



EC SO6006: Skills for Life: Employability and Future Pathways

Theme 1: Personal Development & Identifying Individual Needs

Part 2: Reflective Practice Re-visited

Reflective Practice

- As the previous Part of this Theme shows the Personal Development Planning process is about you taking control of your own development.
- As such it involves you taking time to reflect constructively about your skills and experiences
- This is known as Reflective Practice

Why is Reflective Practice Important?



Share your thoughts with your Tutor.

Reflective Practice – What does it mean?

**Life is about
choices.**

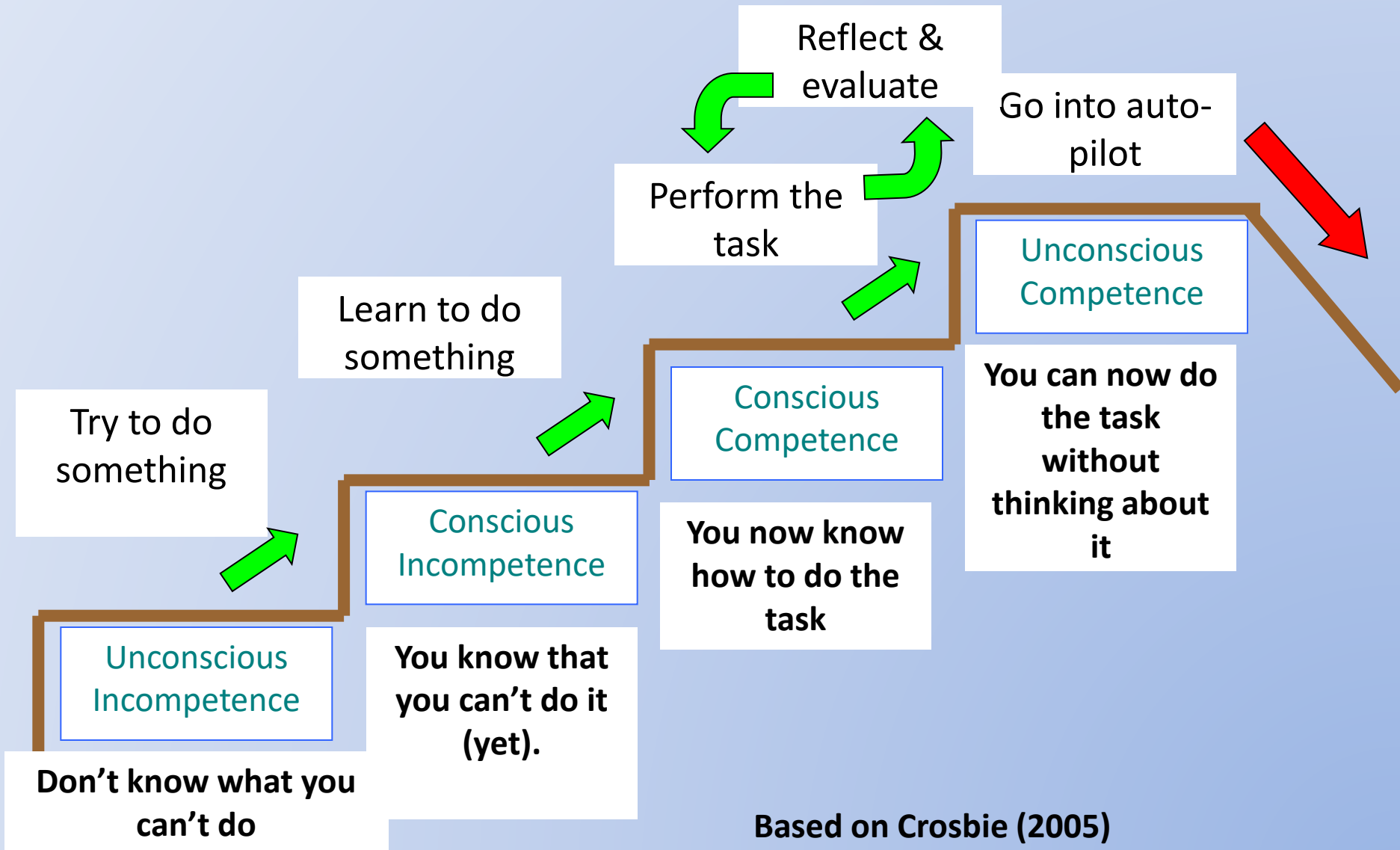
**You make a
mistake once,
it's a mistake.**

