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The Power of Setting SMARTR Goals

Connie I. Reimers-Hild

University of Nebraska-Lincoln, creimers2@unl.edu

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KNCY Extension Update March 1, 2012

Connie Reimers-Hild, PhD, CPC

creimers2@unl.edu

kimmel.unl.edu

Twitter: askdrconnie

Welcome to the Extension Update! My name is Connie Reimers-Hild, and I am an Extension Educator focused in leadership, innovation and entrepreneurship at the Kimmel Education and Research Center in Nebraska City. In today's Extension Update, I will present the power of setting SMARTR Goals!

We all hear about how important it is to set goals, but very few of us to actually do it. What if we made the process of goal setting more personally fulfilling and more fun? As a Certified Professional Coach, I have used SMARTR goal setting with my clients. Establishing SMARTR goals can be powerful but only if the goals hold meaning to you personally.

SMARTR Goals

SMARTR goals are an example of a structure that if used correctly, can help you move forward in a meaningful way. Before setting SMARTR Goals, it is important to establish your personal vision (what you are working to accomplish) and then create SMARTR goals designed to help you get there. Most importantly, it is important for you to enjoy the journey of experiencing and reaching your goals. If you are not feeling a sense of personal fulfillment or having fun, you will lose interest and lose sight of your goals and personal vision.



S.M.A.R.T.R Goals are:

Specific: Create specific or detailed goals that clearly outline what you need to do to make your vision a reality. Personalize your goals so they are exciting to you...personalization will help you stay motivated and focused!

Measurable: Builds in accountability. Use metrics and numbers in your goal statements so you know when you hit a great milestone!

Achievable: Create goals that are doable. Each goal is a step forward towards the larger vision you have established. Small consistent steps are the key to accomplishing big dreams!

Relevant: Moves you forward in a way that holds meaning to you. Make sure your goals excite you! Passion behind performance equals success! Enjoy the journey and have fun!

Time bound: Each goal should be completed in an established time frame. When will you accomplish your goal? Set a date and establish a time line. Use time as an effective tool to keep you on target.

Rewarded: This is the best part of a SMARTR goal! How will you celebrate achieving your goal? Be creative and have fun with this one. Celebrate each success and recognize your accomplishments! Recognizing and celebrating your success will build your confidence while keeping you motivated.

An example SMARTR Goal:

I will participate in 15 yoga classes by April 1, 2012.
Reward: New Yoga Mat!

Now, let's put this SMARTR Goal statement to the test. Is it?

Specific? Yes. It focuses on accomplishing a personal goal around yoga.

Measurable? Yes. I can track the number of classes I attend.

Achievable? Yes. This is something I want to do for myself!

Relevant? Yes! I am working on living a healthier lifestyle with a focus on self-care, so this SMARTR goal fits into my personal vision.



Time Bound? Yes, my end date is April 1, 2012

Rewarded: Yes! I get a new yoga mat when stick to this goal. I wanted to stay away from a food reward and give myself something I need. A yoga mat fits into my larger personal vision and is something I need.

Awesome! I just created a great SMARTR goal focused on one part of my larger personal vision!

A note about goals:

Make sure to enjoy the journey and the process. The more you enjoy it, the more likely you are to stick to it. Have some fun with SMARTR Goals. Personalize the process and go for what you want in life. Just make sure you are truly experiencing the journey. Do what you want while you are on this planet. You alone control your destiny.

Also, goals should be flexible. If you need to make changes, just do it! After all, this is a continuous process, and it is your journey! I also strongly recommend making goals for different areas of your life, including the areas of self-care, family and relationships, spiritual growth, finances and personal development. Different areas of our life ebb and flow together like an ecosystem, and they all need attention and care. Enjoy the journey and your personal definition of success.

Keep your vision and your goals in front of you; refer to them daily so you keep moving towards your personal vision!

I have a great SMARTR goals worksheet for anyone who would like some help. Please call or email me, Connie Reimers-Hild, at the University of Nebraska Kimmel Education and Research Center (402) 873-3166 or creimers2@unl.edu and ask for the SMARTR goals worksheet. The Kimmel team has a number of other tools to help you too! Visit kimmel.unl.edu for the free SMARTR goals worksheet or for more information on how UNL Extension can help you plant your personal seeds of success and innovation!