



## SMARTAR Goals

**S**

### Specific

What exactly do I want to achieve? Is the goal stated clearly, in a way that makes sense?

**M**

### Measurable

How will I know when this goal is achieved? What is a reasonable level of achievement to expect for this goal?

**A**

### Achievable

What resources and skills do I need to achieve this goal? Do I have the time I need to achieve this goal?

**R**

### Relevant

Why am I setting this goal? What need does it meet? Will I be motivated to achieve this goal?

**T**

### Time-based

When do I want to achieve this? When do I think it is likely to be achieved? Is this timeframe realistic based on my skills?

**A**

### Agreed upon

What type of support would you like? Be open to constructive feedback. Meet regularly to discuss your goal.

**R**

### Reviewed

Ongoing check-ins to review progress of goal and a planned review at the end of the proposed goal timeframe.