**University of California**

**ANR**

**SMART Goals Worksheet**

**SMART goals are Specific, Measurable, Action Oriented, Resonant (and Relevant) and Timely. Traditionally, SMART goals are considered realistic as opposed to resonant. But research has shown that goal achievement is not the result of setting realistic goals, but rather identifying goals in alignment with one’s values and desires.**

**Strengths**

(Identify at least two of your key job-related strengths. Specify in what performance criteria.)

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**SMART GOAL #1**

**S**pecific Goal (What is it that you want to achieve? Specify in what performance criteria.)

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**M**easurement (How will you know you have achieved it? How will you know you are successful?)

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**A**ctions (What actions will you take? What will you do differently?)

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**R**esonance (Why is it important to you? How does it serve you and/or help you better serve others?) Relevance (How is it important to ANR’s Vision and strategic goals over the next 3-5 years?

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**T**imeline(When will you start? When do you expect to achieve your goal? What interim measurements can be developed along the annual timeline?)

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**SMART GOAL #2**

**S**pecific Goal (What is it that you want to achieve?)

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**M**easurement (How will you know you have achieved it? How will you know you are successful?)

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**A**ctions (What actions will you take? What will you do differently?)

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**R**esonance (Why is it important to you? How does it serve you and/or help you better serve others?) Relevance (How is it important to ANR’s Vision and strategic goals over the next 3-5 years?

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**T**imeline(When will you start? When do you expect to achieve your goal? What interim measurements can be developed along the annual timeline?)

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Employee Signature\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Manager Signature\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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