

# TEAM REFLECTION

## GETTING READY FOR 2023

A new year has begun. As a team, you have defined our objectives and actions. How can you ensure they don't end up where our resolutions end up? Research shows that New Year's resolutions are manufactured to fail. In fact, 80% of people who have made a resolution have failed by the beginning of February. How can we shift our mindset so that we don't fall into the same patterns and pitfalls as humans and as a team?

**Answer the 10 questions below. First, write down your thoughts individually. Then share your answers with the team.**

**1. What is working?**

What is already going really well in the way we perform as a team? What makes you proud?

**2. What isn't working?**

What keeps us from being successful as a team? Which patterns do we have to break?

**3. How do we move forward?**

What can we learn from our team performance in 2022? What should we do differently as a team to become (even more) successful in 2023?

**4. What are our weaknesses as a team?**

To shift to a growth mindset, it's important to recognize and accept things that could be perceived as weaknesses. You can't change or grow if you don't or won't acknowledge that there is a problem.

**5. How can we support one another for success?**

Learning together as a team and improving together as a team is as important as it is to support each other in the (learning and developing) processes. Filling in each other's 'gaps' and forming a cohesive team thereby boosting the teams' growth mindset?

**6. What do we - as a TEAM - need to learn and grow?**

What would help us to (continuously) learn and grow? As individuals within the team and as a whole?

**7. What questions are you asking yourself? What do YOU need to develop optimally?**

Know what you need to learn and develop and and it's also important to know your own. Just as the nuances within your team members, you as an individual have specific learning needs and styles.

**8. What are you trying to defend?**

Accept constructive criticism. Criticism is essential to growth, be it personal or in business. Think of constructive criticism as a necessary tool for learning.

**9. What would change if you accepted constructive criticism of your team?**

What would it look like if your team accepted constructive criticism with pride instead of becoming defensive? Stepping outside of your comfort zone, is where the magic – and growth – happens.

**10. What would it mean to give up surviving to thrive? Who would you be that you are not now?**

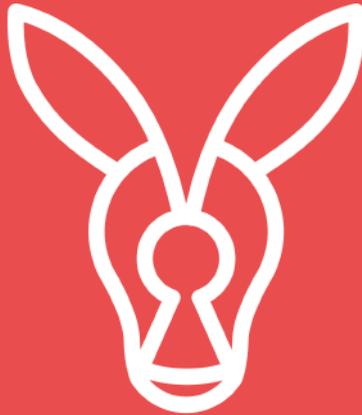
Maintain a childlike curiosity about the world. Growth-minded people create new goals and new projects to immerse themselves in topics that interest them, and they never feel like they know it all. The same applies to our team. Learn and grow together, there are always ways, tools and techniques to become an even more efficient or effective team.











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