**GOAL SETTING FRAMEWORK**

**SMARTER Goals Framework**

In your mentoring groups, work with each other to set goals that are:

**Specific:** Clearly define the goal.  
*Example:* "Improve patient communication for paediatric patients."

**Measurable:** How will progress be tracked?  
*Example:* "Receive feedback from 5 parents about their child’s comfort level."

**Achievable:** Ensure the goal is realistic within the timeframe.  
*Example:* "Spend 1 hour per week researching paediatric communication techniques."

**Relevant:** Align the goal with professional aspirations.  
*Example:* "This will help me work towards a career in paediatric dental practice."

**Time-Bound:** Set a deadline.  
*Example:* "Complete this by the end of July 2025."

**Evaluate:** Set milestones to assess progress.

*Example***:** "At the end of each month, review parent feedback and adjust communication techniques based on common concerns."

**Reward:** Identify a way to recognize achievement.

*Example*: "If I successfully implement new strategies and receive positive feedback from at least 5 parents, I will reward myself with a professional development course on paediatric dentistry."

Draft your goal for discussion with your mentoring group:

Specific:

Measurable:

Achievable:

Relevant:

Time-Bound:

Evaluate:

Reward: