



PRINCIPLES FOR GOAL SETTING

DEVELOPING PERSON-CENTRED GOALS

Meaningful and achievable goals are critical to the success of wellness and reablement. Without goals, clients can feel overwhelmed and unsure of how to get where they want to go. While there is no universal tool for setting meaningful and achievable goals, there are certain principles that should underpin the goal setting process with your clients.

This tool will help you develop targeted and achievable goals with your client.

DEVELOPING USING SMARTA

Each client is different, there is no one-size-fits all to developing a care plan and delivering support. Due to this, the support-based goals you and your client develop together should be person-centred and suited to their aspirations and needs. Using the **SMARTA** approach can help you create clear, concise, and measurable goals with your clients which are based on their individual needs and preferences. In addition, using this approach will help to motivate and empower your client to achieve their goals.



SPECIFIC

Be as specific as possible, because the more precisely you can describe the goal, the clearer the client will be on what they are striving for, and what their role is in achieving it. When setting a specific goal, consider the following:

- Who is involved?
- Is the goal in the client's voice? E.g. using the client's language
- What does the client want to accomplish?
- Where, when will this happen? E.g. location and timeframe
- Why are we setting this goal? E.g. what are the benefits, specific reasons for this goal?

EXAMPLE: general goal versus specific goal:

General: I want to be healthy

Specific: I will walk 15 minutes each day, 3 days a week



MEASURABLE

Always include a measurable way to monitor and track progress for each goal you set. When a client is able to see and follow their progress, they are more likely to stay on track and be motivated to achieve their goal.

EXAMPLE: to determine if your goal is measurable:

Using the example above, the specific goal of 'I will walk 15 minutes each day, 3 days a week' – shows you how the goal will be tracked and when the client knows they have achieved it. For example, if they walked 10 minutes on day 1, but 12 minutes on day 2, then they know they are making progress. The goal is measurable because it specifies **how many, how much** and **when it will be achieved**.



ACHIEVABLE

Assess and discuss with the client whether the goal is achievable. For a goal to be achievable it must be about something of interest to the client, realistic to achieve and also challenging. Discussing what needs to be done to achieve the goal often indicates whether the client is motivated and willing to do it.

EXAMPLE:

There needs to be a balance between setting achievable and challenging goals. If a goal is not sufficiently challenging, it will fail to motivate the client. However, if the client perceives the goal as being too hard, they will lose hope of achieving it.



RELEVANT

Goals need to be relevant to the client. This means they have to be meaningful and align with client's needs and wants. The deeper the connection between the client and the goal, the higher the chances are of them staying motivated and on track to achieving it.

EXAMPLE:

Say a client wants to improve their aerobic fitness but does not enjoy walking, do not suggest walking for 15 minutes a day, 3 times a week as one of their SMARTA goals. Rather, discuss with the client a SMARTA goal that is aligned to their interests and that improves their aerobic fitness. For example, gardening, shopping more regularly, or aqua classes.



TIME-LIMITED

A goal should be grounded in a timeframe. This is easier to do when services are within a time-limited period. However, a general rule in goal setting is that all goals require a timeframe or else there is no urgency or motivation to achieve them. Deadlines are what make most people switch to action. However, it is important to not be overly stringent; goal timeframes need to be tied to a client's ability and capacity to achieve it.

EXAMPLE:

Generic goal: I want to be able to dress myself

Specific goal: I want to be able to dress myself independently, with no assistance in six weeks



AGREED

For goals to be actively pursued and progressed by the client, they must be co-designed and include shared participation and agreement. This will help the client to personally commit to reaching the goals. It will also increase their motivation and attachment to reaching their outcomes.

EXAMPLE:

Make sure you seek verbal confirmation from a client that the goal is appropriate, achievable, and aligned with where they want to go.

GOAL-SETTING CHECKLIST



SPECIFIC:

- Is the goal clearly written?
- Is the goal easy to understand?
- Are the steps outlined clearly?



MEASURABLE:

- Can the goal be measured?
- Can progress be tracked?
- Will the client know when they have reached it?



ACHIEVABLE:

- Can the client achieve the goal?
- Does the goal align with the client's strengths?
- Is the goal achievable within the timeframe?
- Is the client motivated to achieve the goal by this date?
- Are there any obvious barriers to achieving the goal?



RELEVANT:

- Does the goal align to the client's overall plan or desired state?
- Is the goal meaningful and worthwhile to the client?
- Is the goal consistent with other goals?



TIME-LIMITED:

- Does the goal have an appropriate end-date?
- Is the timeframe achievable?



AGREED:

- Have you *and the client* developed this goal together?
- Has the client verbally expressed their personal commitment to achieving this goal?