You're listening to You've Got This, episode 350. Welcome to You've Got This, a weekly podcast for higher education professionals looking to increase their confidence and capacity for juggling the day to day demands of an academic life. I'm your host, Dr. Katie Linder. On this episode, I want to talk about some of the benefits of naming long term goals.

And I'm also going to share some of the long term goals that I have on my own list. So, for those of you who've been listening for a while, you definitely know that I am very goal driven. Uh, making a goal or creating some kind of challenge for myself is very motivating for me, and it always keeps me kind of moving forward.

And I often make goals for what I want to do on a daily basis, on a weekly basis. On a monthly basis, quarterly and annually, like this is a very big part of my planning and how I kind of execute on things I want to get done. And I talk about my monthly goals on the blog and I always debrief my progress on annual goals here on the podcast and on my blog as well.

And, um, actually keep an eye out because the quarter 3 debrief is going to be coming soon. But for longer term goals, I also like to think through what I'm trying to accomplish, and I guess what I'm defining as a longer term goal here is something that takes multiple years to complete. So, for some of us, this would be like book projects, or like dissertations, grad programs, um, maybe there are other kind of large work projects that we're kind of working toward.

And I find that, um, since these goals by their nature just take a really long time, I don't always talk about them unless I'm breaking them down into pieces that end up showing up on my annual goals. And so, um, there are a ton of benefits I have found for actually naming what these goals are and tracking them in some, you know, way, shape, or form.

So for example, I have found that identifying these kinds of long term goals allows me to break them down into small, manageable pieces. Now this is something that I think is super important if you are someone who struggles with like motivation and kind of staying on course with like really long multi year projects.

I can chunk my longer term goals into monthly, quarterly, annual progress updates, and this really helps me to see that I'm chipping away at these goals over time. And then I am indeed making progress. Now, similarly, I think breaking down those goals into smaller chunks also helps me to identify the milestones of those goals where I can see important progress.

And I'll give some examples of this when I talk about my long term goals, but I like to identify Actually, like specific dates in the future that serve as important milestones. And this works really well if I have kind of created routines around certain goals and I can see how my progress is adding up over time in a way that is, um, it's kind of like I can look at that routine and I can say, well, if I keep this routine going, therefore at this date in the future, such and such will happen.

And that really allows me to almost do like a countdown of, of when I'm going to hit particular milestones with really longterm goals. A third benefit of naming my long term goals is that it really allows me to connect my bigger goals to what I value and to ensure that, um, I am having kind of alignment between my core values and the things that I'm spending, you know, a lot of time and energy working toward.

So I can actually think through each of my core values and see, do I currently have a long term goal that has alignment, you know, to what I care about? So I, I'm making sure that what I'm spending that time and energy on. Is actually, um, aligned with the things that I really care about and find meaningful.

So I also find it really helpful when I'm looking at my long term goals to put them into different categories. And I'm actually going to share some examples of different long term goals and how I break them down. And I'll start off with a category that you've heard me talk about before, which is financial.

And this is one that I think is like, probably, Pretty obvious to most of us in terms of, you know, many of us have kind of longer term financial goals of whether that's around like savings or retirement. And one that I have talked about pretty frequently is the, the goal that I have of paying off our mortgage.

And, um, this is a monthly goal that is basically an extra payment that adds up to an annual percentage goal that I have of what we're trying to pay off each year between my partner and I. And I have a date in mind where I think I can completely pay off our mortgage. And so I'm basically calculating toward that to make sure that we're staying on track.

And I actually have, um, more information to share about this in my next annual goals check in because we hit kind of a milestone, which was really exciting. The other financial, um, milestone that I'm really paying attention to, or kind of that longer term goal, is our retirement savings. And this is something that for me has been very much like a set it and forget it.

Like, I, I don't do a lot of, um, active management of our retirement savings. We do have retirement mostly through my work, um, and those are kind of managed by different companies. But my partner and I have a set amount that we set aside each month, and every few months or so I will check in. I would say I do this.

basically quarterly. And I update my notes on our cumulative number of retirement savings. And so this is something that I go in, you know, just, just every once in a while and kind of see how things are doing. I think that if I check this more frequently, it would really stress me out, just given kind of how markets go up and down.

And so this is really something that I'm just kind of keeping an eye on every few months or so, just to kind of see where it, where it's, um, headed. And that allows me, I would say once a year, maybe every couple of years, I kind of recalculate everything. And think about the window of time in which I'm hoping to retire and see kind of what that money will look like given inflation and everything else.

So, this is one of those things that I feel like is definitely not something that I'm kind of like on top of all the time, but is one of those longer term goals that I'm tending to and paying a little bit of attention to. Okay, then I have another category, which I call broadly professional development and business development.

And one of the things that I put into this category is earning my MCC coaching credentials. So this is the highest credential that you can have with the International Coaching Federation. And it requires a couple hundred hours of training. Um, you have to get mentored by another coach that is at this, you know, like high level MCC.

