### **GROW TARGETS** GOALS, REALITY, OPTIONS AND WAY FORWARD



# **SMART TARGETS**

#### SPECIFIC, MEASURABLE, ACHIEVABLE, RELEVANT AND TIME BOUND

## YOUR TARGETS/YOUR FUTURE

### GROW

Honest and reflective questions that you need to ask yourself in terms of your development, potential, situation and aspirations.

#### **SMART**

**Once you have** answers to these questions you then use the info to make small 'bite sized' targets and milestones that will help you achieve your goals.

## CHALLENGE

Spend a few minutes thinking about the following.

Q. What do you want five/seven years of education to provide for you?

Q. After school what do you want to do?

**Q. Education = ?** 

Listen to the experts **SMART** https://youtu.be/ yux m8AdzwY GROW https://youtu.be/ **cKvrEoUYFgA** 

## **YOUR TURN**

Study the GROW and SMART questions that are given to you.

Be mature, thoughtful and honest about answering them.

Try and be brief and sharp with your answers. Share with others or your teacher if you feel it will help.

Keep these as reminders or as a plan of the future.

As you progress through school try and tick off your achievements.

### **Grow Model**



Coaching for Performance © 2014 Performance Consultants International www.performanceconsultants.com

Goal       What do you want?         What will that get you?       What will this get you?         What will sexiting about this goal?       What will sexiting about this goal?         How will you measure the results?       What does success look like?         What does success look like?       What does success look like?         What does success look like?       How are things going right now?         How are things going right now?       How are things going right now?         What values and needs are most important?       What is the biggest concen?         What so the resistance really mean?       What are some of the ways you could approach this issue?         Would you like to brainers do you face?       What are some of the ways you could approach this issue?         Would you like to brainers do you face?       What are some of the ways you could approach this issue?         Would you like to brainers and disadvantages of each option?       In your wildest drams, what strategies would you do?         What are some of the advantages and disadvantages of each option?       What are some of the advantages and disadvantages of each option?         What will you get started? What's the first step?       When the do you are to do?         On a scale of 1-10, how committed are you to this plan?       What would you a ten?         What would you a ten?       What would support you?         How will you get started? What's the f			
Goal       What is exciting about this goal?         What's even more important than this goal?         How will you measure the results?         What's even more important than this goal?         How will you measure the results?         What's the big picture?         How are things going right now?         How do you fee?         What is the biggest concern?         What is the biggest concern?         What resources are available?         What coes succes are available?         What coes succes are available?         What are some of the ways you could approach this issue?         Would you like to brainstom some options?         In your wilded: therams, what strategies would you choose?         Hyou and more money, time or authority, what would you do?         What are some of the advantages of each option?         Mout option is your best choice?         What are some of the advantages and disadvantages of each option?         What doe you need to do?         On a scale of 1-10, how committed are you to this plan?         What would take you to a ten?         What would take you to a ten?         What accountability structures would support you?			
Goal       What's even more important than this goal?         How will you measure the results?       What's the big picture?         What's the big picture?       What's the big picture?         What's ware things going right now?       How do you feel?         What ware things going right now?       How do you feel?         What resures are available?       What resures are available?         What resources are available?       What resources are available?         What are some of the ways you could approach this issue?       Nour wildes: therears, what strategies would you choose?         Hyour wildes: the advantages and disadvantages of each option?       What are some of the advantages and disadvantages of each option?         What would take you to a ten?       What would take you to a ten?       What would take you to a ten?         What would take you to a ten?	~		
Oloal How will you measure the results?   What does success look like?   What's the big picture?   How are things going right now?   How are things going right now?   How are things going right now?   How do you feel?   What values and needs are most important?   What is the bigget concern?   What is barriers do you face?   What does the resistance really mean?   What are some of the ways you could approach this issue?   Would you like to brainstorm some options?   In your wildest dreams, what strategies would you doos?   What resource are available?   What are some of the advantages of each option?   What are some of the advantages of each option?   What are some of the advantages of each option?   What are some of the advantages of each option?   What are boy ou need to do?   On a scale of 1-10, how committed are you to this plan?   What accountability structures would supporty you?			
What does success look like?         What s the big picture?         How are things going right now?         How are things going right now?         How do you feel?         What values and needs are most important?         What is the biggest concern?         What resources are available?         What resources are available?         What resources are available?         What does the resistance really mean?         What are some of the ways you could approach this issue?         Would you like to brainstorm some options?         In your wildest dreams, what strategies would you do?         What are some of the advantages and disadvantages of each option?         What are some of the advantages and disadvantages of each option?         What else do you test to koic?         When will you get started? What's the first step?         What else do you to ater in?         What would take you to a ten?         What accountability structures would support you?		and the second	
What's the big picture?         Reality       How are things going right now?         How do you feel?       What values and needs are most important?         What is the biggest concern?       What is the biggest concern?         What becauces are available?       What does the resistance really mean?         What are some of the ways you could approach this issue?       Would you like to brainstorm some options?         In your wildest dreams, what strategies would you choose?       If you had more money, time or authority, what would you do?         What are some of the advantages and disadvantages of each option?       Which option is your best choice?         What are some of the advantages and disadvantages of each option?       Which option is your best choice?         When will you get started? What's the first step?       What else do you need to do?         What are countability structures would support you?       On a scale of 1-10, how committed are you to this plan?         What would take you to a ten?       What would take you to a ten?         What would take you to a ten?       What accountability structures would support you?	Joal		
How do you feel?         What values and needs are most important?         What is the biggest concern?         What is the biggest concern?         What barriers do you face?         What barriers do you face?         What does the resistance really mean?         What go unike to brainstorm some options?         In your wildest dreams, what strategies would you choose?         If you had more money, time or authority, what would you do?         What if you could start all over?         What are some of the advantages of each option?         Which option is your best choice?         When will you get started? What's the first step?         What else do you need to do?         On a scale of 1-10, how committed are you to this plan?         What would take you to a ten?         What would take yo			
Reality       What values and needs are most important? What is the biggest concern? What is the biggest concern? What is supported by the biggest concern? What is supported by the biggest concern? What barriers do you face? What does the resistance really mean?         Ope       What are some of the ways you could approach this issue? Would you like to brainstorm some options? In your wildest dreams, what strategies would you choose? If you had more money, time or authority, what would you do? What if you could start all ove? What is support you pet choice? What will you get started? What's the first step? What else do you need to do? On a scale of 1-10, how committed are you to this plan? What would take you to a ten? What would take you to a ten?		How are things going right now?	
