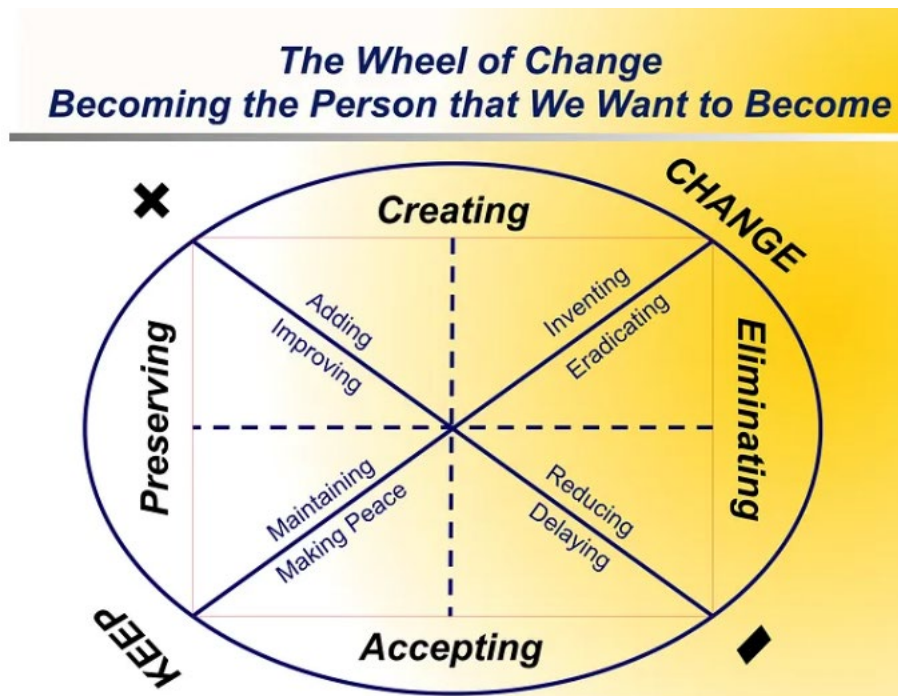


Wheel of Change Reflection Tool

This tool is based on Marshall Goldsmith's Wheel of Change model. It helps you reflect on what to Create, Preserve, Eliminate, and Accept in your personal or professional life. Use it to guide intentional change and align your actions with your goals and values.



Creating

What new behaviors, habits, or strategies do you want to introduce to support your growth?

- Reflection Questions:
 - What is something new I want to start doing to become more effective?
 - What strengths or opportunities am I not yet leveraging?
 - What new mindset or skill could help me reach my goals?
- Example Prompts:
 - I want to start delegating more effectively.
 - I will begin giving regular feedback to my team.

Preserving

What is currently working well that you want to maintain or protect?

- Reflection Questions:
 - What strengths or habits are contributing to my success?

- What values or relationships do I want to continue nurturing?
- What routines or practices give me energy and clarity?
- Example Prompts:
 - I want to continue my weekly planning sessions.
 - I will preserve my open-door policy with my team.

Eliminating

What behaviors, habits, or systems are holding you back and need to be let go?

- Reflection Questions:
 - What am I doing that no longer serves me or my team?
 - What habits or mindsets are draining my energy or limiting my impact?
 - What should I stop doing to make space for more valuable actions?
- Example Prompts:
 - I need to stop avoiding difficult conversations.
 - I will eliminate multitasking during meetings.

Accepting

What realities or limitations must you acknowledge and work around rather than change?

- Reflection Questions:
 - What external factors are beyond my control?
 - What personal or organizational constraints must I accept?
 - How can I shift my mindset to reduce frustration around these realities?
- Example Prompts:
 - I accept that some decisions are made at higher levels.
 - I will accept that not everyone will support change immediately.

Next Steps

- Choose one action from each quadrant to focus on over the next month.
- Share your reflections with your coach or accountability partner.
- Revisit this tool regularly to track progress and adjust as needed.