

Creating a SMART career goal:

Activities to help direct creating a SMART Goal (optional):

- Reflect on Life Roles Rainbow and changes you might like to make
- Identify your personality type using the Humanmetrics Personality Test
 - List 1-3 jobs that might complement this personality type
- Identify interest using Holland Code (RIASEC) Test
 - Reflecting on interests, consider how these interests might affect the jobs listed above.
- Reflect on Values using the MyPlan: Values Assessment
 - Reflect on how these values might influence work organization, structure, values.

“SMART” Stands for:

- **Specific:** Define what would like to be achieved.
- **Measurable:** how will you know if progress is made or if a goal is achieved.
- **Achievable:** is the goal achievable and realistic.
- **Relevant:** are the steps taking relevant to achieving the goal.
- **Time-bound:** what is the time line for this goal and how often will action be taken.
(Yasar, 2022)

To make a SMART Career Goal one should:

- Identify a Career Goal:
 - Identify a Long Term Career Goal:
 - Identify short term career goals (2-5 goals):

Example Using Assessments and SMART Goals to create a Working Goal:

Taking the assessments my Life Roles Rainbow indicates that I need a career that offers more flexibility. My personality assessment indicates that I am (INFJ) and recommends work that helps people and serves the community, RIASEC indicates that I would be more suited for realistic and social work, and my values indicate a need for recognition and independence. Reflecting on this profile I would like to work with people in the community in a Non-Profit.

- Identify a Career Goal:
 - I would like to work with families experiencing homelessness
- Identify a long term goal:
 - I will start a non-profit to help families experiencing homelessness within the next 5 years.
- Identify 2 Short Term Career goals:

- I will apply to 5 community based non-profits within the next 6 months.
- I will identify and network with 1 community based organization each month through (next 6 month)

Reference:

Yasar, K. (2022). What are SMART Goals? WhatIs.Com.

<https://www.techtarget.com/whatis/definition/SMART-SMART-goals>