**You make the
same mistake
again, that's
a choice.**



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David

The Four Stages of Learning



Reflective Practice

- Reflective Practice is a key part of many professions related to your fields of study, including;
- Education
- Social Work
- Nursing
- Youth work
- Probation and Youth Justice
- Counselling and Psychotherapy
- Advice, guidance and pastoral work
- Advocacy
- and many others

(Thompson & Thompson, 2018, p. xi)

Reflective Practice

- Thompson and Thompson go on to state that adopting a reflective approach gives the practitioner;
- A greater sense of control making us less prone to stress
- A higher level of confidence based on the fact that we are able to practice at a more advanced level
- More job satisfaction and thus a higher level of motivation and morale
- A spur to learning and thus a solid foundation for continuous professional development

So it's just looking back at what happened?

- No!
- This video from the Skills Team at Hull University (2014) explains that Reflective Practice is much more involved than that



Reflective Practice Models

- There are any number of reflective models that have been created to help to structure the reflective process
- Each of these has a slightly different focus based on the intended purpose of the model
- One model of reflection that is often used in the professions that we have mentioned previously was developed by the social psychologist Graham Gibbs

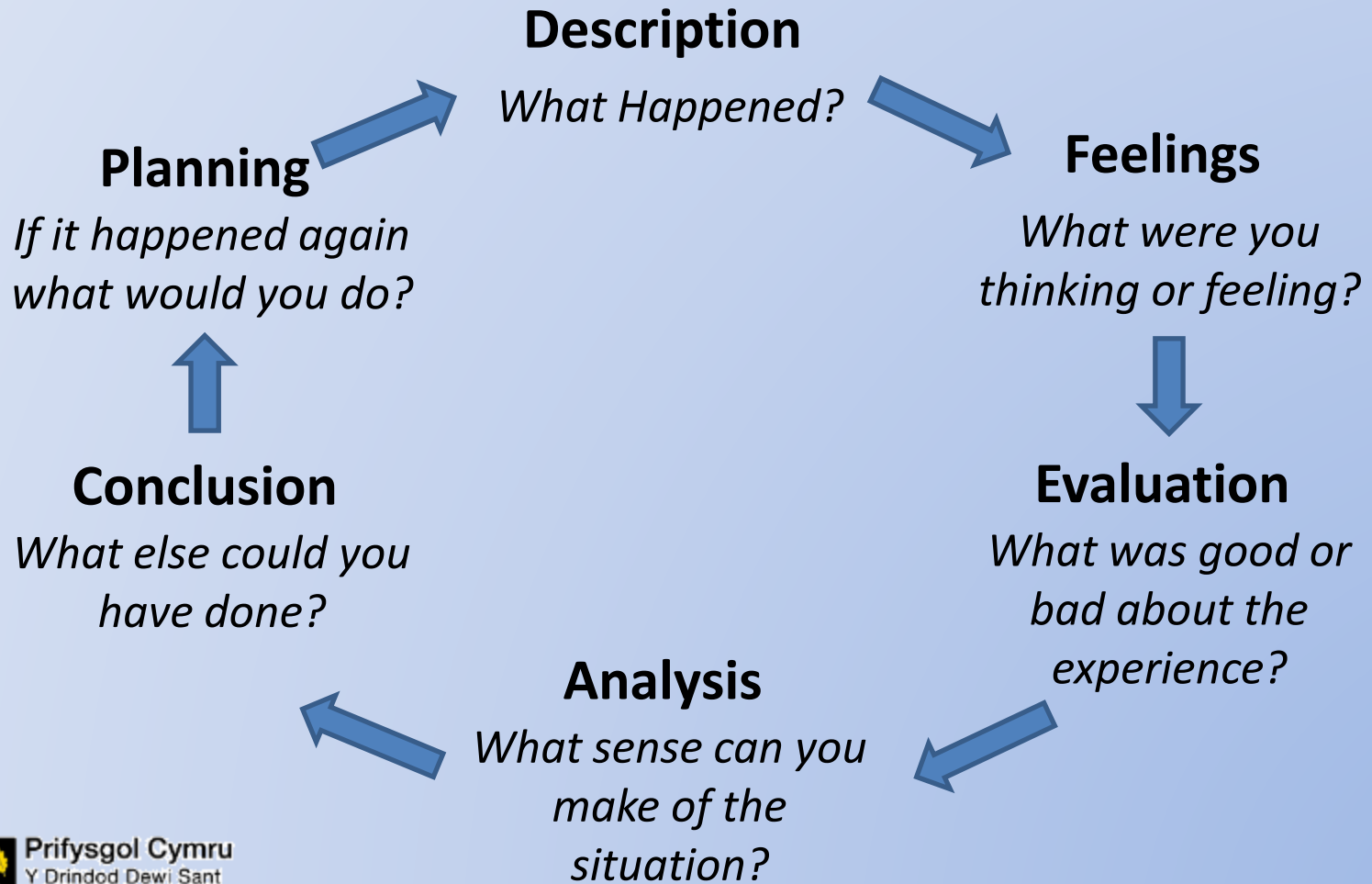
Why do you think this Model is so often used?



