



## SMART Goal Development

### SMART Goals are:

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|-------------------------|---|
| <b>Specific</b><br>How? | Must answer the questions – Who? What? Where? When? Why?  |
| <b>Measurable</b>       | Concrete criteria to measure progress and success.  |
| <b>Attainable</b>       | Plan steps to develop the attitude, ability, skills, and financial capacity to achieve the goal.                            |
| <b>Realistic</b>        | Any objective you are both willing and able to work toward.   |
| <b>Timely/Tangible</b>  | No time frame = No urgency. Somedays won't do. Should be experienced with the senses (taste, touch, smell, sight, hearing). |

### Example of a SMART Goal:

To increase exposure for the Career Connections Program, I want to write an article for WFA Fair Dealer Magazine about Connection Partnerships that is 2000 words in length and have it done by July 1st. I'll commit to writing two hours each week until I reach completion.