

Building Pathways Forward:

A Goals Workshop

Janie A. Funk, PhD, BCBA-D, NADD-CC

Behavioral Health Administrator

Woodward Resource Center – Center of Excellence

Melanie Kinsley

Training Specialist 1

Woodward Resource Center – Center of Excellence

August 20, 2026

Pre-Test Link:

[https://www.surveymonkey.com/r/
BldgPaths-Pre](https://www.surveymonkey.com/r/BldgPaths-Pre)



Learning Objectives

1

Describe how goal setting can support better care and outcomes within Long-Term Services and Supports (LTSS).

2

Identify realistic goals that promote well-being, stability, and collaboration in LTSS-related work.

3

Recognize barriers that may interfere with progress toward goals.

4

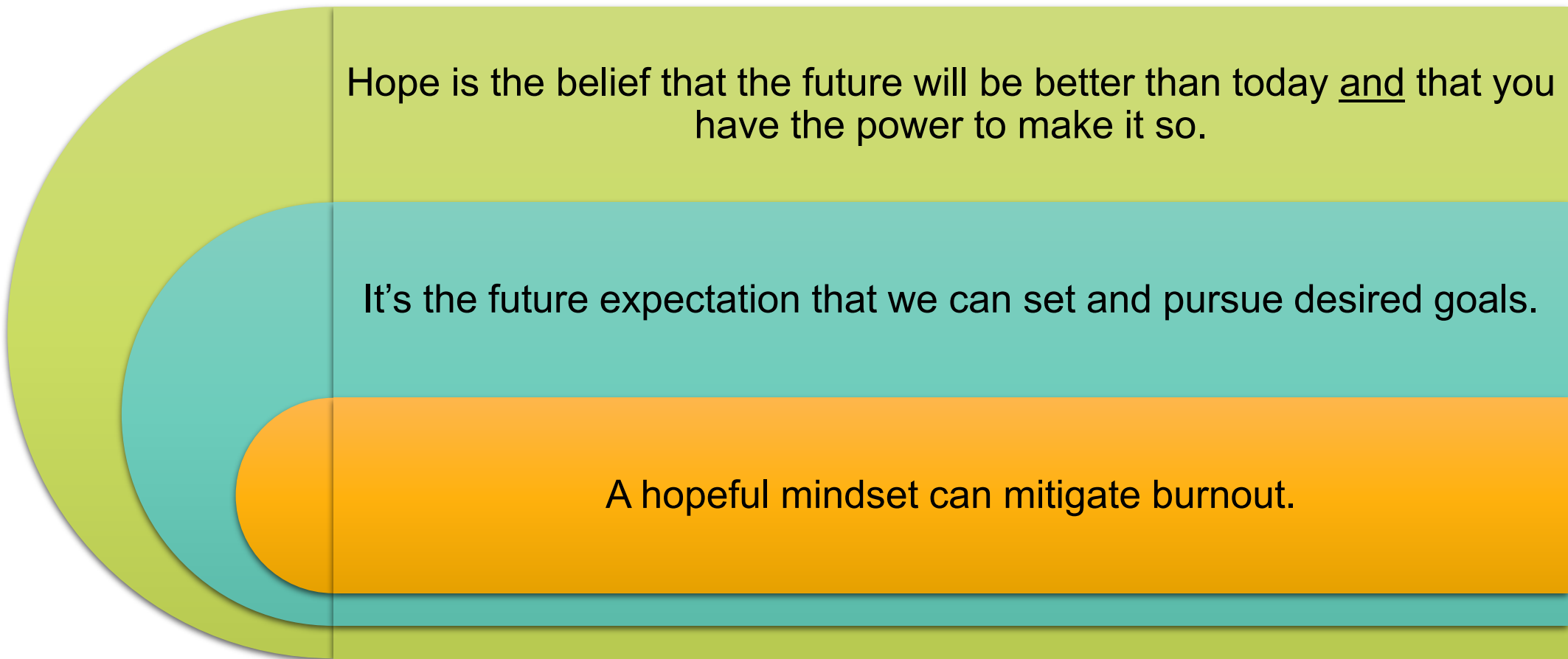
Develop pathways and next steps for moving goals into action.

