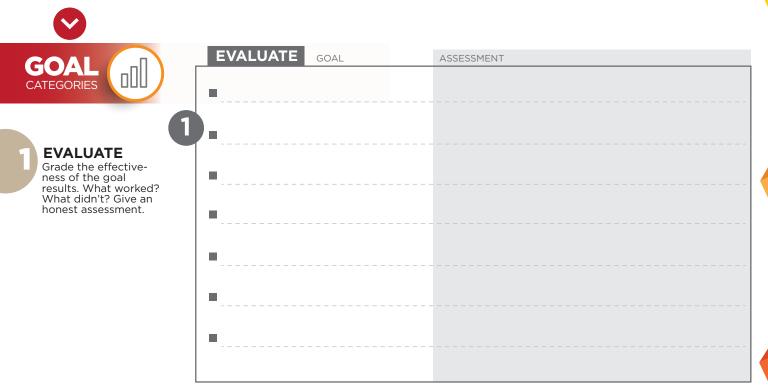
## SMARTER COLS



## REFINE

Recalibrate the goal to address what you learned and make modifications to the tactics to more effectively execute the goal.

REFINE	GOAL	ASSESSMENT

EMPLOYEE SIGNATURE

APPROVED BY SUPERVISOR