



## From Report Card to Roadmap

It's that time of year - self-assessments, performance reviews, and the annual "how-did-I-do" conversation. For many leaders, it's a mix of pride, discomfort, and maybe a little déjà vu ("Didn't I write this same goal last year?").

But here's the reframe: a performance review isn't a judgment day - it's a strategic checkpoint. It's your chance to tell the story of your growth, to translate a year's worth of effort into insight, and to set the tone for what's next. Ohhhh...opportunity abounds!

Here's how to approach it with a growth mindset along with some power prompts to get the reflection juices flowing:

1. **Start with reflection, not justification.** Instead of rushing to defend your results, ask yourself: What did I learn this year? What surprised me? What stretched me? Growth doesn't always show up as a neat metric - sometimes it's in the complexity you learned to handle.
2. **Look for patterns, not perfection.** Step back from the spreadsheet. What themes emerged? Maybe you built stronger cross-team trust, or learned to delegate more effectively. Patterns show progress - and progress is the true marker of growth.
3. **Frame challenges as experiments.** Every misstep had a hypothesis behind it. What did you test? What data did you get? Position your challenges as learning cycles, not failures. That's how leaders turn "mistakes" into momentum.
4. **Think ahead like a scientist.** Your 2026 goals aren't random - they're the next iteration of your professional experiment. What variables will you adjust? What outcomes are you optimizing for? That's how you shift from "checking boxes" to designing your evolution.

When you write your self-review, don't just say what happened, tell the leadership story behind the work. Leaders aren't only measured by what they did, but by how they created outcomes and how they are evolving.

Your growth story isn't written in a single bullet point... it's written in your momentum. Celebrate what worked, learn from what didn't, re-balance priorities, and position yourself for next year. So, let's turn this moment into something powerful - a chance not just to recap, but to reset.

Be Inspired. Be Inspiring.  
Stacie

## Client Story

Client Story: Director of Engineering at an Oil and Gas organization

My client came into our session groaning about her self-assessment. "It feels like I'm just listing deliverables," she said. "I feel like I just did my job. I don't know how to talk about it without sounding like I'm bragging." Spoiler alert: She did far more than "just her job."

Together, we mapped her impact across three lenses:

- **Business outcomes and value creation** (i.e. cost savings & reliability improvements)
- **People leadership and development** (i.e. built trust across a multi-disciplinary team)
- **Strategic visibility** (i.e. proactively engaged senior stakeholders)

Then she reframed her narrative from "I completed tasks" to: "I strengthened operational excellence and resilience, built cross-functional momentum, and created a foundation for scaling new capability in 2025." That single sentence changed the tone of her entire review. She submitted her review with confidence in how she created that impact rather than just listing a "was done" list.

Her leader commented that it was the most insightful reflection she'd ever submitted - and it opened a conversation about how to intentionally scale leadership capability across her group next year. My client was bringing clarity and a new maturity to her review, specifically in how she articulated her leadership, rather than simply pulling together a punch list of things.

**Lesson:** Your review isn't bragging. It's showcasing how you're evolving and contributing and it sets up the opportunities you want next.

THE MORE REFLECTIVE YOU ARE, THE MORE EFFECTIVE YOU ARE.