

# Setting Goals & Measurable Objectives

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## *Worksheet for Groups and Individuals*

We are most likely to achieve our goals when we define them clearly, write them down, tell others about them, and repeat them often. The S.M.A.R.T.I.E. acronym provides a helpful format for crafting intentional goals. Based on your vision and learning, develop S.M.A.R.T.I.E. goals and objectives to help clarify your focus and hold accountability.

### **SMARTIE GOALS ARE:**

- **Specific:** What is the goal you're trying to realize?
- **Measurable:** How much? How often? How many?
- **Attainable:** Is it achievable?
- **Relevant:** Is it relevant to your ultimate vision?
- **Time-based:** When will it happen? What is a realistic timeframe?
- **Inclusive:** How will you include underrepresented voices and share power?
- **Equitable:** How does it seek to address systemic injustice, inequality, or oppression?

### **What is my/our goal?**

*Remember to make it specific, measurable, and obtainable.*

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What steps are needed to achieve my/our goal?

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How can my/our core values help me/us achieve my/our goal?

**COURAGE:**

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**DICIPLINE:**

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**INTEGRITY:**

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**WISDOM:**

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**COMPASSION:**

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**HUMILITY**

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**What obstacles might I/we encounter and how might I/we overcome them?**

**OBSTACLES:**

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**SOLUTIONS:**

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**What will success look like for me/us?**

*Remember to make it specific, measurable, and obtainable.*

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**How will I/we track and measure progress?**

*Remember to make it specific, measurable, and obtainable.*

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