



SMART Goal Planning for Behavioral Health



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Agenda

1 Introduction

2 Understanding SMART Goals

3 Developing SMART Goals

4 Class Exercise: Case Study

5 Conclusion



Learning Objectives

Describe the
purpose of
SMART Goals

Define the 5
components
of a SMART
Goal

Apply SMART
goal
development
to client
scenarios



Chapter 1

Introduction



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What are SMART Goals?

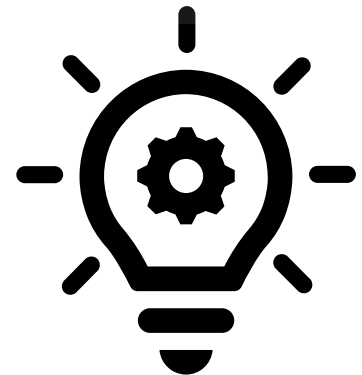
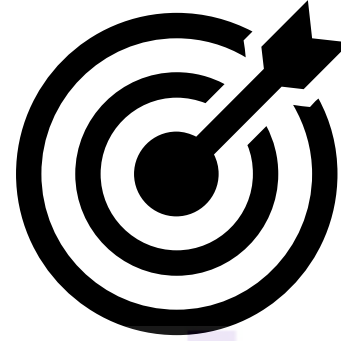
S SPECIFIC

M MEASURABLE

A ATTAINABLE

R RELEVANT

T TIME - BASED



Purpose & Importance of SMART Goals

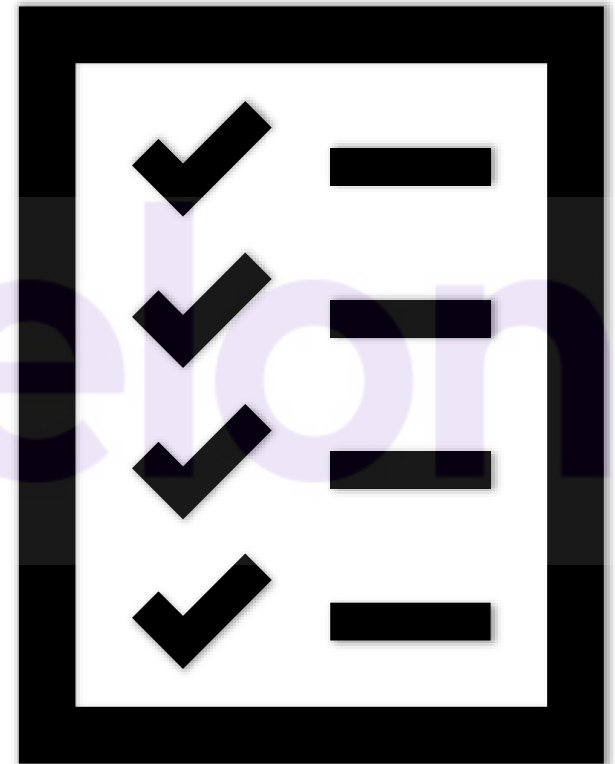


- Guideline for effective goal development
- Helps brainstorm specifics of an idea
- Allow for clarification, focus & application of resources
- Defines how to meaningfully measure progress and identify room for improvement



Terminology

- Goals vs Objectives
- Short-term vs Long-term Goals
- Target= the desired level of performance that represents success
- Measure= standard unit used to illustrate success over time



Chapter 2

Understanding SMART Goals



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Specific

SMART

- Targeted
- Focused
- Clear
- Easy to understand



WHAT do I want accomplished?

WHO is involved?

WHY is it important?

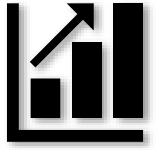
HOW will I get this done?



Measurable

SMART

- Track progress
- Data, numbers, percent
- Identifying success
- Meaningful
- Sensible



How much?

How many?

How will I measure progress?

How will I know when it's accomplished?



Attainable

SMART

- Realistic
- Achievable
- Within your control
- “Just Right”



Can this be achieved with the given time-frame?

Do I have the resources I need?

What limitations are in my way?

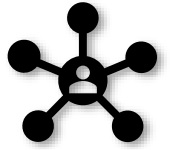
Is it “too easy” or “too hard”?



Relevant

SMART

- Worthwhile
- Significant
- Applicable
- Associated with other goals
- Associated with values



Why do I want to do this?

