

New Year's Goals



It's a great time to set new goals, whether personal or professional, to start the year off in a positive direction. While resolutions may be at the forefront of your mind, setting goals is far more beneficial as they are specific and action-oriented making it easier to create a plan to achieve them.

Here's how to set SMART goals that will set you up for success in the New Year. Begin by writing the initial goal you have in mind. Then apply the SMART goal steps indicated below to further conceptualizing your goal.

Initial Goal	Write the goal you have in mind.
S Specific	Make your goals specific and narrow for more effective planning.
M Measurable	Define what evidence will prove you're making progress and reevaluate when necessary.
A Achievable	Make sure you can reasonably achieve your goal within a certain timeframe.
R Realistic	Your goals should align with your values and long-term objectives.
T Timely	Set a realistic, ambitious start/end date for task prioritization and motivation.
Final Goal	Review what you have written and create a final goal based on what the answers to the questions on the right reveal.

Next answer the questions to the right for each of the five steps. Then rewrite your final goal.

The SMART goals framework gives structure, helps to sharpen focus, prioritizes efforts, encourages self-discipline, and defines a schedule to help successfully accomplish your goal.

SMART Goals

Let's explore each step of SMART goals and consider the following:

Step 1: Specific

- Who is going to be involved?
- What is going to be achieved?
- When will the goal be achieved?
- Why do you want to achieve this goal?

Step 2: Measurable

- How many/much is this goal going to achieve?
- Can success/failure be measured working towards the goal?
- How will you know the goal is achieved?

Step 3: Achievable

- Do you have the resources to achieve the goal?
- Is this a practical goal?
- Does the end outweigh the means?

Step 4: Realistic

- Is your goal realistic and relevant?
- Is it achievable with the current resources and timelines?
- Can you commit to it?

Step 5: Timely

- Do you have a start and end date?
- Is the timeline realistic?