

SMART learning goals

From Marco Tieleman
Subject help on how to make your learning goals SMART

introduction

Starting a coaching program involves getting your goals straight. If you start aimless ... well that needs no explanation.

It is often difficult to make your goal SMART. Occasionally it happens that getting clear on a (life) goal is your goal...

Make your learning goal SMART

Clearly defining a goal is important and makes it easier to achieve that goal. After all, you know exactly where you're going. If you do not have a goal or if it is not clearly formulated, then you are aimless! A waste of time.

When you want to describe your learning goal for the training SMART, the letters of SMART serve mainly as a test after the fact to see if your goal was formulated sufficiently SMART. I'll give you an example.

When my learning goal is, "I want to learn Spanish," that seems like a goal that is pretty clear. However, there are still some things to be said about it. It is specific in itself: Spanish. But the question is how well do you want to learn Spanish. Do I want to be able to have a scholarly discussion at a university or get by as a tourist on vacation? And do I want to be able to speak and write it?

I want to learn Spanish.	-	Specific
	+	Measurable
	?	Acceptable
	?	Realistic
	-	Time-bound

If you can include the intended end goal in your goal, you're already getting closer to SMART: "I want to speak Spanish so well that I can get by on a patio."

This is specific enough. Everyone can relate to it. It is also directly measurable. Because someone who sees you fumbling on a terrace will see that you have not achieved the goal. Whether this goal is acceptable depends, among other things, on IQ and the available time, for example. And so that depends on your schedule. No time has been mentioned yet. The T from SMART.

I want to speak Spanish so well that I can get by as a tourist on a terrace.	+	Specific
	+	Measurable
	?	Acceptable
	?	Realistic
	-	Time-bound

You hone your learning goal even further: "I want to speak Spanish so well by next April 1 that I can manage as a tourist on a terrace."

I want to speak Spanish so well by next April 1 that I can manage as a tourist on a terrace.	+	Specific
	+	Measurable
	+	Acceptable
	+	Realistic
	+	Time-bound

This includes the time factor. You can also see from this whether it is realistic (is there room for it in your agenda?). And thus the learning objective is also acceptable or not.

So this is how you make your learning goal SMART!