SMARTER Goals

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| Name | Michele Nichols |  |
| Goal | Graduate with BSN, Obtain Manager of Perioperative Services position |  |
| Date | May 2019, December 2019 |  |
| Reason this goal is important to me | Not having the BSN is a barrier moving into upper level management.  Getting hired as the Perioperative Manager would give me the status and monetary increase I feel I’ve earned. | |

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| Step | Concept | Description of future plans/goals in your nursing career. |
| 1 | Specific  Exactly what is it you want to achieve in your nursing career? A good goal statement explains the what, why, who, where and when of a goal. If your goal statement is vague, you will find it hard to achieve because it will be difficult to define success.  (2 pts.) | Obtain the position of the Manager of Perioperative Services position and then complete my MSN. |
| 2 | Measurable  You must be able to track progress and measure the result of your goal. A good goal statement answers the question, how much or how many. How will I know when I have achieved my goal?  (2 pts.) | Accept new management responsibilities when offered, as in taking over another unit, expand my breadth and depth of knowledge in the perioperative division and continue to seek opportunities to apply my talents within the department. |
| 3 | Agreed  Your goal must be relevant to your stakeholders and agreed with them. Examples of people to agree with your goal are your line manager, employees and customers.  (2 pts.) | The division director and the current manager of perioperative services both agree that with my unique skill set I would be a good fit for the perioperative manager position. Peers (fellow) coordinators have also expressed similar sentiments and have encouraged me to pursue my BSN to accomplish this goal. |
| 4 | Realistic  Your goal should be stretching, but realistic and relevant to you and your company. Make sure the actions you need to take to achieve your goal are things within your control. Is your goal achievable?  (2 pts.) | The Division Director has announced plans to retire in 2019. In all likelihood the current Perioperative Division Manager is poised to ascend to that position once vacated. That opens up the opportunity to advance my career. Completion of the BSN is required. |
| 5 | Time-Bound  Goals must have a deadline. A good goal statement will answer the question, when will I achieve my goal? Without time limits, it's easy to put goals off and leave them to die. As well as a deadline, it's a good idea to set some short-term milestones along the way to help you measure progress.  (2 pts.) | If the director retires in 2019 then the hiring process to fill that position begins. In the next year the higher-level management position opens. Short term -graduate BSN, long term apply for and complete MSN. Should the management position not open to me then I will begin a career search to find a hospital that will allow the completion of this goal. |

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| 6 | Ethical  Goals must sit comfortably within your moral compass. Most people resist acting unethically. Set goals that meet a high ethical standard.  (2 pts.) | This goal is aligned with my ethical compass and does not put me at odds with any current  co-workers. Above all I seek this position based on the body of my work not by favoritism or any other means. |
| 7 | Recorded  Always write down your goal before you start working towards it. Written goals are visible and have a greater chance of success. The recording is necessary for the planning, monitoring and reviewing of progress.  (2 pts.) | Graduate BSN August 2024  Become Director manager by December 2024 Start MSN program January 2025  Graduate 2027with MSN  /14 |