**Changing Factors & S.M.A.R.T.**

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**Internal and external factors that impact a nursing organization and its ability to change**

The nursing organization is a dynamic environment that experiences several challenges. A variety of factors affect service delivery in nursing organizations (Manomenidis, Panagopoulou, & Montgomery, 2019). Accordingly, good leadership and teamwork in the sector can make a significant difference in tackling these challenges. The leaders need to perform constant evaluation processes to determine the factors affecting the organization's success and ability to change. These factors generally fall into two categories; internal and external factors. By understanding these factors, the nursing organization can provide better patient care.

The internal factors define the environment in which healthcare services are offered and the required resources for adequate service provision. Several factors are immediately evident when looking at internal challenges in an organization (Manomenidis, Panagopoulou, & Montgomery, 2019). These include communication, leadership and management styles, organizational culture and structure, employee competence, staffing, working environment, and collaborative care approach. The primary barrier to the success and ability to change in an organization is organizational culture. It focuses on the organization's values, norms, assumptions, and beliefs. Quality healthcare provision depends on practical values that support the practice.

On the other hand, the external factors include technological, legal, economic, and social-cultural elements. The nursing organization should be aware of the technological advancements in care delivery (Manomenidis, Panagopoulou, & Montgomery, 2019). Such knowledge ensures that the staff is equipped with the necessary skills to use such technology and remain competitive. Additionally, the nursing organization is affected by social-cultural elements. These encompass society characteristics like diversity and preferences. Therefore, nursing staff should deliver culturally competent care that ensures quality care to everyone despite their affiliation. Moreover, the role of the government is expanding and is a primary external factor affecting healthcare organizations.

**Describe the characteristics of S.M.A.R.T. goals**

Goals and objectives play a vital role in the progression of an individual's life and career. SMART is an acronym that highlights the characteristics of excellent objectives and goals (Ajibade, 2021). These goals are essential in tracking an individual's professional progress and establishing a framework for career advancement. SMART goals identify what an individual should do, the conditions to do it, and the standards to be followed in the process. Similar to other long-term projects, a solid plan is essential in managing professional paths. SMART goals are specific, measurable, achievable, relevant, and time-bound.

An individual should be specific and clear when setting goals and objectives. According to Ajibade (2021), Each goal provides an indication as to the expected outcome, along with the proposed interventions required to meet the patient’s problems/needs, all of which must be patient centered. Objectives should always determine the who, what, why, where, and when to specify what needs to be done and when it will be completed.

Secondly, goals and objectives should be measurable and focus on observable outcomes and actions. An individual should always find a way to measure progress (Ajibade, 2021). Setting measurable goals provides an opportunity to maintain motivation and celebrate victories. Therefore, goals should always have clear milestones and a defined finish line.

Thirdly, a SMART goal should be achievable. While goals should be challenging, they should be within an individual's reach (Ajibade, 2021). If there are inadequate resources and tools to realize the goal, it will fail. Furthermore, the goals should be relevant and instrumental to the individual and mission of an organization. Setting irrelevant goals can waste time and kill an individual's motivation. Therefore, while aiming for the stars, individuals and organizations should always keep their goals rooted on the ground.

Lastly, SMART goals should be time-bound. Individuals and organizations should always ensure a specified and reasonable timeframe to achieve their goals (Ajibade, 2021). Deadlines ensure that goals have the maximum effect. A target timeline and a milestone for goals better indicate progress. Furthermore, setting timeframes is a form of motivation and can help determine if the organization or individual needs to increase their efforts.

**References**

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