**SMART GOALS HANDOUT**

Watch video clip explaining smart goals

PPT slide showing SMART and meaning

Intro: have whole group walk through and example of a SMART goal for a cohort

* complete personal project
* do well on the interview
* communicate better- public speaking
* complete work on time
* lead a project or task

**ACTIVITY 15 min**: In groups of 4 write down 4-15 sample general goals. Work together as a group

* Convert general goals to SMART
* specific
* measurable
* attainable
* relevant
* time-bound

**15 min** Once you've collaborated as a group be prepared to share with the room 1-2 SMART goals or submit them on the handout

**ACTIVITY;30 min**

Set Personal SMART goals

* 1. pick 2-3 principles you've learned at this retreat to improve on
	+ Ask good questions
	+ setting goals
	+ Use the competencies assessment
	+ be non judgmental
	+ be better at Feedback
	+ being prepared
	+ Encourager
	+ Good communication
* 15 min Now set those goals to the SMART goal- example - Asking good questions might look like:
	+ what are good specific questions can I ask- specific
	+ write out 5 questions a day to practice- measurable
	+ note which questions used during mentor meeting- actionable
	+ relate back to your mentor how well you used this SMART goal to help you by end of Q1
	+ share your SMART goals you've set for yourself
	+ ex how can you apply what you've learned about being a mentor
	+ ex What competencies do you need to develop
	+ ex how can you motivate a mentee