REFLECTIVE PRACTICE FOR
TEAM LEARNING & LEADERSHIP DEVELOPMENT

6.16.2020

QUESTIONS TO CONSIDER

1. What is **the purpose** for using reflection as a core component in leadership and team learning?

2. What's more important for reflection: **the questions** or **the answers**?

3. What **techniques work best** to elicit reflection?

BEFORE WE START:

Let's do a **<u>one word</u>** check-in for the month.

GOOD OR BAD?

1. Taxes
2. One Direction
3. Watching the nightly news
4. The Chicago Cubs
5. The word "Moist"
6. Your hometown
7. Working from home
8. Katy Perry vs. Taylor Swift
9. Spam
10. Telemarketers

11. Horror Movies
12. My last big project at work
13. A long road trip
14. A weekend watching sports
15. Reading the book for a book club
16. Being in charge of the thermostat
17. Winter weather
18. Getting up before dawn
19. Coffee
20. An outdoor concert

SARAH STEWART HOLLAND & BETH SILVERS

I THINK YOU'RE WRONG (BUT I'M LISTENING)
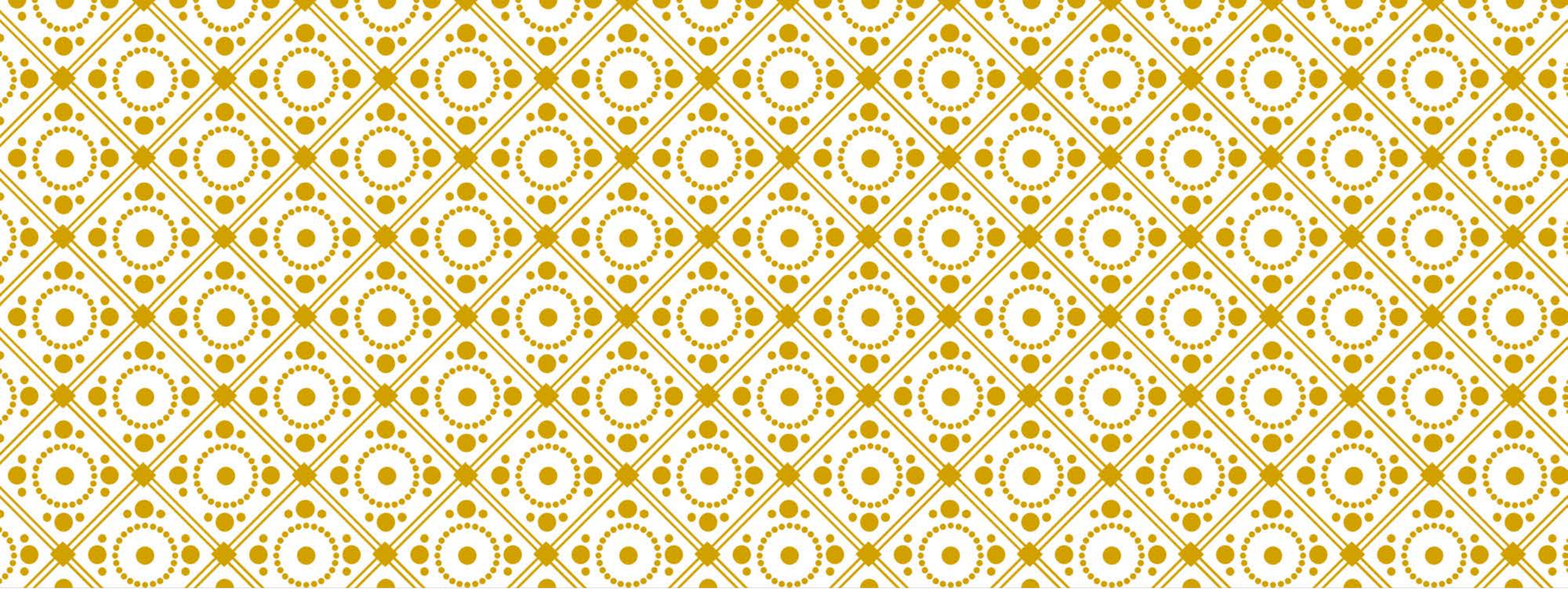
a guide to grace-filled political conversations

