

Learning Goal Worksheet

The generation of learning goals is a valuable method for helping learners to improve performance and achieve competence. Prior research has demonstrated that learning goals are most effective when they are “SMART”, as defined below with examples.

- ✓ **Specific** - detailed and focused; describe exactly what is to be accomplished
- ✓ **Measurable** - possible to determine whether you have achieved the goal
- ✓ **Achievable** - can you do it? Is it possible?
- ✓ **Realistic** – feasibility; can you incorporate the goal into your schedule?
- ✓ **Time bound** - include a specified time frame

Specific	<i>Not specific:</i> “I want to improve my ultrasound skills” <i>Specific:</i> “I will do a supervised bedside ultrasound on the next 5 pregnant patients that I care for in order to improve my skill level”
Measurable	<i>Not measurable:</i> “I’ll try to do a better job of discussing code status” <i>Measurable:</i> “I’ll have an attending observe my next family discussion of code status, and request feedback.”
Achievable	<i>Not achievable:</i> “I’ll read all of Annals of Emergency Medicine every month ” <i>Achievable:</i> “I’ll read 2-4 articles per month on important emergency medicine topics”
Realistic	<i>Not realistic:</i> “I will read the entire chapter on cardiac emergencies tonight in Tintanelli” <i>Realistic:</i> “I will read the section on pulmonary edema tonight.”
Time bound	<i>Not time bound:</i> “I’ll achieve this goal soon.” <i>Time bound:</i> “I’ll review the literature by the end of the week.”

Within the “SMART” framework, learning goals should be phrased in an active format using action verbs describing something that you will be able to do once the goal is completed. An ideal plan to successfully achieve a goal incorporates multiple different learning resources, activities, or strategies.

Based on today’s simulation and debrief, consider “SMART” learning goals that you would like to achieve, and list them below:
1)
2)
3)
4)
5)
6)
7)