



# BVHS Goal Setting Manual

Setting goals is essential in improving as a hockey player. Goals create more focus for players by providing them with a specific target to work towards. This causes the player to put their energy towards a focal point instead of spreading it too thinly over too many areas. Setting goals is also an imperative aspect at becoming a successful hockey team. Coaches must work with the team and each player individually to set up goals and objectives to work towards. Goals and objectives not only provide players with a direction to work towards, but they also allow players to feel a sense of accomplishment upon achieving a goal.

The terms, goals and objectives are often thought to be synonymous. Most definitions of goals suggest that they are broad statements, whereas objectives are more specific and measurable. Goals are broad statements that define the personal or team outcomes to be produced. They are the aim to which the player or team directs his or her activities. Objectives are specific statements that are measurable and have some dimension of time. When setting goals, both personally and team wise, you must consider what is to be done, how it is going to be done, when it is going to be done, and how it will be measured.

#### **Characteristics of goals and objectives- SMART**

1. *Specific*- Goals and objectives are specific, clear and concrete.
2. *Measurable*- Goals and objectives must be measurable. There must be some way to determine whether the desired results have been achieved.
3. *Attainable*- Goals and objectives must be pragmatic; they must be attainable, and reality based.
4. *Realistic*- Goals and objectives must be realistic.
5. *Time*- Goals and objectives must have some sense of time attached to them.

#### **Self Assessment**

This section helps you to identify who you are and what you have to offer a potential hockey team. We will help you to examine your self-confidence, personal philosophy, personality traits, professional skills, limitation and attitude towards work. By doing so, we hope to assist you in looking at your past hockey experiences and identify those things that have helped you become a well-rounded hockey player. Knowledge is power, an in-depth evaluation of yourself will provide, you and your coaches with the knowledge needed to assume power over your future hockey endeavors.

#### **Self- Confidence**

It is imperative that you look at yourself and your abilities. If you believe in yourself, you are likely to have positive feelings about yourself and project a positive image to others. Remember- that a positive attitude is contagious. It is vital for the success of a team and your

personal success that you evaluate your self –confidence. You must identify positive and negative statements that you make to yourself. You must highlight the negative statements that you and your team make and find a way to change them into positive ones.

Ask yourself the following questions. Each “yes” ensures that you are embracing it with a positive attitude.

Regularly give yourself positive strokes for accomplishments?

Does your team positively give yourselves positive strokes for accomplishments?

Use positive self talk when you approach a game or practice situation?

Use positive body language when approaching a coach or teammate?

Use positive body language while on the ice?

Use your voice effectively while communicating with others?

Do you give teammates criticism for mistakes they make?

Do you criticize yourself after a mistake?

Rationalize or minimize personal or team success?

“Challenging your self talk is not easy. It’s hard work, but well worth the effort. There are many examples of people who succeeded against difficult odds, and most of them did so because they would not allow negative self-talk to get in their way. By giving yourself positive messages, you will be able to maximize your abilities. (Edward E. 2)”.

### **Personal Philosophy**

Each individual has a personal philosophy on life, but many have not thought about their philosophy long enough to define it. Understanding your personal philosophy is important because it gives you an advantage in pursuing future hockey endeavors.

To help examine your personal philosophy its best to conduct a review of your life. How did you arrive at this point in your life? What life experiences have had a major impact upon your life and hockey career? Who are the friends and family that have a positive impact on your hockey career? What hockey players do you look up to? Who do you idol and for what reasons?





## Hockey Skills Assessment

Listed below are a variety of hockey skills that may be important for you to demonstrate during your hockey career. This form can be used to (1) identify specific hockey skills you possess; plus, those you need to refine or require; or (2) assesses whether your skills match the skill sets needed to play at the next level.

