

## Annex I – Questions for SMART goal setting

*The following questions can be used by the mentor while guiding the mentees in the definition of his/her goal(s).*

<b>S – specific</b>	What is your goal? Why? How do you want to achieve it? Who can help you?
<b>M – measurable</b>	How will you monitor its progress? What steps do you need to take to measure it and get results?
<b>A – achievable</b>	Is the goal realistic? Do you recognise it as your goal?
<b>R – relevant</b>	Why is this goal important for you?
<b>T – time-bound</b>	How long will it take to reach the set goal? Set deadline.

