

Quick Guide to Developing Goals, Objectives, and Interventions

I. Some considerations when developing goals

- ✓ Solicit the life-role goal statement at the very beginning of Individualized Recovery Plan (IRP) Planning. This conversation should be informed by the assessment process as well as your relationship and previous conversations with the Personalized Recovery Oriented Services (PROS) participant.
- ✓ Don't be concerned about whether or not the goal is "realistic." Identifying a goal is a process that you and the person will work on together. Your conversation with the person can focus on teasing out what the person would like to accomplish in his or her life.
- ✓ Goal setting is a collaborative process – it offers an important opportunity for you to partner with people and motivate them in treatment and with their lives.
- ✓ Encourage the PROS participant to *prioritize* and identify just a few key goal areas on the plan. Having too many goals may feel overwhelming to the person and may make the IRP overly complicated and unwieldy.
- ✓ Some questions to ask if the person has "no" goals:
 - Steer the conversation to a discussion of the person's strengths. Use some of the strengths identified in the assessments as a place to begin.
 - Ask the person to visualize an "ideal day." What would this look like? What would the person be doing? Who would he or she be with?
 - Ask the person to imagine that all the challenges of today have disappeared as if by magic. What would this be like? What would the person be doing/feeling?
 - If a person focuses his or her goals on symptoms ("I want to feel less depressed"), the conversation can explore topics such as "If you were less depressed, what might you be doing? How would you spend your time? How would life be different for you?"

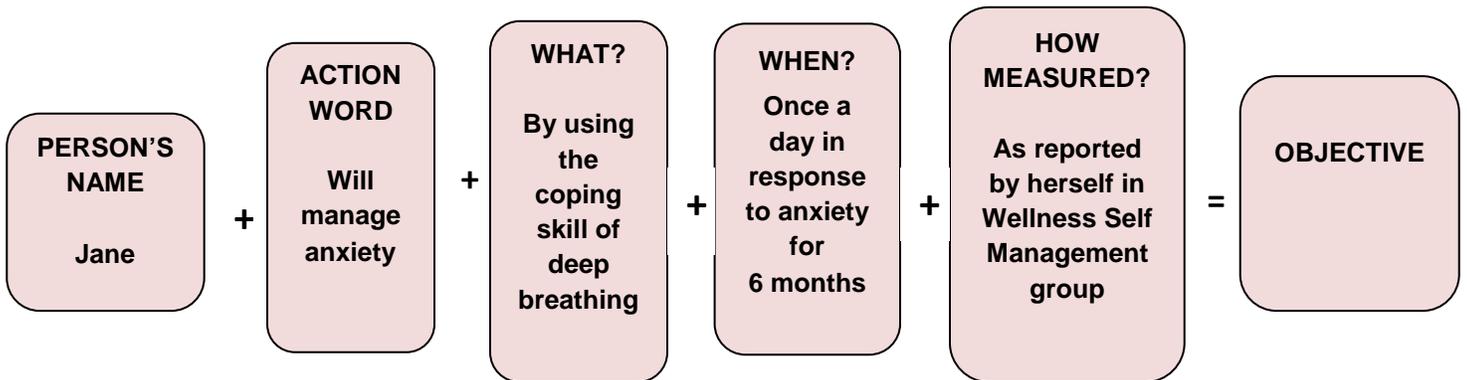
Goal Statements: Traditional Treatment Plan vs Person Centered IRP

<i>Kathy's Goals in a Traditional Treatment Plan</i>	<i>Kathy's Goals in a Person-Centered IRP</i>
Patient will be med-compliant over next 3 months.	I want to have enough energy to focus on my job. I don't want to feel dopey all the time.
Patient will refrain from verbal and physical aggression	I need to get along better with my co-workers. My boss said I could lose my job if I don't figure this out.
Patient will increase insight regarding mental illness and demonstrate realistic expectations.	I want to finish my General Education Diploma (GED) but I'm not sure where to start.
Patient will decrease denial of substance abuse and achieve and maintain abstinence.	I don't know how to cope with what I have been through. I need to figure out other ways of coping.

II. Guidelines for Objectives:

- ✓ Objectives are **SMART**:
 - Simple or straightforward,
 - Measurable,
 - Achievable,
 - Realistic,
 - Time framed

- ✓ Objectives can be also be remembered via **RUMBA**:
 - Realistic,
 - Understandable,
 - Measurable,
 - Behavioral
 - Attainable



III. Tips for Developing Interventions: Using the 5 W's

- **Who** is providing the intervention?
 - Include the name of the person providing the intervention and his or her relationship to the person
- **What** is the modality that will be used?
 - Group therapy? Individual therapy?
- **Where** will the intervention be provided?
 - Include the name of the PROS Service and the location where it will be provided
- **When** will the intervention be provided?
 - Include both the frequency and the duration of the intervention, i.e. weekly for three months
- **Why** is the intervention being provided?
 - What is the purpose for providing the intervention? What mental health barrier is being addressed?