

## Goal-Oriented Assessment of Learning (GOAL)

### **A. Career goals (private practice, academics, advocacy, leadership, research, writing etc.)**

*Long-term* (>5 years away)

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

*Short-term* (next 5 years of career)

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

### **Why is this my calling and what are my core values?**

1. Calling: \_\_\_\_\_
2. Core values: \_\_\_\_\_

### **B. Goals to meet by the end of residency that will help to reach my career goals**

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

### **C. Self-assessment of areas of confidence and challenge**

Think about patient care (outpatient, inpatient, procedures), medical knowledge, population health, evidence-based practice, professionalism, and communication.

#### **Areas where I am confident:**

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

#### **Areas where I am challenged:**

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

### **D. Pursuits to help achieve goals:**

*For each pursuit (that pertains to you) describe the following:*

1. What am I **currently doing**?
2. What would I like to **do in the future**?
3. What are the **next steps** to make my future goals happen?
4. How is this pursuit **related to my larger career goals**?

**Clinical skills** (obstetrics, procedures, etc.):

Current activities: \_\_\_\_\_

Future goals: \_\_\_\_\_

Next steps: \_\_\_\_\_

Relation to career goals: \_\_\_\_\_

**CME/conferences:**

Current activities: \_\_\_\_\_

Future goals: \_\_\_\_\_

Next steps: \_\_\_\_\_

Relation to career goals: \_\_\_\_\_

**Committees:**

Current activities: \_\_\_\_\_

Future goals: \_\_\_\_\_

Next steps: \_\_\_\_\_

Relation to career goals: \_\_\_\_\_

**Community project/community health:**

Current activities: \_\_\_\_\_

Future goals: \_\_\_\_\_

Next steps: \_\_\_\_\_

Relation to career goals: \_\_\_\_\_

**Electives** (local, international):

Current activities: \_\_\_\_\_

Future goals: \_\_\_\_\_

Next steps: \_\_\_\_\_

Relation to career goals: \_\_\_\_\_

**Information mastery** (staying current with medical literature, efficiently using evidence-based resources to answer questions):

Current activities: \_\_\_\_\_

Future goals: \_\_\_\_\_

Next steps: \_\_\_\_\_

Relation to career goals: \_\_\_\_\_

**Leadership:**

Current activities: \_\_\_\_\_

Future goals: \_\_\_\_\_

Next steps: \_\_\_\_\_

Relation to career goals: \_\_\_\_\_

**Medical knowledge** (self-study, reading, etc.):

Current activities: \_\_\_\_\_

Future goals: \_\_\_\_\_

Next steps: \_\_\_\_\_

Relation to career goals: \_\_\_\_\_

**Pathway** (integrative medicine, global health, women's health, etc.):

Current activities: \_\_\_\_\_

Future goals: \_\_\_\_\_

Next steps: \_\_\_\_\_

Relation to career goals: \_\_\_\_\_

**Presentations**

*Journal Club*

Current activities: \_\_\_\_\_

Future goals: \_\_\_\_\_

Next steps: \_\_\_\_\_

Relation to career goals: \_\_\_\_\_

*Primary Care Conference*

Current activities: \_\_\_\_\_

Future goals: \_\_\_\_\_

Next steps: \_\_\_\_\_

Relation to career goals: \_\_\_\_\_

**Scholarly project:**

Current activities: \_\_\_\_\_

Future goals: \_\_\_\_\_

Next steps: \_\_\_\_\_

Relation to career goals: \_\_\_\_\_

**Service**

*Professional*

Current activities: \_\_\_\_\_

Future goals: \_\_\_\_\_

Next steps: \_\_\_\_\_

Relation to career goals: \_\_\_\_\_

*Public/community*

Current activities: \_\_\_\_\_

Future goals: \_\_\_\_\_

Next steps: \_\_\_\_\_

Relation to career goals: \_\_\_\_\_

**Teaching:**

Current activities: \_\_\_\_\_

Future goals: \_\_\_\_\_

Next steps: \_\_\_\_\_

Relation to career goals: \_\_\_\_\_

**What other pursuits/activities do I have that do not fit into a category?**

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

**E. Three SMART goals for the next 6 months (Specific, Measurable, Achievable, Relevant, Time-based):**

1. \_\_\_\_\_

Plan for achievement: \_\_\_\_\_

2. \_\_\_\_\_

Plan for achievement: \_\_\_\_\_

3. \_\_\_\_\_

Plan for achievement: \_\_\_\_\_

**F. Three SMART goals in your personal life:**

1. \_\_\_\_\_

Plan for achievement: \_\_\_\_\_

2. \_\_\_\_\_

Plan for achievement: \_\_\_\_\_

3. \_\_\_\_\_

Plan for achievement: \_\_\_\_\_

**G. Team members** (mentors/potential mentors, faculty, residents, classmates staff, faculty in other departments, other people who will help me meet my goals).

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_

5. \_\_\_\_\_

6. \_\_\_\_\_

7. \_\_\_\_\_

8. \_\_\_\_\_

9. \_\_\_\_\_

10 +. \_\_\_\_\_

**Resident GOAL Supplement**  
(Guide for updating GOAL every 6 months)

- A. Is this still my career goal? If not what has changed?
- B. What were my residency goals? Have these changed?
- C. List again 3 areas of confidence and challenge? In what ways have these evolved in the past 6 months?
- D. Review your progress in each of the pursuits. Redefine your goals and next steps in each pursuit. What is going well? Where are the obstacles?  
  
What other things am I doing that don't fit into a category?
- E. What are my main goals for the next 6 months?
- F. Have I asked my mentors/guides to be part of the team? Is there anyone who no longer fits? Who should I add?