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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:** | | | | | |