

## **Tips for Developing Career Goals**

Developing sound goals for your post-graduation plan creates a framework for successful achievement of whatever you desire to do after you complete your degree.

A **S.M.A.R.T.** goal is defined as one that is specific, measurable, achievable, realistic, and time-bound.

**Specific:** Goals should be simple and clearly define what you are going to do. Specific is the what, when, and why of the S.M.A.R.T. model. Ponder what you want to accomplish. Ask yourself, what does success look like? Does something need to happen before you can accomplish this goal? If so, there may be a specific step that comes before, after, or concurrently with another step in the process.

**Measurable:** Goals should be quantifiable so that you have solid evidence that you are making progress toward the goal or have accomplished the goal. Specific measurable steps help you stay focused

**Achievable:** Goals should challenge you, but be defined well enough to be attainable. You must have the appropriate knowledge, strengths, and abilities to achieve the goal. Ask yourself, do you have the physical, mental, and financial resources to achieve the goal?

**Realistic:** Certain conditions would have to exist to accomplish a goal, so you need to understand and accept the parameters of your particular situation. Goals should reflect your values and your personal mission for your life.

**Time-bound:** Anchor your goal within a time-frame to provide an end date for you to work toward. Keep in mind the time-frame can be revised as necessary.