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# Reflecting on the People who Influenced You in 2023

## By Offering Guidance and Support

1. Who helped lead or encourage you through a tough project or professional goal this year?
2. Which leader or mentor motivated you to succeed in your role in new or greater ways?
3. Who helped you through a challenging time, showed empathy when you struggled, and/or provided a listening ear or helpful advice when you faced an obstacle?

## Through Collaboration and Teamwork

1. Who helped you troubleshoot and overcome a challenge this year?
2. Which teammates helped your group operate more smoothly, happily, and empathetically in your everyday work?
3. Whose creative thinking helped your team come up with new ideas and innovative solutions to any challenges you faced together?

## With Inspiration and Education

1. Who accomplished something incredible this year and inspired you to reach for similar goals?
2. Who helped teach you about something you needed an education on this year?
3. If you started in a new role this year, who was most helpful in your onboarding and helped you feel settled in?

## By Sharing Feedback and Recognizing Challenges

1. Who gave you the feedback or constructive criticism you needed to make positive change this year?
2. Who saw you struggling with something, and helped you overcome that challenge with empathy and sound advice?
3. Who gave you a stretch goal, or called out a particular skillset in need of development, that ultimately helped you grow professionally?

## By Providing Recognition and Appreciation

1. What new, kind, and helpful connections did you add to your network this year?
2. Who on your team always makes a point to thank and celebrate others for their contributions?
3. Which of your clients, external partners, or providers have helped make a positive difference in your career, business, or everyday work?