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TEACH – COACH – MENTOR – LEAD

Goal-Setting 101

By Jonnee' Carter & Jennifer A. Garrett

*Happy 2019! As we get into the new year, many people are eager to make this year their **best year yet!** But then as the days go by, the motivation fades. Their day-to-day routine kicks in and they are consumed by the many demands that life throws at them. Those resolutions have thus become distant memories. Does this sound familiar?*

Are you wondering how you can break the cycle? It starts with good goal setting, but it doesn't end there.

We know that goal setting is important because it builds self-confidence and helps **increase** your productivity. It focuses your direction.

Did you know that those who check their phones or social media in the first thirty minutes of every day are 30% less productive each week? Additionally, if you spend four hours each day watching television, that equates to thirteen years of your life. Wow. Think about all that time essentially wasted!

Time is your most precious resource because can never get it back once it is spent. You can always earn more money. You can't earn more time. Therefore, it is a *must* that you use your time productively.

Consider how you fill your day. How much time do you spend on your phone or



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on the couch? It is okay to take time for these activities when it is done in moderation. It is the addictive, excessive nature, you must watch out for. Having clear, specific goals (ones that you are aligned with and passionate about) can help reduce daily inefficiency and wasted time.

It is important to remember that **consistent action**, taken day in and day out, is what allows you to move forward and cross the goal line. In life, you must change your habits if you want different outcomes. Those habits are a function of your consistent actions.

Five Reasons Why You Should Set Good Goals¹:

1. Goals trigger behavior. Having a clear, compelling goal mobilizes your focus towards actionable behavior. This actionable behavior is key. Simply having a clear goal is not enough. Your game plan of actionable behaviors will help to minimize distractions and keep you focused on what you are working towards.

2. Goals help prioritize your time. Having clear goals allows you to direct your attention to what is important and narrow down what you have on your daily list. You will avoid the need to constantly multi-task and can allocate your time to those activities that align with your goals.

3. Goals sustain momentum. Seeing progress is addicting. Seriously, it is literally addicting because of the dopamine released in your brain after attaining a reward. Check out this video online for more:

<https://www.youtube.com/watch?v=XBHlvLtsZo8>

If you break your goals into smaller milestones (or first down markers for

those that like football references) that helps continue to fuel the momentum because you and your team will get excited about the progress you have made. It will fuel you to want to continue to make even more progress.

4. Goals align and adjust your focus. The actions you take or avoid offers clues about your values, beliefs, challenges, strengths and weaknesses which allow you to course correct as necessary and reset your goal achievement strategy, if needed.

5. Goal setting promotes self-mastery. Perhaps the most important reason why goals work is because they build character. Actually, achieving goals builds character due to the overcoming of challenges to reach the desired outcome. While the process of goal setting is important because it helps identify what is truly important to you, pursuing your goals is the real deal because it builds self-efficacy; it develops yourself as the type of person navigate through any situation to accomplish the objective.

If you don't want to be one of the 78% of people who don't accomplish the goals that they identify at the beginning of the year, then do the following:

- **Identify** what your goals are and what milestones you have in place. Break them down.
- **Prioritize your time** so that you are taking time each day to work on something towards those goals.
- At the end of each day, take some time to **Reflect**. Look back on the day and **Plan** out what you are going to

do for tomorrow that will continue the progress towards your goals.

Think about this like “playing on offense” which means that you are actively taking control of your day and building your schedule around those things that are a priority to you instead of just letting the day happen to you.

Showing up each day matters. How you show up to play the game and the tone you set for the day will determine how the day ends. Even if the day doesn’t start off on a positive note, you always have the power to control your emotions and how the rest of the day goes. You can let some event ruin your day, or you can continue to have ownership and control of the day. You can achieve the latter by playing on offense and controlling the controllables.

When you do this, you will still complete actions and will get closer to the goal line. Adopting this approach means that you have taken ownership over your life and want to dominate the day. This shift in mindset will make sure you end each day on a productive note.

I want you to consider a 30-day challenge for yourself. Life is a daily hustle and those who are successful in life know the hustle includes both things you want to do, and don’t want to do, in order to achieve the objective. They maintain a daily focus on getting both types of tasks done to make forward progress.

Over the next thirty days, sign yourself up for a daily hustle challenge. Start the daily practice of identifying actions you need to take each day, executing, and then reflection. *The Daily Hustle* booklet (link provided below) is an excellent resource to help you with this challenge and stay focused.