Share your thoughts with your Tutor.

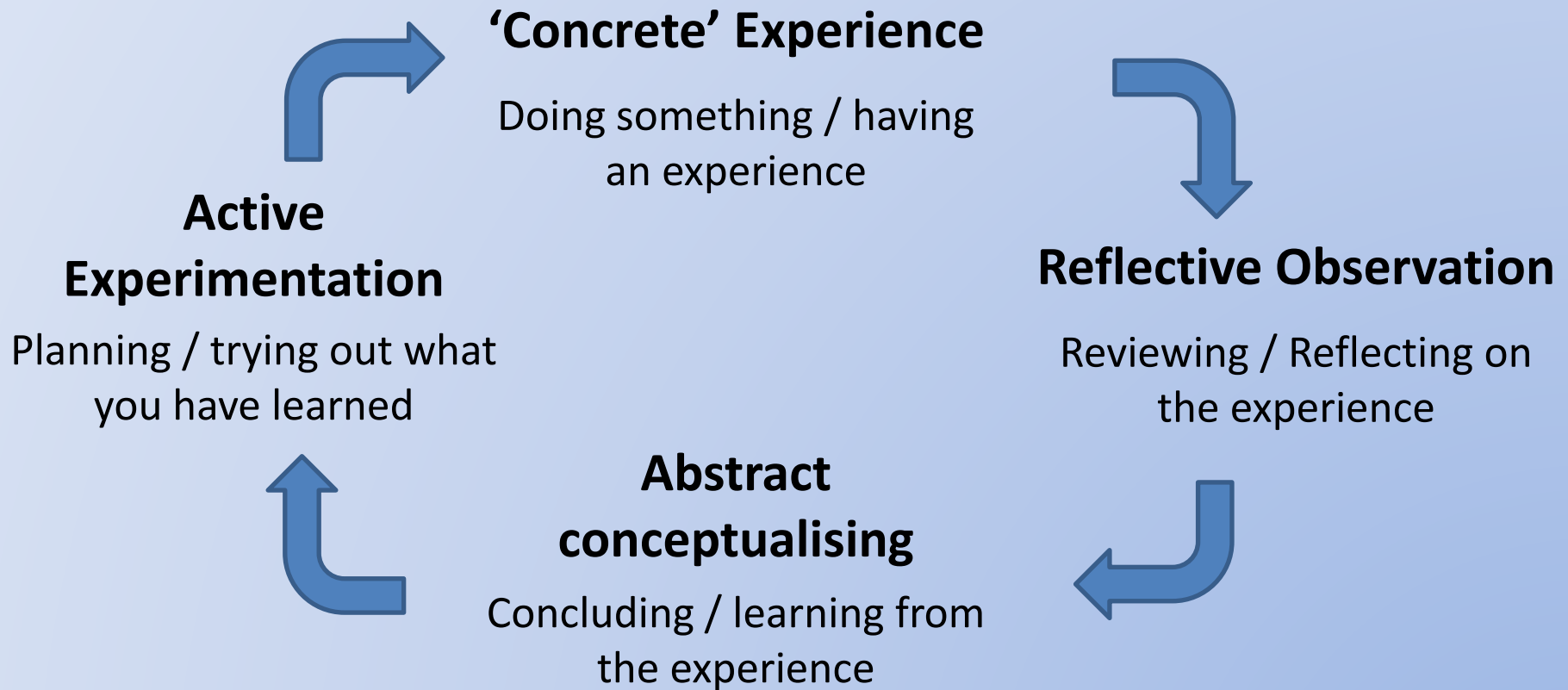
Models of Reflection

Gibbs (1988) – Reflective Model



Models of Reflection

Kolb (1984) – Experiential Learning



Models of Reflection

Boud *et al* (1985) – Returning to Experience

- Returning to experience – that is to say recalling or detailing salient events.
- Attending to (or connecting with) feelings – this has two aspects: using helpful feelings and removing or containing obstructive ones.
- Evaluating experience – this involves re-examining experience in the light of one's intent and existing knowledge etc. It also involves integrating this new knowledge into one's conceptual framework.
- What will I do differently next time.

Models of Reflection

O'Donnell *et al* (2012) – Reflecting for action

Observation of Experience

I found it difficult to.....



Reflection

What is this an example of? Conjecture #1, Conjecture #2, Conjecture #3



Information Gathering

What information do I need to understand what happened, who should I ask?



Decision Making

Given what I have learned what is the best explanation of what happened?



Evaluation

*What would be the best thing to
do if it happens again?*

Theorising Practice

- Reflection needs to be supported by theory otherwise it can be inconclusive or even counter productive.

Why do you think it can be counter-productive?



- Thompson & Thompson argue that this allows us to look at our practice by 'drawing on knowledge'
- This knowledge might be knowledge that we already have or knowledge that we need to seek out in order to improve our practice
- Knowledge is acquired through training and research (or CPD)

