELLBEING**

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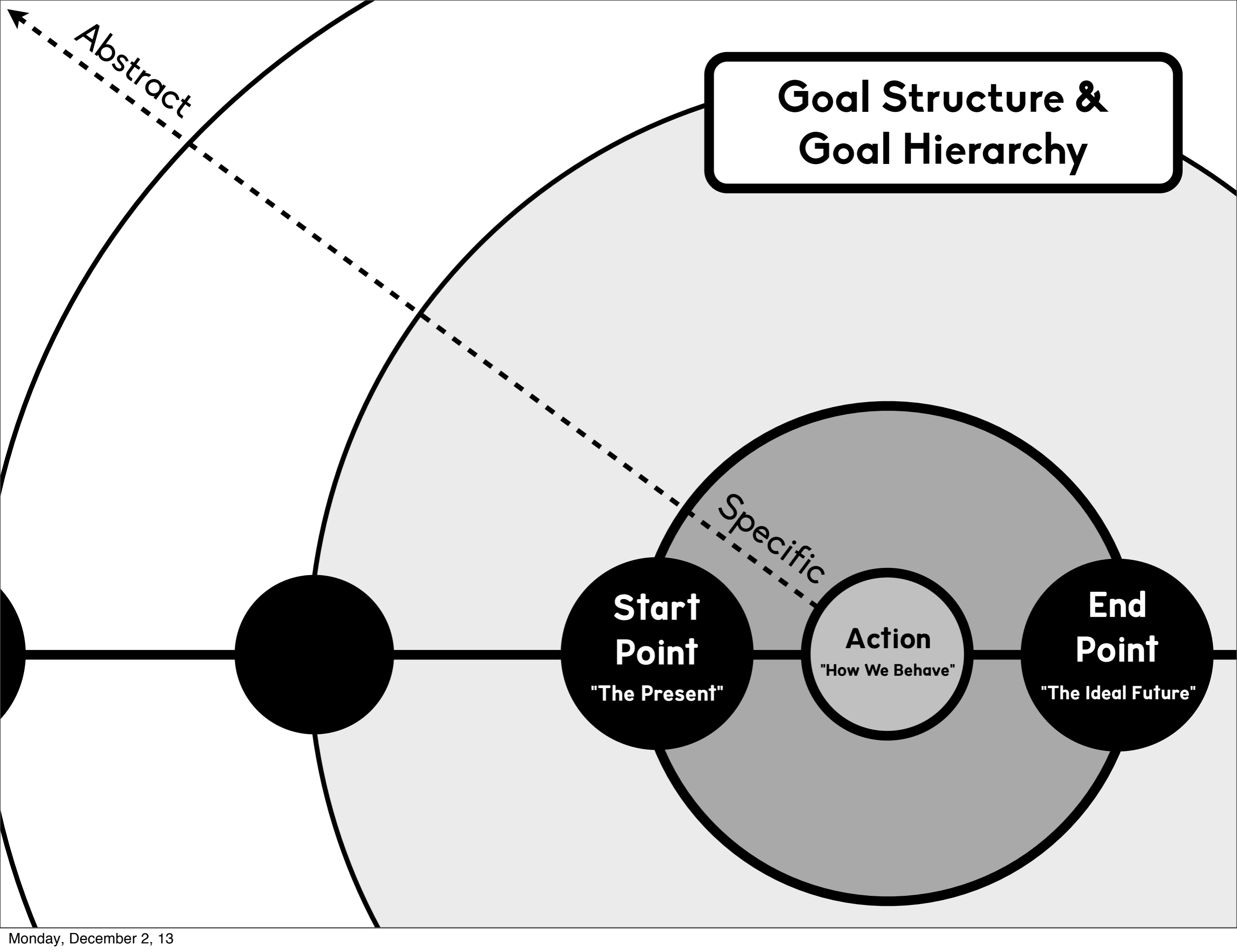
Various factors that

