

PCM MENTOR PROGRAM SMART GOALS

SMART goals help improve achievement and success. A SMART goal clarifies exactly what is expected and the measures used to determine if the goal is achieved and successfully completed. Goals will be revisited throughout the year in PCM. You will be setting your own personal SMART Goals which will be provided to your PCM Facilitator/advisors. Your “M3 Mentor” will assist you with developing your own personal SMART goals and support your progress throughout the year.

A SMART goal is:

Specific (and strategic): Linked to position summary, departmental goals/mission, and/or overall School of Medicine goals and strategic plans. Answers the question—Who? and What?

Measurable: The success toward meeting the goal can be measured. Answers the question—How?

Attainable/Achievable: Goals are realistic and can be achieved in a specific amount of time and are reasonable.

Relevant and realistic: The goals are aligned with current tasks and projects and focus in one defined area; include the expected result.

Time frame: Goals have a clearly defined time-frame including a target or deadline date.

Examples:

Not a SMART goal:

- I (M1) will receive “honors” in all of my classes.

Does not identify a measurement, time frame, and it is not specific.

SMART goal:

- I will seek out feedback from my residents/attendings/facilitators/lecturers midway through the class and identify an area of growth to work on throughout the rest of the semester. I will ask specifically about this area at the end of the course and assess if I successfully developed in this area.
 - Specific: Related to feedback rather than honoring in general
 - Measureable: Seek feedback and monitor growth during each course
 - Attainable/Achievable: Supposed to get feedback mid-way through the course, and if not, you are to solicit feedback
 - Relevant: Demonstrates initiative and interest in growth (factor into grading)
 - Time frame: Check-in on progress at the end of each course

SMART Goal Categories: 1 goal must be set in each

- Health and Wellness
- Career and Professional Development
- Leadership
- Teaching
- Interprofessional Development

SMART Goal: Health and Wellness

Specific – WHO? WHAT?

Measurement/Assessment – HOW?

Attainable/Achievable – REASONABLE?

Relevant and Realistic – EXPECTED RESULT?

Timed Frame – WHEN?

SMART Goal: Career and Professional Development

Specific – WHO? WHAT?

Measurement/Assessment – HOW?

Attainable/Achievable – REASONABLE?

Relevant and Realistic – EXPECTED RESULT?

Timed Frame – WHEN?

SMART Goal: Leadership

Specific – WHO? WHAT?

Measurement/Assessment – HOW?

Attainable/Achievable – REASONABLE?

Relevant and Realistic – EXPECTED RESULT?

Timed Frame – WHEN?

SMART Goal: Teaching

Specific – WHO? WHAT?

Measurement/Assessment – HOW?

Attainable/Achievable – REASONABLE?

Relevant and Realistic – EXPECTED RESULT?

Timed Frame – WHEN?

SMART Goal: Interprofessional Development

Specific – WHO? WHAT?

Measurement/Assessment – HOW?

Attainable/Achievable – REASONABLE?

Relevant and Realistic – EXPECTED RESULT?

Timed Frame – WHEN?