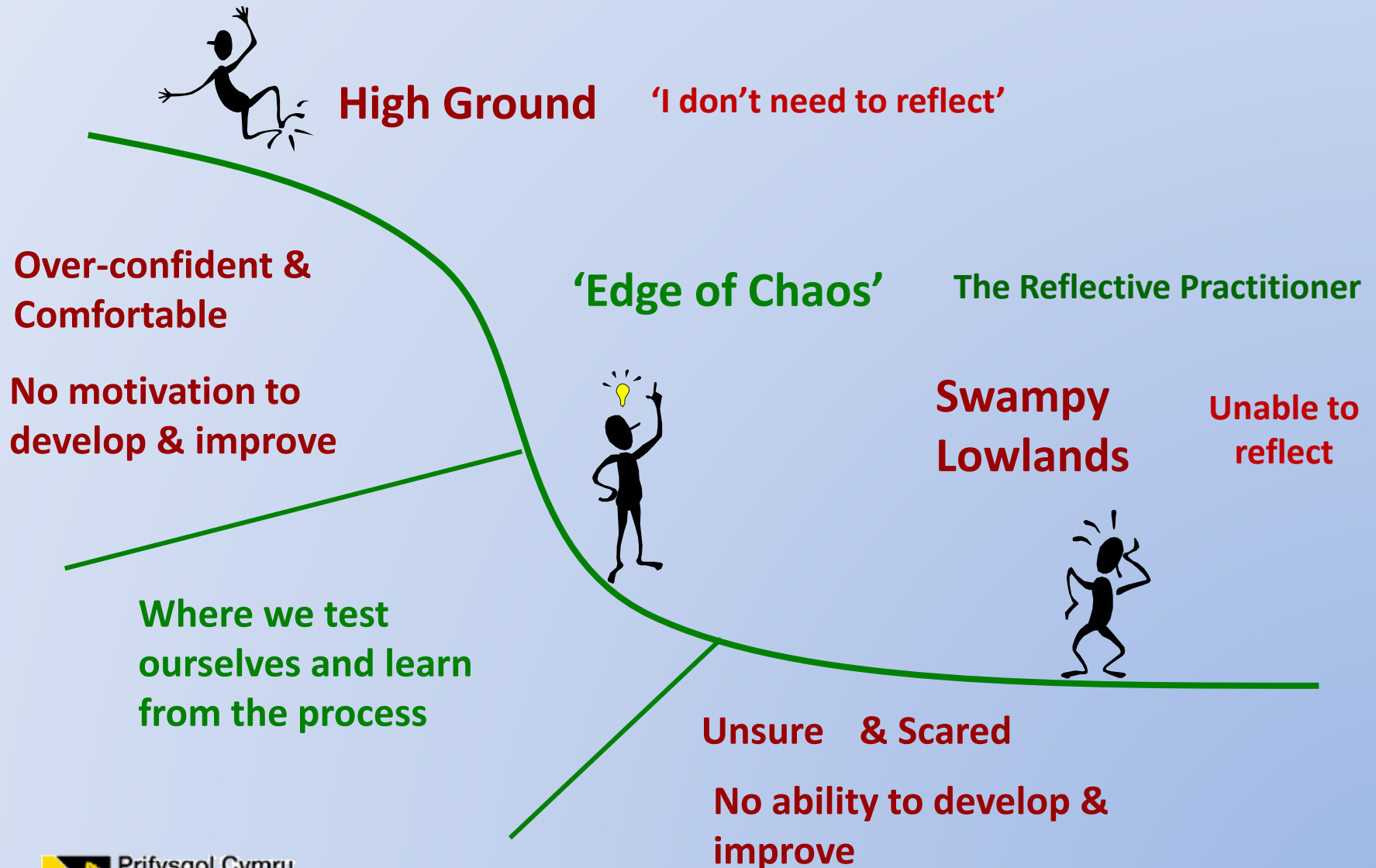
Theorising Practice

- This use of theory and research in the reflective process means that we develop our professional knowledge base
- As we develop our knowledge base this means that we can undertake reflection in different ways
- Donald Schön has identified three main ways of reflecting, namely;

Donald Schön

- Reflection-**on-action** – looking back objectively in order to learn from a situation and prepare us for future situations
- Reflection-**for-action** – this is using what we have already learnt to plan for future practice
- Reflection-**in-action** – this is using our professional knowledge and understanding while engaged in practice (N.B. this is the most difficult practice to develop)
- This last type of reflection is only possible if we are in the correct frame of mind and position to use all of our skills and knowledge ‘in the moment’

Why are we reflecting?



Suggested reading

Deunydd darllen a argymellir

As well as the reference list below you might also want to look at the following articles which can all be found via the Library search.

Yn ogystal â'r rhestr gyfeirio isod, gallwch hefyd edrych ar yr erthyglau a ganlyn sydd ar gael drwy gynnal chwiliad Llyfrgell.

