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| **What is to be achieved** | My objective is . . . so that . . . what happens . . . |
| **What tasks, actions and projects to be completed will contribute to completion of this performance objective** | List of specific tasks and actions I will take. Include a variety of approaches when appropriate. How will I accomplish this? What will I do to achieve this? What actions will I take? |
| **What deliverables are expected** | The deliverables are . . . a positive result looks like . . . what changes are . . . |
| **What are the dependencies** | What could hinder me from achieving my goal if not addressed? |
| **How often will progress be reviewed** | Set regular cadence. When I review my progress, am I considering the impact on me, my team, our location, other teams, and the organization? |
| **What resources and support are needed to accomplish this objective** | What do I need from my mentor, my team, my manager, my business partners . . . |
| **How will successful achievement be measured** | Provide specific criteria of how to measure success . . . what steps beyond the basics will you take? What behavior changes will you see in yourself and others? What do you observe, hear, and experience? |
| **What is the expected completion date** | These objectives will carry you through the AIM program. You may want to continue working on or at least checking in on your development beyond the program. |