

Set Your Goals the CHAMP Way

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Jerry Sherk

Challenge	<i>What is the challenge I am facing (what is my goal)?</i>	
Hurdles	<i>What is stopping me from reaching my goal?</i>	
Achievement	<i>What do I get for reaching my goal?</i>	
Mentors	<i>Who can mentor me and help me reach my goal?</i>	
Plan	<i>What is my plan (the steps I will take to reach my goal)?</i>	1) 2) 3) 4)

CHAMP Goal Setting Exercise

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Purpose: This goal setting model helps participants learn the value and how-to of setting goals. Note that the instructions are for those who are working in groups, but this tool can also be used for mentors who are working one-to-one with their mentees.

Materials:

- Blank CHAMP Goal Setting Sheet
- Sample CHAMP Goal Setting Sheet

1. Today we are going to work on setting goals with a goal setting process called “CHAMP.” Can anyone tell me what a “champ” or “champion” is? *E.g. A person who is the best at what he or she does—often related to the sports field.* Yes, that’s right, a champ or champion is a person that excels at something.

2. The CHAMP model was actually developed by an ex-NFL All-Pro football player who played for the Cleveland Browns 12 years. He wanted to find out how athletes set and achieve goals in sports, and he found that it works for any type of goal, including academics.

3. (Handout out blank CHAMP forms to all the participants and life coaches. You may want to give them extra copies in case they want to set more than one goal. If you wish, you can also provide everyone with the sample that is already filled out). The CHAMP model is actually an acronym. An acronym is a word where each of its letters stands for a word. This helps us to remember a lot of words without having to memorize them.

4. For instance, in CHAMP, C is for Challenge—your challenge is the goal you want to achieve. H is for Hurdles—the things that are keeping you from reaching your goals. A is for achievements—what you get for reaching your goal. M is for mentor—someone that can help with knowledge and support as you overcome your challenge or reach your goal; life coaches, for instance, can take the role of the mentor. P is for plan, the actual steps you take to meet your challenge/reach your goal. As you can see there is a place to write down the date when you will either start or finish each step.

5. Does everyone understand the CHAMP goal setting model? (If you wish you can go over the sample CHAMP sheet that’s already filled out. Or, you can write “CHAMP” on a flip chart or dry erase board, and have one participant or life coach come up with a challenge/goal, and go through the each of the steps within the model.)

6. Okay, now let’s break up into our smaller groups. With your blank CHAMP sheet, everyone please choose one challenge they are facing or goal they have, and then begin to write down the steps. You can talk to your group members if you wish, or just jump off into the process. Okay, you have about 15 minutes to fill out your CHAMP goal setting sheet. (The facilitator can then walk around and make sure that everyone understands the exercise.)

7. Debrief: Now, each of you please tell us about your goal, as described in the CHAMP goal setting model.