

The SMART acronym is described in the table below:

S	Specific	
	<p>The expected outcome is stated simply, concisely and explicitly.</p> <ul style="list-style-type: none"> • The outcome is clear and well defined • Understandable for those with a basic knowledge of the Pyramid Plus Approach • The outcome is detailed to alleviate indecision about actions • Does not include: <i>try, could, should or maybe</i> 	<ul style="list-style-type: none"> • Who is involved? • What is to be accomplished? • Where will the action take place? • When will the learning objective be achieved? • Why is this learning objective important?
M	Measurable	
	<p>The outcome can be assessed and/or measured to determine progress and completion by answering the questions “how much?” or “how many?”</p> <ul style="list-style-type: none"> • Know if the learning objective is attainable and near completion • Identify the measurement instrument to be used • Determine if the learning objective has been achieved by counting or observing 	<ul style="list-style-type: none"> • How many? • How much? • To what degree? • How will I know when it is accomplished?
A	Attainable	
	<p>The outcome is realistic and attainable. It can be achieved based on the current situation, resources and time available.</p> <ul style="list-style-type: none"> • There is agreement across all stakeholders on the learning objective • The learning objective may be challenging but is achievable with the current team and resources • A clearly defined action plan is in place 	<ul style="list-style-type: none"> • Is this realistic?
R	Results Oriented or Relevant	
	<p>A results based, relevant learning objective maintains focus on one defined area and is related to current tasks and projects.</p> <ul style="list-style-type: none"> • Includes the expected results • Aligned with the mission or bigger picture 	<ul style="list-style-type: none"> • Who is the main person responsible? • Who are the support people? • What are the urgent needs?
T	Timely	
	<p>A time bound learning objective includes realistic timeframes that are clearly defined with deadlines.</p> <ul style="list-style-type: none"> • A specific date has been set for achieving the learning objective • Allotted timetables are appropriate, keeping the learning objective actions focused and on target 	<ul style="list-style-type: none"> • What is the time frame for meeting this learning objective?

