

-2021-

# Your Year in Review

*A Workbook for Reflecting on the Past Year  
and Planning for the Future*



A NEXT-LEVEL RESOURCE™ FOR THE MASTER PHYSICIAN LEADER



# REFLECTING ON 2021

## Acknowledge Thyself

It's one of the hardest things for physicians to do – to acknowledge their accomplishments. It demands recognizing our gifts and talents, which can feel like bragging or boasting. It also requires reflection and evaluating the past with a perspective of optimism and pride. Make a list of FIVE achievements in 2021 that made you proud. You can have more than 5 and you are encouraged to identify more than five. These could be anything: being a great team member, being the best Mom or Dad during a pandemic, providing financial stability for my family, presenting an engaging and informative presentation to my colleagues that I am passionate about, etc.

List your accomplishments here:

Now, list the 3 that brought you the most joy. What about you made them successful?

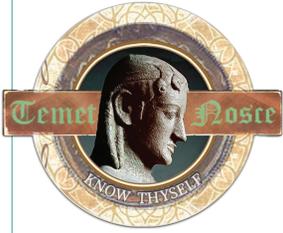
LEADERSHIP PRINCIPLE  
“REFLECTION. LOOKING BACK SO  
THAT THE VIEW LOOKING FORWARD  
IS EVEN CLEARER.”

- UNKNOWN



## Know Thyself

Make a list of the areas in which you excel; those for which you have been recognized and/or rewarded. You are encouraged to list as many as possible, but please list at least 5.



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Now, rank your top 5 in the order of strength (with 1 being your “super-zone” of genius).

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Do the same for your growth opportunities. (*Nobody's perfect, leader friend! Sorry!*) Knowing in which areas you have room to grow can remind you that you are in a pursuit of excellence, understanding this can *also* help you in delegating to others for whom those areas are strengths. Small improvements can add up to big impacts. Instead of you spending hours and hours trying to get something off the ground, delegate it to someone else who can make it soar in half the time exerting half the effort.

List your growth opportunities here:

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Now, list the 3 areas where you struggled in 2021, those that consumed a lot of time or energy and resulted in little joy.

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What was the single most challenging area for you?

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Now, list 3 things that you learned about yourself in 2021 and how you are going to apply those learnings to 2022.

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## LEADERSHIP PRINCIPLE

“CHALLENGES MAKE YOU DISCOVER THINGS ABOUT YOURSELF THAT YOU NEVER REALLY KNEW.”

- CICELY TYSON

# NEW YEAR. NEW LEADERSHIP GOALS. PLANNING FOR 2022

What do you notice about your leadership skills that you may have not noticed before? When were you at your best in 2021? When were you far from the best version of yourself? Use “I am ...” statements.

What are 3 things you *really* want to accomplish in 2022?

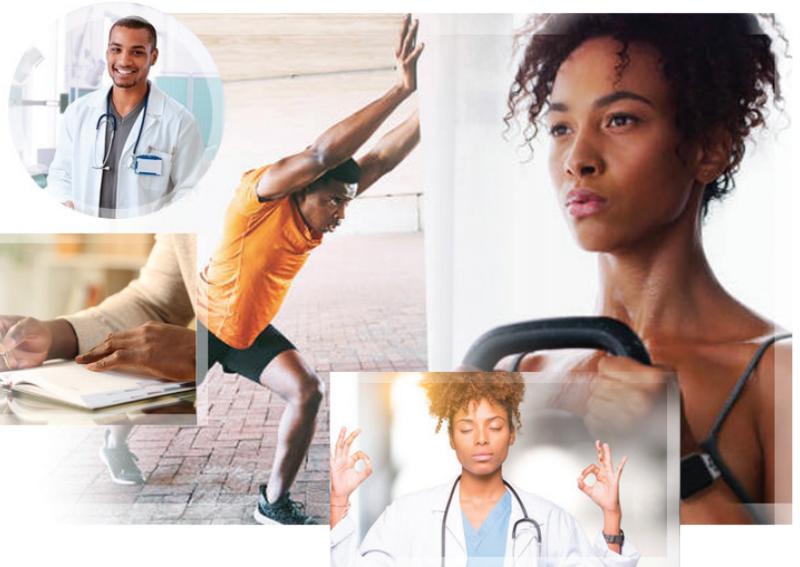
Who do you want to BE in achieving your goals? How authentic are you being in sharing your own experiences?

What are you willing to do to improve your leadership skills on the way to achieving your goals? What resources/ support would be helpful to you?

## LEADERSHIP PRINCIPLE

“WE MUST NOT, IN TRYING TO THINK ABOUT HOW WE CAN MAKE A BIG DIFFERENCE, IGNORE THE SMALL DAILY DIFFERENCES WE CAN MAKE WHICH, OVER TIME, ADD UP TO BIG DIFFERENCES THAT WE OFTEN CANNOT FORESEE.”

– MARIAN WRIGHT EDELMAN



### **Recognize Thyself**

Celebration is about creating a reminder of a past success. It is fun and meaningful, and most importantly, it serves as a reminder of the value of hard work in the face of future adversity. List ways to celebrate your 2021 accomplishments. If you have already celebrated (*Kudos!*), list how you recognized those achievements and the times you had to put in a lot of effort.

Imagine it is a year from now and you've accomplished all of your 2022 goals. How are you going to celebrate? What did you do to celebrate each accomplishment along the way?



## LEADERSHIP PRINCIPLE

THERE IS NO SUCH THING AS PERFECTION.

SET A BAR FOR EXCELLENCE, PURSUE IT WITH PASSION,  
MEASURE YOUR PROGRESS, AND CELEBRATE EACH ACCOMPLISHMENT.

### MY VISION FOR 2022

Declare out loud, “My ONE-WORD for 2022 is

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