

LEAD MENTORING PROGRAM
LEADERSHIP EXCELLENCE, ACHIEVEMENT, AND DEVELOPMENT
SMART Leadership Development Goals

Specific

- What am I trying to accomplish?
- Are my goals specific, concrete, and clear?
- Are these goals in my best professional, personal and/or Delta interest?
- How will these goals contribute to my growth and development?
- What personal investment of time, energy and effort will I be required to make in order to accomplish my goals?
- How will these goals be challenging for me?

Measurable

- In what ways can I measure these goals?
- Do my goals require constructive feedback and candid conversations?

Action Oriented

- What tangible results should I be able to see when my goals are accomplished?

Realistic

- Are there other resources that need to be available in order to achieve my goals?

Timely

- What is the time frame for accomplishing my goals?
- Are my goals achievable within the timeframe of this relationship?

Adapted from Lois J. Zachary, The Mentee's Guide: Making Mentoring Work for You