Skills	Do not have- Need to Acquire	Already Possess But Need to Refine	Strong but Need to Continue to Work On	Mastered
Agility				
Backward Stride				
Back Hand				
Balance and Posture				
Body Checking				
Checking				
Communicating				
Conditioning				
Cross Over's				
Decision Making				
Deaking				
Defensive Abilities				
Evaluating				
Face Offs				
Forward Skating				
Forward Stride				
Goal Setting				
Inside Edges				
Lateral Movement				
Leadership Skills				
Off Ice Conditioning				
Outside Edges				
Passing				
Pivoting				
Positional Play				
Slap Shot				
Snap Shot				
Stick Handling				
Stopping				
Special Teams Play				
Team Building				
Wrist Shot				

## Personality Traits Assessment

Listed below are personality traits that may be important for you to demonstrate during your hockey and professional career. This list does not include all possible personality traits. Feel free to add any additional traits/skills that you want to assess.

Personality Traits	Already Am	Already Am, But Need to Refine	Need to Become	Not Needed
Able to laugh freely				
Able to say no				
Accepting of Criticism				
Communicative				
Considerate of others				
Cooperative				
Creative				
Determined				
Dynamic				
Empathic				
Enthusiastic				
Flexible				
Friendly				
Good Listener				
Hard Worker				
Honest				
Intelligent				
Loyal				
Motivated				
Open-Minded				
Patient				
Poised				
Punctual				
Proud				
Reflective				
Reliable				
Resourceful				
Responsible				
Risk Taker				
Self-Reliant				
Spontaneous				
Stable (Emotionally)				
Tactful				

Adapted from Internships in Recreation and Leisure Services.



In the struggle to reach your goals, there is only one way to move: forward. - Maxwell Maltz

**Hockey and Career Direction**

1. What hockey experiences do I have to build upon?

Answer: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Direction: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

2. At this point, what hockey experiences do I lack?

Answer: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Direction: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

3. What do I enjoy most about Hockey?

Answer: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Direction: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

4. What kind of hockey aspirations do I have?

Answer: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Direction: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

5. What hockey opportunities are available for me?

Answer: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Direction: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

6. If your hockey doesn't work out what are my career aspirations?

Answer: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Direction: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

7. Can hockey help me reach my career aspirations? I.E. Scholarship, CIS, ACAC

Answer: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Direction: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

8. What educational opportunities are available for me upon graduation?

Answer: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Direction: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



### **Individual Short-Term Goals and Objectives- Example**

**Goal:** To increase my skating skills by December 1<sup>st</sup>.

**Objectives:**

1. To work on my skating technique each practice.
2. To go to the outdoor rink once a week to play shinny.
3. Promote the importance of skill development to the coach.

**Goal:** To score 5 goals in the first 10 games of the season.

**Objectives:**

1. To work hard each time I am on the ice.
2. Take 3 shots on net each game.
3. To work on driving wide with the puck each practice.

**Goal:** To increase my endurance skills.

**Objectives:**

1. To work 110% during each practice, game and off ice session.
2. To go for a 20-minute jog once a week.
3. To monitor my endurance threshold by documenting my heart rate during the first jog I complete and compare it to my heart rate after my 10<sup>th</sup> jog.

### **Long Term Goal- Example**

**Goal:** To make U15 AA Hockey Next Season.

**Objectives:**

1. Increase my skating skills by working hard each practice.
2. Score 50 points in 60 games this season.
3. To train hard during the summer by taking ideas out of the BVHS Off Ice Manuals

**Goal:** To play Junior A Hockey and work towards obtaining a Scholarship.

**Objectives:**

1. To play 3 seasons of U18 AAA in Calgary.
2. To score 50 points each season.
3. To get listed by a Junior A team by my second year of U18 AAA.
4. To have a strong showing at the Mac's Tournament each season.
5. To attend a Junior A Fall Camp during my third season of U18 AAA.

