**Writing SMART Goals**

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**Before stating goals, it’s important to make sure they are attached to meaningful outcomes. Well-written SMART goals that are not attached to meaningful outcomes are random and useless. Meaningful outcomes are directly connected to personal passions/values/missions or organizational values/missions/visions.**

**SMART – the mnemonic**

* **Specific** – What do you want to do? Sum it up in one sentence.
* **Measurable** – How will you know your goal is accomplished? How can you quantify the outcome? “You can’t manage what you can’t measure.”
* **Attainable** (Actionable, Achievable) – Is this goal physically possible? Are you in control of the outcome? Set goals that you control.
* **Realistic** – Is it realistic that you will accomplish this? Are you truly motivated to do this? Does this goal stretch you far enough? Or does it stretch you too far?
* **Time-Sensitive** (Tangible/Timely) – By when will you reach this goal?

**Sample Goal Statements:**

Example One

* I want to be a better husband. (not stated as a SMART goal)
* SMART goal: My goal over the next three months is to take practical steps to increase the quantity of my communication with my wife by 50%, and to increase the quality of our communication by planning ahead for regular talks when we don’t have the kids.

Example Two

* I want to become a man of God who is really in the word and walking in the power of the Spirit. (not stated as a SMART goal)
* SMART goal: I want to become more of a man of God by identifying God’s top three growth priorities for me this year, then developing and walking out a strategic plan to move me to excellence in each of those areas.

**Unattainable vs Attainable: Setting goals that you control.**

* Unattainable: I want to reconcile with my mother.
* Attainable: I want to find five practical ways to show my mother I love her.
* Unattainable: I want to lead my sister to the Lord.
* Attainable: I want to give my sister a chance to hear the gospel.
* Unattainable: I want to be the top sales professional in the company.
* Attainable: I want to beat our company’s current sales record.

Links for more info:

For an overview and notice the “minor terms” reveal the many different words that can be associated with the mnemonic. <http://en.wikipedia.org/wiki/SMART_criteria>

Additional quick reads:

<http://www.goal-setting-guide.com/goal-setting-tutorials/smart-goal-setting>

<http://michaelhyatt.com/how-to-make-new-year%E2%80%99s-resolutions-stick.html>

Acknowledging this source influencing the examples above: *Leadership Coaching* by Tony Stoltzfus.