



## How to Set SMART Goals for 2026

**DAY 1**

Part of our '12 Days of Learning' series – small ideas with BIG impact!

As we close out the year, now's the perfect time to get clear on where you're heading in 2026. Vague resolutions aren't good enough – whether you're developing your team, improving performance, or growing your business, **SMART goals** give you a structure that works.

SMART stands for **Specific, Measurable, Achievable, Relevant, and Time-bound** — a proven framework to turn intentions into results.

✅ **Specific** – Be clear on *what* you want to achieve. Avoid generalisations like “improve leadership”; instead, say “complete a leadership training programme.”

📏 **Measurable** – Define success in numbers. “Increase client satisfaction by 10%” is easier to track (and achieve) than “make customers happier.”

🎯 **Achievable** – Ambitious is good, but make sure your goals are realistic. Setting impossible targets leads to burnout, not progress.

📌 **Relevant** – Align goals with your business strategy. Ask: does this move us forward?

📅 **Time-bound** – Deadlines create momentum. Give every goal a timeframe — “by Q2 2026” is better than “someday.”

💡 **Try This Activity:**

Take 10 minutes to rewrite one of your 2026 goals using the SMART framework. Then share it with your team for feedback!

🧠 **Why It Matters:**

SMART goals build accountability, focus, and confidence — helping learning stick long after training ends.

