



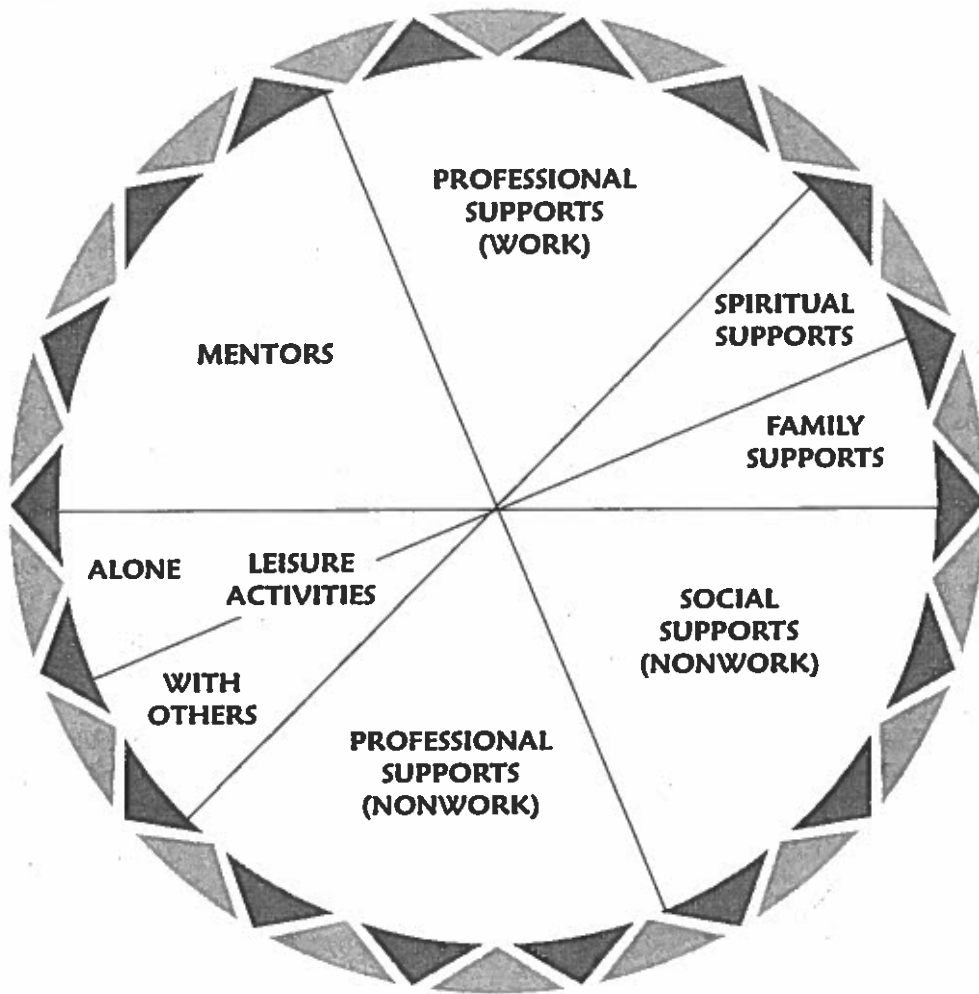
## Eating the Elephant

Perhaps you have heard the old Vaudeville joke. “How do you eat an elephant?” The punch line is, “One bite at a time.” There is a great deal of wisdom and comfort in this because simply breaking down a goal into smaller manageable tasks makes it less frightening. This is vital in the process of setting goals and change. William Bridges (2003) writes in *Managing Transitions*, that most people do not fear change; it is the transition from what they know to something different that is so difficult. It is about undergoing a massive internal or psychological change as well as wondering if they can actually get from here to there that is so daunting.

This tool is designed to help with planning and breaking your goals down into small attainable steps that help to lead you to the overall goal. The box below starts by providing some tips and guidelines.

### Planning Tips and Guidelines

1. **Be Flexible** – This means setting realistic goals and expectations - avoiding all or nothing thinking.
2. **Be Open to Different Ideas and Perspectives** – Ask questions, gather information, and other points of view.
3. **Look for Resources and Resource People** – People who have applicable experience or knowledge. It is alright to ask for help, advice, and to consult.
4. **Put Together a SAMIC<sub>3</sub> Plan** (Wubbolding, 1986.)
  - **S**imple – Use simple, easy to follow, and understand approaches.
  - **A**ttainable or Realistic – in setting a goal, target dates, and steps for attainment. Base this on one’s level of control, strength, skills, etc.
  - **M**easurable – So you can track or pace your progress. What, when, where?
  - **I**mmEDIATE – What can you do to get started **now?**
  - **C**ommitted – The goal or the plan should be something you are committed to doing and following through.
  - **C**ontrol – Be sure that you have control over the various steps and parts of your plan.
  - **C**onsistent – The steps and/or tasks should be repeatable if necessary. (Repeating a task such as using a new behavior or method.)



	Professional Supports (Work)		Spiritual Supports		Family Supports		Social Supports (Nonwork)
1.		1.		1.		1.	
2.		2.		2.		2.	
3.		3.		3.		3.	

	Professional Supports (Nonwork)		Leisure Activities (Alone & Nurturing)		Leisure Activities (With Others)		Mentors
1.		1.		1.		1.	
2.		2.		2.		2.	
3.		3.		3.		3.	

Adapted from: White, W. (1997.) *The incestuous workplace*. Center City, Minnesota: Hazelden.