

**Enrichment Goal-Development Activity**  
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Goal setting involves using our knowledge of the animal's natural and individual history to generate ideas about behaviors or activities that we might want to encourage in the animal's current enclosure (exhibit and holding). Below is a series of questions meant to help in the development of an enrichment plan for a particular species/particular individual animal in its current exhibit by identifying specific needs of the animal and determining enrichment goals for that animal.

**Number of people/players:** This activity is for the entire team (unlimited).

**Time required:** The time it takes to answer the questions may vary. It is most efficient to answer the questions before the meeting as pre-work to the session. Once the questions are answered the goal development tool takes between an hour to two hours.

**Number of rounds:** One, although if time is an issue the goal development tool can be done in two parts.

**Instructions:** The first part of this activity is to answer the series of natural/individual and facility questions as pre-work. These questions should be split amongst the group. For example, each person is asked to answer two questions. People should be given plenty of time to do research on the questions, for example one week. The second part of the activity involves everyone getting together and bringing the answers to questions they were assigned. The facilitator then goes through the list of questions starting with one and asks each person assigned that question to read their answer out loud. As they are reading, the facilitator pulls out any behaviors that are in the answer and writes them on a dry erase/large paper or into the goal development tool. For example, the question is:

***What are some self-maintenance/comfort behaviors (e.g., preening, grooming, bathing, dust-bathing, wallowing, sunning)? Is there a seasonal molt/shed?***

The answer is for a marabou stork:

*Much of their time is spent in preening and general toiletry, which sometimes includes direct head scratching and bathing in water.*

The facilitator would write "preening, head scratching and bathing in water."

After about five questions are read through, the facilitator should have generated a list of behaviors based on the participants' answers. The facilitator goes back through the list and asks if the animal currently exhibits this behavior and if this is a behavior we would like to encourage or discourage. If it is one we would like to encourage the team is asked to describe enrichment techniques that would provide, or is currently providing, the opportunity and motivation for the behavior. The group is then encouraged to brainstorm ideas to encourage the behavior. The facilitator goes through each behavior this way. After all of the behaviors have been discussed from the first five questions, the team goes back and reads the answers to the next five questions, behaviors are written on the board, and each behavior is discussed by the team. This process is done until all of the questions have been answered. At the end, prioritize projects for encouraging behaviors and assign action items to people.