

SMARTIES

PURPOSE:

- To practice setting SMART goals
- To understand what motivates and influences individuals and groups as they work toward achieving their goals
- To experience the impact of competition and the achievement motive on goal setting

MATERIALS:

- Smarties candies (2 rolls per participant)
- Copies of handout: "Smarties Record Sheet" (one per participant)
- 1-minute timer (with alarm, if possible)
- Level tables, each with 4 or more chairs (enough for everyone to have a seat)

TIME: 30 minutes

EXPERIENCE:

1. Introduce the activity by going over the learning objectives (PURPOSE) and explaining the task: to stack as many Smarties candies as possible in one vertical column, using only one hand, in one minute.
2. Say again that the exercise is about goal setting, so they need to set a goal before they stack. Distribute the handout and go over the scoring rules (top of handout).
3. After everyone has set a goal for Round 1, distribute the Smarties (2 rolls per person) and ask everyone to get ready. Remember—one column, one hand, one minute.
4. Say "Go" and start the timer. As they stack, remind them of the rules if necessary.
5. After the buzzer sounds, count 5 additional seconds out loud (scoring rule #1). Ask people to calculate their scores and record them on the record sheet.
6. Determine who stacked the most and who had the highest score (not always the same person). Discuss any unusual approaches you or others observed.
6. Ask participants to set and record a new goal for the second round, using what they learned in Round 1 to make a better estimate.
7. After they have recorded their goals, and just before you start the time, announce that in Round 2, they must stack with their non-dominant hand. Proceed with the second round, repeating the process explained above.

8. Announce that Round 3 will be a team competition, with each table being a team. (Tables with more than 4 people should choose four members to be the "stackers" for their team.) Four people for each team will stack candies, same rules as before. In other words, each team will build 4 vertical columns and set a goal for the total number of candies stacked. If any one stack falls, the team goal is affected. Allow teams time to negotiate and record their team goals.

9. Conduct Round 3, and then ask teams to calculate their scores.

REFLECTION:

Debrief the activity using questions such as these:

- How did your goals and accuracy change as the rounds went on? Why?
- What environmental influences came into play? How did you respond to those?
- Which was your best round? Which did you like better, working alone or on a team? Why?
- What motivated you? How did team members motivate and encourage each other?
- What lessons about goal setting can we draw from this exercise?

EXPANSION & APPLICATION:

· Introduce and discuss the goal-setting acronym, SMART. Explain that in this class, participants will be asked to set SMART goals frequently to help make the business-planning process more manageable.

S Specific: Decide exactly what it is you want to accomplish, learn, or do, and express it in specific terms.

M Measurable: How will you know when you've accomplished your goal? Figure out a way to measure your success.

A Attainable: Set yourself up for success; reach high, but not impossibly high.

R Relevant: Is this goal in line with your values, priorities, and other goals? Does it contribute to your overall mission?

T Timed: Set a target completion date, as well as milestones along the way to track your progress.

- Have participants set goals for the course—at least one learning goal and at least one business goal—using the SMART acronym. Compile these goals and use them to create class goals. Post the class goals on the wall or print copies for everyone.
- Establish regular intervals to set and revisit goals. Goals should be adjusted from time to time to reflect changing circumstances and priorities.

SMARTIES RECORD SHEET

SCORING:

- Candy stacks must be standing 5 seconds after the buzzer to count.
- If the goal is **NOT** reached, count 5 points for each candy stacked.
- If the goal **IS** reached, count 10 points for each candy stacked, up to the goal. Add 5 bonus points for each additional candy stacked, over the goal.

ROUND 1

Goal	_____
Actual	_____
Score	_____

ROUND 2

Goal	_____
Actual	_____
Score	_____

ROUND 3

Goal	_____
Actual	_____
Score	_____