



Self reflection

How do you develop self reflection?

When you learn to look at yourself objectively and are realistic about it, you will make great strides in your development (personally and professionally). Through self reflection you discover your strengths and weaknesses so you can improve them. Relevant information on self reflection will be addressed in this handout.

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What is self reflection?

Figuratively looking in the mirror and reflect on your own actions in order to develop yourself. This can be done on different levels, personal and professional. This includes looking at your way of working and decision making. You lift yourself to higher ground by learning from this and linking learning objectives to it. What skills do you master and how do you feel about them?

Why is self reflecting such an important skill?

Self reflection is a specific form of learning. By examining yourself you learn how to look critically at your own actions, learn from your behaviour, take charge of your personal growth & development and get the maximum out of yourself.

What is the difference between self reflection, reflecting and evaluating?

The similarity is that you look back on an act and/or event, but the difference lies in the following:

Self reflection.

The word says it all, in principle you do it yourself, but you can also do it with a coach. You observe your own actions and what feeling that entails. You ask yourself questions and see what your skillset is. You assess your own behaviour in a process. The goal is, among other things, to improve your behaviour in the future.

Reflecting.

Is not the same as self reflection, you can do this alone, but most of the time you will do this in collaboration with others. You will try to find out what the motivations of your actions were, again with the aim of making improvements for the future.

Evaluating.

This you can also do alone or together, you look at the expectations and results of a project, where you draw comparisons. You then come to conclusions which you can implement in a subsequent project.

Reflecting in collaboration.

Self reflection is something you can do on your own, but you don't have to. Often team members or managers also have excellent input on your performance. It is therefore very important to involve others in your self reflection process.

We all have our blind spots and the feedback you get may give you new insights about yourself.

When you involve others in your self reflection process, you stimulate yourself to work on your improvements, because others know about your learning points there is social control. This personal way of challenging each other is also a good way of team building.

By staying in touch with each other, you regularly reflect on your own performance, but also on your ambitions and career path. This way you work purposefully on your career.

Questions that can be addressed are:

- What are your ambitions for the coming period?
- Who can help you with that?
- What greater goal are you pursuing?
- Where do you want be in two years?

Reflection models.

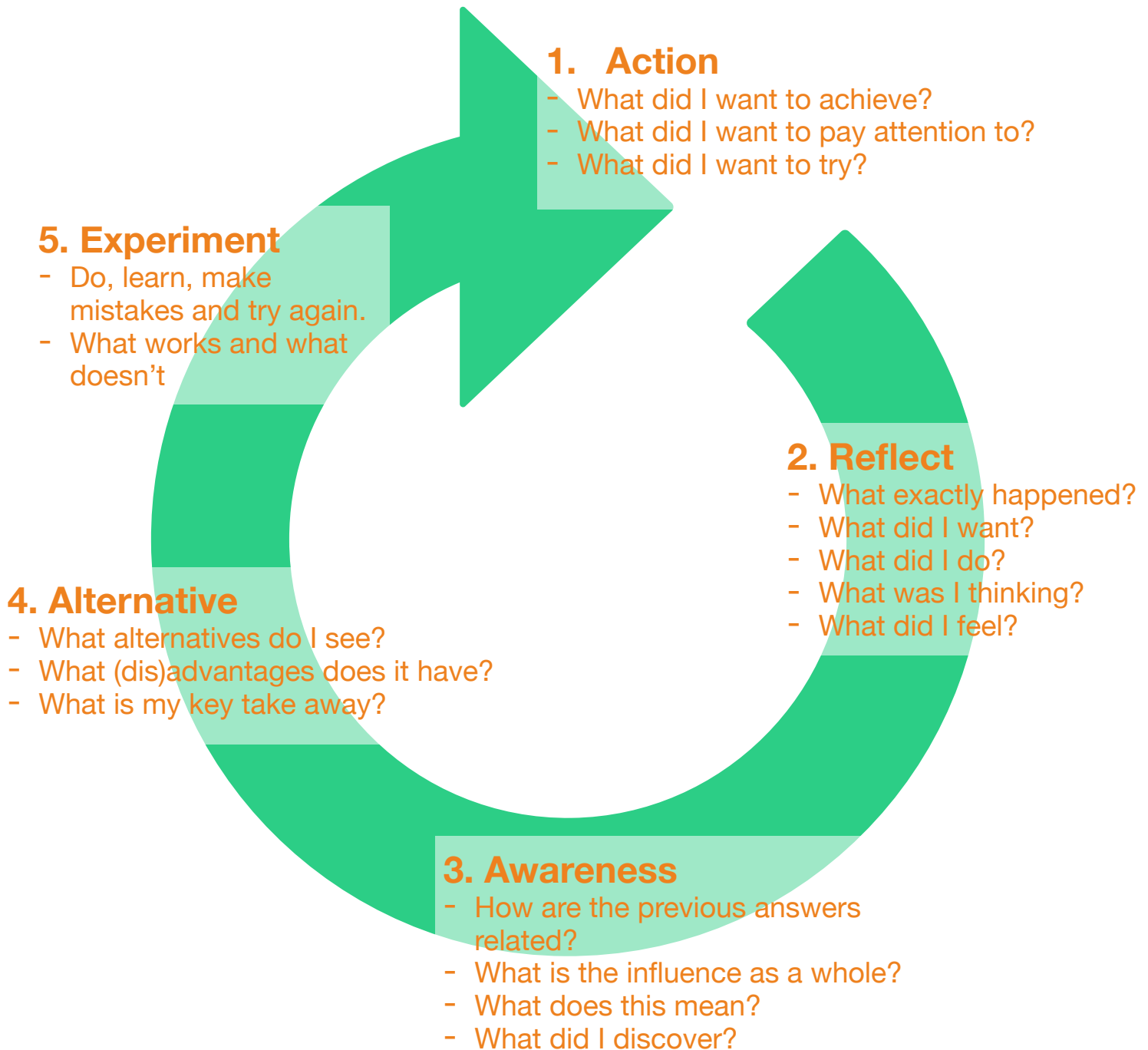
There are a number of models that can support the process of reflection. Most are based on the PDCA cycle: Plan - Do - Check - Act. Roughly translated: what were you planning to do (P), what did you do (D), how do you look back on this (C), what did you learn from it and what might you do differently next time (A).

- 1) The Starr method is one of the most common use models to reflect.
- 2) The Korthagen model is a five phase learning reflection model.
- 3) The Gibbs model is a six phase structural reflection model.

STARR Method read clockwise



Korthagen model



GIBBS model



Tips.

Make self reflection a habit and check out the following tips:

- 1) Schedule a self reflection moment every week, even if everything goes well.
- 2) Don't judge, try to look at your actions and/or events as objective as possible.
- 3) Make use of a reflection model.