



## Your Annual Leader Review (ALR)

It's time to consolidate the learning from your past year so you can convert it into embodied wisdom and a leadership asset. This document is intended to help you take the actions, experiences, and exercises you've engaged in over the past year and capture the learning so you can up-level your preparation and response mechanism next year.

First, let's start with your wins. Big or small, what were the risks you took, the meaningful masochism you engaged in and/or the positive deviance you embraced over the past year? Think of this as your highlight reel that can both remind you why you're highly capable and be a resource to point out the qualities and behaviors that put you on the path of excellence.

### WINS

Describe the situation & action you took	What's important to remember moving forward?



If 'wins' are great for building confidence, then pain is great for building strength and wisdom. Remember, a muscle that tears will build back stronger. Your job is to remove the scar tissue (unproductive narratives) and convert the pains, mistakes and fumbles into critical lessons that one day you'll think of as essential to your overall growth and development as a leader. What were your biggest challenges, mistakes or fumbles this past year? If you had a do-over, how would you respond differently? Think of these as your annual PAINS in your C.S.P. inventory. Big or small, they all serve great learning and will impact your leadership trajectory in a positive way. IF you extract the learning...

Describe the situation and action/inaction	What would you do differently?



## OVERALL REFLECTION

When I reflect on my past year, I am most proud of:

In the upcoming year, I MUST remember...

What I want most for my team in the upcoming year is...

What I want most for myself in the upcoming year is...