

## It is a great time...to Self-Reflect

With 2022 coming to a close, it's time to take a step back and reflect on all you have done this year. What were you able to accomplish? Are there some things you still need to work on in 2023? It's important to give yourself permission to acknowledge that what you did this year was enough. Remind yourself to be intentional, even if you want to work on one thing at a time.

Self-reflection increases one's self-awareness. How so? Self-awareness allows you to focus on your thoughts, actions or emotions and evaluate if they are a part of your current identity. If you recall, self-awareness was our theme for November. **To self-reflect means to asses those thoughts by digging deeper into ourselves and it can get uncomfortable.**

### **Not quite sure how to tap into your thoughts?**

Use the Stop, Start and Continue method (SSC). Stop and think about what isn't aligning with your goals or what you haven't been able to achieve this year. Also, Stop doing work and activities that distract you from your true goals. Think about what you would like to get done in the new year. Start identifying the steps that bring you closer to those goals and monitor how they progress. As for the last step, Continue doing what is working for you and your business. If you've already achieved your goals, it's a great time to reflect (and practice gratitude).



Over the course of December we will be posting information in regards to self-reflection for our Monday Motivation posts. Be sure to check it out on our social media channels, @in18llc .



## Operations Audit Consultation

Q4 is the most important time of the year for you to ask yourself if your business has all the requirements and tools to excel before the year is over. IN-18 is offering a 30 minute operations audit consultation, which helps businesses discover risks and provide insight on situations so they can adapt accordingly. All it takes is 4 simple steps.

[Book a call here](#)

## Q4 Review for 2022

During the fourth quarter, IN-18 helped managed the 2022 Golf and Tennis Classic at Paramount Country Club, on October 11, 2022, for the Harlem Boys and Girls Club. IN-18 also launched a 30 minute operational audit consultation for our clients, aiming towards helping businesses discover risks and provide insight on situations so they can adapt accordingly. In other news, LJ Finney was recently a guest instructor at KonnectGolf for professionals in business finance from JP Morgan and MUFG who were learning golf for career growth.

As we enjoy the season of giving, please be sure to support a cause that you are about. IN-18 is proud to support these local non-profits:

- [Finer Life Golf](#)
- [Youth Construct](#)
- [The Current Project](#)



We are also enjoying our LinkedIn live series called Any Given Monday, which focuses on simple techniques small businesses and entrepreneurs need to grow and scale. To listen to past episodes, follow @IN18LLC on LinkedIn and Youtube. Email LJ@IN-18.com if you are interested in sponsoring an episode.

## Most Recent Guest Appearance...



Defining how you want to show up in the world is crucial for deciding the next step to take in your business. Think about how you want your business to grow.

Missed our most recent episode of Any Given Monday episode?

Listen in to learn how to secure government contracts for your business as Anita Pierce shares her story of how her business Eleven3seven5 came to be.

<https://buff.ly/3UeGHly>

A Brownsville Brooklyn, NY native and is fiercely passionate about closing the knowledge gap between generations; She is considered an O.G (Original Guardian) to many professionals. Pierce is the host and producer of two shows - The Brownsville Minute, and The Real Journey of the Entrepreneur.

Pierce designed a pathway for startups to become certified as MWBE's. She has collaborated with community based organizations to increase voter registrants and leveraged opportunities for recruitments for jobs in the most vulnerable communities. In previous roles, Pierce has developed leadership boot camps targeted for college students and raised money to provide educational support for disadvantaged youth.

Most recently, Pierce designed a Civic engagement program that elevates the voices of youth to be active within their communities at the local government level within community boards, tenant associations and stakeholder groups.

Fun Fact: She speaks fluent Brooklyn, and went skydiving twice in one day.

Don't forget to subscribe to our YouTube channel

<https://www.youtube.com/@IN18LLC> (@IN18LLC)

At IN-18 LLC we provide a suite of strategic planning, leadership and business development services. We also use tools like golf for business development and to help clients build authentic relationships. Our consulting services empower medium and large firms to operate more effectively, as a result they perform better.

**Let's work together, contact [LJ@IN-18.com](mailto:LJ@IN-18.com).**

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