

Introduction

What's your Big Hairy Goal?

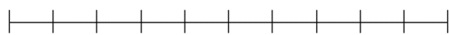


You may have many goals with multiple steps to each one. The information presented in these workshops can be applied to any goal of your choosing. To get the most out of this material, identify one main goal that you would like to accomplish. This will be referred to your '**Big Hairy Goal**' (BHG). Once you learn how to apply the concepts to one goal, you can then apply them to any of your other goals.

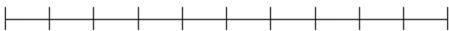
My BHG is:

Why I want to accomplish this goal is:

Rate your desire to accomplish this goal (10 is the strongest desire).



Rate your willingness to accomplish this goal (10 is the most willing).



Share More About Your BHG

No matter how excited you might be about accomplishing your goal, it is inevitable that you will struggle from time to time and see your level of willingness decrease. To help you during times like this, answer the following questions.

What will be different if you accomplish your BHG?

What will happen if you don't accomplish your BHG?

What could get in your way of accomplishing your BHG?

How can you protect your efforts toward your BHG?

PATTERNS of Self-Care

You'll be asked to track how well you take care of yourself. There are 8 PATTERNS of self-care:

- ◇ **P**ersonal Reflection
- ◇ **A**ttention to MH Skills
- ◇ **T**end to Physical Health
- ◇ **T**ime Management
- ◇ **E**xercise
- ◇ **R**e-Charge Yourself
- ◇ **N**utrition
- ◇ **S**leep

We have found that unwise choices are directly related to a lack in personal self-care. Learning this area of discipline can go a long way in accomplishing your BHG.

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Dream Big!

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Whose in your herd?

Humans are 'herders', meaning we are social beings. We hang out with people who are like us. You probably have several 'herds'. You might have a family herd, a work herd, a church herd, or a friend herd are a few examples.

Each herd gets to see a different part of you. You get different needs met from each herd. Sometimes change can make us feel uncomfortable in those herds because you will begin doing things different than you once did.

You would think people would support your personal growth, right? That is not always the case though. Sometimes others can feel threatened about your growth because it reminds them that they are not growing.

For example, if you are going to spend more time with your family as a goal, your friend herd will be impacted by this. They might give you a bad time for the new choices you are making.

Change can often shift the herds we are in and can be a very real issue in why we resist change. It is important to take some time to look at those most important to you to evaluate how they will handle your changes.

Having a solid support team is critical to your success. On the right, note those people in your life who are emotionally, relationally, and spiritually healthy.

If you find that you have few that are healthy, then increasing a healthy support network might just be an important step in making a plan for change.

Below are three typical responses others will have toward your new choices. How will you handle those who don't support/encourage your changes?

- ◇ Support and encourage your change.
- ◇ Try to pull you back into old behaviors.
- ◇ Become upset and not talk to you, maybe sever ties.

Change often involves losing some connections while gaining others. This is because people can feel threatened by our change because our healthy choices remind them of their unhealthy ones. How will you handle those who will not support your



Assessing yourself before you begin the process of change helps to get to know more about yourself. Please complete the assessments noted below. The information from these will help in the process as you complete this material. Review your results with a coach to see how this information influences your choices.

☐ Strengths & Struggles

☐ Personality

☐ ACE's

My team (herd):

1. _____
2. _____
3. _____
4. _____
5. _____

Use additional paper if needed to add more supports.



What might cause you to quit?

It is normal to get excited about making a change...until it gets hard. Then quitting is always an option.

Think about these common reasons people quit. Check the ones can you relate to and plan how to handle ahead of time?

- ☐ Selfish wants or perceived needs: I want what I can not have with my new goals, so I will quit!
- ☐ Missing old family/friends: I need to be with this person, and they do not support my change, so I will quit!
- ☐ Everyone is annoying me—too much accountability! So I will quit!
- ☐ It gets too painful to deal with the past, so I will quit!

What will you do to make sure you don't quit when the going gets tough?

