

December, 2011
Looking Back on 2011. Looking Forward to 2012:

An Appreciative Year-end Review
(Individuals and Partners version)

LOOKING THROUGH THE REAR-VIEW MIRROR AT 2011:

Think back to exactly one year ago. How were your life and work going? What were you looking forward to for 2011?

Write down two High-point events or accomplishments in your **PERSONAL LIFE in 2011.**

Note: in deciding whether a given event/accomplishment was a “2011 High-point”, use the following criteria. (Any of the three could make it a High-point. If all three apply, it’s very likely a High-point.)

- It was significant: it *mattered*;
- You weren’t sure you could bring it into being;
- Its occurrence surprised (and delighted) you.

1. _____

2. _____

Now write down two High-point events or accomplishments in your **WORK LIFE in 2011**.

Note: in deciding whether a given event/accomplishment was a “2011 High-point”, use the following criteria. (Any of the three could make it a High-point. If all three apply, it’s very likely a High-point.)

- It was significant: it *mattered*, to you and possibly to others;
- You weren’t sure you could bring it into being;
- Its occurrence surprised (and delighted) you.

1. _____

2. _____

Write down one **REGRET** (if there was one) either personal or work-related.

- An opportunity you didn’t pursue, or didn’t give your all;
- Something you gave your best, but the required conditions didn’t all fall into place;
- An event that occurred, that you wish had not (e.g., illness that you had, or someone close to you had; departure of major client; ending of a personal relationship).

“I regret _____”

What lessons did you learn from the experience, or from the missed opportunity? How can you use that experience, those lessons, in 2012?

Summing up 2011:

What are 2011’s lessons and gems for you? What do you want to remember indelibly, even as the past year’s specifics fade and disappear?

PEERING THROUGH THE WINDSHIELD AT 2012:

What are you excited about for 2012, in your personal life, work life, anywhere else?

In what way(s) does your 2012 vision (i.e. what you're excited about for the coming year) build on lessons and gems from your 2011?

If you gave 2012 a title (e.g., “The Year I ...” “The Year of ...”, “The Year That” ...), what would it be?

“*2012: The Year ...* _____”

What's the greatest opportunity that's looming for you in 2012?

What's required for you to capitalize on that opportunity? What supports and resources do you need to set in place?

What could get in the way of your bringing this opportunity into being?

Imagine it's now one year in the future: what do you want to say about how 2012 was?

A Revolutionary New Year's Resolution

What aspiration, goal, etc. would you go after if you really "went for it" in 2012? If you had the guts, the inspiration, the calling, *what would you "finally" tackle?*

"I would _____"

What can you do – what would it require – for you **to mobilize -- to "go for it?"**

1. _____

2. _____

3. _____

REFLECTING ON YOUR 2011 YEAR-END REVIEW and 2012 ANTICIPATION:

- What was the experience like for you?

- What did you learn?

- What surprised you?

- How did/do you feel?

- What are you primed to do?

- By what date will you do it?