5

Apply goal-setting strategies to strengthen communication, problem-solving, and support planning within LTSS environments.

The Science of Hope

What is Hope?

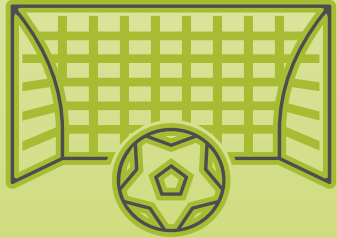


Hope is the belief that the future will be better than today and that you have the power to make it so.

It's the future expectation that we can set and pursue desired goals.

A hopeful mindset can mitigate burnout.

Tenets of Hope



Goals

What you aim to
achieve



Pathways

The routes you take
to achieve goals



Willpower

Motivation and
perseverance
needed to sustain
the journey

Goal Development

Goal Setting Considerations



Achievement or avoidant

Difficulty

Time to completion

Impact

Supports

Potential barriers

Beneficiaries

What is your Goal?

**Take 3 minutes
to write down
your goal and
think about
these questions**

Describe your goal in as much detail as possible.



How much do you desire this goal?



What's motivating you to achieve this goal?



Imagine you've achieved this goal. How will you feel?

Goal Setting Considerations



Achievement or avoidant

Difficulty

Time to completion

Impact

Supports

Potential barriers

Beneficiaries

**Now, take 5 minutes to
write down your own
goal with these points in
mind**

Pathways



Pathways are the steps you need to take in order to achieve your goal.



Create clear roadmaps for goal attainment, identify potential barriers, and consider how to navigate challenges.



Requires strategy, problem-solving, and support



Pathway Development

List three pathways that will lead you to your goal.



What people and resources will you need to succeed?



What potential barriers do you expect?



Given the potential barriers, which pathway do you think is the most likely to lead to your goal being met?

Pathway Development

**With your goal,
consider:**

List three pathways that will lead you to your goal.



What people and resources will you need to succeed?

