

Setting S.M.A.R.T. Goals

Specific

Measurable

Achievable

Relevant

Time Bound

Specific: A specific goal has a much greater chance of being accomplished than a general goal. To set a specific goal you must answer the six “W” questions:

*Who: Who is involved? *What: What do I want to accomplish? *Where: Identify a location.
*When: Establish a time frame. *Which: Identify requirements and constraints. *Why: Specific reasons, purpose or benefits of accomplishing the goal.

EXAMPLE: A general goal would be, “Umpire better”. But a specific goal would say, “Understand all playing conditions”, “Keeping my concentration” or “Improve my communication with players”.

Measurable - Establish concrete criteria for measuring progress toward the attainment of each goal you set.

When you measure your progress, you stay on track, reach your target dates, and experience the exhilaration of achievement that spurs you on to continued effort required to reach your goal.

To determine if your goal is measurable, ask questions such as.....

How much? How many?

How will I know when it is accomplished?

Achievable – When you identify goals that are most important to you, you begin to figure out ways you can make them come true. You develop the attitudes, abilities, skills, and financial capacity to reach them. You begin seeing previously overlooked opportunities to bring yourself closer to the achievement of your goals.

You can attain most any goal you set when you plan your steps wisely and establish a time frame that allows you to carry out those steps. Goals that may have seemed far away and out of reach eventually move closer and become attainable, not because your goals shrink, but because you grow and expand to match them. When you list your goals you build your self-image. You see yourself as worthy of these goals, and develop the traits and personality that allow you to possess them.

Relevant- To be realistic and realistic, a goal must represent an objective toward which you are both *willing* and *able* to work. A goal can be both high and realistic; you are the only one who can decide just how high your goal should be. But be sure that every goal represents substantial progress.

A high goal is frequently easier to reach than a low one because a low goal exerts low motivational force. Some of the hardest jobs you ever accomplished actually seem easy simply because they were a labour of love.

Time Bound – A goal should be grounded within a time frame. With no time frame tied to it there's no sense of urgency. If you want to lose 10 kilos, when do you want to lose it by? "Someday" won't work. But if you anchor it within a timeframe, "by May 1st", then you've set your unconscious mind into motion to begin working on the goal.

Your goal is probably realistic if you truly *believe* that it can be accomplished. Additional ways to know if your goal is realistic is to determine if you have accomplished anything similar in the past or ask yourself what conditions would have to exist to accomplish this goal.

T can also stand for Tangible – A goal is tangible when you can experience it with one of the senses, that is, taste, touch, smell, sight or hearing.

When your goal is tangible, you have a better chance of making it specific and measurable and thus attainable.

Setting a Goal - Example:

What is it that you wish to achieve: Umpire Finals in x grade

Specific: *State exactly what you want to accomplish. Who? What? Where? Why?*
Knowledge of Laws and Playing Conditions.

Measurable: *How will you demonstrate and evaluate the extent to which the goal has been met?*

Captains Reports that show I have a good understanding of the Laws of Cricket and the Playing Conditions. Discussions held with Umpires Manager and On/Off Field Mentors/Observers

Achievable: *Is it feasible? Do we have control / influence over it?*

Yes. I have control over my knowledge of the Laws and Playing Conditions through continuous revision

Relevant: *Is it important to what you want to achieve ultimately?*

Yes. If I understand all the Laws and Playing Conditions then I have an opportunity to improve my decision making which will improve my chances of umpiring finals.

Time Bound: *By When*

Begin immediately and ongoing.

Your Goal:

What is it that you wish to achieve: _____

Specific: _____

Measurable: _____

Achievable: _____

Relevant: _____

Time Bound: _____