

# Goal Setting

## SMART Goals

### Step 1: Know Yourself

1. What do you want to achieve? (short- and long-term goals)
2. What are your strengths and weaknesses?
3. Will your goal address a strength or weakness?

### Step 2: Create a SMART Goal

**Specific:** Identify specific goals to provide focus.

**Measureable:** Identify how to judge if you have met your goal.

**Achievable:** Create reasonable goals in light of personal circumstances.

**Relevant:** Set goals that are meaningful to you.

**Time-Bound:** Set a deadline for achieving the goal.

### Step 3: Make an Action Plan

1. Write down your actions.
2. Prioritize your action steps.
3. Set deadlines for each step.

### Step 4: Barriers and Solutions

1. List impediments to success (e.g., lack of organization, work commitments).
2. Determine how to overcome obstacles (e.g., utilize critical reading, visit instructor's office hours, rearrange work schedule).

### Step 5: Act and Evaluate Outcomes

1. Evaluate progress: are you completing the steps and overcoming barriers?
2. Determine how to stay on track.
3. Review your performance:
  - a. What worked?
  - b. What adjustments can be made for the future?



## Constructing a SMART Goal

Vague Goal	Smart Goal
I would like to get better grades this year to improve my GPA and improve my chances of getting a good job.	My goal is <b>[S]</b> to improve my cumulative GPA from a 2.7 to a 3.2. Achieving this goal will be <b>[M]</b> measurable at the end of the term when my grades are posted. I believe that I can <b>[A]</b> attain this goal because most of my classes will be in my major, Accounting, which I enjoy. This goal is <b>[R]</b> relevant to me because I need to have a minimum GPA of 3.0 to be considered for the graduate program in Accounting at the University of Idaho. This will in turn help me become more competitive on the job market and provide a greater chance at financial security, which I value highly. If I raise my GPA above this minimum requirement <b>[T]</b> over the next three semesters, I will have a better chance at being accepted into the program and a step closer to achieving my career aspirations.

## Tips for Staying Motivated

1. **Positivity:** Modeling a positive and hopeful mentality improves academic performance.
2. **Growth Mindset:** Understand that learning and intelligence improves with effort.
3. **Intrinsic Learning:** Cultivate curiosity and an internal drive for knowledge.
4. **Time Management:** Construct a weekly planner and to-do lists to stay organized.
5. **HIPs (High-Impact Practices):** Participate in activities that encourage student engagement.
6. **Chunking:** Break down your goal into smaller steps based upon your action plan.
7. **Flexibility:** Display flexibility to improvise when you encounter barriers or obstacles.
8. **Support:** Seek out academic help and surround yourself with people who support you.
9. **Wellness:** Institute healthy lifestyle practices (i.e., sleeping, exercise, food and drink).
10. **Slogans:** Create an inspiring slogan that encapsulates your goal. Repeat in regularly.

### Resources

Gardner, John N., and Betsy O. Barefoot. *Your College Experience: Strategies for Success*. 13<sup>th</sup> ed. Boston: Bedford/St. Martin's, 2018.

Gore, Paul A., et al. *Connections: Empowering College and Career Success*. Boston: Bedford/St. Martin's, 2016.