

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. Both M1s and M3s will be setting SMART goals. M1s will be mentored by M3s, and M3s will be mentored by their PCM Facilitators. Throughout the year you will revisit your SMART goals, assess your progress, address barriers, and revise as needed.

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 figure out what specialty I am interested in.

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

SMART goal:

- I have identified interest in OB/GYN, surgery, and infectious disease. I will identify at least one opportunity to gain exposure to each of these fields by the end of first semester. I will ensure I have had at least one experience in each of these fields by the end of second semester. My M3 can assist in this goal by letting me know when they are on the associated rotations and provide me with physician names/ideas for the other areas.
 - Specific: Specialties of interest identified
 - Measureable: At least one experience in each specialty
 - Attainable/Achievable: M1-M3 Mentor program can help identify opportunities
 - Relevant: Start gaining an understanding of different specialties
 - Time frame: Check-in on goals at end of 1st and 2nd semester

SMART Goal Categories: 1 goal must be set in each

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

**Due to Diane Stancik on Sept. 21, 2018
Room 300, Stritch**

SMART Goal: Health and Wellness

What are things you want to do to maintain your health and wellness throughout the year? How will you know you are healthy and well?

Specific – WHO? WHAT?

Measurement/Assessment – HOW?

Attainable/Achievable – REASONABLE?

Relevant and Realistic – EXPECTED RESULT?

Timed Frame – WHEN?

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SMART Goal: Career and Professional Development

Are you leaning towards a specialty? If so, or if not, what information do you want to get this year to help you choose your specialty/career path? What experiences do you want to have this year? What types of professional development opportunities will you look for (conference, poster-presentation, ect)?

Specific – WHO? WHAT?

Measurement/Assessment – HOW?

Attainable/Achievable – REASONABLE?

Relevant and Realistic – EXPECTED RESULT?

Timed Frame – WHEN?

SMART Goal: Leadership

How will you continue to hone your leadership skills? How will you know if you are growing as a leader? How will you identify good leadership qualities in others?

Specific – WHO? WHAT?

Measurement/Assessment – HOW?

Attainable/Achievable – REASONABLE?

Relevant and Realistic – EXPECTED RESULT?

Timed Frame – WHEN?

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SMART Goal: Teaching

What is your role in small group settings? How will you practice breaking down medical knowledge for your future patients? Do you teach colleagues in any way?

Specific – WHO? WHAT?

Measurement/Assessment – HOW?

Attainable/Achievable – REASONABLE?

Relevant and Realistic – EXPECTED RESULT?

Timed Frame – WHEN?

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SMART Goal: Interprofessional Development

How do you see yourself as part of the healthcare team? How will you learn about other professions areas of expertise to best leverage their knowledge for patient care? What opportunities will you seek out to work with other healthcare professionals?

Specific – WHO? WHAT?

Measurement/Assessment – HOW?

Attainable/Achievable – REASONABLE?

Relevant and Realistic – EXPECTED RESULT?

Timed Frame – WHEN?