

Goal Setting

Setting clearly defined goals has been shown to be a very effective way of bringing about successful change into your life. But these goals need to be SMARTER.

Specific: vague goals lead to vague, half-hearted attempts to achieve them

Measurable: we need to be able to evaluate our progress

Action-oriented: use action verbs to describe the steps required. Or
Attainable

Realistic: we must be capable of achieving the goal

Time-framed: we need to have an appropriate time frame in mind

Exciting: the goal should be something we really want

Reward: plan a reward into the goal, and into milestones on the way

Example

Goal	Be fit and flexible, reduce neck and back pain
Specific	Swim 10 laps in 25m pool, 3 times a week
Measurable	Keep monitoring log on office wall
Attainable	Fits into working schedule
Realistic	Pool is near work, can swim before or after work
Time-framed	Have weekly plan, start on Monday, review in 6 weeks
Exciting	Arrange to swim with friends
Reward	Treat myself to evening at the theatre

Test your goal to make sure that it is in line with your values. What are your reasons for wanting this goal, you should aim to find 5 reasons why this goal is important to you. Less than 5 reasons indicate that you do not have the motivation for the goal in its present form. Can you adjust the goal to make it more appealing?

Now write your main goal here:

Goal	
Specific	
Measurable	
Attainable	
Realistic	
Time-framed	
Exciting	
Reward	

Use these checks to test your goal. Answer each question with a rating between 1 and 10.

1. How attractive is this goal?
2. How challenging is this goal?
3. How confident are you in reaching your goal?

Ideally your scores will be in the following ranges:

Attractiveness 8 -10 Challenge 7-9 Confidence 7-9

If your score falls outside these ranges you may need to rework your plans by making them more/less attractive/ challenging.