

Setting Clear and Achievable Goals

FacDev in 5 KEY TAKEAWAYS



Watch the FacDev in 5 Video featuring Dr. Adele Meron, Associate Professor, PM&R. tinyurl.com/FD5-Goals

Key Takeaways



Use these five practices to help learners set and achieve meaningful goals.

1

Set Specific Goals

Define clear, measurable objectives that give learners a target and a way to know when they've succeeded.

2

Make Goals Appropriately Challenging

Encourage growth and build confidence with stretch goals that are ambitious yet attainable.

3

Build Commitment

Generate buy-in by partnering with learners to set meaningful goals they believe they can achieve.

4

Provide Feedback

Use regular feedback to guide growth and keep learners progressing toward goals.

5

Support Strategy Development

Help learners tackle complex goals by breaking them into steps, modeling approaches and sharing examples.



Dive Deeper

Ali-Renshaw H.S. et al. [Re-evaluating goal setting practices in medical education](#). *Clinical Teacher*. 2025.

Latham and Locke. [Self-regulation through goal setting](#). *Organizational Behavior and Human Decision Processes*. 1991.

Locke and Latham. [New directions in goal-setting theory](#). *Current Directions in Psychological Science*. 2026.

