# **SMART Targets**

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| --- | --- | --- | --- | --- | --- |
| **Specific** | **Measurable** | **Achievable** | **Relevant** | **Timely** | **KSBs** |
| Who?What?When?Where? | How will you know when it is accomplished?What will success look like? | Can all objectives be achieved?How does this goal help you to meet your overall objectives?How? E.g. Do you need to arrange shadowing opportunities? | Has anyone done this before?What impact will it have on your patient, their family, your team or your placement students?Is it relevant to your role? Will it allow you to evidence certain ACP standards relevant to the Apprenticeship Programme? | What are your deadlines for this goal?Are your timescales realistic?Will you need to allocate a specific amount of protected study time? | What ACP standards will you be demonstrating? |
|  |  |  |  |  |  |
| **SMART Target 1:**Apprentice Name:Date Set:Deadline for completion: |

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| --- | --- | --- | --- | --- | --- |
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| **SMART Target 2:**Apprentice Name:Date Set:Deadline for completion: |

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| --- | --- | --- | --- | --- | --- |
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| **SMART Target 3:**Apprentice Name:Date Set:Deadline for completion: |