Reality       What is the biggest concern? What resources are available? What barriers do you face? What does the resistance really mean?         Oppions       What are some of the ways you could approach this issue? Would you like to brainstorm some options? In your wildest dreams, what strategies would you choose? If you wildest dreams, what strategies would you choose? If you wildest dreams, what strategies would you do? What if you could start all over? What are some of the advantages and disadvantages of each option?         White provide the ways you could approach this issue? Would you like to brainstorm some options? In your wildest dreams, what strategies would you choose? If you had more money, time or authority, what would you do? What if you could start all over? What are some of the advantages and disadvantages of each option?         White option is your best choice? When will you get started? What's the first step? What else do you need to do? On a scale of 1-10, how committed are you to this plan? What would take you to a ten? What accountability structures would support you?     Image: Comparison of the advantage of the advantage of each option is your best choice?		How do you feel?	
Neality       What resources are available?         What barriers do you face?       What does the resistance really mean?         What does the resistance really mean?       What are some of the ways you could approach this issue?         Would you like to brainstorm some options?       In your wildest dreams, what strategies would you choose?         If you had more money, time or authority, what would you do?       What if you could start all ove?         What are some of the advantages and disadvantages of each option?       Which option is your best choice?         Which option is your best choice?       What are some of the do?         On a scale of 1-10, how committed are you to this plan?       What accountability structures would support you?	n	What values and needs are most important?	
What barriers do you face?         What does the resistance really mean?         What does the resistance really mean?         What are some of the ways you could approach this issue?         Would you like to brainstorm some options?         In your wildest dreams, what strategies would you choose?         If you had more money, time or authority, what would you do?         What if you could start all over?         What are some of the advantages and disadvantages of each option?         Which option is your best choice?         When will you get started? What's the first step?         What else do you need to do?         On a scale of 1-10, how committed are you to this plan?         What would take you to a ten?         What accountability structures would support you?	K	What is the biggest concern?	
What barriers do you face?         What does the resistance really mean?         What does the resistance really mean?         What are some of the ways you could approach this issue?         Would you like to brainstorm some options?         In your wildest dreams, what strategies would you choose?         If you had more money, time or authority, what would you do?         What if you could start all over?         What are some of the advantages of each option?         Which option is your best choice?         When will you get started? What's the first step?         What else do you need to do?         On a scale of 1-10, how committed are you to this plan?         What would take you to a ten?         What accountability structures would support you?	eality	What resources are available?	
What are some of the ways you could approach this issue?         Would you like to brainstorm some options?         In your wildest dreams, what strategies would you choose?         If you had more money, time or authority, what would you do?         What if you could start all over?         What are some of the advantages and disadvantages of each option?         Which option is your best choice?         When will you get started? What's the first step?         What else do you need to do?         On a scale of 1-10, how committed are you to this plan?         What accountability structures would support you?		What barriers do you face?	
Would you like to brainstorm some options?         In your wildest dreams, what strategies would you choose?         If you had more money, time or authority, what would you do?         What if you could start all over?         What are some of the advantages and disadvantages of each option?         Which option is your best choice?         When will you get started? What's the first step?         What else do you need to do?         On a scale of 1-10, how committed are you to this plan?         What accountability structures would support you?		What does the resistance really mean?	
Would you like to brainstorm some options?         In your wildest dreams, what strategies would you choose?         If you had more money, time or authority, what would you do?         What if you could start all over?         What are some of the advantages and disadvantages of each option?         Which option is your best choice?         When will you get started? What's the first step?         What else do you need to do?         On a scale of 1-10, how committed are you to this plan?         What accountability structures would support you?			
In your wildest dreams, what strategies would you choose?         If you had more money, time or authority, what would you do?         What if you could start all over?         What are some of the advantages and disadvantages of each option?         Which option is your best choice?         When will you get started? What's the first step?         When will you get started? What's the first step?         What else do you need to do?         On a scale of 1-10, how committed are you to this plan?         What would take you to a ten?         What accountability structures would support you?			
What if you had more money, time or authority, what would you do?         What if you could start all over?         What are some of the advantages and disadvantages of each option?         Which option is your best choice?         When will you get started? What's the first step?         What else do you need to do?         On a scale of 1-10, how committed are you to this plan?         What would take you to a ten?         What accountability structures would support you?	$\land$		
What if you could start all over?         What are some of the advantages and disadvantages of each option?         Which option is your best choice?         When will you get started? What's the first step?         What else do you need to do?         On a scale of 1-10, how committed are you to this plan?         What would take you to a ten?         What accountability structures would support you?			
What are some of the advantages and disadvantages of each option?         Which option is your best choice?         When will you get started? What's the first step?         What else do you need to do?         On a scale of 1-10, how committed are you to this plan?         What would take you to a ten?         What accountability structures would support you?	ptions		
Which option is your best choice? When will you get started? What's the first step? What else do you need to do? On a scale of 1-10, how committed are you to this plan? What would take you to a ten? What accountability structures would support you?	- puons		
When will you get started? What's the first step?         What else do you need to do?         On a scale of 1-10, how committed are you to this plan?         What would take you to a ten?         What accountability structures would support you?		what are some of the advantages and disadvantages of each option?	
What else do you need to do? On a scale of 1-10, how committed are you to this plan? What would take you to a ten? What accountability structures would support you?		Which option is your best choice?	
V Vay       On a scale of 1-10, how committed are you to this plan?         What would take you to a ten?       What accountability structures would support you?	<b>\ A /</b>	When will you get started? What's the first step?	
V Vay     What would take you to a ten?       Forward     What accountability structures would support you?	<b>\</b> Λ/	What else do you need to do?	
Forward What accountability structures would support you?	V V.	On a scale of 1-10, how committed are you to this plan?	
	∎ ∎ay	What would take you to a ten?	
How will you celebrate success?	Forward	What accountability structures would support you?	
		How will you celebrate success?	

