

## Team Goals

A team goal is an end that the team strives to reach; it directly supports both the mission of the team and the organization's vision. Teams that agree on their agenda can direct their energies toward task accomplishment.

Effective team goals are determined by all team members. When everyone takes part in establishing the overall goals of the team, individuals on the team have a clear understanding of what is expected and can develop a commitment to working with one another in pursuit of team goals.

Goals provide focus and direction for good teamwork. They specify the direction needed for the effective utilization of the team resources. Without common goals, the team will be unproductive and eventually flounder. Common agreed upon goals serve to motivate team members to achieve success.

*Common goals provide team members with:*

- ❖ Purpose: What needs to be done?
- ❖ Clarity: What does the outcome look like?
- ❖ Direction: What path must be followed?

Goals must be **S.M.A.R.T.**

- ❖ **Specific:** Goals must be easily understood. They must tell specifically what the team will accomplish.
- ❖ **Measurable:** Goals must be easily measured so that there is no question as to whether the team is successful or not in reaching the goals.
- ❖ **Attainable:** Goals must not be too difficult or too easy. If the goal is too challenging, the team may be frustrated if they cannot reach it. If the goal is not challenging enough, the team may not be motivated to accomplish it.
- ❖ **Relevant:** Goals must be congruent with the organization's stated desired future state and the team's mission.
- ❖ **Time Bound:** Goals must be guided by specific time parameters and deadline for completion