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| **Goals versus Objectives** |
|  | **GOAL** | **OBJECTIVE** |
| What it is | Purpose toward which an endeavor is directed | Something that your actions are intended to attain or accomplish |
| Type of action | General, generic; an outcome toward which you strive | Specific action that helps you reach your goal; a specific, attainable step toward your goal |
| Measurement | Usually not strictly measurable or tangible | Tangible and measurable (or can be made measurable) |
| Timeframe | Long term | Medium to short term |
| Examples | I want to achieve success in the field of genetic research and do what no one else has done.  | I will complete my doctoral dissertation on “Subject X from the genetic research field “ by June 2015.  |
| My long-term career goal is to advance methods used in measuring and reducing hospital-acquired injury among older hospitalized patients through independently funded research. | Specific objectives include the following: 1) To learn skills for the conduct of a systematic review, 2) To advance my statistical expertise for outcomes prediction with research and training in dynamic transitional modeling of acute brain dysfunction, 3) To learn skills in health-system evaluation, decision analysis, and clinical trial design during a Master’s inPublic Health (MPH) degree program |
| The overarching goal during this award period is to become an expert and independent investigator in the clinical and translational study of acute kidney injury (AKI).  | My objectives include: 1) To develop and execute research examining the performance of novel biomarker panels in the early detection and prognosis of AKI in critically ill patients, 2) To prepare and successfully compete for an R01 award during years 4 and 5 of this award |