- S
- M
- A
- R
- T

a

a

a

S

C

C

- **S**pecific

- **M**easurable

- **A**ttainable

- **R**elevant

- **T**ime-bound

Locke - Latham Goal - Setting Model

Challenge
- Goal difficulty
- Goal clarity
- Self-efficacy

Mediators
- Direction
- Effort
- Persistence
- Task strategy

Performance

Rewards

Satisfaction

Moderators
- Ability
- Goal commitment
- Feedback
- Task complexity

Consequences