"My specialty is being right when other people are wrong."
- George Bernard Shaw

ROOT WORDS

Word	History of the Word
Reflect	From Latin *flectere*, or *to bend*
Decide	From Latin *caedere*, or *to cut*
Respond	From Latin *spondere*, or *to pledge*
Question	From Latin *quaerere*, or *to ask, seek*
Accurate	From Latin *accuratus*, or *to be done with care*
Correct	From Latin *correctus*, or *to be made straight, amended*
Resolve	From Latin *solver*, or *to loosen*

BALANCE IN LEARNING

Education

Reflection

Direct Application
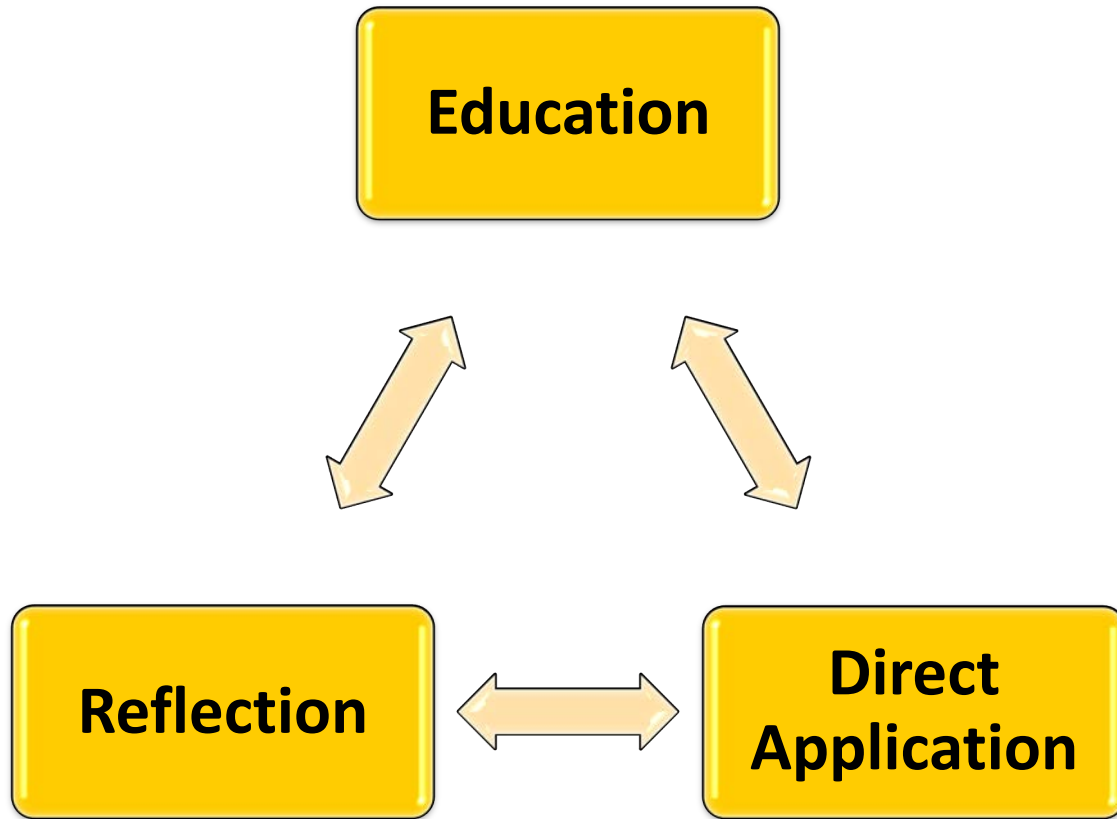
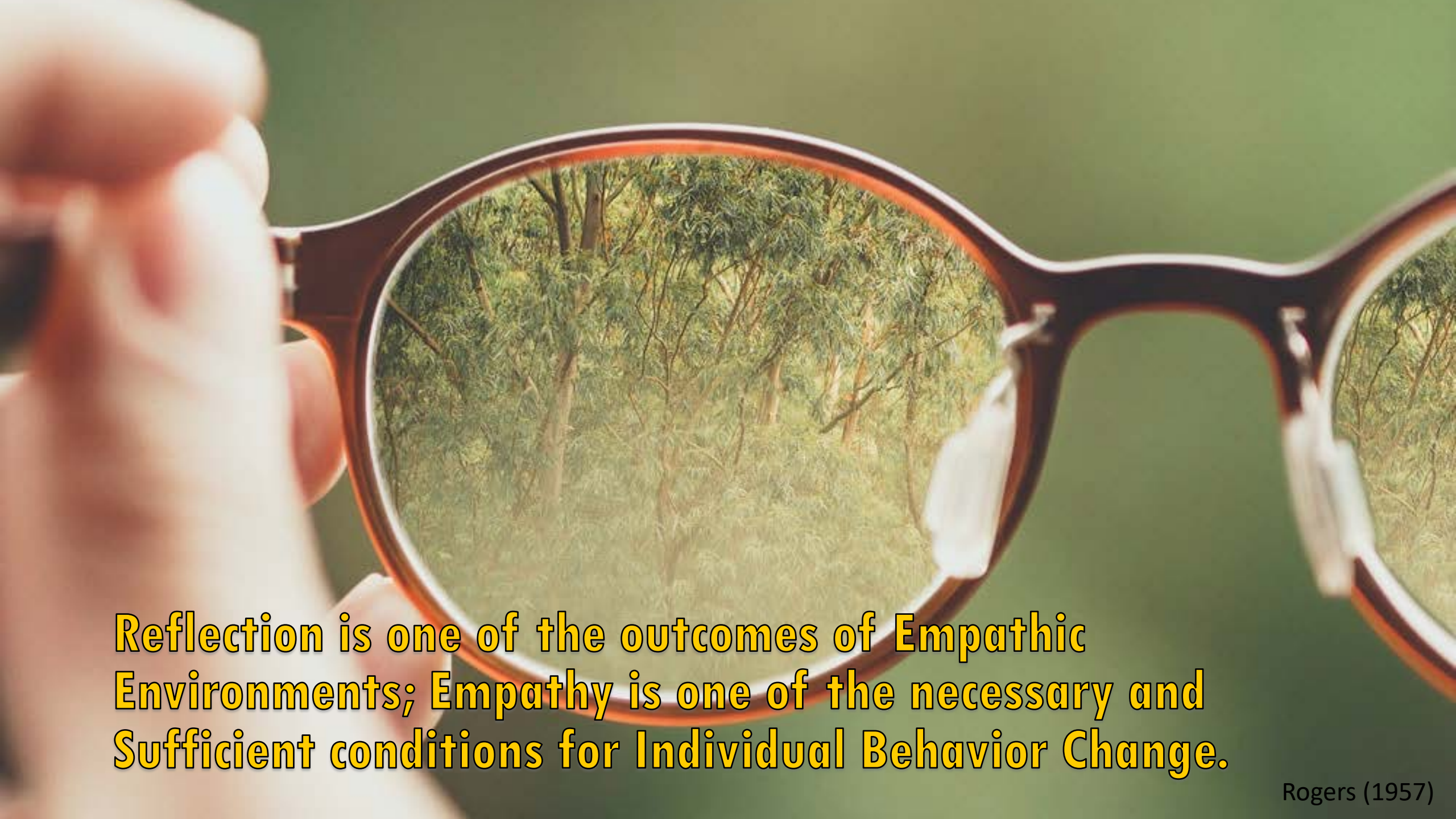# WHAT IS **THE PURPOSE** FOR USING REFLECTION AS A CORE COMPONENT IN LEADERSHIP LEARNING?

REFLECTION HELPS PEOPLE
SEE THEMSELVES IN THEIR LEARNING.

