

SMART Goals



Specific:

Tangible, clear and concise



Measurable:

Quantifiable



Attainable:

Appropriate and achievable



Relevant:

Aligned with TTP objectives



Timely:

Tied to a timeframe and deadline

Take time to review your goals and answer the following questions:

- S** Is the goal specific? (Do you use words like "which," "what," "who," "when" and "why"?)
- M** Is the goal measurable? (Does your goal answer questions like "How much?" or "How many?")
- A** Is the goal attainable? (Be sure to clearly describe the results of the goal.)
- R** Is the goal relevant? (Do you think this is a realistic goal for the new nurse?)
- T** Is the goal timely? (Is this really a goal that the new nurse should be working on now, or would it be more appropriate six months from now when the new nurse has a little more experience?)

Reference: Doran, G. T. (1981). There's a S.M.A.R.T. way to write management's goals and objectives. *Management Review*, 70(11), 35-36.