Word Pictures

	<p>Which herd do you belong to?</p> <p>Does your place in the herd matter?</p> <p>Is isolation safe?</p>	<p>Word pictures will be used throughout the material to simplify concepts. This picture reflects herds noted on this page.</p>
<h1>Herders</h1>		

Coaches & Cheerleaders

As you work through the material, you're encouraged to evaluate and grow your support network. Support networks are generally made up of two types of people, both of which encourage your personal growth and recovery.



We call the first type of person your cheerleaders. These people encourage you along the way similar to cheerleaders who cheer on a sports team. Cheerleaders believe in you and bring their positive nature to aid in your success. The second type of support person is a coach. Coaches push you to be more than you imagined you could be. They tend to tell you what you don't want to hear often when you don't want to hear it – but need to.



Who are your cheerleaders?

Who are your coaches?

Group Guidelines

- | | | |
|--|--|--------------------------------|
| <input type="checkbox"/> Be on time. | <input type="checkbox"/> Listen without advice-giving. | <input type="checkbox"/> _____ |
| <input type="checkbox"/> Be prepared. | <input type="checkbox"/> One person at a time talks. | <input type="checkbox"/> _____ |
| <input type="checkbox"/> Use 'I' statements. | <input type="checkbox"/> Be okay with silence. | <input type="checkbox"/> _____ |
| <input type="checkbox"/> Respect confidentiality. | <input type="checkbox"/> Turn to wonder. | <input type="checkbox"/> _____ |
| <input type="checkbox"/> Respect other viewpoints. | <input type="checkbox"/> Participate with the right to pass. | <input type="checkbox"/> _____ |



Our Meeting Place: _____ Days: _____ Starting Time: _____ Ending Time: _____





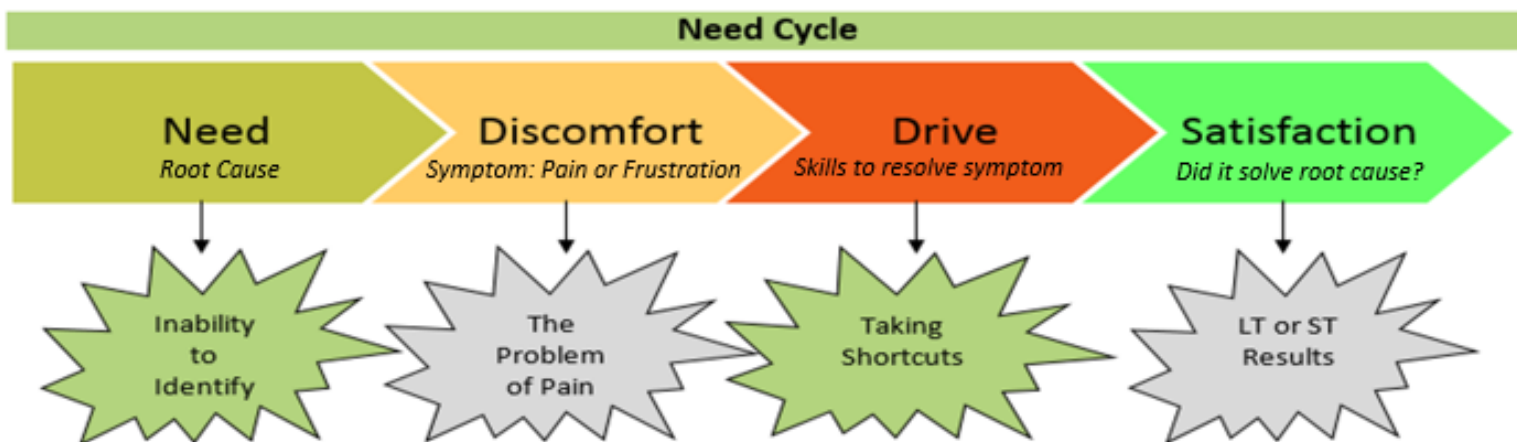






Applying what you will learn gives you a 100% guarantee that your quality of life can improve. What do you think might interfere with your 100% guarantee?





