



The Gratitude Advantage

What are 10 reasons for thankfulness in my life today? For starters, what went well in the last year?

1. _____

2. _____

3. _____

4. _____

5. _____

6. _____

7. _____

8. _____

9. _____

10. _____



After Action Review

This postmortem exercise is an opportunity to think backward, learn from the past, discern positive behaviors, and apply these understandings toward a better future. The intention is to understand what happened, why it happened, and how to improve.

You can use this exercise for a project or process evaluation or to assess an entire last year. You can also turn it into a “we” exercise and have a team of people who were involved in a project or process and answer these questions together.

Backward thinking puts us in the right frame of mind as we design our future. – Michael Hyatt

1. What did I want to happen?

- Look over all 10 domains. What were my plans, dreams, and concrete goals?
- What did I hope for? Intend? Seek?
- What did I think would happen?

2. What actually happened?

- What went right? What were my wins?
- What went wrong?
- What didn't happen?
- What were the gaps between my dreams and reality? My desires and actions?
- What disappointments did I experience?
- What regrets did I experience? What do I wish I had done different?
- What did I feel I should have been acknowledged for but wasn't?



3. What did I learn from my experience(s)?

- Were there any reoccurring themes or patterns?
- What was missing from my success? Lack of strategic planning? Lack of know-how or step? Lack of intrinsic motivation? Lack of meaningful action?
- Did I have any limiting beliefs that blocked my progress or got me off track?
- Where have I moved from inspired to a need to be consistently motivated?
- Where did I confuse comfort and ease with peace?
- Where did I get sucked into bread and circus?

4. What would I adjust moving forward?

- What would it take for things to go right or better in the future?
- If I were to repeat a process or project, what would I do different?
- What lessons did I learn? [very important to record them]
- What lessons learned are now objectives and tools I can use to better navigate the future?



Follow Through and Change What Needs to be Changed!

Distill your discoveries into meaningful short, memorable statements so they become accessible wisdom that can be drawn upon time and time again.

The gap between plans and dreams and reality only widens UNLESS we pivot. Change our beliefs. Change our behaviors. It's not enough to acknowledge or learn. There MUST be CHANGE!

Failure is your responsibility. Share the credit, take the blame, and quietly find out and fix things that went wrong. – Colin Powell

Extreme Ownership by Jocko Willink and Leif Babin



- S Specific** Identify precisely what you want to accomplish.
- M Measurable** Establish measurable criteria for success. Use markers and mile stones along the way.
- A Actionable** Be directive and clear about the actions you are going to take. Use strong verbs to describe and prompt specific actions.
- R Risky** Don't aim too low. Expect more from yourself. Rise to the challenge.
- T Timebound** Attach timeframes to goals such as: a deadline, start date, frequency, time triggers, and streak targets.
- E Exciting** Connect with why this goal is important to you, how it inspires you, and what will keep you intrinsically motivated.
- R Relevant** Gut and heart check your goals. Ensure they align with your capacity, demands, needs. who you are, and what you value.

Achievement Goal

A one-time accomplishment with a deadline.

_____ Actionable

_____ Specific, Measurable, Risky, Exciting

_____ Timebound

0

10

Rate and mark goal relevance on a scale of 1-10

Habit Goal

Ongoing activity with no firm deadline, working to maintain a practice.

_____ Actionable

_____ Specific, Measurable, Risky, Exciting

_____ Timebound

_____ Time Trigger

_____ Starting Date

_____ Streak Target

0

10

Rate and mark goal relevance on a scale of 1-10



Smarter Goal Example by Life Domain

| SPIRITUAL | INTELLECTUAL |
|---|--|
| <ul style="list-style-type: none"> • Set aside 15 minutes in the morning, 6 days a week, for reading and prayer starting January 1. • Meditate for 30 minutes each day, 4 days a week beginning February 1. • Journal at least 5 minutes at the end of each day starting January 1. | <ul style="list-style-type: none"> • Read 2 books per month, starting in January. • Select 2 conferences to attend and register by February 15. • Buy a foreign language program and learn Spanish by November 1. |
| EMOTIONAL | PHYSICAL |
| <ul style="list-style-type: none"> • Get back to gardening this spring—tomatoes, peppers, cucumbers, squash, and herbs in the ground by April 15. • Research and find a therapist/counselor, and start regular monthly sessions by March 1. • Organize and redecorate my office by February 15. | <ul style="list-style-type: none"> • Replace fast-food lunch with healthy meals from home each weekday starting June 1. • Run 30 minutes each day, 4 days a week at 6:30 a.m., starting March 4. • Choose a regular bedtime and get 8 hours of sleep per night for the next 90 days beginning January 1. |
| RELATIONAL | PARENTAL |
| <ul style="list-style-type: none"> • Create a date-night profile on Netflix and identify 20 movies for a weekly date beginning in May. • Plan 2 regular dates each month and get them on the calendar by January 15. • Pick 3 errands or tasks my spouse regularly does but doesn't enjoy. Do one each week for him/her beginning April 1. | <ul style="list-style-type: none"> • Leave the office by 5:00 p.m. to have enough time for dinner and games with the kids starting in January • Have the kids brainstorm 25 meals. Cook at least 1 each weekend beginning in February. • Set aside 7 vacation days to spend with family at our favorite location. Schedule by March 15. |



Smarter Goal Example by Life Domain

| SOCIAL | VOCATIONAL |
|---|--|
| <ul style="list-style-type: none">• Join an athletic club/training group to meet new people by February 1.• Volunteer with Habitat for Humanity on a local build by July 1.• Take a painting/wine-testing class to meet new people by August 1. | <ul style="list-style-type: none">• Launch new product by March 30.• Add 5,000 email subscribers to database by June 15.• Quit job and launch new business by October 1. |
| AVOCATIONAL | FINANCIAL |
| <ul style="list-style-type: none">• Volunteer for the City Mission beginning on March 1.• Visit 2 new restaurants each month beginning February 1. Make a list by January 30.• Research 12 of the best action movies/comedies ever filmed and watch 1 each month beginning January 1. | <ul style="list-style-type: none">• Pay off remainder of car loan in the amount of \$8,000 by August 25.• Reduce eating out to 1 meal each week beginning January 1.• Pay down \$5,000 in credit card debt by May 1. |



Smarter Goals

Spiritual

Intellectual

Emotional

Physical

Relational

Parental



Smarter Goals

Social

Vocational

Avocational

Financial



Find the Why

On the following pages:

1. Identify and record your **Top 8** goals for 2024.
2. Write down several motivations for each goal. Consider:
 - Why is it important to you personally?
 - What's at stake, both positively and negatively, if you do or don't make it happen?
3. From your list of motivations, identify your top 3 for each goal.
4. Think of individuals or groups you could work with to complete each goal. Write them in the People column. Also, consider identifying someone(s) who would help create a healthy sense of competition if that motivates you.
5. OPTIONAL: Record a reward for each goal.



Find the Why

Goal 1: _____

Motivations

People

Goal 2: _____

Motivations

People

Goal 3: _____

Motivations

People

Goal 4: _____

Motivations

People



Find the Why

Goal 5: _____

Motivations

People

Goal 6: _____

Motivations

People

Goal 7: _____

Motivations

People

Goal 8: _____

Motivations

People