If you are up to the challenge, think about how you can bring a better version of yourself (like a 2.0) forward to each day and step up your game. **Challenge yourself to be a 2.0 version of yourself tomorrow.**

My challenge to you is to SHOW up to each day during this 30-challenge fired up and ready to make changes in your life.

The way you do this is to create consistent habits around taking action and would also have you consider what bad habits are you doing that are not helping you move towards the goal.

We all can think of people who love to tell you why or how something cannot be done. I’m sure at least one person came to mind when you read that statement, perhaps more.

But the real reason you don’t accomplish a task or get across the goal line is not because of these people. So why is it? It falls on you.

The only person that is truly holding you back is you. If you chose to listen to the nay-sayers, that’s on you. For it was your choice to let them get in your head.

Think carefully about who you are surrounding yourself with and getting advice from. In the September 2018 edition, there was an article discussing creating your LinkedIn profile.

The LinkedIn platform is not one that you should view simply for job transition purposes. It is also a great way to network, learn, and grow from other people. Additionally, following people who can provide you with insights and experiences that can help you to achieve your goals through their expertise or inspiration, is helpful.

Now that you have some tools in place, it's time to really knuckle down and get ready to execute. You always have a choice with how you spend each day. It's 2019. Do you want to live another year frustrated that you didn't accomplish certain goals, or are you ready to make changes in your life to achieve success? I hope you choose the latter.

Here are some additional resources for you:

Here's Go After Your Goals, Simon Sinek's Rule for Success

<https://www.youtube.com/watch?v=Hcr-BFKqDac>

Recommended workbook to help navigate your day-to-day actions. *The Daily Hustle: My 30-Day Playbook to Win*

https://www.amazon.com/Daily-Hustle-30-Day-Playbook-Win/dp/0988786990/ref=sr_1_4?ie=UTF8&qid=1543859029&sr=8-4&keywords=daily+hustle

Move the Ball by Jennifer A. Garrett:

https://www.amazon.com/Move-Ball-American-Football-Achieve-ebook/dp/B00CBOLVXI/ref=tmm_kin_sw_atch_0?encoding=UTF8&qid=&sr

For additional insights and motivation, you can follow Jennifer A. Garrett on LinkedIn at:

www.linkedin.com/in/movetheball

¹ Boss, Jeff. "5 Reasons Why Goal Setting Will Improve Your Focus." *Forbes*, *Forbes Magazine*, 14 Feb. 2017, www.forbes.com/sites/jeffboss/2017/01/19/5-reasons-why-goal-setting-will-improve-your-focus/#680d1e1d534a

Member Spotlight

Christian Hurst (in his own words)

I was recently asked to write an article on my life after the Army. I am very pleased to share some of my life experiences since my military retirement in 1996 in hopes other retirees will do the same.

I will share with you the fact that times have changed, significantly, and for the better since my retirement experience. The Army Career and Alumni Program (ACAP) in place in 1995 – 1996 was nothing like the Soldier for Life – Transition Assistance Program (SFL – TAP) is for Soldiers transitioning today. The SFL – TAP is a wonderful opportunity for transitioning Soldiers to tailor their experience and leave the military well prepared for what awaits them as they separate from military service. I retired from the Army at Fort Knox, KY, and my family and I remained in the area as my bride continued her military service and our daughter entered high school. Our retirement decision was primarily framed upon the fact my bride was an Army brat and as such it was necessary for her to attend multiple high schools...we did not want the same for our daughter. Other considerations surely were a part of the overall decision-making process, but paramount concerns were family related.

I was fortunate to start working straight away as I was much too young to really retire. I began work as a credit fraud investigator for a major bank card in an entry level position. Unlike many of my retired Warrant Officer friends and peers, I did not seek further employment in office management. Rather, I chose a simpler path and sought to do something that brought me fulfillment and contentment. I also sought to avoid stressful positions

such as the position I had left behind upon retirement. Let me tell you, the weight of leadership and responsibility felt as though they literally lifted from my shoulders. In my new job I was responsible for no one but myself...I thrived on it. I learned new skillsets and began to make a name for myself. I confirmed, first hand, what the ACAP staff had shared regarding how employers truly embrace veterans and leadership skills they bring to the table.