Need Cycle

All behaviors meet an underlying need. We usually recognize this first as pain or discomfort such as, being hungry when your stomach growls. Skills help meet the need. But you need to know the right skill and be able to use it well for good long-term results. Driving through a fast-food restaurant might get your hunger need met in the short-run, but it is not an effective solution in the long-run.

NEEDS: Ability to link discomfort/pain to a real or perceived needs by accurately identifying what **emotions are saying**, if they are **valid** and getting your needs met while respecting the needs of others.

DISCOMFORT: Increasing your ability to handle discomfort/pain by recognizing that emotions are temporary in order to consider **responses vs. reactions** without numbing the pain.

DRIVE: Ability to identify appropriate **skills** needed to effectively meet the underlying need, continue toward goals and not take short-cuts.

SATISFACTION: Ability to recognize the **effectiveness** of long-term

Practice Out Loud

Each chapter will have 'Practice Out Loud' work for you to complete. Your coach will get you started on the exercises below.

1. Timeline activity
2. Create a *Recovery Plan*
3. Complete the *Sustainability Assessments*
4. Read 'Zoey', 'Story of Joey' and 'Hot Chocolate'

What's In Your Toolbox?

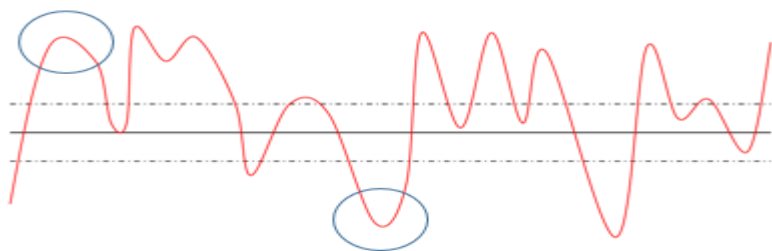
When faced with a crisis or highly charged emotion, it is not the best time to find out that the only skills you possess are ineffective. Building a skills box and mastering those skills is important in your efforts toward changing behaviors.

Skills, like tools, come in all shapes and sizes depending upon the job they need to accomplish. Knowing how to choose the right skill and using it effectively requires practice. That is what we call 'Practicing Out Loud'.

We break skills into three types:

1. **Coping Skills:** These help you get through a hard time but usually don't solve the problems you face. They are good for purposes of distraction until you can implement a more effective tool.
2. **Critical Thinking Skills:** These help to see outside the box. We all have blind spots so they help us to see in new ways. They require an open mind.
3. **Problem-Solving Skills:** These help solve the problem and get the need met effectively in the long-run.

We offer many worksheets to build your toolbox. Ask your coach if you are interested in learning more about tools.



The image above shows those moments how emotions get the best of us. It is during these times that you take short-cuts, numb the pain or quit. Emotions ALWAYS swing before an unwise choice.

Learning to keep emotions from souring in intensity and reducing how often they run wild is the foundation to accomplishing any goal.

Emotions scream for attention when they do not get what they want. Learning to challenge them is the core of this material. Thoughts are precursors to emotions - you need to learn how to take them captive.

Set your eyes on what is ahead.

Directions: This is a modified version of the pre/post assessment. See your coach if you prefer the full version.

- All questions are “behavior” based, meaning that you are rating yourself on what you “do” rather than what you “know”.
- Answer the questions below by rating yourself as follows:

0 - Does not apply to me at all.

2 - Applies to me often.

1 - Applies sometimes, but not often.

3 - I have this one down on a regular basis.

Check the boxes of the behavior you’d like to work on during this section.

Pre		Post
	I have meaningful goals that I have established.	
	I have a healthy team of at least three individuals. One or more are coaches.	
	I have considered why I might leave a program and made plans to stay when I feel like leaving.	
	I know that my success depends on me using new skills and applying what I learn.	
	I am able to identify the need behind my emotions.	
	I manage my emotions and remain relatively calm. My emotions do not manage me.	
	I can identify and regularly use skills other than coping skills.	
	I am building a skills toolbox to increase my options during highly emotional times.	

‘I Will’ Statements

To get closer to my Big Hairy Goal, “I Will” commit to do the following this week:

☐ _____

☐ _____

☐ _____

☐ _____

What Stood Out to Me