

State-wide Mentorship Program

SETTING SMART GOALS



What is SMART Goal?

SMART goals are designed to help you identify if what you want to achieve is realistic and determine a deadline.

When writing SMART goals use concise language, but include all relevant information.

SMART goals are designed to help you succeed, **so be positive when thinking through the process.**

General Rules for Writing Goal Statements

1. Use clear, specific language.
2. Start your goal statement with TO + a VERB
3. Write your goal statement using SMART Goal Criteria
4. Avoid using negative language. Think positive!

Specific

- What you want to achieve?
- Who else will be involved in it?
- When and where it will be achieved?
- Why you want it?

Measurable

- How will you measure progress?
- How will you know if you've successfully met your goal?

Achievable

- What skills do you need to achieve the goal?
- What is the motivation for this goal?
- Is the amount of effort required on par with what the goal will achieve?

Relevant/Realistic

- Why are you setting this goal now?
- Is it aligned with your overall objectives?
- What knowledge, skills, and abilities are necessary to reach this goal?

Timely/Time-bound

- Can you set fixed deadlines?
- What can realistically be accomplished over 6 months working with your mentor?

SMART Goal Example

S: Identify 3 knowledge gaps currently preventing me from achieving my goal of becoming a Certified Specialist in Sports Dietetics (CSSD) and a create personal development plan to resolve them

M: register for and complete the CSSD certification exam

A: pass the CSSD certification exam

R: the CSSD certification is important to practice as a sports dietitian

T: within one year

SMART Goal Example

I want to identify 3 knowledge gaps currently preventing me from becoming a Certified Specialist in Sports Dietetics (CSSD) and create a personal development plan to resolve them in preparation for taking the certification exam and passing it within 1 year.

My SMART Goal

S:

M:

A:

R:

T:

My SMART Goal

I want to [verb]

Mentorship using SMART Goals

- Share your SMART goal(s) with your mentor.
- Be specific with your mentor about your specific needs and how you learn best.
- Talk with your mentor about how to best measure progress along the way.
- After your first meeting, determine whether your mentor's skills still align with your needs.
 - If not, contact the SCAND Mentorship Program co-chairs