

UP! Framework: UP! SMART Goal

thoughts → actions → results

U P	Uncover & Process focus	<p>An UP! SMART Goal uncovers the core values, needs and feelings that motivate and inspire your coachee to take action-the WHY? It also focuses on the process of change.</p> <p>What's a goal that you want to achieve or a challenge that you want to focus on today? What will achieving this goal give you? Or What's your reward if you achieve this goal? What would that be like for you? Is that what you want?</p>
S	Specific	<p>A specific goal has a much greater chance of being accomplished than a general goal.</p> <p>Who: Who is involved? What: What would an ideal _____ look like? What does ____ mean to you? What's worked in the past for you? What strategies have you or will you practice? Where: Where will you work on this goal?</p>
M	Measurable	<p>To determine if your goal is measurable.</p> <p>How much? How many? How will you know when it is accomplished or completed?</p>
A	Actionable & Accountable	<p>Coaching focuses on taking actions to move forward toward a desired result. When moving toward a goal it is useful to have something or someone holding you accountable to acknowledge and celebrate your achievement.</p> <p>What specific actions are you willing to take to achieve this goal? What is the first step? Who will support you in this goal? Who cares about your learning and success? What resources are needed?</p>
R	Realistic	<p>A goal something you are willing to work towards.</p> <p>How committed are you to achieving this goal? Scale 1-10, (1 not at all, 10-all in!) Is this goal big enough for you? Too big? Too small? How does this plan seem to you?</p>
T	Timely	<p>A goal requires a time frame, which creates a sense of urgency to move forward.</p> <p>When will you start? What is your target date or deadline to have this goal completed?</p>