



Mentee Goal Worksheet

SMART & GROW Formats

This worksheet helps you define a clear, actionable goal for your mentorship, giving your mentor and pod direction while keeping you focused and purposeful throughout the program. This program is built on Outcome-Based Mentoring (OBM), meaning your pod discussions and accountability will center on progress toward this defined goal.

How to Use

- Select **one goal** to focus on during the 6-7 week mentorship term.
- Break larger ambitions into a specific outcome you can realistically achieve within 7 weeks.
- Use either **SMART** or **GROW** format.
- Complete before orientation and bring it for discussion
- Don't aim for perfection—clarity will improve through conversation

A strong goal is:

- Important to you
- Achievable in 7 weeks
- Specific and actionable

SMART Element	Prompt	Your Goal (Type Here)
S – Specific	What exactly do you want to accomplish? Why does it matter?	
M – Measurable	How will you know you're successful?	
A – Achievable	Is it realistic given your time, energy, and resources?	
R – Relevant	How does it connect to your career or personal growth?	
T – Time-bound	What's your target date? Can it fit within 7 weeks?	



GROW	Prompt	Your Goal (Type Here)
G – Goal	What’s your desired outcome?	
R – Reality	Where are you now? What challenges exist?	
O – Options	What strategies or supports could help?	
W – Way Forward	What’s one action you’ll take this week?	

Outcome Alignment Check

Before finalizing your goal, confirm:

- ☐ This goal is achievable within 7 weeks
- ☐ This goal is within my control
- ☐ This goal represents progress, not perfection
- ☐ I can clearly explain what success looks like

If you cannot confidently check all four, refine your goal.

My 7-Week Success Statement

At the end of this mentorship term, I will know I was successful if:

I agree to share my goal with my pod and provide weekly updates on progress.