



YEAR IN REVIEW

When reflecting on your successes, either at year-end or during check-ins, consider more than progress on your goals using VADR.

VALUE

What business value did I create? Include tangibles and intangibles. Is there calculated savings or cost avoidance?

ASSISTS

How did I help others achieve their goals? Include knowledge sharing or taking on additional work of peers and customers.

DEVELOPMENT

How did I expand my knowledge and capabilities this year? How did I help others learn and grow?

RISKS

What risks did I take this year? Include stepping out of my comfort zone or creating the space to test and learn.