Fry. E (2010) *How to approach your own career like an entrepreneur.*
Meredith Corporation Fortune, 2015, Vol./Cyf.171 (1), p./t.84-90

Reiter-Palmon. R (2011) *The Psychology of Creativity and Innovation in the Workplace* Psychology of Aesthetics, Creativity, and the Arts Vol./Cyf. 5, No./Rhif 1, pp./tt.1–2

References

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- Crosbie, R. (2005) 'Learning the soft skills of leadership' *Industrial and Commercial Training*; Vol:37, Issue:1; pp. 45-51 Available at: [Learning the soft skills of leadership - ProQuest](#) [Accessed 19/01/2025]
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- Kolb, D. A. (1984) *Experiential Learning*, Englewood Cliffs, NJ.: Prentice Hall
- O'Donnell, A.M. *et al* (2012) *Educational Psychology: Reflection for Action* Hoboken: J. Wiley
- Schön, D.A. (1983) *The Reflective Practitioner: How Professionals Think In Action*. New York: Basic Books
- Thompson, S. & Thompson, N. (2018) *The Critically Reflective Practitioner (2nd Ed)*. Basingstoke: Palgrave Macmillan
- University of Hull (2014) *Reflective Writing* Available at: [Reflective Writing](#) [Accessed 19/03/2021]