

Developing SMART Goals
By Gabe Hamda, Ph.D., SPHR
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What are goals in general?

A person without a goal achieves nothing. This means in every area of our life, work, or family, a goal in life drives us to do work or take action. We need to make sure our goal is not just to be busy or occupied but to live with purpose and fulfillment.

What are Personal Interest Goals Versus Community Interest Goals

Personal interest goals are your aspirations intended to benefit you and your immediate family. Community interest goals are aspirations intended to make a difference for the community at large. Your life is complete when there is a good balance between **personal interest goals** and **community interest goals**.

Examples of Personal Interest Goals

- Complete 4 year college degree in the next five years.
- Secure 2 job promotions in the next 3 years.
- Take family vacations in different continents in the next 6 years.
- Within 3 years, acquire a family farmhouse that we will be used for farming and a weekend getaway. The farmhouse will be within an hour drive from our current residence.

Examples of Community Interest Goals

- Lead 2 economic development community organizations in the next 4 years.
- Offer 5 scholarships to needy students in the next 2 years.
- In 5 years, our organization will create 4% of good paying jobs in our immediate geographic community.
- We will contribute 1% of annual compensation of our employees toward their deferred savings for employees who will be engaged in youth mentoring in our community.

Why personal and community goals?

- Personal interest goals focus your actions so you enhance your quality of life and the quality of life of your immediate family.
- Community interest goals are intended for the common good.
- Engaging in community Interest goals is what makes us human, makes a difference for others, and brings fulfillment for our existence.

What does S.M.A.R.T goal mean?

SMART goal refers to a method for writing goals that are clear so that you and others can easily tell when you achieve the stated goal.

SMART stand for *Specific-Measurable-Achievable-Relevant-Timely*.

Let's define each and give some examples:

SMART GOALS

Specific	Simple, Sensible, Significant In "Complete 4 year college degree in the next five years," college education and not education in general
Measurable	Meaningful, Motivating In "complete college education in 5 years," 4 year degree and not a 2 year degree
Achievable	Agreed, Attainable This goal is achievable in 5 years.
Relevant	Reasonable, Realistic & Resourced, Results Based In this example, resource availability is reasonable.
Timely	Time-Based, Time Limited, Time/Cost Limited, Timely, Time Sensitive In this example, 5 years refers to timeliness.

You Want to Practice Writing SMART Goals?

Your personal interest goals and community interest goals that are written as SMART goals have a better chance of succeeding.

In the space provided below, write your personal interest SMART goal or your community interest SMART goal.

S =

M =

A =

R =

T =