

Appendix 4: SMART

Setting SMART Objectives

Specific - An objective should be specific, clear and concise. It needs to describe the objective in detail

Measurable - It should be measurable e.g. develop a specific part of the setting (roleplay) and demonstrate its increased use

Achievable - An objective should be achievable or attainable with the resources available. It should require some effort to reach the objective but it should not be so difficult that it becomes frustrating

Realistic - An objective should be relevant or aligned with goals of the staff member or the organisation

Timely - The objective should include a deadline so that the staff member knows how long they have to achieve the objective and plan accordingly