

Year

Direction

Tool



A systemic step from reflection to direction

Based on what you now understand, this tool supports the definition of direction - before goals are set and plans are made.

Direction before goals.
Systems before plans.

Use this tool:

- individually, for personal or professional direction
- with leadership teams
- or as a collective step after reflection.

1. What needs to continue - and what needs to change?

Focus on what deserves to move forward, what no longer fits.

2. What truly matters?

Not everything - what makes a difference.

3. What are the 2-3 areas that need your intentional focus this year?

Which areas require active attention - and which can remain in maintenance mode.

4. By the end of this year, how do you want each area to feel or function?

Think in terms of direction and quality - not targets or outcomes.

5. What needs to change in your system to support this direction?

Consider structures, rhythms, boundaries, or agreements that need to be redesigned or strengthened.

6. What are one or two small, intentional moves you can take first?

Steps that are coherent with your direction - not a full plan.

7. When and how will you pause to revisit your direction?

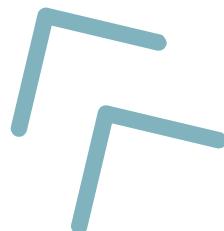
What will help you notice when adjustment is needed?

► *from reflection to direction* ◄

The purpose of this tool is not to create pressure for goal setting or rigid plans.

Direction is enough for now.

What matters is moving forward in a way your system can actually sustain.



Moving forward *with* direction



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

#StartToGROW