

BMHP5015: Week 9

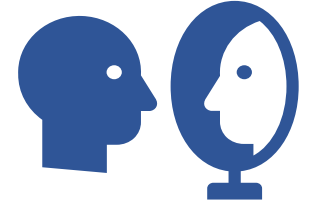
Reflective Practice and Professional Growth

Building your personal brand through self-awareness and reflection.



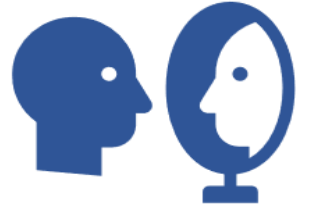
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What is Reflective Practice?



- A process of thinking deeply about experiences to learn from them
- Moves beyond description - involves analysis, insight, and action
- A key professional skill in health and social care

Why Reflective Practice Matters



- Encourages continuous learning
- Strengthens emotional intelligence and resilience
- Enhances decision-making and communication
- Builds credibility and authenticity in your personal brand

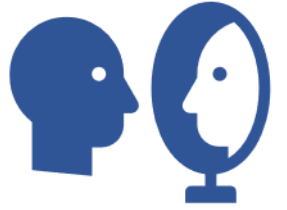


Reflection and Your Personal Brand



- Your brand is how others perceive your values, skills, and professionalism
- Reflection helps align your behaviour and values with your goals
- Self-awareness leads to confident, consistent practice

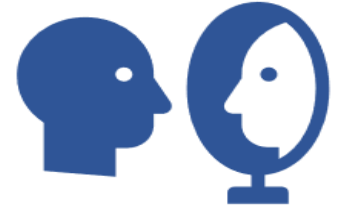
Levels of Reflection



- **Surface**: describing what happened
- **Deeper**: analysing why it happened
- **Critical**: evaluating what it means for your practice



Reflection in Health and Social Care



- Core part of safe, ethical, and person-centred practice
- Required for supervision, appraisal, and CPD
- Encourages accountability and continuous improvement

Gibbs' Reflective Cycle (1988)



1. Description



2. Feelings



3. Evaluation



4. Analysis



5. Conclusion



6. Action Plan

Applying Gibbs: Example

Scenario: A care worker feels ignored in a team meeting.

- **Description:** Felt unheard.
- **Feelings:** Nervous and unsure.
- **Evaluation:** Recognised lack of preparation.
- **Analysis:** Needs better communication planning.
- **Conclusion:** Will prepare notes next time.
- **Action Plan:** Practice speaking points before meetings.



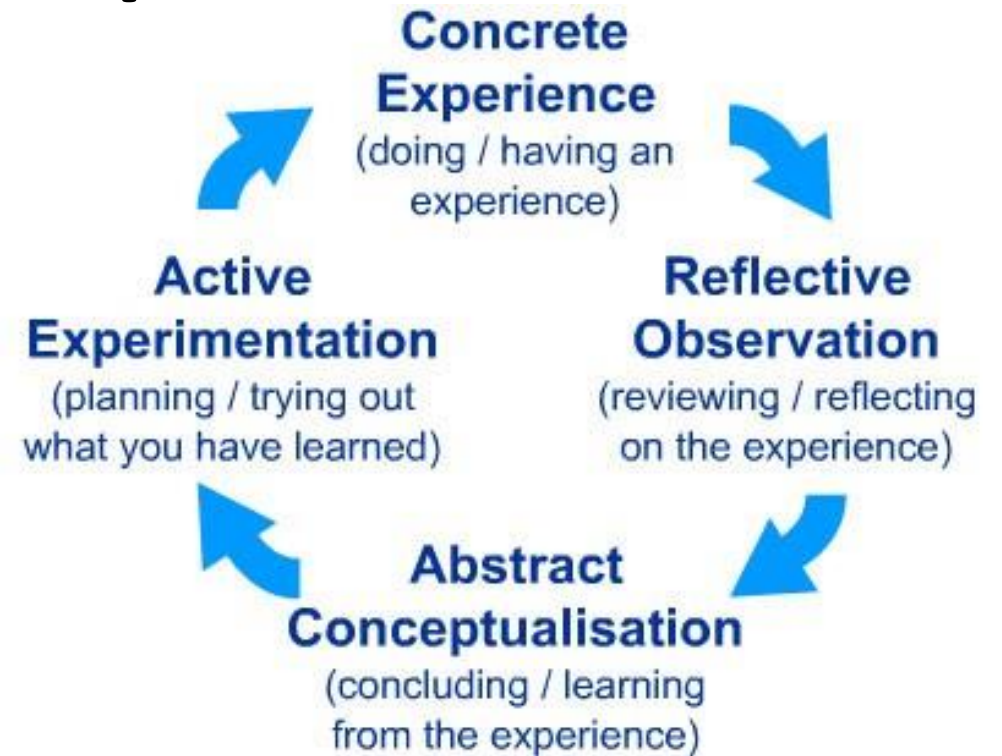
Activity 1: Quick Reflection

- *Think of a time when communication did not go as planned.*
- *What happened and what did you learn from it?*



