



The definition of SMART goals is a fundamental step in the coaching process for LGBTQ+ individuals. It allows for the clarification of the person's aspirations and structuring of the support around concrete and achievable goals. The SMART methodology offers a precise framework for formulating relevant and motivating goals.

The term SMART is an acronym that outlines the five criteria of a well-defined goal: Specific, Measurable, Achievable, Realistic, and Time-bound. A specific goal is clear, precise, and unambiguous. It answers the questions "What?", "Who?", "Where?", and "How?". For example, "Coming out to my parents within three months" is more specific than "Accepting my homosexuality".

A measurable goal can be quantified or objectively evaluated. It allows for the tracking of progress made and knowing when the goal is achieved. Numerical indicators or explicit success criteria are useful. For example, "Participating in at least two LGBTQ+ association events per month" is measurable, unlike "Getting involved in the LGBTQ+ community".

An achievable goal is a stimulating challenge but is achievable considering the person's resources and skills. It must not be too easy, nor unrealistic as it risks demotivation. The coach helps in evaluating the feasibility of the goal and, if necessary, proposes to resize it in progressive steps.

A realistic goal is consistent with the person's overall situation and fits into their life project. It takes into account external constraints and possible obstacles. For example, "Starting a gender transition parallel to my studies" may be realistic for a person with support, less so for someone in a precarious situation.

Finally, a time-bound goal has a specific deadline. Dating the achievement of the goal strengthens commitment and allows for the anticipation of intermediate stages. "Joining an LGBT+ association within a month" invites action more than "Getting involved in an association one day".

Co-constructing goals is paramount. The coach helps the person identify their priorities and translate them into SMART goals, without imposing them. He ensures the consistency of the goals with each other and with the person's overall project. It may be wise to rank the goals (short, medium, and long term) and start with encouraging "small victories".

The definition of SMART goals integrates with other coaching tools, like the wheel of life or the situation review discussed in sub-module 8.3. It gives direction to the support and allows for the evaluation of progress over the course of the sessions. Goals may be refined or readjusted depending on the evolution of the situation and the realizations.

Let's take the example of Karim, a 35-year-old gay man who wants to become a father. His initial goal "Starting a family" is reworked with the coach to become: "Inform myself about the different paternity options (Surrogacy, co-parenting, adoption) within two months, then choose the one most suitable for my situation and start the necessary procedures within 6 months". This SMART goal clarifies the steps to take and sets a precise time frame.

The definition of SMART goals empowers and motivates the person being supported. It allows them to project themselves and concretely visualize the desired changes. The coach is there to support the action and help overcome any potential blocks. Celebrating achieved goals reinforces the feeling of competence and encourages aiming higher.

Points to remember:

- The definition of SMART goals is essential in coaching LGBTQ+ individuals to clarify their aspirations and structure the support.
- SMART is an acronym that outlines the five criteria of a well-defined goal: Specific, Measurable, Achievable, Realistic, and Time-bound.
- A specific goal is clear and precise. A measurable goal can be quantified. An achievable goal is feasible considering the person's resources. A realistic goal is consistent with their overall situation. A time-bound goal has a specific deadline.
- The co-construction of goals between the coach and the person being supported is paramount to ensure their relevance and the person's commitment.
- The definition of SMART goals integrates with other coaching tools and gives direction to the support, allowing for the evaluation of progress.

- Goals may be refined or readjusted over the course of the sessions depending on the evolution of the situation.

- The definition of SMART goals empowers and motivates the person being supported, allowing them to concretely project themselves. The coach is there to support the action and celebrate successes.