

# SELF REFLECTION EOFY



## PART A - REFLECTING ON YOU

**Q1 - How long have you been at Inventium now?**

**Q2 - What have been your three proudest moments in this time?**

**Q3 - What have been your three biggest learnings in this time?**

**Q4 - How have you grown as a contributor and a teammate during this time?**

Think about how you've changed your mindset, behaviours, general demeanour and the unique value you bring to Inventium.

**Q5 - What have you learnt about how you like to work, how you learn and how you best work with others?**

**Q6 - What have you learnt about how you manage stress and adversity?**

**Q7 - What have you come to realise to be your biggest strengths?**

**Q8 - How have you learnt to solve for your weaknesses?**

**Q9 - Thinking about all of the above, what advice would you give yourself moving forward in your career?**

**PART B - REFLECTING ON INVENTIUM**

**Q10 - Off the back of two really successful years, what do you think have been the keys to that success?**

If you've been here for longer than two years, think about learnings from previous years that have contributed to current success.

**Q11 - In the last few years, we've also dramatically increased our tenure. What have been the key things driving your loyalty to Inventium? And what are your non-negotiables?** ie the things that would make you look elsewhere if they aren't met.

**Q12 - Reflecting back on your whole time at Inventium, what have been the most impactful changes/differences for you from when you started until now?**

If you're <2yrs at Inventium, share the most impactful differences between your last workplace and here.

**PART C - OKRA FINAL CHECK-IN**

**Q13 - Reflecting on your overall OKRA performance over the past financial year, how would you describe your performance and what feedback would you give yourself?**

**Q14 - Paste your OKRA's and their Key Results below and give yourself a score. Please include any relevant data that your scores are based on.**

Scoring:

- 0 - Didn't really make meaningful progress on this one
- 5 - Got half way there
- 6 - Got a bit over half way there
- 7 - Got 70% of the way there (good outcome for aspirational OKRA's)
- 8 - Got 80% there
- 9 - Met this one
- 10 - Well exceeded this one