



ADIRA

Confident, Bold, Wise

EFFECTIVE GOAL SETTING

SMART GOALS

Session Objectives



1

2. Discuss how to make SMART goals

Have you heard
Kenyans make this
statement? Once you
hear it, you know
nothing is going to
happen

Acha tutaplan.

(phr.) We endelea na maisha
yako. Hakuna kitu tutaplan.

@KenyanDictionary

**“A dream becomes a
goal when ACTION
is taken toward its
achievement.” —**

Bo Bennett

Which of these do you struggle with the most?





1. **DO YOU KNOW THE MEANING OF SMART GOALS?**
2. **ARE YOUR GOALS SMART?**

2

How to make SMART goals

S

SPECIFIC

Your goal is direct,
detailed, and meaningful.

M

MEASURABLE

Your goal is quantifiable to
track progress or success.

A

ATTAINABLE

Your goal is realistic and you
have the tools and/or
resources to attain it.

R

RELEVANT

Your goal aligns with your
company mission.

T

TIME-BASED

Your goal has a deadline.

Example of Smart Goals



Specific- Loose 10kg



Measurable: This goal is easy to measure using a weighing scale



Attainable: I currently weigh 85kg which is not healthy for me. I need to maintain an average weight of 70-75kg to manage my blood pressure



Realistic/Relevant: I need to regulate my high blood pressure through weight loss. I can do this by taking up something I enjoy –Swimming twice a week



Time Bound- Jan- Jul 2024

Example

Goal	Area of Life	Why/Rationale	Timeline/When
Lose weight: 10kg	Physical wellness	I currently weigh 85kg which is not healthy for me. I need to maintain an average weight of 70-75kg to manage my blood pressure	June 2019
Write one blog article per month	Self development, Leisure & Career	I like blogging and I want to build mastery and enhance my brand as a blogger	Dec 2020
Get 2 mentors and establish at least 3 new professional & 3 social contacts	Self development/career	Expand my sphere of influence & networks. To help in my job hunting	Quarterly



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