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Why S.M.A.R.T. Goals?

The SMART process provides a simple model to:

- determine exactly what goals you may need to target
- how to strategically limit and focus your efforts
- how to know if you're moving toward your goals.

S.M.A.R.T. goals are outcome rather than activity focused





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S.M.A.R.T. Goals



A SMART goal is

Specific and Strategic

- focused on clearly specified learning outcomes

Measurable

- able to be demonstrated by observable and/or measurable improvement in learning

Attainable

- limited to strategies and outcomes which can be reasonably expected within the context and timeframe of the goal



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S.M.A.R.T. Goals

Realistic/Results-oriented

- will produce an “end point” change in learning which can be defined, measured and sustained

Time-bound

- implementation strategies and assessment of results are bound by an explicit and manageable timeline





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S.M.A.R.T. Goals

When Goals are drafted, ask....

- Is this goal specific?
- Are the results easily measurable?
- Realistic?
- Does my goal include a completion DATE?

If the answer is NO to any of these questions, you have more work to do!





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S.M.A.R.T. Goals

A SMART goal should be revisited, reviewed, assessed and revised on an ongoing basis

Do not file it away, hoping to address it sometime, revisiting it at the end of the year, only to create a new plan the following year.





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S.M.A.R.T. Goals

SMART goals help give focus and purpose to your efforts.





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Evaluating Strength of SMART Goal

❖ Level 1:

- ❖ No SMART goal described or the goal described is a process goal, not focused on learning results.

❖ Level 2:

- ❖ A goal is described but is missing two or more of the five SMART elements.

❖ Level 3:

- ❖ A goal is described but is missing one of the five SMART elements.





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Evaluating Strength of SMART Goal



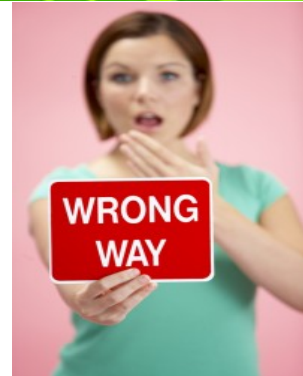
Level 4:

- S: Very **specific** and strategic.
- M: It provides information that is clearly **measurable**.
- A: Considering the goal, the context of the goal and the people involved, the goal is considered **attainable**
- R: Because the goal is outcome focused it will produce learning outcome **results** that are identified.
- T: The **time** frame for the goal has been defined.



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Writing a SMART Goal



GOAL 1 – Mentor Interns

The above goal “Mentor interns” has many problems with it.

- it's definitely not a SMART goal.
- it's unclear as to how this goal is a *professional development goal*.
- it needs to come with a way to define the next actions that should be taken.



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Writing a SMART Goal



Let's start by making the goal SMART.

- What skills do you need to acquire to mentor interns: I will improve my active listening skills to enhance my communication when working with interns.

Now how will we measure this goal?

- *How will you attain these skills and measure success-enroll in a course, read journals, practice...*



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Writing a SMART Goal

Attainable: How will you determine if you have met this goal?

- The goal also has to be attainable. If acquiring these skills means you have to attend a conference and you have no budget-this is not attainable.

Realistic/Results Oriented:

- For the goal to be realistic, it has to be a skill that helps your practice or improves your dietetic competency.





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Writing a SMART Goal

•Revised Goal:

- I will improve my active listening skills so that I can enhance my communication with interns. I will utilize their feedback to ensure continuous improvement by July 31/2013.

•Action Plan:

- Complete an Active Listening Seminar by Feb 28, 2013
- Read 3 journal articles on active listening by March 15, 2013
- Obtain feedback from Interns regarding my coaching by June 30, 2013

