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MID YEAR REVIEW QUESTIONS

# Mid Year Review Questions from Adrian Baillargeon

Reflection allows you to cut out the crap and capture the gold.

Grab a pen and notebook or your laptop and reflect on what worked and didn't from the previous six months, and what you want to focus on for the rest of the year deliberately.

## Review questions for your team

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How much of your team's potential are they realising?

What's interfering with them achieving more of their potential?

Which relationships are the strongest in your team? What's the benefit of that?

Which relationships in your team are not ideal? What impact is that having on the team? On you?

Where could there be greater alignment and clarity amongst your team?

What's the impact of the lack of clarity on the business, the customer or your team? What's the impact on you?

## Self-reflection questions for you

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What did you accomplish (win!) in the first half of the year?

Visible wins include achievements people can see - targets or goals met, projects completed, recognition, awards, etc.

Invisible wins include influencing, having challenging discussions, expanding your mindset, working out of your comfort zone, managing priorities effectively, keeping yourself at your best, etc.

Which relationships have improved over the past six months? What did you do to improve them?

What did you get better at over the past six months? What did you do to make that happen?

What did you focus too much of your energy on? Where could your focus have been better served?

What is the kindest thing someone did for you? Who is your "I need to thank" list?

What did you avoid in the first half of the year?

What would you do differently if you could go back to the beginning of the year?

## Thinking about the next six months

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List all the wins you'd like to get between now and the end of the year. These can be visible (others will know) and invisible (ones you will know).

What are your strengths? In what situations or with whom could you better leverage them?

What would you like to get better at? Who could help?

What is your body telling you right now?

What is your life telling you right now?

What's the impact of ignoring your voice?

Looking at all the wins you'd like to get, circle the three that excite you the most. For each win, ask yourself, "What impact will it have if I achieve this?" Then, ask, "what do I need to do to ensure these three wins are prioritised?"