

## WHAT'S YOUR GOAL? Remember to be S.M.A.R.T.!

**S**pecific: *What exactly are you going to do?*

**M**easurable: *You need to be able to track progress; this can be framed by 'how much or how many.'*

**A**chievable: *Be realistic; a 10-20% change is achievable rather than a 90-100% change.*

**R**elevant: *Your goal should be important to your worksite.*

**T**ime-based: *When do you want to accomplish your goal? Select a date in the future.*

### Sample Reducing Stress Goals

- As a result of implementing [X strategies] at [Worksite], [X%] more employees will report that it is easy to manage their stress at work from [timeframe] to [timeframe].
- [Worksite] will reduce employee stress by [X%] in the next [timeframe].
- By [timeframe], [X%] of [Worksite] employees will report feeling less stress during their workday.

### Sample Increasing Resilience Goals

- As a result of implementing [X strategies] at [Worksite], [X%] more employees will report that it is easy for them to recover from stress from [timeframe] to [timeframe].
- [Worksite] employees will report an increase in resilience by [X%] from [timeframe] to [timeframe].
- By [timeframe], [X%] of [Worksite] employees will report that [Worksite] values their well-being.