How will it help myself or someone else?

Is it in line with other associated goals?

Is this the right time?



Time-Based

SMART

- Time-frame for goal completion
- Target date
- Creates urgency & commitment
- Not too soon or too far away



When will this goal be achieved by?

Is this time-frame realistic?

Should it be closer or further in future?



Other Considerations



- Does this goal involve changing things about YOU (not changing other people)?
- Does this goal involve changing things that are within your control?
- Will this goal make an immediate improvement in your life?
- Is there another goal you need to reach first before you can accomplish this goal?

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How SMART is Amy's Goal?



"I have trouble making friends and I've been feeling lonely... this year, my goal is to get out more and make some friends!"



A SMART Goal for Amy



““This year I want to make some new friends, so I’ll start by attending at least one social event every week for the next month. Options include dance class, trivia night or book club.””

SMART



Chapter 3

Developing

SMART Goals



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Case Study: John



- Living with Anxiety for years
- Increased work stress
- Panic attacks

“My goal this year is to take better care of my mental health and learn how to manage my anxiety more effectively”



“My goal this year is to take better care of my mental health and learn how to manage my anxiety more effectively”

SMART

Specific



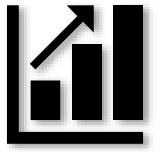
What is he going to do? <ul style="list-style-type: none">• Specific• Targeted	<ul style="list-style-type: none">• Learn the Grounding technique which is an evidence-based anxiety management skill.
Why will he do it? <ul style="list-style-type: none">• Motivation• Meaning	<ul style="list-style-type: none">• To care for his mental health• To increase his confidence and comfort levels• To be successful at work
How will he do it? <ul style="list-style-type: none">• Actions• Behaviors	<ul style="list-style-type: none">• Attending therapy• Reading about Grounding• Practicing technique
Who will take the actions? <ul style="list-style-type: none">• Responsibility	<ul style="list-style-type: none">• John will take action• John is responsible for this goal



“My goal this year is to take better care of my mental health and learn how to manage my anxiety more effectively”

SMART

Measurable



How will John measure his progress?	<ul style="list-style-type: none">• Self-report• Keeping a journal/log• Using an Anxiety scale
How many?	<ul style="list-style-type: none">• 1 technique (grounding)
How much?	<ul style="list-style-type: none">• He will practice is at least 3 times a week when feeling anxious
How will he know when his target is met?	<ul style="list-style-type: none">• John will be able to use his technique to lower his anxiety 2-3 points on the scale



“My goal this year is to take better care of my mental health and learn how to manage my anxiety more effectively”

SMART

Time-Based



When will this goal start and end (time-frame)?	<ul style="list-style-type: none">• Start tomorrow• End in 3 months
When will he measure his progress?	<ul style="list-style-type: none">• At least 3 times a week, after practicing technique he will consult anxiety-scale and log results
Is the time-frame realistic for the goal?	<ul style="list-style-type: none">• Yes-• 1 technique, 3x/week, 3 months – this is doable
Should the time frame be closer, further, longer or shorter?	<ul style="list-style-type: none">• No, the time-frame feels appropriate & effective



“My goal this year is to take better care of my mental health and learn how to manage my anxiety more effectively”

SMART

Attainable



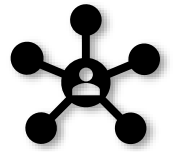
Does John have the resources he needs to achieve this goal?	<ul style="list-style-type: none">• Therapist• Books• Time to learn/ practice
What limitations are in his way?	<ul style="list-style-type: none">• Work stress• Other responsibilities (family, exercise, etc.)
Is “too easy” or “too hard”?	<ul style="list-style-type: none">• “Just right”• Not aiming for total relief, just a reduction in symptoms• This is a first step
Is it within John’s control to complete these actions?	<ul style="list-style-type: none">• Yes



“My goal this year is to take better care of my mental health and learn how to manage my anxiety more effectively”

SMART

Relevant



Is this goal significant & worthwhile?	<ul style="list-style-type: none">• Yes, managing anxiety is key to John's mental health & professional success
How will it help him or someone else?	<ul style="list-style-type: none">• Reduce his anxiety symptoms• Help manage his stress• Increase his confidence at work
Is it in line with his other goals and/or values?	<ul style="list-style-type: none">• Yes-• Goal of mental wellness• Goal of professional success
Is this the right time?	<ul style="list-style-type: none">• Yes- he feels ready & is prepared



