

Factors That Prevent Reflective Practice in Professionals

1. Time Constraints and Workload Pressures

- 1 Heavy workloads and administrative demands reduce time available for reflection.
- 2 High stress levels limit opportunities for reflective thinking and supervision.

2. Limited Opportunities or Structured Support

- 1 Lack of formal reflection sessions, mentoring, or supervision.
- 2 Poorly structured or superficial reflective processes reduce effectiveness.

3. Organisational and Cultural Barriers

- 1 Performance-driven cultures discourage reflection.
- 2 Hierarchical environments limit open discussion.
- 3 Lack of leadership support reduces engagement.

4. Lack of Knowledge, Skills, or Training

- 1 Professionals may not know how to reflect effectively.
- 2 Unclear understanding of reflective models and processes.

5. Attitudinal Resistance and Low Motivation

- 1 Reflection may be viewed as unnecessary or burdensome.
- 2 Low motivation can limit engagement.

6. Fear, Vulnerability, and Professional Risk

- 1 Fear of judgment discourages honest reflection.
- 2 Concerns about exposing weaknesses.

7. Cognitive and Psychological Limitations

- 1 Memory bias affects accuracy of reflection.
- 2 Limited self-awareness and unconscious bias.
- 3 Difficulty analysing complex situations objectively.

8. Lack of Feedback and Collaboration

- 1 Reflection in isolation limits depth.
- 2 Lack of peer or supervisory feedback reduces effectiveness.

9. Structural and Assessment Issues

- 1 Rigid frameworks discourage authentic reflection.
- 2 Assessment-driven reflection leads to superficial responses.

10. Competing Priorities and Nature of Work

- 1 Task-focused environments limit reflective opportunities.
- 2 Immediate demands take precedence over reflection.

11. Resource Limitations

- 1 Lack of training materials, tools, or time.
- 2 Environmental constraints reduce opportunities.

12. Weak Reflective Relationships and Support Systems

- 1 Poor-quality supervision limits reflection.
- 2 Lack of trust inhibits open discussion.