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 one word 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
“My specialty is being right when other people are wrong.”
- George Bernard Shaw
## Root Words

<table>
<thead>
<tr>
<th>Word</th>
<th>History of the Word</th>
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<tbody>
<tr>
<td>Reflect</td>
<td>From Latin <em>flectere</em>, or <em>to bend</em></td>
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<tr>
<td>Decide</td>
<td>From Latin <em>caedere</em>, or <em>to cut</em></td>
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<tr>
<td>Respond</td>
<td>From Latin <em>spondere</em>, or <em>to pledge</em></td>
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<tr>
<td>Question</td>
<td>From Latin <em>quaerere</em>, or <em>to ask, seek</em></td>
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<tr>
<td>Accurate</td>
<td>From Latin <em>accuratus</em>, or <em>to be done with care</em></td>
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<tr>
<td>Correct</td>
<td>From Latin <em>correctus</em>, or <em>to be made straight, amended</em></td>
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<tr>
<td>Resolve</td>
<td>From Latin <em>solver</em>, or <em>to loosen</em></td>
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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.

Reflection is one of the outcomes of Empathic Environments; Empathy is one of the necessary and Sufficient conditions for Individual Behavior Change.
Reflection enhances learning in a Learning Environment

Hatcher, Bringle, & Muthiah (2004)
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?
What did you learn from this project?
What’s the most important thing you learned from this project?
What surprised you about this collaboration?
What surprised you about this collaboration? 

*Follow up:* Why was it surprising?
Did you notice anything interesting about that presentation?
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.
How does what you are working relate to our next project?
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.