

SETTING SMART GOALS ACTIVITY

[[YELLOW BAR (DESCRIPTION OF SESSION)]]

Getting things done involves setting goals. Making a goal “SMART” is the first step in meeting it.

CATEGORY

- Life Skills
- SMART Goals
- Goal Setting
- Decision Making

OBJECTIVES

By the end of this session, participants will be able to:

- Identify the value of time.
- Identify some specific steps to take to help work toward goals.
- Create SMART goals.

SUPPLIES

- Computer (with Internet access)
- Video projector
- **SMART Goal Questionnaire and Examples**, two copies per Explorer (see resources)

ADVISOR NOTE: Text in italics should be read aloud to participants. As you engage your post in activities each week, please include comments, discussions, and feedback to the group relating to **Character**, **Leadership**, and **Ethics**. These are important attributes that make a difference in the success of youth in the workplace and in life.

ACTIVITIES

Introduction

Watch the following video (5 minutes): www.youtube.com/watch?v=nJRd-yzC5GI
[short URL: <https://goo.gl/XNjiaU>]

Questions for discussion:

- *What is the difference between a wish and a goal?*
- *What did the narrator mean when she said, “Every problem has a solution?” How can that perspective help you set and achieve goals?*
- *What is the difference between the questions, “What will you do” and “Who will you be?”*

Say: *One of the important things you can do when setting a goal is to be clear about what you want to accomplish. We are going to discuss a special way to come up with clear goals.*

Give Explorers two copies each of the **SMART Goal Questionnaire and Examples** activity sheet. Explain what a SMART goal is, and give participants some examples of the S-M-A-R-T guidelines (see resources).

ACTIVITY 1

Jonathan’s SMART Goals

Share this story.

Jonathan, an eighth grader, wants to pursue a career in the field of sports medicine. After talking with adults in different areas of sports medicine, reading

information in books and journals, and identifying his strengths and weaknesses, he has narrowed down his choice to physical therapy, perhaps even owning his own company someday. During the summer, he plans to volunteer at the physical therapy office close to his home. By the time he is ready to work part-time, he will have gained exposure to what the job might be like. Based on this, he has written goals that will guide his desire.

Tell the participants that they will use the story about Jonathan to practice writing SMART goals. Have them break into small groups to begin writing SMART goals for Jonathan. After a few minutes have them share their suggestions for the “S” goal, the “M” goal, the “A” goal, the “R” goal, and the “T” goal for Jonathan. Then discuss as a group and modify a set of SMART goals for Jonathan.

ACTIVITY 2

Personal SMART Goals

Next, tell Explorers they are going to do this again, but for a personal goal or dream. Tell them to envision something they dream about achieving or something they need to get done in the next week. Then take a few minutes to jot down some notes on a SMART goal to help accomplish that dream or task. Walk around and provide assistance as participants struggle with the process. They will need additional clarification or examples the first time they practice this method of writing goals.

Ask:

- *Do you think writing your goal in the SMART format might help you accomplish your goal?*
- *Can you think through your goal with these SMART elements in mind?*

Say: *Most businesses today use this SMART method for writing goals for the year. Now that you know how to do this, you will have an advantage over others who have never written a SMART goal. And you will probably accomplish more because you are clear about what you want to achieve and have thought through the steps you will take.*

- *Do you think this is a good way to set a goal for yourself? Why?*

ADVISOR NOTE

Some sample questions are below. They are designed to help the participants apply what they have learned to their own interests. You are welcome to use these questions or develop your own questions that relate to the Post or your specific focus area.

REFLECTION

Focusing Questions

- *What is the value of setting a goal?*
- *What is the value of setting a SMART goal?*

Analysis Questions

- *What is the greatest challenge you see in making SMART goals?*
- *How can a SMART goal help you distinguish between a wish and a goal?*

Generalization Questions

- *What sort of SMART goal might Jonathan make to help reach his goals?*
- *How is a SMART goal part of creating a solution to the questions, “What will you do?” and “Who will you be?”*

RESOURCES

S	SPECIFIC
M	MEASURABLE
A	ATTAINABLE
R	REALISTIC
T	TIME DEPENDENT

SMART Goal Questionnaire

Goal:

1. Specific. What will the goal accomplish? How and why will it be accomplished?

2. Measurable. How will you measure whether or not the goal has been reached (list at least two indicators)?

3. Achievable. Is it possible? Have others done it successfully? Do you have the necessary knowledge, skills, abilities, and resources to accomplish the goal? Will meeting the goal challenge you without defeating you?

4. Results-focused. What is the reason, purpose, or benefit of accomplishing the goal? What is the result (not activities leading up to the result) of the goal?

5. Time-bound. What is the established completion date and does that completion date create a practical sense of urgency?

SMART Goal Examples

Broad Goal: I want to start a business.

- **Specific:** I will sell handmade cards through Etsy.com.
- **Measurable:** I will be ready to take my first Etsy order within four weeks, and I will aim to sell a minimum of five cards per week.
- **Attainable:** I will get set up on Etsy first. Then, I will build an inventory of 30 handmade cards to sell. Finally, I will promote my business and build customer relationships through [word of mouth](#), referrals, and local networking.
- **Relevant:** Selling handmade cards will allow me to benefit financially from my favorite hobby.

- **Time-Based:** My Etsy store will be up and running within four weeks, and I will have an inventory of 30 cards to sell within six weeks.

SMART Goal: Within a month, I am going to get set up to sell handmade cards on Etsy, which will allow me to benefit financially from my favorite hobby. Within six weeks, I will have an inventory of 30 handmade cards to sell and will aim to sell a minimum of five cards per week, building customer relationships through word of mouth, referrals, and local networking.