1. What was the challenge, problem, or opportunity in 2021 that demanded the most of your attention?
2. Where are you feeling most proud?
3. What was frustrating or ineffective?
4. What had you hoped/intended to do, but didn't?
5. What are the lessons you feel/think are most important from 2021?
6. Imagine you could fast-forward to January 2023, what would you want your legacy for the year to be? What would you want to remembered for by future leaders?

1. Now, imagine you’re looking at a different leader for your organization from the perspective of your future self in 2023. What advice would you give this person?
2. Come back to the now…let’s crystallize what you want to create. What intention do you have for 2022?
3. In order to bring your intention to fruition, what do you need to let go of? What is the old stuff that must die? What is the old skin (behaviors, thought processes, etc.) you need to shed?
4. What possibility do you face now? Where do you see your new year beginning?
5. Who can help you make you future possibilities a reality?
6. What is the gift of reflecting and sparking?