

Self-Reflection Guide

What's Inside

- Our comprehensive guide to growth-focused introspection, conveniently divided into different areas of focus for maximum customizability.
- **BONUS:** A selection of powerful questions to lean on throughout your journey when facing challenging obstacles or important decisions to make.

 **HOT TIP:** We strongly recommend that participants use this guide at the start of their mentorship journey or before a Year-End Discussion to fuel rich dialogue.

Why Self-Reflection Matters

Self-awareness is the foundation of personal and professional development. It's the ability to recognize and understand your own emotions, behaviors, strengths, weaknesses, and how they impact others. No one can escape interpersonal relationships and self-awareness is key to navigating them effectively.

This is where self-reflection comes in. It's more than just thinking about the past—it's a powerful tool for learning, growth, and intentional living. It helps you understand your experiences, recognize your strengths, and identify areas for improvement. Done right, it can fuel personal and professional growth, improve decision-making, and boost emotional intelligence.

Self-Reflection Guide

Step 1: Set the Stage

Create an environment that encourages deep thinking:

- **Find a Quiet Space:** Minimize distractions so you can focus.
- **Set a Time Limit:** 30-60 minutes is ideal to keep it intentional.
- **Grab a Journal:** Writing your thoughts helps clarify them and makes reflection more actionable. It's also great to look back on to measure your success.

Step 2: Ask the Right Questions

Effective self-reflection starts with thoughtful questions. Focus on different aspects of your life:

Values Alignment	• What inspires me most right now? ◦ Take five minutes to list things, people, or ideas that ignite a spark in you. Then, choose one and explore why it feels so energizing. • What would I do if there were no limitations? • Am I living in alignment with my values? ◦ Write a list of your core values. Review your recent actions and decisions. Where do they align? Where do they conflict?
Personal Growth	Evaluate Challenges • What were the biggest challenges I faced? • How did I handle them? What could I have done differently? • What did I learn from these experiences? Identify Areas for Improvement • How have I grown or changed as a person this year? • What patterns or habits held me back or pushed me forward? • Where did I fall short of my goals, and why? • What feedback have I received, and how can I apply it?

Looking ahead

- **How do I want to feel this coming year?**
 - Without focusing on external goals, write down three emotions or states of being you want to experience regularly.
 - Example: "I want to feel curious, peaceful, and energized."
- **What does my ideal day look and feel like?**
 - Write about one perfect day—not the most exciting day ever, but one that fills you with contentment. Focus on how you'd like to feel throughout.
- **What specifically do I want to accomplish?**
- **What steps can I take to set myself up for success?**

Step 3: Find the Takeaways

Once you've answered these questions, look for key themes and insights:

- **Celebrate Wins:** Recognize and reward yourself for your accomplishments.
- **Learn from Mistakes:** Identify lessons that can help you avoid repeating past missteps.
- **Clarify Your Goals:** Use your insights to refine your short-term and long-term goals.

Step 4: Take Action

Reflection is only valuable if it leads to action.

- **Create an Action Plan:** Outline specific steps based on your insights.
- **Set Deadlines:** Assign dates to your goals to stay accountable.
- **Track Your Progress:** Regularly revisit your reflections to measure growth and adjust your plan as needed.

Step 5: Make It a Habit

Self-reflection shouldn't be a once-a-year activity.

- **Schedule Regular Check-Ins:** Weekly or monthly reflections keep you on track.
- **Combine with Feedback:** Seek input from mentors, peers, or managers to enrich your perspective.
- **Stay Flexible:** Allow your reflections to evolve as you grow.

Self-reflection is the bridge between where you are and where you want to be. By dedicating time to pause, think, and plan, you empower yourself to navigate challenges, embrace opportunities, and continuously evolve into the best version of yourself.

BONUS: Powerful Questions

Powerful questions are open-ended prompts that provoke self-reflection, deepen self-awareness, and inspire clarity, action, and discovery. They foster expanded learning and fresh perspectives, making them valuable for both personal reflection and impactful conversations.

Self-Reflective Powerful Questions

- What am I learning about myself in moments of difficulty?
- How do I handle criticism, and what does it teach me?
- What would it look like to lean into discomfort instead of avoiding it?
- Do I believe I am enough as I am, or am I tying my worth to achievements?
- When was the last time I did something courageous, even if it felt uncomfortable?
- What risks am I avoiding because of fear of failure or judgment?
- If my life depended on taking action, what would I do?

Conversational Powerful Questions

- What are you learning about yourself in moments of difficulty?
- Why is this affecting you?
- What could help you get a sense of forward momentum?
- What are you afraid of?
- How else could a person handle this situation?
- What will happen if you do, and what will happen if you don't?
- When was the last time you did something courageous, even if it felt uncomfortable?
- What if it works out exactly as you want it to? What is the dream?

When to use Powerful Questions

Here are some example scenarios where these come in handy:

- When making an important decision
- When facing a conflict or a difficult conversation
- Simply as a check-in during your journey
- When you feel stuck or like you're not making progress

