

# What is a SMART Goal?

**S**pecific

Is the goal clear and unambiguous?  
What will be different for you? What is the result?  
How will achieving this goal change what you do, feel, earn?

**M**easurable

How will you know you've achieved your goal?  
How will you track your progress?

**A**ction-oriented

What actions will make this goal achievable?  
What might get in the way of achieving this goal?  
What will make it more achievable?

**R**ealistic

What obstacles might be encountered?  
Does this goal fit with your own time, knowledge,  
background, and limitations?

**T**ime-bound

What is a reasonable timeframe to achieve this goal?  
What timeframe would stretch you?  
What milestones will you encounter as you strive to your goal?