**Team Goal- Short Term- It is best to break it down per some many games.**

**Goal:** To have a winning percentage of 75% within our first 8 games. (Win 6 out of 8)

**Objective:**

1. To outscore opponents each game.
2. To only take 6 minutes in penalties each game.
3. For our goalies to have a save percentage in the 900's.
4. For each player to have a plus rating.
5. To work 110% each game and practice.
6. To work on skill development each practice to increase skills.

**Team Goal- Long Term- For the entirety of the season.**

**Goal:** To Win the City Championships.

**Objective:**

1. To win 75 % of our games during the regular season.
2. To incorporate skill development into each practice.
3. To work 110% each game and practice.
4. To finish the season with a penalty kill and power play in the top 5 of the entire league.

5. To finish the season with a plus goals for/goals against ratio of 200-100.

Preparing for making decisions and taking action is an important aspect of your hockey and career aspirations. A well conceived action plan is the catalyst for a successful hockey experience.

The final step in creating goals and objectives is to set up some format in which you, your teammates, and coaches are going to evaluate the success of achieving goals and objectives.

There are two types of evaluations that can be used.

**Formative Evaluation-** this type of evaluation is a systematic assessment of each step in the development and implementation of goals and objectives. The focus is on going using a step by step process relating to numerous aspects of individual and team goals and objectives rather than a single evaluation at the end of a season.

**Summative Evaluation-** this type is the terminal and overall assessment of the team and personal goals and objectives. It is intended to evaluate the effectiveness of the goals and objectives. This evaluation will provide all stakeholders with the information needed to evaluate what did and didn't work, and what goals and objectives need to be worked on in the future.

For specific evaluation tools visit the BVHS website. The Coach Mentorship Manual Provides several evaluation tools that can be used to evaluate coaches. The BVHS Evaluation Package can be used to evaluate players on ice abilities. Coaches can also conduct skills testing periodically to document players improvements in regard to skill development.

The most effective type of evaluation for individual goals will take place through a coach and player meeting. Goal setting is an important aspect in developing hockey players, both on and off ice. It is imperative that coaches set up a timeline in which they conduct individual and team meetings to track the progress of the players and teams' goals. It is the coach's responsibility to motivate the players and team to work towards achieving these goals. Follow the examples below for a resource on how to evaluate individual and team goals.

**Goals and Objectives Timeline**

Goal	Objectives	Starting Date	Target Date for Completion	Completion Date	Evaluation Completed?

In the space below write out the contributing factors that helped or limited your ability to achieve the goal and objectives listed above.

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In this section coaches should provide feedback (positive criticism) as to why the individual or team did or did not reach the goal and objectives stated above.

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This is another form that can be used by individuals or teams underlying factors that contributed to the success or failure of achieving goals.

Goal: \_\_\_\_\_

Factors that contributed to the success or failure of achieving goal:

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Objective: \_\_\_\_\_

Factors that contributed to the success or failure of achieving objective:

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Objective: \_\_\_\_\_

Factors that contributed to the success or failure of achieving objective:

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Objective: \_\_\_\_\_

Factors that contributed to the success or failure of achieving objective:

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Objective: \_\_\_\_\_

Factors that contributed to the success or failure of achieving objective:

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Objective: \_\_\_\_\_

Factors that contributed to the success or failure of achieving objective:

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Great coaches are comprised of many attributes that contribute to their success of developing players both on and off the ice. Coaches need to ensure that goal setting is an important aspect in their coaching curriculum. Remember, 1 in every 84,000 kids in Calgary make the National Hockey League. By developing goal setting skill sets for your team and players, you will be teaching them important skills that they will use for the entirety of their life. Not only that, but the skills learnt from achieving and failing at accomplishing goals is significant in each player's individual development. Goal setting can teach us the feeling of accomplishment, feeling of failure, teaches us how to take positive criticism and it also teaches us work ethics and desire to achieve success. Remember, be a SMART coach, and develop SMART goals and objectives for your team and players. This is one of the many attributes that makes a coach a great coach.