SM	ΔR	TI	โลร	ks
J1-11	$\boldsymbol{\neg}$		us	175

Specific - Measurable - Agreed - Realistic - Time-bound

skill or ability area	specific task (what is the task or objective? attach details if appropriate)	measures (standards and parameters)	agreed (is it?)	realistic (is it?)	timings (start/finish dates)	comments/actions (follow- up notes - attach details if appropriate)

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