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Have you started working on your 2018 goals yet?

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You have them, right? Those personal and professional goals on the horizon for the year? You took the time to set your goals and wrote down the plans that will get you where you want to go, right?

Every December I take the time to sit and write down at least three goals for the next year. I focus on where I want to go on both a personal and professional level. For the last few years, I've also done this with my team. In early December, I send out meeting invites, and by the end of the month, each person on the team has goals set for the next year. My purpose in doing this with the team is twofold: 1) I'm invested in and fully committed to helping the people on my team get where they want to go once they've set the direction and purpose, and 2) I want to ensure that no matter what stage of their career, the team is focused on growth and learning.

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