

## Self-Reflection on Past 12 Months

**NAME:**

**DATE:**

*Reflect on past accomplishments and disappointments both professionally and personally over the past year, please be specific, so you can discuss with your manager.*

1. What were **your** (professional and personal), and **your team/company's** most significant accomplishments this past year?
2. What specific contributions did you make to these successes?
3. What do you feel were **your** (professional and personal) and **your team's/company's** most significant disappointments this past year?
4. What are your two weakest skills that are hindering you from achieving better results?

*Self-reflect on your strengths and weaknesses as an individual and their impact on your effectiveness and success in the organization, please be specific, so you can discuss with your manager*

1. What is one thing that, if I stop doing in the next 12 months, will make me a more effective team member?
2. What is one thing that, if I start doing in the next 12 months, will make me a more effective team member?
3. What are the two behaviors others would say you could develop to become more effective within the organization?
4. What are your **self-limiting beliefs** that are preventing you from achieving what you want and need to achieve?

*Reflect on your future goals and accomplishments, please be specific, so you can discuss with your manager. Answer questions with the belief that resources are unlimited.*

1. What is the one thing that you would like to accomplish in the next 12 months that would provide you with a sense of pride?
2. What one thing would you like to accomplish in the next 12 months that would develop additional skills and knowledge that will help you get closer to your 5 year career goals?
3. What one thing do you want to accomplish in the next 12 months that will move the organization closer to it's vision?