SMARTS for real

# Create a realistic SMARTS objective . . .

. . .for one of your team. Remember to make it realistic

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| SMARTS objective |
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# Feedback

For your feedback you need to:

1. Ask your colleague to make sure the objective is realistically in the person’s capabilities
2. Ask your colleague to confirm in what way(s) it is stretching for the person

Provide your feedback notes here on its robustness as a:

* Measurable objective
* Time bound objective

## Devil’s advocate

As the feedback person, try your hardest to find a weakness in the objective. Where could there be the seeds of vagueness or impreciseness in the objective? How could a person wriggle out of it?