

# DISCUSSION QUESTIONS FOR BIG GOALS

**BIG Goals by Caroline Adams Miller offers a comprehensive, science-based approach to setting and achieving meaningful goals. This guide provides discussion questions and group exercises to help book clubs and similar learning groups explore the key concepts and apply them to their own lives.**

## **General Discussion Questions:**

- 1** What was your biggest takeaway from BIG Goals? How has it changed your perspective on goal setting?
- 2** Caroline Miller argues that traditional goal-setting advice is often biased towards male perspectives. Do you agree? How have you experienced this in your own life or career?
- 3** The book introduces the BRIDGE methodology. Which component of BRIDGE (Brainstorming, Relationships, Investments, Decision-Making, Good Grit, Excellence) resonated with you most and why?

- 4 How does Caroline Miller's approach differ from other goal-setting strategies you've encountered? What makes it more or less effective in your view?
- 5 The author discusses "goals gone wild" and provides examples of disastrous outcomes. Can you think of other instances where misapplied goals led to negative consequences?

### Deeper Dive Questions:

- 6 Caroline Miller emphasizes the importance of distinguishing between performance goals and learning goals. How might confusing these two types of goals impact someone's success and well-being?
- 7 The book highlights gender differences in goal pursuit. How might understanding these differences improve goal setting in mixed-gender teams or organizations?
- 8 Discuss the role of self-efficacy in goal achievement. How have you built (or struggled to build) your own "I Can Do It!" muscle?
- 9 The author argues for a more holistic, evidence-based approach to goal setting. How might this shift impact fields like education, business, or personal development?
- 10 The author shares her personal story of overcoming bulimia. How do you think personal experiences shape our approach to goals and challenges?

## Application Questions:

- 11 Choose one big goal you'd like to pursue. How would you apply the BRIDGE methodology to this goal?
- 12 Reflect on a past goal you didn't achieve. Using insights from the book, what might you do differently if you were to pursue that goal again?
- 13 How can we create environments (at work, school, or home) that better support effective goal setting and achievement for diverse individuals?
- 14 The book discusses cultural differences in goal setting. How might you adapt your goal-setting approach when working with people from different cultural backgrounds?
- 15 What steps can you take to become more aware of your own biases and blind spots in goal setting? How does the concept of "noise" in decision making impact your thought process and what you might want to do differently?

## Closing Reflection:

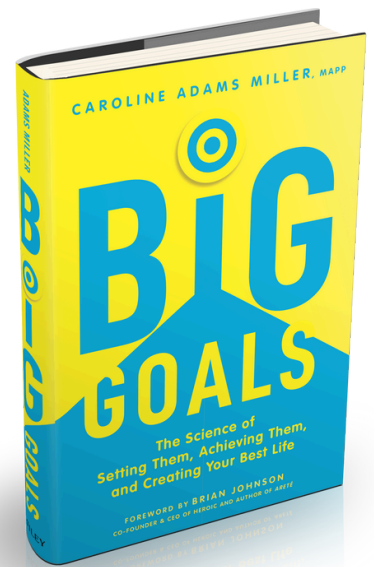
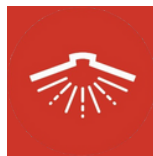
- 16 After reading BIG Goals, what changes do you plan to make in how you approach your personal or professional goals?

# GROUP EXERCISES FOR BIG GOALS

- 1 Goal Setting Exercise:** Have members identify a personal goal and classify it as either a performance goal or a learning goal based on the definitions in the book. Discuss why they categorized it that way.
- 2 Checklist Creation:** For a familiar task or goal, have members create a 5-7 item checklist to optimize their performance, following the guidelines mentioned in the chapter.
- 3 Self-Efficacy Building:** Discuss the four ways to build self-efficacy outlined in the book. Have members share examples of how they've used or could use these methods in their own lives.
- 4 Goals Gone Wild Analysis:** Analyze a recent business failure or scandal through the lens of "goals gone wild" as described in the book. Identify where goal setting may have gone awry.
- 5 BRIDGE Brainstorming:** Introduce the BRIDGE methodology briefly, then have members brainstorm how each component (Brainstorming, Relationships, Investments, Decision-Making, Good Grit, Excellence) might apply to a shared goal or challenge.
- 6 Learning vs. Performance Goals:** Discuss a recent life change or new endeavor someone has undertaken. As a group, identify which aspects were learning goals and which were performance goals.
- 7 Role Model Identification:** Have members identify a role model who has achieved something similar to their own goals. Discuss how observing or learning from this person could build self-efficacy.

# BIG GOALS

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