

HARD Goals Plan

Overview: HARD goals are heartfelt, animated, required, and difficult (or challenging) goals that are intended to help you really think about areas you want to grow in and what that looks like. It helps identify mentors, directs the activities you choose to partake in, and solidifies an ongoing action plan. It emphasizes the fact that long-term goals can be worked on today and the right amount of challenge can drive motivation.

This HARD goals template provides a user-friendly format for articulating your goals and should be used in collaboration with your supervisor and mentor. We encourage you to adapt it as you see fit for your needs.

Goals	H: Heartfelt	A: Animated	R: Required	D: Difficult
	<i>Describe 3 reasons why you want to achieve this goal. Your reasons can be intrinsic, extrinsic, or personal.</i>	<i>Think about where you want to be as it relates to this goal and describe to me exactly what you're doing a year from now.</i>	<i>What do you need to have accomplished by the end of the next 3 months to keep on track toward achieving this goal? What's one thing you need to accomplish today?</i>	<i>What is your biggest challenge you have in achieving this goal? How can we work together to overcome this challenge?</i>
Goal 1:				
Goal 2:				
Goal 3:				

Adapted from: [HARD Goals, Not SMART Goals, Are the Key to Career Development](#), Forbes. June 17, 2017.