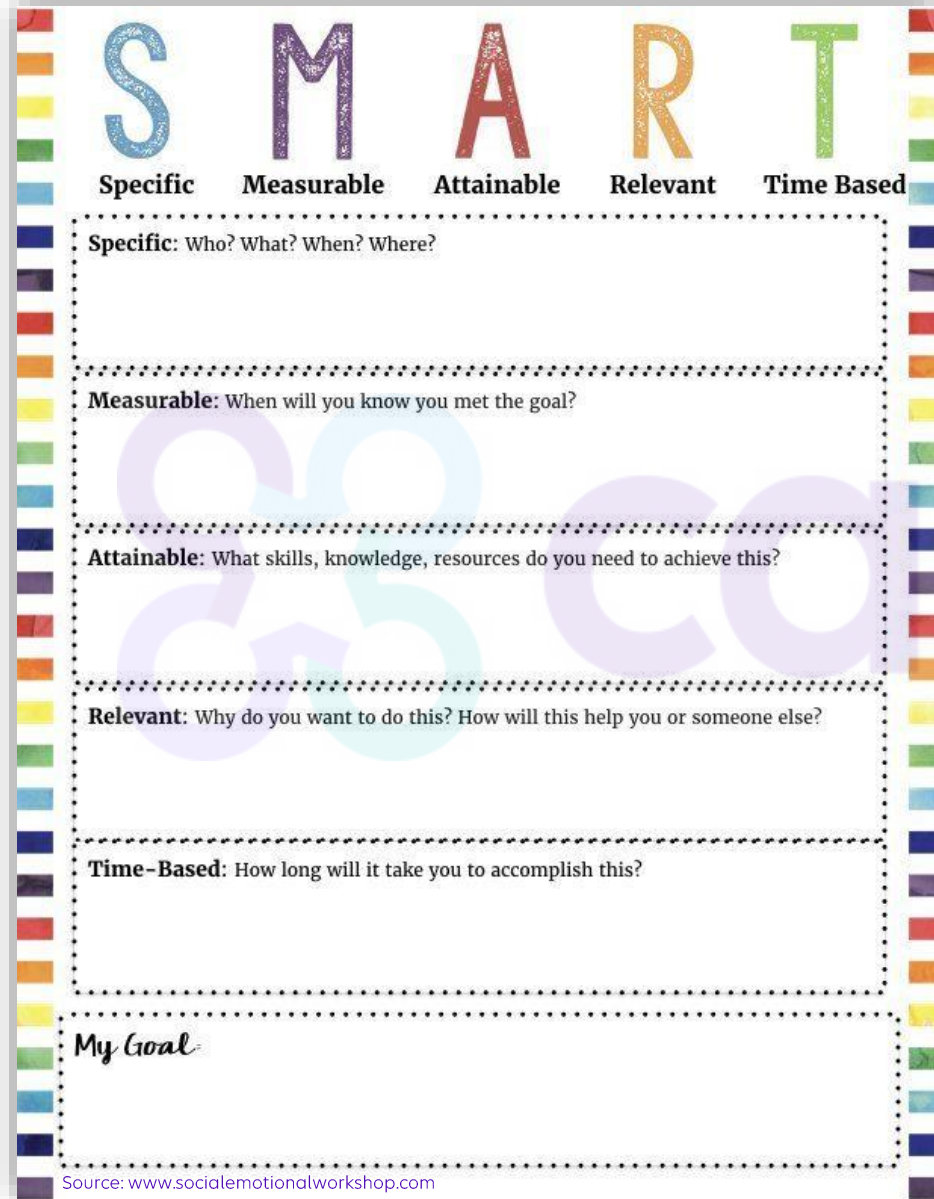
John's New SMART Goal:



“Starting tomorrow, during the next three months, I will learn the Grounding technique, and will practice it at work at least three times a week during high-stress moments to help reduce my anxiety symptoms by at least two scale points.”



Worksheets



A worksheet template for setting SMART goals. At the top, the letters S, M, A, R, T are displayed in large, colorful, textured fonts. Below each letter is its corresponding criterion: Specific, Measurable, Attainable, Relevant, and Time Based. The worksheet is divided into five horizontal sections, each with a dotted border and a specific question. The first section is for 'Specific' (Who? What? When? Where?), the second for 'Measurable' (When will you know you met the goal?), the third for 'Attainable' (What skills, knowledge, resources do you need to achieve this?), the fourth for 'Relevant' (Why do you want to do this? How will this help you or someone else?), and the fifth for 'Time-Based' (How long will it take you to accomplish this?). At the bottom, there is a section labeled 'My Goal' with a dotted border. The entire worksheet is framed by a decorative border of small, colorful squares. A large, faint watermark 'corolon' is visible across the center of the page.

S **M** **A** **R** **T**

Specific **Measurable** **Attainable** **Relevant** **Time Based**

Specific: Who? What? When? Where?

Measurable: When will you know you met the goal?

Attainable: What skills, knowledge, resources do you need to achieve this?

Relevant: Why do you want to do this? How will this help you or someone else?

Time-Based: How long will it take you to accomplish this?

My Goal:

Source: www.socialemotionalworkshop.com

SMART Goal Setting Worksheet

SMART = Specific, Measurable, Attainable, Relevant, Time-Based

Write down your business goal in the space below.

GOAL:

Use the questions below to determine if your business goal adheres to the SMART methodology. If your goal doesn't successfully fulfill each section, rewrite it in the space provided.

Is your goal specific?

A specific goal should clearly state what you want to accomplish, why it is an important goal, and how you intend to accomplish the goal.

Is your goal measurable?

A measurable goal should include a plan with targets and milestones that you can use to make sure you're moving in the right direction.

Is your goal attainable?

An attainable goal should be realistic and include a plan that breaks your overall goal down into smaller, manageable action steps that use the time and resources available to you within the timeline you've set.

Is your goal relevant?

A relevant goal should make sense when measured against your business model, mission statement, market, client base and industry.

Is your goal time-based?

A time-based goal is limited by a defined period of time and includes a specific timeline for each step of the process.

Provided by Alyssa Gregory, Small Business Information on About.com
<http://sbinformation.about.com>



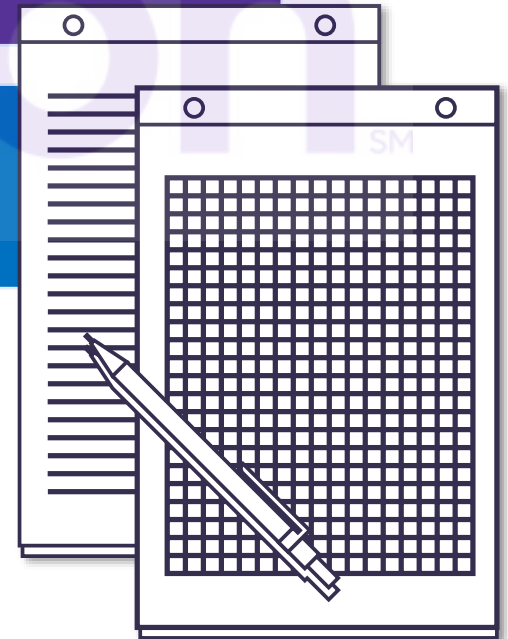
Revising SMART Goals

Goals are not set in stone

Can be revised or updated at any time

Consider goal progress

- Too difficult?
- Too easy?
- Not enough time?
- Barriers?



Chapter 4

Class Exercise



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Case Study: Leah

- 19 years old
- Away from home for first time
- Homesickness, depressive symptoms
 - sadness, insomnia, low-motivation
- Priority concern: lack of sleep
- Stays up “too late” on phone to avoid thoughts
- **Help Leah develop a SMART goal to improve her sleep habits.**

SMART Goal Worksheet



Chapter 5

Conclusion



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Key Takeaways

- Turn an idea into action
- SMART Goals increase the likelihood of goal achievement
- Invest in the plan by setting intention early
- Clarify ideas & focus efforts
- Can be used in a variety of ways
- Can be revised and updated at any time

SPECIFIC
MEASURABLE
ATTAINABLE
RELEVANT
TIME - BASED



Additional Resources



CENTERS FOR DISEASE
CONTROL AND PREVENTION

[SMART Objectives Brief](#)



MENTAL HEALTH AND
DEVELOPMENTAL DISABILITIES
NATIONAL TRAINING CENTER

at the intersection of mental health and developmental disabilities

[SMART Goals Fact Sheet](#)





Thank You!!!

Please email

BH_ClinicalTrainingDepartment@Carelon.com

with any additional questions or concerns



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