

# What are SMART Goals?

Every successful business has clearly set and articulated goals to attain specific objectives. SMART Goals is an acronym for specific, measurable, attainable, relevant, time-based objectives.

| SPECIFIC                                                                                                                                                                                                                                                         | MEASURABLE                                                                                                                                                                                                                         | ACHIEVABLE                                                                                                                                                                                                             | RELEVANT                                                                                                                                                                                                                                                                                         | TIME-BASED                                                                                                                                                                                                                      |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                 |                                                                                                                                                   |                                                                                                                                      |                                                                                                                                                                                                               |                                                                                                                                              |
| <p><b>Answer the 5W's:</b></p> <ul style="list-style-type: none"><li>• Who's involved?</li><li>• What do I want to accomplish?</li><li>• When do I want to achieve this?</li><li>• Where does my goal take place?</li><li>• Why is the goal important?</li></ul> | <p>What metrics are you going to use to determine if you meet the goal?</p> <p>If it's a project that's going to take a few months to complete, then plan and set some milestones by considering specific tasks to accomplish.</p> | <p>The goal is meant to inspire motivation. Think about how to accomplish the goal and if you have the tools/skills needed.</p> <p>If you don't currently possess them consider what it would take to attain them.</p> | <p>A goal needs to align with your company objective.</p> <ul style="list-style-type: none"><li>• Does this seem worthwhile?</li><li>• Is this the right time?</li><li>• Does this goal align with my other goals?</li><li>• Am I the right person to be working on this project/task?</li></ul> | <p>Anyone can set goals, but if it lacks realistic timing, chances are you're not going to succeed.</p> <p>Ask specific questions about the goal deadline and what can be reached and accomplished within that time period.</p> |

# Performance And Development Smart Goals Education

**Peggy Bud, Tamara Jacobson**



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