

Setting Clear and Achievable Goals

FacDev in 5 KEY TAKEAWAYS



Watch the FacDev in 5 Video featuring Dr. Adele Meron, Associate Professor, PM&R, Director of PM&R Residency Program.

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

Jerofke-Owen T.A. et al. [An educational intervention on mutual goalsetting for hospital nurses: A mixed-methods study](#). *Western Journal of Nursing Research*. 2026

Mangold A.S. et al. [Give it to me straight doc: A medical student perspective on effective goal-oriented clinical education](#). *Cureus*. 2024.

