



Goal Setting with SMARTTIES

Have you ever set goals, may be you have set work goals, and team goal or performance goals. When was the last time you set goals for you?

The aim of this article is to build on the already well-established SMART (Goal, Measurable, Achievable, Realistic and Timed) acronym that is used to set goals while keeping goal setting fun.

There are many different ways of setting goals, most people who have ever set a goal will one form of goal setting exercise, while sitting having a coffee setting some goals for the New Year and having recently worked with a number of clients around setting goals I was playing around with the SMART acronym as I felt it didn't cover all the bases for me. So I decided to toy around with a few ideas and come up with an acronym that was a bit more comprehensive and then I saw something from the past. A packet of smarties left on the table next to me, I jotted down the word, started playing around with some ideas and came up with the following **SMARTTIES**. The following is a bit of fun for helping anyone interested in setting goals:

S is for specific. This is a Goal Statement, and should be a short paragraph of one or two sentences describing the goal.

M is measurable. This is a description of how to measure the goal; how can you tell when the goal is accomplished?

A is for achievable. This portion of the work sheet should go over what actions may be required to reach the goal, what obstacles may arise, and how such blocks can be handled and overcome.

R is for relevant. Why this goal? How is this important to you, and what benefits will come to you by reaching this goal? ("R" also stands for Realistic).

T is for timely. This is the section where you lay out your time line - there should be a definite start and end date and any milestones should have clearly defined parameters.

T is for treat yourself. This is as important as all the other steps to setting goals. You have taken action to achieve a desired goal, do something that makes you happy. You deserve it.

I is for inspiring - In order to achieve your goals they must ignite your spirit. They need to be "I want...!" goals. When identifying goals think of what you want to become, to achieve, to obtain and habits you want to stop or create.

E is for ethical - Your goal needs to be for your own good and the good of those around you, within the boundaries of the law and ethical standards.

S is for stretch - Your goal needs to stretch you slightly so you feel you can do it and it will need a real commitment from you. With each subsequent goal, stretch yourself even further to reach greater achievements. And, with each success you will believe in bigger accomplishments.