Baxter Magolda (2004)

Reflection is one of the outcomes of Empathic Environments; Empathy is one of the necessary and Sufficient conditions for Individual Behavior Change.
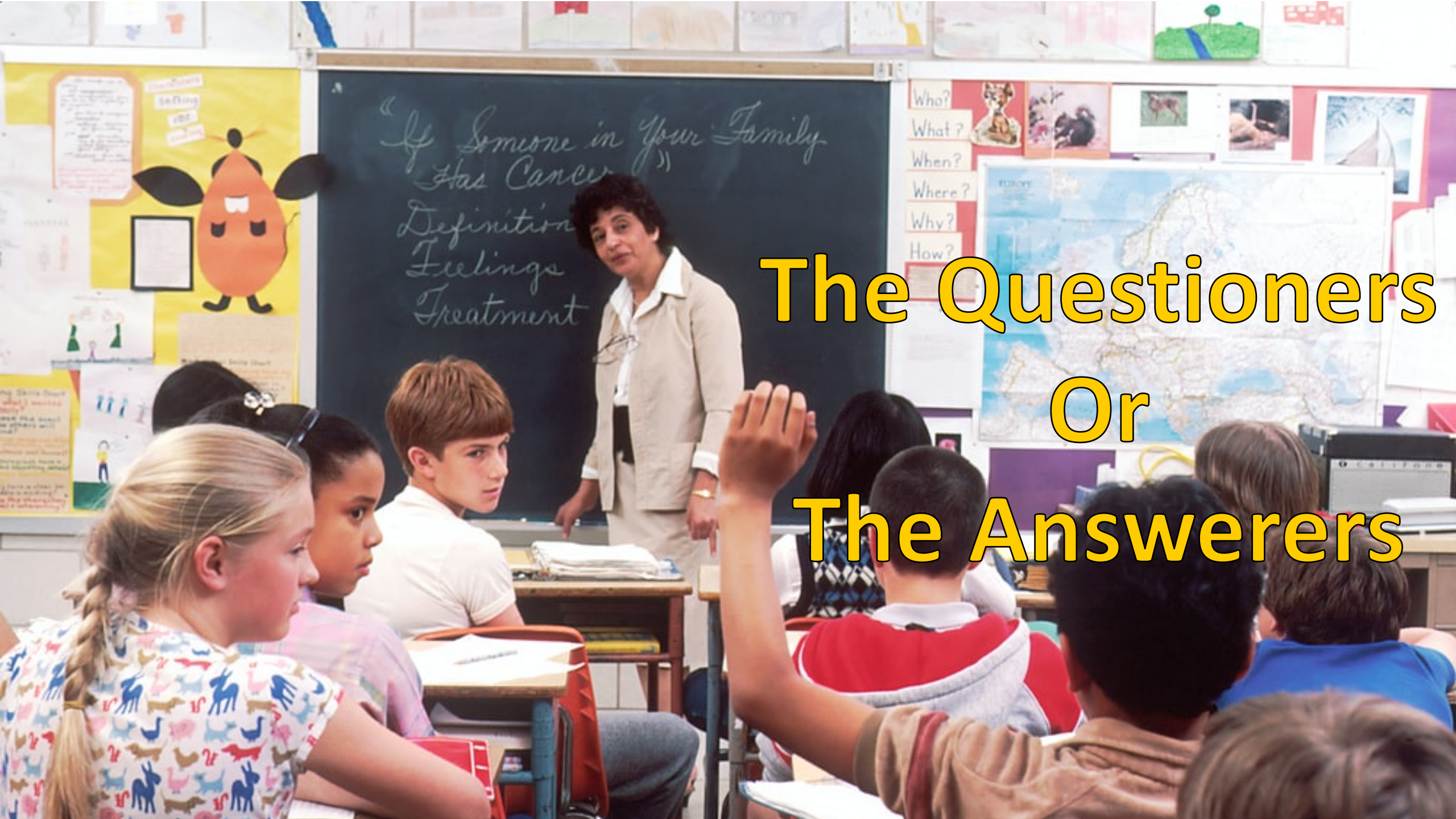
Rogers (1957)

