



Setting SMART Goals to Enhance Your Personal Well-Being
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Why set SMART goals for well-being?

- 3 dimensions of burnout: emotional exhaustion, depersonalization, decreased personal accomplishment
- The World Health Organization Well-Being Index (WHO-5)
 1. I have felt cheerful and in good spirits
 2. I have felt calm and relaxed
 3. I have felt active and vigorous
 4. I woke up feeling fresh and rested
 5. My daily life has been filled with things that interest me
- SMART goals help physicians discover and effectively execute their personal and career goals to enhance their well-being

SMART goals:

Specific	<ul style="list-style-type: none"> • Use action verbs to write a clear definition of what you want to accomplish. • Think about who, what, and where.
Measurable	<ul style="list-style-type: none"> • How will you evaluate whether the goal has been met? • Set criteria that are measurable so you can chart your progress. Measures can include amounts, repetitions, or dates.
Achievable	<ul style="list-style-type: none"> • Verify whether you have the resources and time to do this. Be selective. • Don't pursue too many objectives – this can lead to failure.
Relevant	<ul style="list-style-type: none"> • Make sure that your objective is clearly linked to a specific goal. • Ask yourself, how will this action help you to get closer to your goal?
Time-bound	<ul style="list-style-type: none"> • Set a date and time limit. • Although it is not always possible to predict how long something will take, it is important to decide when you will re-evaluate whether this objective is worth pursuing.

Strategic Planning Example: Building Your Professional Network

Vision	Written description of who/where you want to be in the future	“Expand professional network outside of department”
Goals	General statements about what you need to accomplish to reach your vision	<ol style="list-style-type: none"> 1. Meet pediatric anesthesiologists from other institutions 2. Sustain and nurture existing relationships with pediatric anesthesiologists at other institutions
Objectives	Your strategy for accomplishing your goals	1 a. Increase involvement in professional societies for pediatric anesthesia
Actions	What you will actually do to achieve your objective (SMART)	<ol style="list-style-type: none"> 1 a i. Join a SPA committee by July 1 a ii. Attend networking event at next SPA spring meeting
Monitor	Review your plan at regular intervals	Every 6 months

References:

1. Maslach, C. and Jackson, S.E. (1981), The measurement of experienced burnout. J. Organiz. Behav., 2: 99-113.
2. World Health Organization, Regional Office for Europe: Well-Being Measures in Primary Health Care - the DepCare Project. Geneva, World Health Organization, 1998.
3. McGill Career Planning Service Individual Development Plan: https://www.mcgill.ca/caps/files/caps/caps_idp.pdf