After a mere six months on the job I was approached concerning a promotion to a management level position. I conveyed my concerns relating to my overall knowledge of the company and my lack of technical knowledge required for my current position. I had a lot to learn. The management team quickly responded they could teach me the technical aspects of the business, but they could not teach leadership and soft-skills that I possessed, and they so desperately needed. I had, obviously, done a few things right during a very short time with the company.

I believe that we, as veterans, are greatly influenced by the experiences of our military service. We knew what was needed in order to be competitive and successful. We competed with others for positions, assignments, promotions, and school selections. We were repeatedly encouraged to exceed standards and to always strive for excellence. Many listened and did the work necessary to achieve their career goals. Especially those few, amongst many, whom were selected for appointment as a Warrant Officer/Legal Administrator.

So, back to being recruited to apply for a position in management. In retrospect, I believe I allowed my ego and military experience to influence my

decision as I did, indeed, applied for and was selected to the management team. I contend that doing so, for me, was a mistake. There I was happy as a clam and only worried about myself and I requested consideration to assume, once again, the mantle of leadership. My hours on the job increased and my stress meter shifted from green into the red. There seemed to be a never-ending flow of "drama" from which I had previously insulated myself (sound familiar?). I learned a quick lesson to disengage my ego and the military propensity to seek greater responsibility from influencing a professional decision. I performed well in my management role and, in time, I was transferred to other departments as a manager and continued to learn the business.

Like many of you, I was faced with life challenges of family member deaths and illnesses. As a direct result, in 2000, I was compelled to resign from the company and became a primary care provider, full-time. I cared for my parents from shortly after military retirement in 1996 through 2003. During this period, I carved out time to return to school and received a Bachelor's Degree in Social and Behavioral Sciences. One thing is for sure and that is we are never too old to learn and to achieve our goals...it's never too late!

Again, I found myself too young to really retire so I looked to resume a role as a member of the Judge Advocate General's Corps as a Department of the Army Civilian. I was hired as such with the US Army Armor School at Fort Knox as a Senior Legal Assistant at a Training Brigade (16th Cavalry Regiment). I have served with the Armor School since 2005 and enjoyed my job to the point of

transferring to Fort Benning, GA, when the Armor School changed duty stations as a result of the 2005 Base Realignment and Closure (BRAC) directive to move the Armor School from its home for many decades. Although I have had several opportunities to leave my current position those lessons learned not too many years ago allowed me to remain grounded, humble, and content in both my professional and personal lives.

My service to our Nation and to the US Army as both a Soldier and Civil Servant will soon come-to-a-close. I will retire in the Spring of 2019. I have been blessed with good health and hope to continue my passion for bass fishing, wind therapy (motorcycle riding), reading (predominantly Griffin, DeMille, and Clancy), and time spent with family and friends. After 36 years of service, 32 years of the same as a member of the Judge Advocate General's Corps, I have been privileged to serve with countless legal professionals. Those men and women are devoted members of the JAGC and have always been committed to their duty for the betterment of their clients and our County. I was privileged to have served alongside many of our Corps senior leaders, but more importantly I have served with Soldiers and Civilians, in the trenches, performing their duties in an honorable and professional manner in countless locations and on a daily basis. I think, in time, in those quiet moments when we tend to reflect...I will actually miss working. I THINK NOT...but I will, indeed, miss the many people with whom I have had the privilege to serve.

Monthly Themes

AMLA

All members are encouraged to write articles and provide content for the AMLA Times. If you'd like to submit content for a specific issue, we are ready to receive that content at any time, there is no need to wait. In order to ensure they are added to your desired issue, there are deadlines posted next to each issue, this gives us time to insert, format, review, and publish each issue on time. We encourage you to send us your content as soon as you have it completed, preferably before the 15th of the previous month

The themes for each of the monthly AMLA Times for FY19 are listed below:

Issue

- Oct 2018 – Teaching
- Nov 2018 – Digital Leadership
- Dec 2018 – Work-life Balance
- Jan 2019 – Goal Setting
- Feb 2019 – Coaching
- Mar 2019 – Community Outreach, Giving Back
- Apr 2019 – Mentorship
- May 2019 – Membership Drive
- Jun 2019 – Setting Yourself Apart, Branding
- Jul 2019 – Leading
- Aug 2019 – Building Morale, Esprit de Corps
- Sep 2019 – Back to School, Refocusing

Email all of your content to:
public_relations@amla-tcml.org