

# **Tips on Helping Your Mentee Set S.M.A.R.T. Goals**

Goal setting is an important part of the mentoring relationship when:

- ✓ *There is a foundation of trust established*
- ✓ *The goals are mentee driven*
- ✓ *All involved feel good about the process*

The following guidelines can be used when creating goals. Think of the acronym **S.M.A.R.T.** for your goal setting.

## ***S is for Specific.***

Goals should be stated so the steps to complete them become obvious. “Having lots of money” is too general. “Save \$100 dollars over the next three months” is more specific.

## ***M is for Measurable.***

A goal should have a time and built in marker for success. An example of a measurable goal is “To fill out three job applications by the end of the week” and not just “Get a summer job.”

## ***A is for Achievable.***

Mentees need to consider their personal strengths as they set goals. Goals set outside of the ability of the youth will only set the mentee up for disappointment. For instance “To have the lead in the school musical” is generally not achievable if he/she cannot carry a tune!

## ***R is for Realistic.***

Many youth aspire to what they see on television in terms of not only occupation but also in appearance. By coming up with the specific steps it would take to reach a goal the student is faced with determining whether or not it is realistic.

## ***T is for Time.***

Goals should include an end time frame so they can be measured for success along the way. “Graduate” is certainly a goal, but “Graduate from high school with my class” better meets the requirements for goal setting.