

SMARTER Goals

Specific

- What is it you are trying to accomplish?
- Are your goals specific, concrete, clear?

Measurable

- Are the goals capable of being measured?
- In what ways can success be measured?

Action Oriented

- Are the goals future oriented?
- What results should you be able to see when the goals are accomplished?
- What concrete things will you be able to do as a result of accomplishing the goals identified?

Realistic

- Are the goals achievable within the availability of your time?
- Are there other resources that need to be available in order to achieve the goals?

Timely

- Is the time allocated for accomplishing the goals reasonable?
- Has a completion date been set for attaining the goals?

Ethical

- Does it produce the greatest good for the greatest number?
- If everyone did this, would that create the greatest good?
- Would I want to be treated this way?

Rewarding

- What will I gain from the action?
- Intrinsic or extrinsic motivation?