



Making your Resolution for 2012

In order to set goals for the upcoming New Year, you need to use SMART principles. SMART stands for specific, measurable, attainable, realistic, and timely. A specific goal has a greater chance of being reached. The goal of getting in shape is not specific enough. Setting a goal of joining a health club and exercising three days a week is more specific because it identifies a location, what you will be doing, and has the time frame included.

The measurable aspect of goal setting is to establish a tool that will be used to help you stay on track toward the goal. A measurable goal enables you to measure progress, reach target deadlines, and builds confidence due to the achievement that takes place. For example, weight loss is obviously a goal that many people strive for. Losing 30 pounds in three weeks is not attainable and will only frustrate you when it is not achieved. Setting smaller goals such as losing 1-2 pounds per week is more easily attainable and easily measured.

This leads us into the attainable part of SMART goal setting. Identifying goals that are important to you will only help you make them possible. In order to reach your attainable goal, it must have planned steps and a realistic time frame to achieve it. Big goals may seem far away, but time never stops, so it will only get closer and closer which will increase its attainability. Growing as an individual occurs throughout the course of reaching your goal and the goal actually shrinks because your mentality has expanded to match the excitement of reaching the goal as the deadline gets closer.

Realistic goals require an objective toward the willingness to work hard and the ability to do the work. High goals are not to be tossed out the window, being realistic will get you to where you want to be. High goals are more easily reached because it requires high motivation unlike low goals which may cause low levels of motivation.

Time is the essence of goal setting. Goals should always be reached in a timely matter. With no time frame, there is no urgency to reach the goal which hinders your success. "Someday" should never be used for a time frame. Always use time to the fullest and plan accordingly.

In order to reach a goal, whether it is big or small, remember SMART goals.

For more help employees set and reach wellness goals, contact Sharon Rateike, corporate wellness program coordinator at (920) 568-5475 or Sharon.Rateike@forthc.com.

