

# Appendix H: SMART Hom Phiaj

S.M.A.R.T. hom phiaj yog ib qho tswv yim tshiab. Xyoo 1981, George T. Doran, ib tug neeg pab tswv yim thiab tau ua tus coj dhau los rau Washington Water Power Company, tawm ib daim ntawv hu ua, "There's a S.M.A.R.T. Way to Write Management's Goals and Objectives." Hauv daim ntawv, nws qhia txog S.M.A.R.T. hom phiaj los ua ib qho khoom rau yus tsim tswv yim thiaj li pab tau yus ua tiav yus lub hom phiaj kom zoo. SOURCE: <https://www.smartsheet.com/blog/essential-guide-writing-smart-goals>

SMART hom phiaj yog:

- SPECIFIC – Npaj cov hom phiaj kom tseeb heev.
- MEASURABLE – Cov hom phiaj yuav tsum ntsuas tau.
- ATTAINABLE – Ua tau tseeb. Yuav tsum npaj cov hom phiaj uas ua tau tiag tiag.
- RELEVANT – Qhov kom luag yuav hwm yus, qhov hom phiaj yuav tsum phim thiab tseem ceeb rau tus neeg kawm.
- TIMELY– SMART hom phiaj ua tiav raws sijawhm thiab ntsuas tau.

EXAMPLE: Qhov yuav pab kuv daim license, kub mam kawm ib qho Infant/Child CPR cob qhia tim Mankato tsis pub dhau September.

EXAMPLE: Qhov yuav txhawb kuv kev txawj qhia ntawv, kuv yuav nyeem ib daim ntawv ib zaug ib hlis txog training thiab qhia tau peb qho kawm rau hauv qhov sib ntsib.

Hom phiaj 1:

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Cov kauj ruaj kuv yuav ua thiaj li ntsib qhov hom phiaj:

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Hom phiaj 2:

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Cov kauj ruaj kuv yuav ua thiaj li ntsib qhov hom phiaj:

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Hom phiaj 3:

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Cov kauj ruam kuv yuav ua thiaj li ntsib qhov hom phiaj:

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Notes:

