

# THE IMPORTANCE OF SMART GOALS

## S M A R T

SPECIFIC	MEASURABLE	ACHIEVABLE	RELEVANT	TIME-BASED
<p>Is the team's goal <b>specific</b> and <b>narrow</b> for more effective planning?</p> <p>Ask the team: "What exactly do we want to accomplish? Why is this important?"</p>	<p>Is the team's goal and progress <b>measurable</b>?</p> <p>Ask the team: "How will we know when we've achieved it? What metrics will we use?"</p>	<p>Is the team's goal able to be <b>accomplished</b> within a certain time frame?</p> <p>Ask the team: "Is this goal within reach? Do we have what we need to achieve it?"</p>	<p>Does the team's goal align with the organizational <b>values</b> and <b>long-term objectives</b>?</p> <p>Ask the team: "Does this goal matter to us? Does it align with our values or bigger plans?"</p>	<p>Does the team's goal have a <b>realistic but ambitious end date</b> to clarify task prioritization and increase motivation?</p> <p>Ask the team: "When will we accomplish this goal?"</p>

### ✗ VAGUE GOAL

Reduce patient hospital readmission rates.

### ✓ SMART GOAL

Reduce 30-day hospital readmission rates for patients discharged with heart failure by 15% by April 2026 through a structured post-discharge follow-up program that includes nurse phone check-ins and medication counseling within 7 days of discharge.

<b><u>S – Specific</u></b>	<i>Targets 30-day readmissions for heart failure patients</i>	Clearly defines the population (heart failure patients) and the focus (30-day readmissions).
<b><u>M – Measurable</u></b>	<i>15% reduction</i>	Quantifies the improvement to be achieved.
<b><u>A – Achievable</u></b>	<i>Nurse-led follow-up and medication counseling are feasible interventions</i>	Specifies realistic and feasible actions that align with typical care transition interventions.
<b><u>R – Relevant</u></b>	<i>Aligns with goals to improve care transitions and reduce avoidable readmissions</i>	Heart failure readmissions are a common quality and cost concern, aligning with healthcare priorities and likely organizational goals.
<b><u>T – Time-based</u></b>	<i>Completion target of April 2026</i>	Sets a clear deadline for completion.

## BENEFITS

### 1 Clarity and Focus

SMART goals break big ideas into clear, actionable steps. They help eliminate ambiguity, which boosts motivation and direction.

### 2 Realistic Expectations

SMART goals encourage goals that are actually achievable, avoiding burnout or frustration. They balance ambition with practicality.

### 3 Time Management

SMART goals encourage time-bound elements to create urgency and prevent procrastination. They help with prioritization and deadline planning.