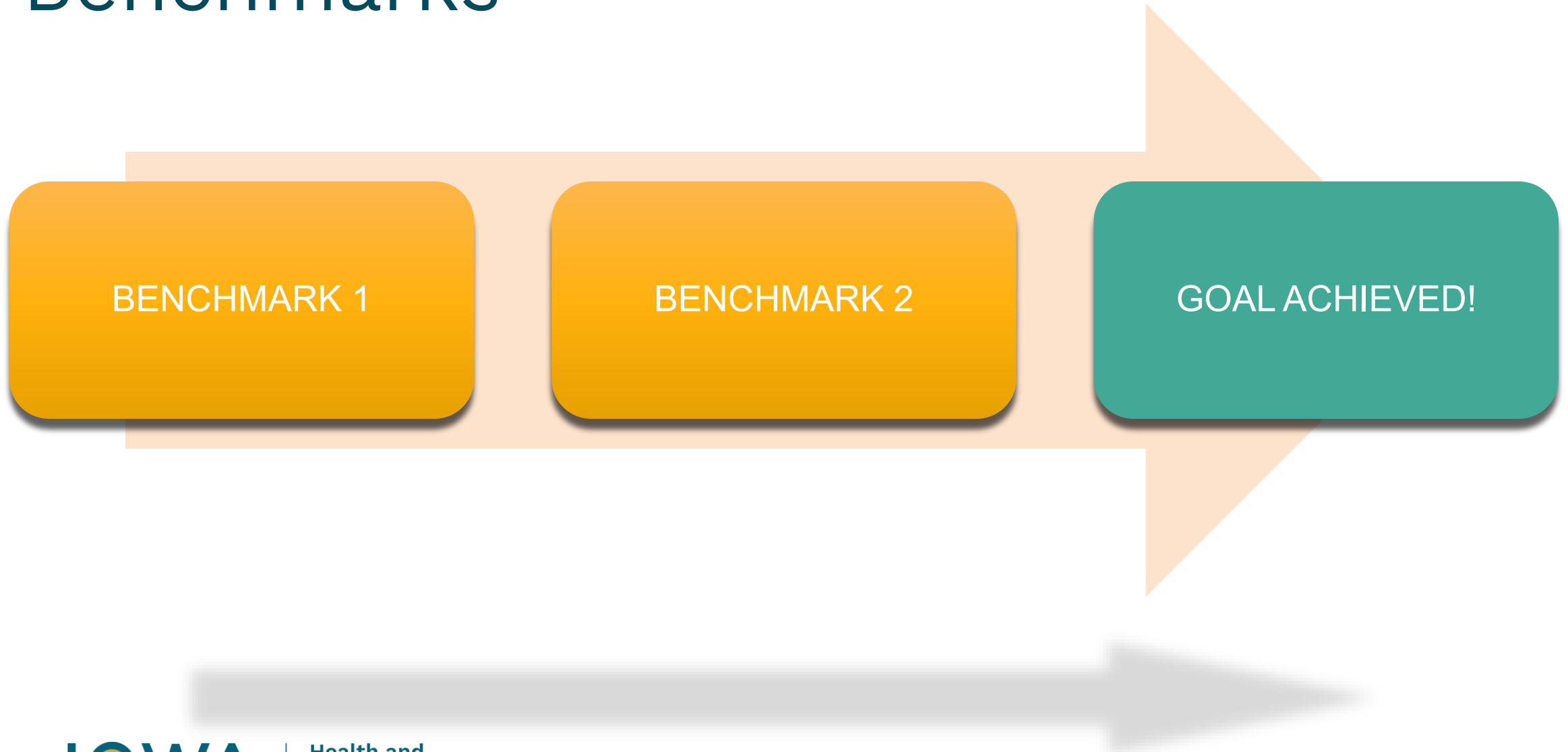


What potential barriers do you expect?



Given the potential barriers, which pathway do you think is the most likely to lead to your goal being met?

Benchmarks



Benchmarks

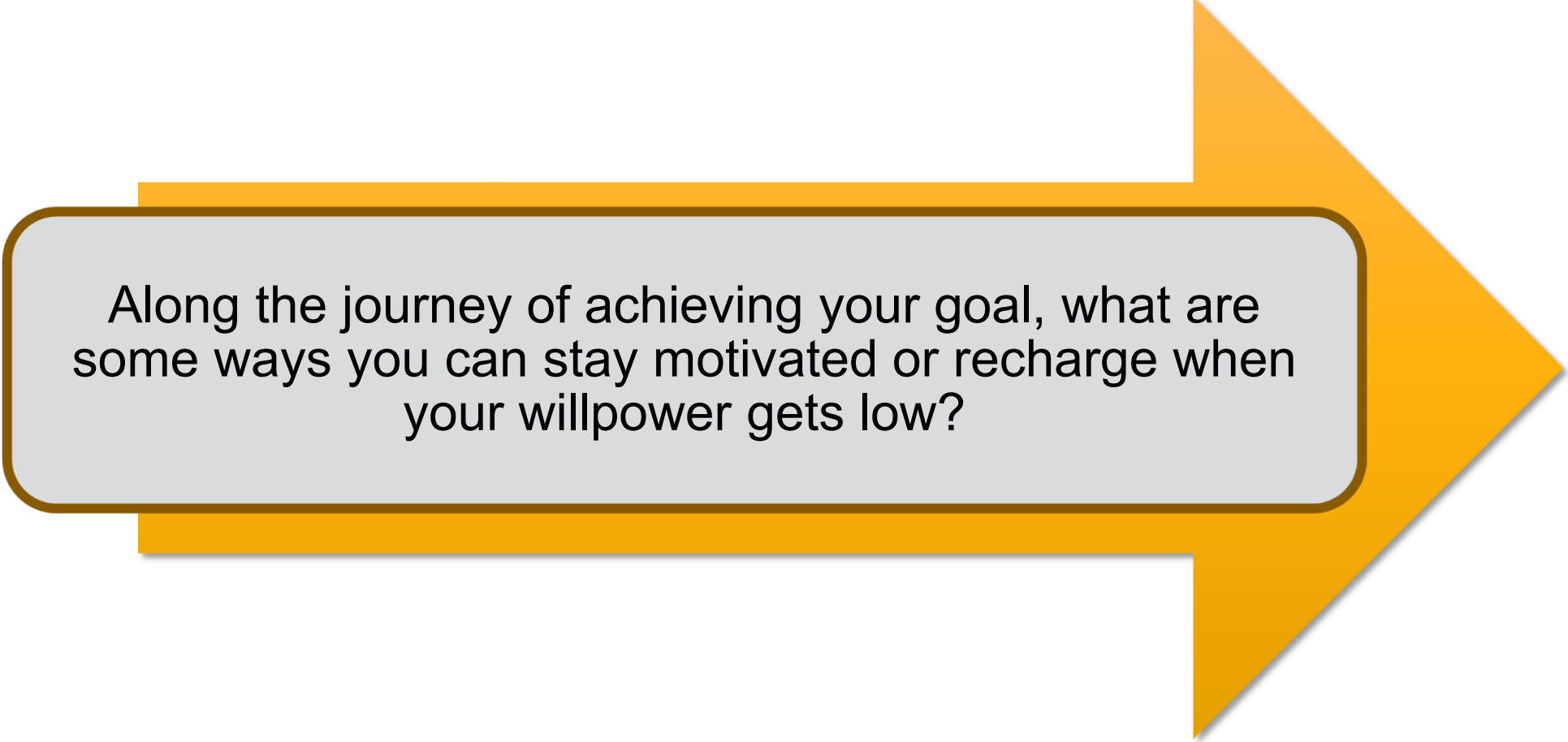
**Now, take some
time to identify
benchmarks:**