Specific Who, What, Where, When, Why, Which

Define the goal as much as possible with no ambiguous language.

WHO is involved, WHAT do I want to accomplish, WHERE will it be done, WHY am I doing this (reasons, purpose), WHICH constraints / requirements do I have?

#### Measurable From and To

Can you track the progress and measure the outcome?

How much, how many, how will I know when my goal is accomplished? Attainable

Is the goal reasonable enough to be accomplished? How so?

Make sure the goal is not out of reach or below standard performance. Relevant Worthwhile

Is the goal worthwhile and will it meet your needs?

Is each goal consistent with other goals you have established and fits with your immediate and long term plans? Timely When

Your objective should include a time limit. "I will complete this step by month/day/year."

It will establish a sense of urgency and prompt you to have better time management.

	SMART Goals Guide
<b>S</b> pecific	<ul> <li>» What exactly needs to be accomplished?</li> <li>» Who else will be involved?</li> <li>» Where will this take place?</li> <li>» Why do I want to accomplish the goal?</li> </ul>
Measurable	<ul> <li>How will I know I've succeeded?</li> <li>How much change needs to occur?</li> <li>How many accomplishments or actions will it take?</li> </ul>
<b>A</b> ttainable	<ul> <li>» Do I have, or can I get, the resources needed to achieve the goal?</li> <li>» Is the goal a reasonable stretch for me? (neither out of reach nor too easy)</li> <li>» Are the actions I plan to take likely to bring success?</li> </ul>
Relevant	<ul> <li>» Is this a worthwhile goal for me right now?</li> <li>» Is it meaningful to me—or just something others think I should do?</li> <li>» Would it delay or prevent me from achieving a more important goal?</li> <li>» Am I willing to commit to achieving this goal?</li> </ul>
Time-bound	<ul> <li>» What is the deadline for reaching the goal?</li> <li>» When do I need to take action?</li> <li>» What can I do today?</li> </ul>

#### S

**NOTES/ IDEAS** 

Α

Μ

R

Т