

## How are you GROWING?

**INNOVATION**  
ENGINEERING®

### Learning

What big things you've learned this year? How are you smarter? How have you *grown* your knowledge and the use of it?

### Leadership

What top 3 things have you led this year? an effort, development, research, etc.

### Working Smarter

How do you see your role and work getting smarter? How does it contribute to the greater whole?

## Moving into 2023...

### Continue

What things are right on track and you should keep doing, just as you are?

### Start

What things should you start doing that you aren't doing today?

### Grow

What skills would you like to develop and how? (include specific courses, conferences, experiences you think would help.)

### Stop

What things that you're doing today should you stop doing?