

SMART Goals



S – specific and strategic identifying an action that answers Who

M - measurable, meaningful, motivational with measurements used to determine that outcomes have been achieved – Answers the How

A - agreed upon, attainable, achievable, acceptable, action-oriented – challenges the individual to do his/her best

R - realistic, relevant, reasonable, rewarding, results-oriented

T - time-bound, timely, tangible, traceable – answers the question-When?

When you have successfully articulated a SMART goal, you should be able to answer each of the questions below affirmatively. If you cannot, it means more work is required to articulate your SMART goal.

Question	YES\NO
1. Is the goal clearly future oriented?	
2. Is the goal realistic?	
3. Will the goal challenge me?	
4. Will this goal help me become more independent?	
5. Will this goal require me to make a personal investment of time, energy and effort?	
6. Will this goal contribute to my growth and development?	
7. Is this goal achievable within the time frame set out in the plan?	
8. Will I feel a sense of pride and satisfaction in accomplishing this goal?	
9. Is achieving this goal in my best interests?	