


Why Reflective Practice Matters

Excellence is not an Accident



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AGENDA



- What is Reflective Practice?
- Why it is important?
- What are the benefits?
- What is Reflective Debrief?
- What is a reflective practice group (RPG)
- Demonstration of an RPG

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REFLECTIVE PRACTICE A BEGINNING

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DEFINING REFLECTIVE PRACTICE

We do not learn from experience...we learn from reflecting on experience. **John Dewey**

(The process of reflection occurs when)...the practitioner allows himself to experience surprise, puzzlement or confusion in a situation which he finds uncertain or unique. **Donald Schon**

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REASONS FOR REFLECTIVE PRACTICE

Practice **alone** does not make perfect.

Success rate tells a small part of the story.

Need to learn which interventions were helpful or off the mark—and why?

Learning from experience strengthens skills and deepens knowledge.

Self-discovery leads to genuine learning and mastery.

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REFLECTIVE PRACTICE

A STORY

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Excellence is attained by learning through and from experience.

Acknowledge that theory shapes practice.

Commitment to life-long learning.

Improvements result from self-awareness and critical analysis.

Learning involves a willingness to question beliefs, assumptions, and expectations.

REFLECTIVE PRACTICE

FOUNDATIONS

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PRACTICE DILEMMAS

Complaint of bias

Resistant – intractable party

Bossy party wanting to run the show

Challenge from party—“ever been fired?”

Responding to argument, emotions

Unwanted email caucus

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The presenter sets the limits.	Use questions, not statements.
“Telling” is less valued than the reflective process.	Do not “get” person to understand anything .
Reassurance is not needed.	No evaluations -- even positive.
When the debrief is done – stop.	

GUIDELINES FOR REFLECTIVE DEBRIEF

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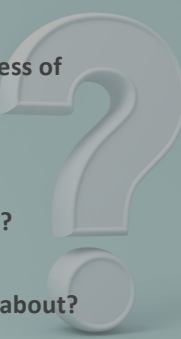
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USING QUESTIONS

- Follow, rather than lead.
- Allow time to think and form a response.
- Be restrained, intentional and focused.
 - Be sparing and deliberate.
 - Pace questions.
 - Avoid interrupting.
- How will your question assist the reflection?

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With respect to the process of Reflective Debrief



What did you notice?

What are you still curious about?

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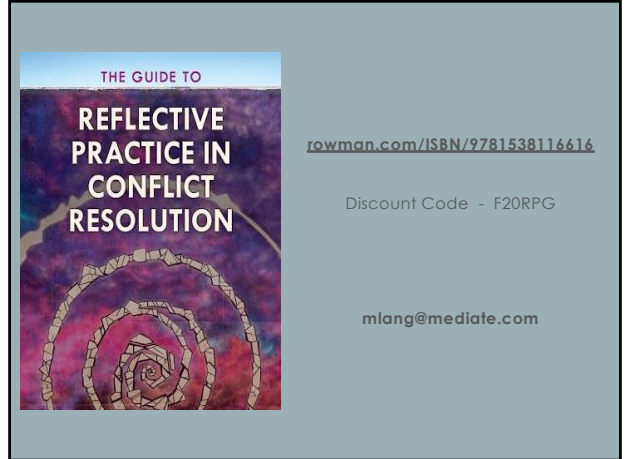
REFLECTIVE PRACTICE GROUPS

- Non-judgmental discussion of practice dilemma.
- Relies on participants’ knowledge and experience.
- Emphasis on individualized learning.
- Self-exploration is encouraged, leading to self-discovery.
- Lessons benefit other group members.

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