BENCHMARK 1

BENCHMARK 2

GOAL
ACHIEVED!

Willpower



Along the journey of achieving your goal, what are some ways you can stay motivated or recharge when your willpower gets low?

Willpower

**Take 5 minutes to
reflect:**

Along the journey of achieving your goal, what are some ways you can stay motivated or recharge when your willpower gets low?

Overall, how successful do you believe you will be in pursuing your goal?

1

Not at all successful

4

Moderately successful

2

A little successful

5

Mostly successful

3

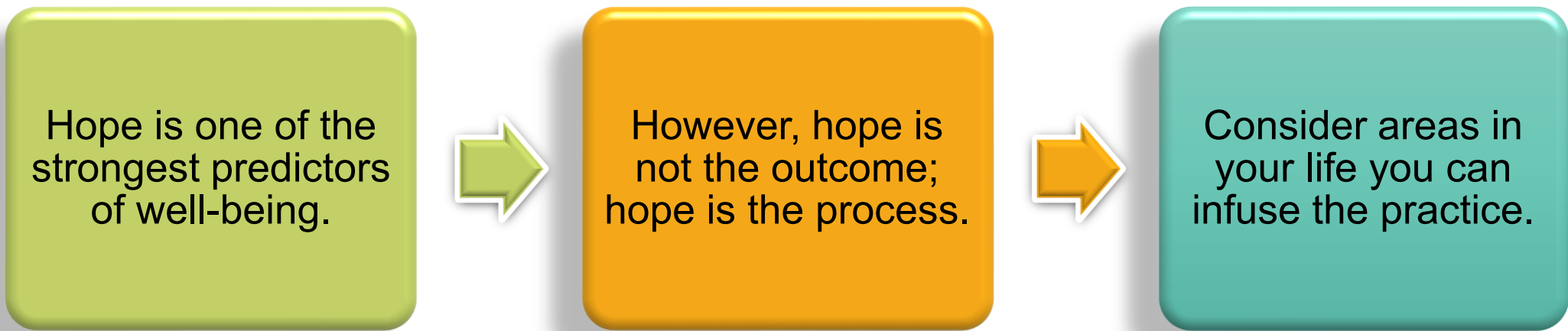
Somewhat successful

6

Very successful

Share your rating in the chat!

Practice Hope



Hope is one of the
strongest predictors
of well-being.



However, hope is
not the outcome;
hope is the process.



Consider areas in
your life you can
infuse the practice.

Resources

- ▶ **Hope Rising: How the Science of Hope Can Change Your Life** *by Casey Gwinn and Chan Hellman*
- ▶ **Making Hope Happen** *by Shane Lopez*
- ▶ **The Psychology of Hope** *by C. R. Snyder*
- ▶ The Science and Power of Hope Chan Hellman TEDxOklahomaCity