



DEVELOPING GOALS WORKSHEET

WHAT IS A S.M.A.R.T. GOAL?

SMART goal setting brings structure and accountability into your goals and objectives. Instead of vague resolutions, **SMART** goal setting creates verifiable trajectories towards a certain objective, with clear milestones and an estimation of the goal's attainability. Use **SMART** goals in your mentor relationship to establish structure, transparency, and purpose.

SPECIFIC

The goal should be concrete and action-oriented. What are you trying to achieve? When writing a goal, ask yourself: what do I mean by this? Is there another way to write this goal to make it more understandable or obvious for what I mean? Does the goal start with an action verb (for example: improve, create, develop)?

MEASURABLE

How will you know when you have accomplished the goal? How will you track and measure progress? How do you define success? Be sure to include this with your goal.

ACHIEVABLE

The goal should require work, but be attainable. Is the goal too big? Is the goal too easily achieved? Make sure that the time-frame you set is realistic. Do you have the ability and commitment to reach the goal? What additional resources, time, money, or capability, will be needed for you to reach the goal? Does the goal set you up for failure?

RELEVANT

Is this goal in line with your long-term objectives? Is this a worthwhile goal? Is this the right time? Why do you want to reach this goal? What is the objective behind the goal, and will this goal really achieve that?

TIMELY

Set a time limit; there should be a specific time-frame for accomplishing the goal which will keep you accountable. Install a deadline.

Write down at least two goals in each of the categories listed. Next, look at the goals that you have listed and think about how you would prioritize them. From your list, pick your top 3 goals and write them on the following page along with a statement about what action step you can take now to accomplish that goal. When thinking about your goals, consider your core values, characteristics, skills/talents, and personal mission statement.

ACADEMICS	
CAMPUS INVOLVEMENT	
CAREER	
LEISURE	
RELATIONSHIPS	

Exercise adapted from the book Imagineering by Michael LeBouef (1980), as cited in Darge (2000)

Example Goal: Graduate law school by the time I am 25 years old.

Action Step: I will schedule a meeting with the Pre-law advisor to talk about what classwork I should take to help me prepare for applying to law school.

GOAL 1: _____

ACTION STEP: _____

GOAL 2: _____

ACTION STEP: _____

GOAL 3: _____

ACTION STEP: _____

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