And that stands for Master Certified Coach. And then you have to gather 2, 500 hours of coaching experience. Now I have been coaching now for like six years, pretty consistently. You know, I have a client roster that I, you know, I kind of work with every year. Some years I've been able to coach more than others.

Even with all of that coaching over that period of years, just to give you a sense, I'm like just shy of 1600 hours. So I still have like 900 hours to go before I will get to this, um, uh, goal of hitting these 2, 500 hours. And that is really the thing, at least for me, that is the biggest hurdle to achieving this credential is the amount of experience hours you need to gain over time.

And because I don't coach full time, um, this is something I definitely do on the side as part of my business. I I'm kind of limited in terms of like how fast I can accumulate this. So for me, this has always been a long term goal. Like, this is something that I know will take several years, um, even from like today, you know, to accomplish.

So I have that as one of the things that's just kind of on my radar that I'm, I'm chipping away every year, and I usually set an annual goal. Um, sometimes I've done this publicly, but I, I often do it privately as well, of just how many hours I'm trying to accumulate. Now, once I do have that credential, another long term goal that I have is to add an MCC level component to our coach training program.

So, this is one of those things where I have to be at the MCC level in order to train other coaches who want to be at the MCC level. And that also includes mentoring coaches. There's kind of this mentoring component of ICF accreditation that I can do. For certain levels of coaches right now, but I cannot do it at that highest level.

So those are some things that are kind of tied together in my mind, in terms of like my own professional development and then what it means for the services and programming that we offer through our business. Another long term goal that feels a little bit more nebulous to me, but I'm starting to kind of narrow in on what it might look like, is writing more nonfiction books that are tied to my areas of expertise.

So, as you know, I'm working on the second edition of one of my books now, but I have a list of other books that I would eventually like to write. And I feel like I had a period of time, and I've talked about this before, where I was, um, it was kind of my book writing era from like 2015 to 2020, and I wrote, you know, I think five, six books during that period of time, edited collections, um, solo authored, co authored manuscripts.

And I have been kind of asking myself for a while, like, am I done, you know, with book writing? And I don't think I'm done. I feel like I might be done with traditional published books versus like things that I self published or kind of use in different components of the business. And so I want to kind of experiment with this more and see what it could look like.

I feel like now that I'm more settled into my new role at my work, I can maybe make some plans for this. So you might see this showing up in my 2024 annual goals, um, even as early as next year, because I'm starting to think more about this. And then what is tied to that, of course, is consider, considering to how I might create more business offerings that are tied to the books that I'll write.

So, this is a very long term goal, and it's like several years out, but it helps me to think about it now so that I can have alignment between the writing part of what I do and the services part of my business. And, and kind of thinking about how those things can intertwine. I also have a category that I broadly define, um, in terms of my long term goals as just, like, creative.

I could certainly put some of that non fiction book writing into that category. I think it kind of fits into both spaces. But the other long term goal that I have, um, in this particular category is writing fiction books across a range of genres. So I have probably shared before that my undergraduate degree was a double major in literature and creative writing, and so I've dabbled in...

fiction writing and poetry writing pretty much ever since my undergrad days, and I have a long term goal of writing, um, several different kinds of novels, and I have, you know, ideas and things that I've been collecting over time that I would love to put that into, like, my long term goal bucket of things that I'm eventually working toward doing as well.

And then the last category that I have is kind of an example of these long term goals is what I would also broadly define as kind of wellness. And this is one of those areas for me that I am always setting goals for. Um, I feel like they're more immediate, though, in order to keep me motivated with challenges.

And, um, you saw, for example, I had a goal over the summer. of 6, 000 minutes on my Peloton app, which I was able to achieve. And then before the end of the year, I'm also trying to get to 20, 000 cumulative minutes on the app through, like, walking, biking, yoga, meditation, various things that I do. And one long term goal that I've set in this particular area that I don't see as kind of one of these immediate kind of challenges is to eventually purchase a rowing machine.

And this is something that I've thought about for a while. Um, we do have a home gym that I work out in and that we currently have, you know, a treadmill, an exercise bike, and then all of like my yoga equipment. And, um, I have, I've wanted to kind of test out, you know, the rowing machine. Peloton does have a rowing machine.

There's certainly other companies that have them as well. And this is something I'd eventually like to add into kind of our home gym. The other thing I think about for this is, is kind of more, um, like freestyle weights, um, because this is something I'm just like horrible at is strength training. And so it helps me to have these kinds of things, um, close, you know, where I can kind of be playing with them and thinking about how best to incorporate them into my, um, kind of movement practices to ensure that I have a lot of variety and, um, that I'm continuing to challenge myself to try new things.

So, as always, I would love to hear about some of your long term goals and particularly what keeps you motivated to keep chipping away at these multi year goals that sometimes it doesn't always feel like we're making great progress on, um, but I would love to hear kind of how you're tackling this. You can always email me at hello at drkatylynder.

com to share your experiences. I always love to hear them. Thanks for listening. Thanks for listening to this episode of You've Got This. You can access show notes and transcripts for each episode at drkatylynder. com slash podcasts. If you found this episode helpful, please also consider reading and or reviewing the show through Apple podcasts.