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| **SMART GOAL EXAMPLE** |

**EXAMPLE BEGINNING GOAL:** Improve Recruitment Efforts

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| ADD **SMART**ELEMENTS: | **A picture containing text  Description automatically generatedSpecific***Who? What? Where? Why?*  | **A picture containing text  Description automatically generatedMeasurable***How will I know when it is accomplished?*  | **Icon  Description automatically generatedAchievable***Can objectives pertaining to the goal be carried out? How?* | **Shape, icon  Description automatically generatedRelevant***How does this goal help you to meet your overall objective?* | **Icon  Description automatically generatedTime-bound***Completed/ milestones achieved by end of Performance period* |
|  | * Increase USF Recruiting Brand and employee value proposition
* Improve candidate experience
* Reduce non value-add efforts
* Improve time to fill roles
 | * Revamped online recruitment training deployed to 50% of population
* Improve time to fill roles by 30%
* Candidate experience scores
 | Train advisory groups, hiring committees and hiring managers on best practices to improve candidate experience | Improved candidate experience and faster fill time will result in USF attaining best-in-class talent  | Measurement period ending June 30, 2022 |
| **EXAMPLE SMART GOAL**: Increase USF Recruiting Brand and employee value proposition by: deploying a training to search advisory groups, hiring committees and to hiring managers by June 30, 2022. Training will improve candidate experience and recruitment interactions decreasing non value-add recruiting efforts by 50%. We will measure this effort by the creation of candidate experience scores and by improving time to fill roles by 30% |

**SMART GOAL WORKSPACE**

Write your beginning goal in the box below:

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| **Goal:** |
| Add***S****pecific,* ***M****easurable,* ***A****chievable,* ***R****elevant and* ***T****ime-bound* elements in each corresponding box to the right. | A picture containing text  Description automatically generated**Specific***Who? What? Where? Why?*  | A picture containing text  Description automatically generated**Measurable***How will I know when it is accomplished?*  | Icon  Description automatically generated**Achievable***Can objectives pertaining to the goal be carried out? How?* | Shape, icon  Description automatically generated**Relevant***How does this goal help you to meet your overall objective?* | Icon  Description automatically generated**Time-bound***Completed/ milestones achieved by end of Performance period* |
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| **Consolidate the information from the boxes above into a SMART Goal here:** |

**SMART GOAL WORKSPACE**

Write your beginning goal in the box below:

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| **Goal:** |
| Add***S****pecific,* ***M****easurable,* ***A****chievable,* ***R****elevant and* ***T****ime-bound* elements in each corresponding box to the right. | A picture containing text  Description automatically generated**Specific***Who? What? Where? Why?*  | A picture containing text  Description automatically generated**Measurable***How will I know when it is accomplished?*  | Icon  Description automatically generated**Achievable***Can objectives pertaining to the goal be carried out? How?* | Shape, icon  Description automatically generated**Relevant***How does this goal help you to meet your overall objective?* | Icon  Description automatically generated**Time-bound***Completed/ milestones achieved by end of Performance period* |
|  |  |  |  |  |
| **Consolidate the information from the boxes above into a SMART Goal here:** |