

Year Reflection Tool



A systemic pause before moving forward

This reflection is not about goals, targets, or performance metrics. It's about understanding what truly supported your progress - and why.

Growth doesn't come from doing more.

It comes from designing systems that can sustain what matters.

Use this tool:

- individually, for personal or professional reflection
- with leadership teams
- or as a collective reflection before annual planning.

1. What genuinely worked for you this year - and why?

Focus on what actually made a difference, not what simply felt good.

2. What supported that progress?

Think beyond effort. What structures, rhythms, relationships or conditions supported it?

3. What did you learn about how you work best?

Consider focus, decision-making, pace, and collaboration.

4. What felt sustainable - and what didn't?

Not what was easy, but what you could realistically maintain over time.

5. What does your system need more of going forward?

Not goals yet - conditions, capacity, clarity, alignment.

This reflection doesn't require immediate action.

Not every insight needs to be translated into a decision.

Use what you noticed to inform future choices - not to rush them.

Planning comes next.

Direction comes next.

For now, awareness and clarity are enough!



Before moving forward



We work with leaders, teams and organizations to design systems that support sustainable growth - from the inside out.

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