- **EXPLAIN**

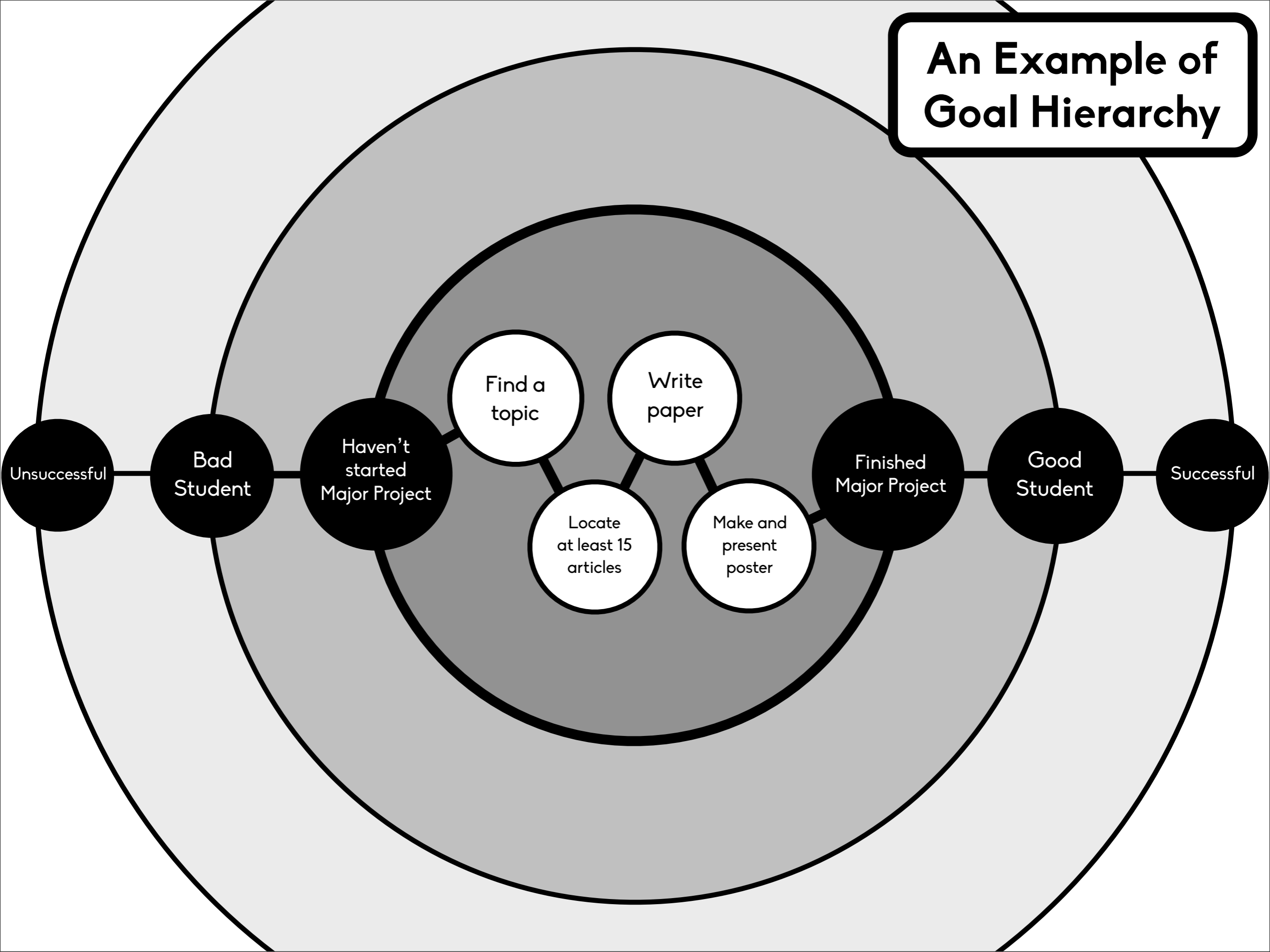
- **INFLUENCE**

- **ENHANCE**

this relationship



An Example of Goal Hierarchy

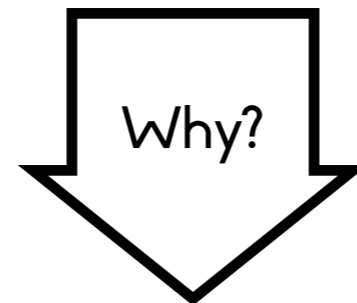


Performance

Goal setting increases performance



Work, school, and other
practical, outcome-based environments



- Goals organize and direct behavior
 - “Funnel” for subjective energy

Goal Factors That Moderate Effects On Performance

Sets the baseline for performance

DIFFICULTY

SPECIFICITY

Controls the variance of performance

Most important for pursuing difficult goals

COMMITMENT

FEEDBACK

Performance must be tracked somehow

More Moderators of the Goal/Performance Relationship

- Self-set goals more likely to be achieved
- Fosters expectancy for goal achievement
- Associated with setting more difficult goals

AUTONOMY

SELF-EFFICACY

- Higher when goals are self-set
- Goals focusing on past success (“personal bests”) effective for higher performance

- With good rationale, any type of goal can boost performance

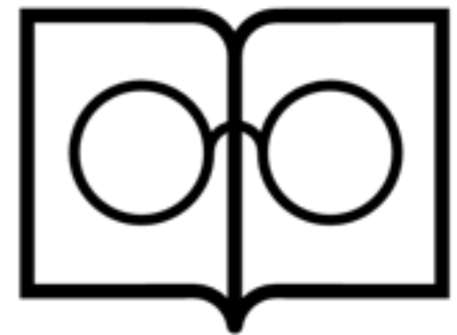
RATIONALE

Goal Orientations

As complexity/difficulty
of a situation goes up:

LEARNING GOALS

- Aim to develop competency
- Emphasize skill acquisition and mastery of situations



then

PERFORMANCE GOALS

- Used to demonstrate skills and validate competence
- Usually statistic/score-based



Wellbeing

Happiness

- Positive affect
- High energy
- Full concentration
- Engagement
- Enthusiasm
- Alertness
- Short-term “state”

predicts

Meaning

- Self-actualization
- Meaning in life
- Personal expressiveness
- Indicated by “subjective vitality”



Consistent experience of **Happiness** enhances sense of **Meaning**.

Experience of **Meaning** increases day-to-day **Happiness**.

Goal setting can increase both Happiness and Meaning.

Goal Identity and Abstraction

People vary in how they conceptualize their goals.

Low-level goals can be identified at higher levels. This increases sense of meaning.

Rigid high-level identification increases negative feelings.

Best mode of behavior toward wellbeing is in the middle of high and low-level goals.

High-level "be"/"why" goals

Low-level
"do"/"how"
goals

Challenge & Continuous Improvement

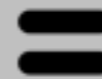
• Constantly increasing **goal difficulty** based on **current skill level**



Continuous Improvement.

- Process of **continuous improvement** increases **positive feelings**.
- People prefer **goal pursuit** over **goal attainment**.

Understanding of **abstract, higher levels of goal hierarchy**



Entire life can be conceptualized as **goal pursuits** and **continuous improvement**

Because **continuous improvement**

LEADS TO

↑ **Positive feelings** ↑

WHICH LEAD TO

↑ **Sense of meaning** ↑

...

Conceptualizing life in terms of **goals** may be a **continuous booster of wellbeing**.