

# 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

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