Kolb's Learning Cycle (1984)

1. Concrete Experience
2. Reflective Observation
3. Abstract Conceptualisation
4. Active Experimentation



Schön's Reflection-in-Action / On-Action (1983)

- **Reflecting In-Action**: reflecting and adjusting during an event
- **Reflecting On-Action**: reflecting afterwards to improve next time

REFLECTION IN ACTION

Reflecting as something happens

- Consider the situation
- Decide how to act
- Act immediately

REFLECTION ON ACTION

Reflecting after something happens

- Reconsider the situation
- Think about what needs changing for the future



Reflection and Emotional Intelligence



Emotional intelligence (EI) refers to the ability to recognise, understand and manage our own emotions and the emotions of others it ...



Supports self-awareness and empathy



Strengthens relationships and communication



Builds resilience and confidence

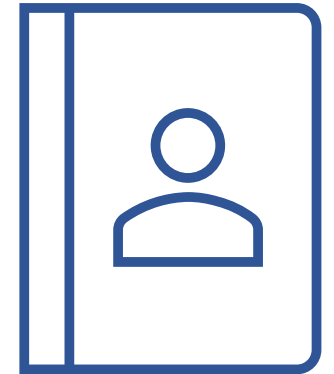
Case Study Example 1:

Communication and Emotional Intelligence

**Sana, a care worker, raises her voice at an anxious service user.
She then...**

- Feels guilty and disappointed.
- Realises stress affected her reaction.
- Decides to practice active listening and breathing techniques.
- Action plan: attend emotional regulation training.

Notes:



Reflection and Leadership



- Reflective leaders model learning behaviour
- Reflection improves adaptability and ethical decision-making
- Promotes open communication and team learning

Case Example 2: Leadership and Change

Jacob, a deputy manager, changes the staff rota without consultation. Staff resist.

- He reflects that he failed to involve the team.
- Learns the value of collaboration.
- Plans to hold feedback sessions before future changes.



Overcoming Barriers to Reflection

These can include...

- Limited time or motivation
- Fear of criticism
- Unclear structure or purpose
- Difficulty expressing feelings



Strategies to Strengthen Reflection

- Keep a short reflective journal
- Discuss experiences with peers or mentors
- Use models such as Gibbs or Kolb
- Revisit reflections to track progress

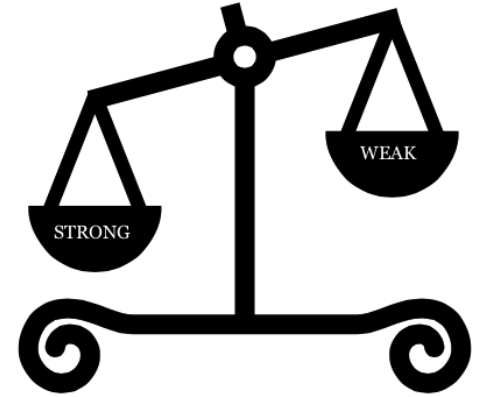


Reflective Writing Tips

- Write in first person appropriately
- Be honest but professional
- Link experience to what you learned
- End with how you will apply this learning



Example: Weak vs Strong Reflection



- **Weak:** “I learned teamwork is important.”
- **Strong:** “After our misunderstanding, I realised my communication was unclear. Next time, I will confirm shared goals with the team.”

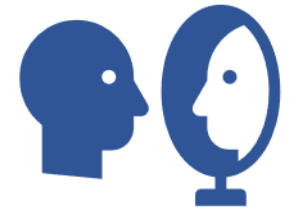
Activity 2: Reflective Sentence Builder

Complete this sentence:

“After [experience], I realised [insight]. This means that in future I will [action].”



Reflection and Employability



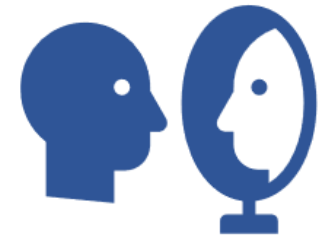
If you are reflective, this...

- Shows adaptability and accountability
- Demonstrates problem-solving and initiative
- Supports growth and lifelong learning



Reflection as a Lifelong Skill

- Reflection is an ongoing process of learning and adaptation
- It enhances leadership, supervision and self-care
- And builds credibility and professional identity





Summary of Key Points

- Reflective practice helps individuals learn from experience and improve their professional performance.
- Models such as Gibbs, Kolb and Schön provide useful structures for organising reflection.
- Reflection supports emotional intelligence, leadership, employability and personal growth.
- Being reflective strengthens confidence, credibility and continuous learning throughout a career.

