

A Time to Reflect

Throughout 2009, I've had the privilege of advising CEOs and their key executives from 37 different companies.

My work with these successful leaders is part of a process developed by Vistage, the world's largest CEO membership organization (www.vistage.com).

As we close 2009, I've encouraged these leaders to reflect on the past 12 months. *What went right? If I had the opportunity to change a decision in 2009, what decision would I change? What lessons did I learn that will serve me going forward?*

December is also a time to reflect on the year ahead. And while I encourage the leaders I work with to think about what they want to accomplish in their business, I also encourage them to extend their thinking to consider what they want to achieve in their personal lives.

Following are just a few of the questions I pose to these leaders as they count their blessing and set their sights on 2010:

1. What do you feel were ***your*** most significant accomplishments in 2009?
2. What do you feel were ***your*** most significant disappointments in 2009?
3. What is one thing that—if I ***start*** doing in the next 12 months—will make me a more effective leader?
4. What is one thing that—if I ***stop*** doing in the next 12 months—will make me a more effective leader?
5. What are my ***self-limiting beliefs*** that are preventing me from achieving what I want to achieve?
6. Where am I the ***bottleneck*** in holding back my team's effectiveness?
7. What is the ***most strategic thing*** I can attend to in 2010? How will I communicate, execute and measure this?

In the holiday spirit of sharing, my Christmas gift to you is a personal planning template I call the **7 Fs** that you can **download for free** at www.bustin.com/resources. ■