

The SMART goal structure is a popular and much used method for setting clear, actionable, and achievable goals. It stands for **Specific, Measurable, Achievable, Relevant, and Timely / Time-Bound**. Using this framework can help you stay focused and motivated as you work toward your goals.

Here are some guiding questions for each part of the SMART goal framework to help you with your goal setting and to ensure you are setting yourself up for success.

### **1. Specific:**

- What exactly do I want to achieve?
- Why is this goal important to me?
- Who is involved or needs to be involved?
- What resources do I need to consider?

### **2. Measurable:**

- How will I measure my progress toward this goal?
- What specific milestones can I use for ongoing assessment and evaluation?

### **3. Achievable:**

- Is this goal realistic given my current resources, capacity, and time?
- Is this goal supportive of my mental wellbeing? Physical wellbeing?
- What smaller steps do I need to take to make this goal achievable?
- What does achievement look like?
- What does achievement feel like?

### **4. Relevant:**

- Does this goal align with my broader life objectives, values, or career plans?
- Why is this goal the 'right one' for me at this moment?
- Is this goal something I am passionate about and genuinely care about? If so, why?

### **5. Timely / Time-Bound**

- What is the timeline for achieving this goal?
- Am I leaving space to adapt that timeline?
- When do I want to reach specific milestones?
- Are the deadlines or timeframes I am setting both healthy and realistic?

**Ongoing Check-Ins:**

- How often will I review my progress?
- What will I do if I encounter obstacles or challenges?
- Am I adapting my approach as needed?
- Am I approaching my SMART goals from a space of compassion and nonjudgment?
- Do I need to revise or update my goal to make it more aligned with my needs and/or achievable?
- How will I celebrate *each* milestone? Not just the end goal?

Regular check-ins and the ability to adapt to challenges from a compassionate and nonjudgmental space is important. Goals may evolve as you make progress, as you grow, and as you learn, and revisiting your goal(s) ensures that you stay aligned with your ultimate vision, values, and beliefs.