

# SMART GOALS

**S**

**SPECIFIC**

**G**

**M**

**MEASURABLE**

**O**

**A**

**ATTAINABLE**

**A**

**R**

**REALISTIC**

**L**

**T**

**TIMELY**

**S**

# SMART GOALS



## SPECIFIC

define exactly what is being pursued



## MEASURABLE

is there a number to track completion?



## ATTAINABLE

can the goal be achieved?



## REALISTIC

doable from a business/personal perspective



## TIMELY

can it be completed in a reasonable amount of time?

# SMART GOALS



## SMARTer

The new 'e' stands for EXCITING.  
The new 'r' stands for RECORDING. (2)



## RESULTS

A 2010 study found that students who utilized the SMART template:

1) started earlier on the assignment and seemed to enjoy the assignment;

2) revised and updated their goals within the SMART goals template as new information became available:

3) complained less about team members underperforming which resulted in peer evaluations being more equitable; and

4) provided a better quality and more professional presentation. (1)



# SMART GOALS

## Goal Template

*From Time Management Success*



Goal:



What, exactly, will you accomplish?



How will we know when you have reached this goal?



# SMART GOALS

## Goal Template

*From Time Management Success*

S

Is achieving this goal realistic with effort and commitment? Have you the resources to achieve this goal? If not, how will you get them?

M

A

Why is this goal significant to you?

R

When will this goal be achieved?

T

# SMART GOALS

## Goal Template

*From Time Management Success*



This goal is important because:



The benefit of achieving this goal will be:



Potential Obstacles:

Potential Solutions:



# SMART GOALS

## Goal Template

*From Time Management Success*



Who are people you will ask to help you?



Specific Action Steps

*What steps need to be taken to get your goals?*



What

ECD



# SMART GOALS



S



M



A



R



T

## Reference List:

1) Lawlor KB. Smart goals: How the application of smart goals can contribute to achievement of student learning outcomes. In Developments in business simulation and experiential learning: Proceedings of the annual ABSEL conference 2012 (Vol. 39).

2) Williams, C. (2012). MGMT (5th ed.). USA: SouthWestern College Publishing.