Creating a SMART *si* Objective

What Problem Are You Trying To Solve:

I want to grow and develop as an employee.

Specific

- What I am going to do?
- Why is it important to do this?
- Who is going to be involved?
- How am I going to do this?

Measureable

- How will I know when this objective has been achieved?
- What measurements can I use to track progress?

Achievable

- Do I have or can I get access to the resources I need to achieve this objective?
- Can I set aside the time needed to achieve this objective?

Realistic

- Can I rearrange my priorities to accomplish?
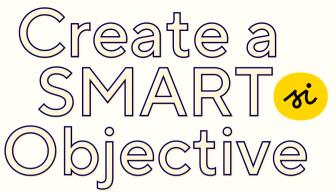- Is it possible to complete this objective from a timing perspective?

Timely

- What is the earliest yet achievable and realistic date for this objective to be completed?
- Is the objective complex enough that I should break it into smaller milestones to track my progress?
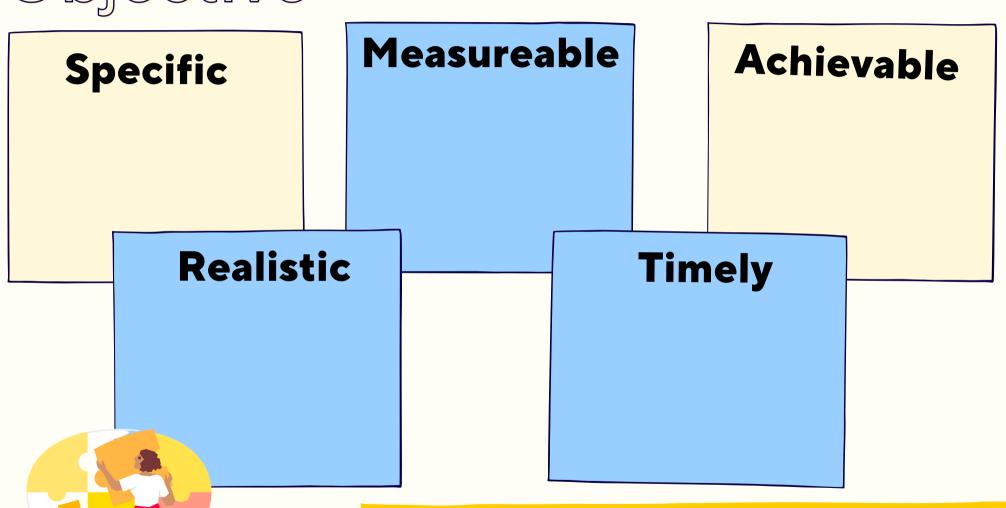
Example SMART Objective Statement:

I'm going to set SMART goals for myself this quarter.

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