

# How to Define Success

The definition of success is “the accomplishment of an aim or purpose.”

What’s the point of defining success for each subteam? We want you to create SMART goals so we can help you feel accomplished at the end of the season. The goal of defining what success looks like helps your team stay productive during the season. We want to know what each subteam needs to accomplish in order for the upcoming season to be successful as a whole.

What are SMART Goals?

- S - Specific
- M - Measurable
- A - Achievable
- R - Relevant
- T - Time-based

Each subteam will need to create 2-3 SMART goals that we can use to help make sure you are on track with everything you want to accomplish this year.

Examples

- Outreach will ensure that there is at least one event each month.
- Safety and Organization will train 80% of the team to use basic power tools before build season
- Fundraising will raise at least \$3,000 in the 2024-25 season
- Design has at least 3 new members to the subteam who help with the final robot CAD

Tips to help you achieve your goals:

- Break down your goals into bite-size pieces
  - For outreach, we should focus on setting up one event at a time versus thinking about all twelve events at once
- Develop a plan to achieve your goal
  - This step allows you to know which tools and help you need (and when) to achieve your goal
  - It will also allow your captains to help you and adjust things as you need
- Take action
  - Leads should try to complete one step of your plan at every meeting
  - It is important to delegate so you aren’t overwhelmed by doing everything alone
- Reflect and adjust
  - No plan is going to work 100% as intended
  - Be kind to yourself (and team) and be flexible when you need to
- Reward yourself for milestones
  - Your subteam is a year long project that will have both ups and downs
  - If you have made it halfway towards your goal, make sure to give yourself and your team credit for a job well done

#### Helpful Articles:

- Writing SMART Goals
  - <https://www.mindtools.com/a4wo118/smart-goals>
  - <https://www.betterup.com/blog/smart-goals-examples>
  - <https://www.indeed.com/career-advice/career-development/create-a-smart-goal>
- Achieving Your Goals
  - <https://hbr.org/2022/04/4-ways-to-make-sure-you-achieve-your-goals-this-year>
  - <https://fellow.app/blog/productivity/steps-to-creating-a-plan-to-achieve-your-goals/>
  - <https://www.wrike.com/goal-setting-guide/how-to-achieve-goals-and-ensure-success/>

#### Helpful Videos:

- Writing SMART Goals
  - [https://youtu.be/U4IU-y9-J8Q?si=tp3m0WIPYf\\_UhO2M](https://youtu.be/U4IU-y9-J8Q?si=tp3m0WIPYf_UhO2M)
  - <https://youtu.be/VZXcKyevXKM?si=sozJCo8NQ8i7TFTTh>
  - <https://www.youtube.com/watch?v=kNHron8f0sI>
- Achieving Your Goals
  - [https://www.youtube.com/watch?v=NQc\\_LhfCj7o](https://www.youtube.com/watch?v=NQc_LhfCj7o)
  - <https://www.youtube.com/watch?v=AdKUJxin-R8>
  - <https://www.youtube.com/watch?v=cHwFM6kVq0o>