

Accomplishment

Self-Coaching Guide

PERMA states that **Accomplishment** contributes to our wellbeing and brings us happiness. [See SCG – ‘How can I improve my wellbeing?’ for more about PERMA.] Accomplishing something gives us a sense of pride and strengthens our self-esteem, confidence and self-worth. These feelings encourage us to attempt more, achieve more, and cause us to grow and flourish.

PERMA distinguishes between *achievement* (i.e. being about performance and achieving success) and *accomplishment* (i.e. being about development and accomplishing something). According to PERMA, accomplishment encompasses achievement, performance, success, progressing goals/ambitions, and competence (through developing skills, receiving feedback, and putting in time and effort).

How can I become more accomplished?

We often strive to better ourselves in some way, whether it's learning a skill, achieving a goal, or winning a competition. To become more accomplished, we need to take the following actions:

1) **Setting ourselves motivating goals/ambitions:** We should be aware that achievements and accomplishments have different types of goal/ambition and motivation:

| For Achievements → Extrinsic Goals/Ambitions | For Accomplishments → Intrinsic Goals/Ambitions |
|---|---|
| <ul style="list-style-type: none"> • What we do for others • External reward (e.g. money, status, approval) • Over-focus leads to negative impact on our wellbeing and happiness | <ul style="list-style-type: none"> • What we do for ourselves • Internal reward (e.g. purpose, meaning, pride, fulfilment) • Focus leads to improved internal motivation and possibility of goal success |

2) **Setting ourselves realistic goals/ambitions:** We should first consider what we want to accomplish and then set ourselves realistic goals/ambitions. [See SCG – ‘How can I set achievable life goals?’]

3) **Learning and developing our skills:** We should aim to increase our skill levels, as the quicker we learn a skill and the more skill and knowledge we acquire, the less time we need to consciously think about a task and the faster we will work. This gives us more time to plan, check and be creative; all essential factors leading to improved task performance. Improving our skills may require specific skills training or watching an expert and copying their techniques.

4) **Seeking feedback on our performance:** We should ensure we get regular positive and constructive feedback on our task performance. The quicker we receive feedback on a task, the more this benefits our ability to improve our task performance. To obtain valuable feedback, it may require us working with an expert coach or mentor.

5) **Investing our time and effort:** We should devote our time and the sustained effort necessary to deliberately practice the things we want to improve. To become an expert, we will need considerable effort, self-motivation and self-discipline. So, practice (and lots of practice) is essential.

“There are basically two types of people. People who accomplish things, and people who claim to have accomplished things. The first group is less crowded.” Mark Twain

More Information

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