

Self-Reflection Questions for Goal Assessment & Growth

Use the questions below to help you reflect on your progress, learn from your experiences, and prepare for growth conversations with your supervisor.

Progress Toward Goals

- What goals did I accomplish or make the most progress on? What helped me succeed?
- Which goals did I find most challenging? What got in the way?
- Were my goals realistic and meaningful? Would I adjust them in hindsight?
- How have my efforts made a positive impact on my team, department, or the organization?

Connection to Core Values

- Where did I go above and beyond in my work?
- How have I contributed to improving quality, efficiency, or service?
- What new ideas, tools, or approaches did I try?
- How did I respond to change, and where did I lead or support innovation?
- What new skills or knowledge have I gained?
- How have I applied what I learned to my role or team?
- How have I helped create an inclusive or supportive environment?
- In what ways have I collaborated with or supported others?

Learning & Growth

- What's one mistake or setback I have learned from?
- What feedback have I received, and how have I responded to it?
- What professional development activity or experience had the most impact on me?
- What strengths have I further developed?

Looking Ahead

- What am I most proud of from this past year?
- What unfinished goals or aspirations would I like to continue working on?
- What would success look like for me in the coming year?
- Where do I want to grow: professionally, personally, or both?

