

Get your team ready for the new year



2017 is almost history. Bring on 2018!

But not so fast. There's still some time left in this year. Here are five ways you can spend that time to plant seeds for a successful year ahead.

- **Listen.** Take some time to gather feedback. What's been working well? Where is there room for improvement? Are team members feeling too much stress or are they not challenged enough? Where would they like new development opportunities? What were their biggest successes for the year? What were the biggest lessons learned?
- **Reflect.** Look back on the year in the context of your team's comments. Have you gained a new perspective on things? Does the feedback inspire new solutions you can test and try out in the upcoming year? Or does it reveal an opportunity to meet needs in different ways? Reflecting isn't just replaying what you've already been thinking. Look at problems from all angles and see if new light can show you a new way.
- **Share.** Let your team know what challenges you've been facing. Give them an idea of what you're expecting for the upcoming year. And give them a team vision that also aligns with their own goals as much as possible.
- **Prioritize.** Aim to begin the new year with big impact projects. If you've found a way to make a big difference that doesn't require a big effort, all the better. Starting the year with a win can boost your team's morale.
- **Energize.** Show your team how what they do matters. Do customers send compliments? Share them! Has your team's work made a difference? Show them! Did team members suggest ideas that can make work more fun? Try them!

The end of the year tends to be a natural time to reflect on successes and challenges. Involving your team in your reflections can help inspire growth, change and positive engagement.

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