



SMART Goal Guide

1st Rough Draft Goal:

Is this goal specific? What are you clearly hoping to accomplish?

Is this goal measurable? What can you measure to track your progress?

Is this goal achievable? Is it a realistic goal you have the ability, drive, and resources to accomplish?

Is this goal relevant? Does this goal matter to you, someone you care about, or to the business?

Is this goal time bound? When do you plan to accomplish this goal?

Final draft of Goal:

EXAMPLE: Use the example below as a guide to help you think through your own goals

1st Rough Draft Goal:

I want to grow and develop in my career at Chick-fil-A.

Is this goal specific? What are you clearly hoping to accomplish?

I want to be a Sr. Team Leader at Chick-fil-A Southroads. I am currently just a team leader.

Is this goal measurable? What can you measure to track your progress?

I can complete the "Roadmap for Growth" which is the next step of my selection process to get promoted to a Sr. Team Leader.

Is this goal achievable? Is it a realistic goal you have the ability, drive, and resources to accomplish?

Yes, there doesn't need to be an available position open for me to become a Sr. Team Leader. I just need to complete the roadmap for growth and demonstrate my ability as a current team leader.

Is this goal relevant? Does this goal matter to you, someone you care about, or to the business?

Yes, I want to have more influence within the business and more responsibilities. I also want to increase my earning potential at Chick-fil-A so I can save more money for my tuition next semester.

Is this goal time bound? When do you plan to accomplish this goal?

I want to accomplish this goal in 3 months. There is nothing on the roadmap for growth that I cannot complete in 3 months. It is currently January so I'd like to complete this goal by March 31st.

Final draft of Goal:

Become a Sr. Team Leader at Chick-fil-A at Southroads Shopping Center by completing my Roadmap for Growth and applying to be a Sr. Team Leader by March 31st.