Reflection enhances learning in a Learning Environment
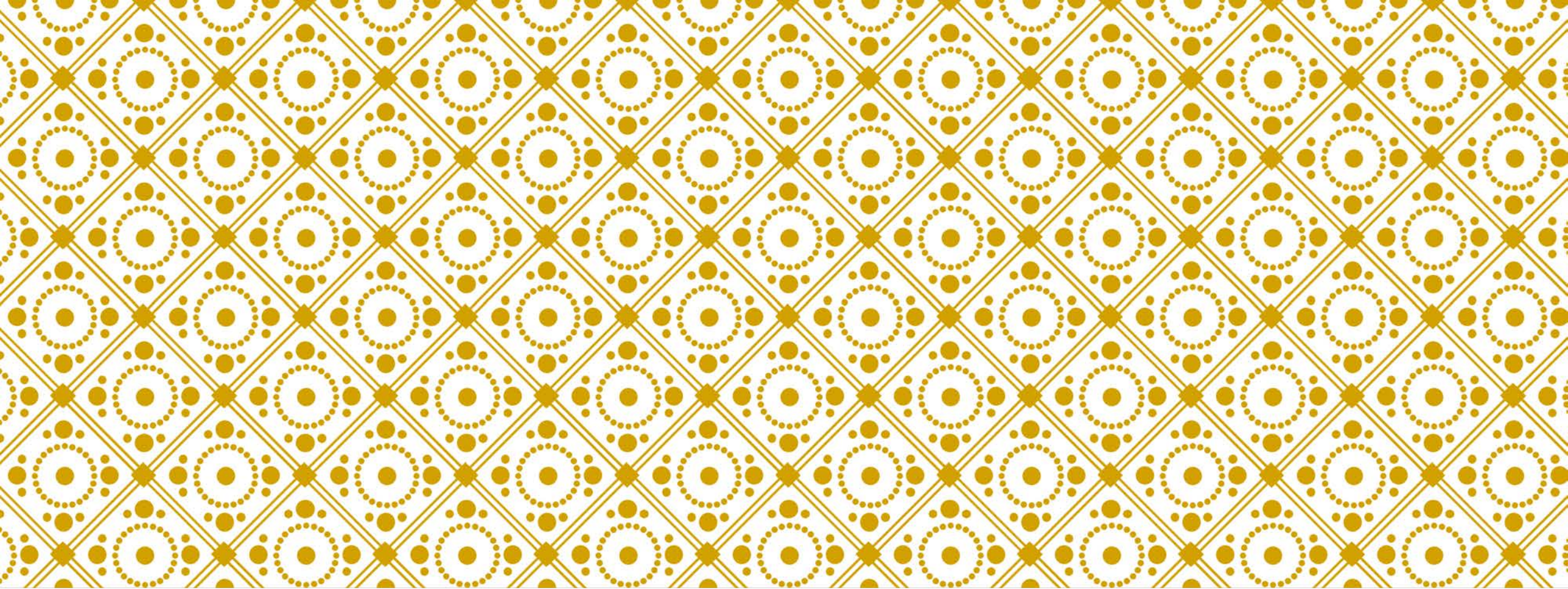
IS IT ABOUT **THE QUESTIONS** OR **THE ANSWERS**? **THE QUESTIONERS**? OR **THE ANSWERERS**? **THE ENVIRONMENT?** OR **THE WORK?**

The
Questions
Or
The
Answers

The Questioners
Or
The Answerers

The
Environment
Or
The Work

WHAT **TECHNIQUES WORK BEST** TO ELICIT REFLECTION?

Good   vs.   Better

GOOD

What did you learn from this project?

BETTER

What's the most important thing you learned from this project?

GOOD

What surprised you about this collaboration?

BETTER

What surprised you about this collaboration?
Follow up: Why was it surprising?

GOOD

Did you notice anything interesting about that presentation?

BETTER

When we get to the presentation, I want you to pay attention to the following details and take note of them. We're going to take a few moments when we get there I just want you to silently take it all in.

GOOD

How does what you are working relate to our next project?

BETTER

In small groups, I want you to come up with a list of as many things possible that you see about this project that relates to our next one. Put them on the sticky note paper in front of you.

A FEW OTHER EXAMPLES OF REFLECTION TECHNIQUE

1. Comparison/Forced Choice
2. Theming Discussion
3. Education and React
4. Check-In
5. Noticing Behavior
6. Share the questions
7. Using Intention
8. Low Stakes Group Sharing
9. Quick Free Write
10. Using Silence

QUESTIONS?

Our next webinar:

Radical Candor, Presented by Astrid Villamil and Lauren Reedy

June 22, 1:00-2:00pm via Zoom

Register for the event or contact the UM System Learning & Organizational Development team for questions.