

# Plan well with S-M-A-R-T-E-R goals



## What are your goals for 2021?

2020 has been an unpredictable year to say the least. For a lot of us all of our good intentions were put to the side whilst we worked our way through a global pandemic.

We would like to support you with some strategies on how to set your 2021 goals.

You may be familiar with the concept of S-M-A-R-T goals. We've added two steps to help you devise your S-M-A-R-T-E-R goals.



## Where should I start?

### How to start

If you're unsure where to start, you may find it helpful to look at the bigger picture of what you would like to achieve in the next 5 or 10 years. Then, try breaking the goals down into smaller goals using the SMARTER framework.

### Staying motivated

Starting a new habit can be challenging, so it's important that you ask yourself how your goals align with your personal values.

### Know your blind spots

Ask yourself, "What might be my biggest barrier to overcome?" Knowing your blind spots and coming up with a contingency plan to remove those barriers can increase your chance of success.

**S**  
Specific

#### Be specific.

Identify what you want to achieve and when you want to achieve it.

**M**  
Measurable

#### Measure your progress.

Make sure your goal contains a set of behaviours that can be monitored.

**A**  
Attainable

#### Attainable and Actionable.

Set goals that are realistic and achievable.

**R**  
Rewards

#### Give yourself rewards.

Our behaviours are driven by rewards, so plan rewards for both short and long term goals.

**T**  
Timely

#### Timely.

Put a time frame around your goal to keep you focussed on what you need to achieve.

**E**  
Evaluate

#### Evaluate your plan.

Ensure that you evaluate and re-evaluate your goal intermittently.

**R**  
Review

#### Review your plan.

Re-adjust and modify your goals as required.