



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

ECCE4001C

Pwy ydw i?: Archwilio Hunaniaeth Broffesiynol

ECCE4001

Who Am I?: Exploring Professional Identity

Thema 3: Arfer Adfyfyriol – Damcaniaethau a
Modelau

Theme 3: Reflective Practice – Theory and
Models

Trawsnewid Addysg, Trawsnewid Bywydau
Transforming Education, Transforming Lives

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Cynnwys y Thema

Theme Content

- Beth yw Arfer Adfyfyriol?
- Pam mae angen i ni adfyfyrio ar ein harfer?
- Defnyddio ffynonellau gwybodaeth ar y Rhynggrwyd
- Modelau Adfyfyrio
- Ysgrifennu Adfyfyriol
- What Is Reflective Practice?
- Why do we need to reflect on our practice?
- Using Internet Sources of Information
- Models of Reflection
- Reflective Writing

Beth yw Arfer Adfyfyriol

What is Reflective Practice?

*Ystyriwch y cysyniad o Arfer
Adfyfyriol.*

*Consider the concept of
Reflective Practice.*

*Ydych chi'n gyfarwydd â'r
cysyniad?*

*Are you familiar with the
concept?*

Os felly, ym mha gyd-destun?

If so, in what context?

Diffiniadau o Arfer Adfyfyriol

Definitions of Reflective Practice

- Gan ddefnyddio WiFi Eduroam, ymchwiliwch ddiffiniad addas o arfer adfyfyriol.
- Rhannwch eich diffiniad a ffynhonnell y wybodaeth gyda'r grŵp.
- Using Eduroam WiFi research a suitable definition of reflective practice.
- Share your definition and the source of the information with the group.

Arfer Adfyfyriol

Reflective Practice

- Mae ysgrifennu adfyfyriol [...] yn ein helpu i gysylltu ein syniadau â'i gilydd a darganfod ystyron o'r pethau a welwn ac a brofwn.

([Bassot, 2020, t.18](#))

- 'Reflective writing [...] helps us to link our ideas together and discover meanings from the things we see and experience'.

([Bassot, 2020, p.18](#))

Arfer Adfyfyriol

Reflective Practice

- ymholiad systematig i wella a dyfnhau ein dealltwriaeth o arfer.
- ‘systematic enquiry to improve and deepen our understanding of practice’.

([Lucas, 1991 dyfynnwyd yn Bassot, 2020, t.1](#))

([Lucas, 1991 cited in Bassot, 2020, p.1](#))

Arfer Adfyfyriol

Reflective Practice

- Bydd adfyfyrio ar effaith yr hyn rydych chi wedi'i ddysgu, a'i gymhwyso a'i rannu, yn eich galluogi i gael y budd llawn o'ch profiad a chymryd rheolaeth o'ch datblygiad.
- 'Reflecting on, applying and sharing the impact of what you've learnt will enable you to get the full benefit from your experience and take control of your development'.

(Sefydliad Siartredig Personél a Datblygu [CIPD], 2026)

(Chartered Institute of Personnel and Development [CIPD], 2026)

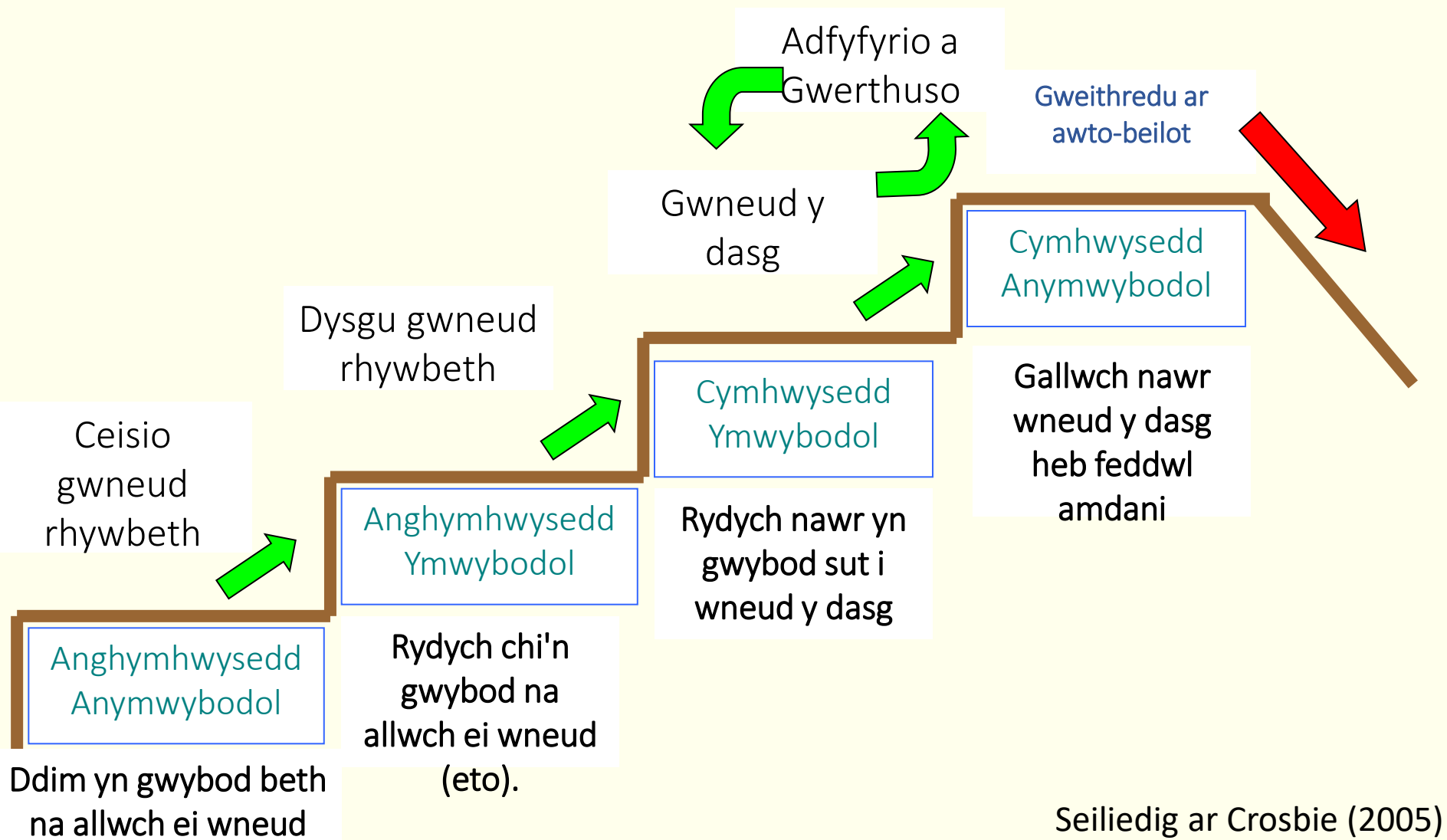
Pam dylem ni adfyfyrio?

Why Should We reflect?

- Mae arfer adfyfyriol yn rhan bwysig o safonau proffesiynol mewn ieched a gofal cymdeithasol.
- Mae'n helpu staff i ddysgu o'u gwaith ac yn gwella diogelwch ac ansawdd gofal yn uniongyrchol
- Reflective practice is an important part of professional standards in health and social care.
- It helps staff to learn from their work and directly improves the safety and quality of care.

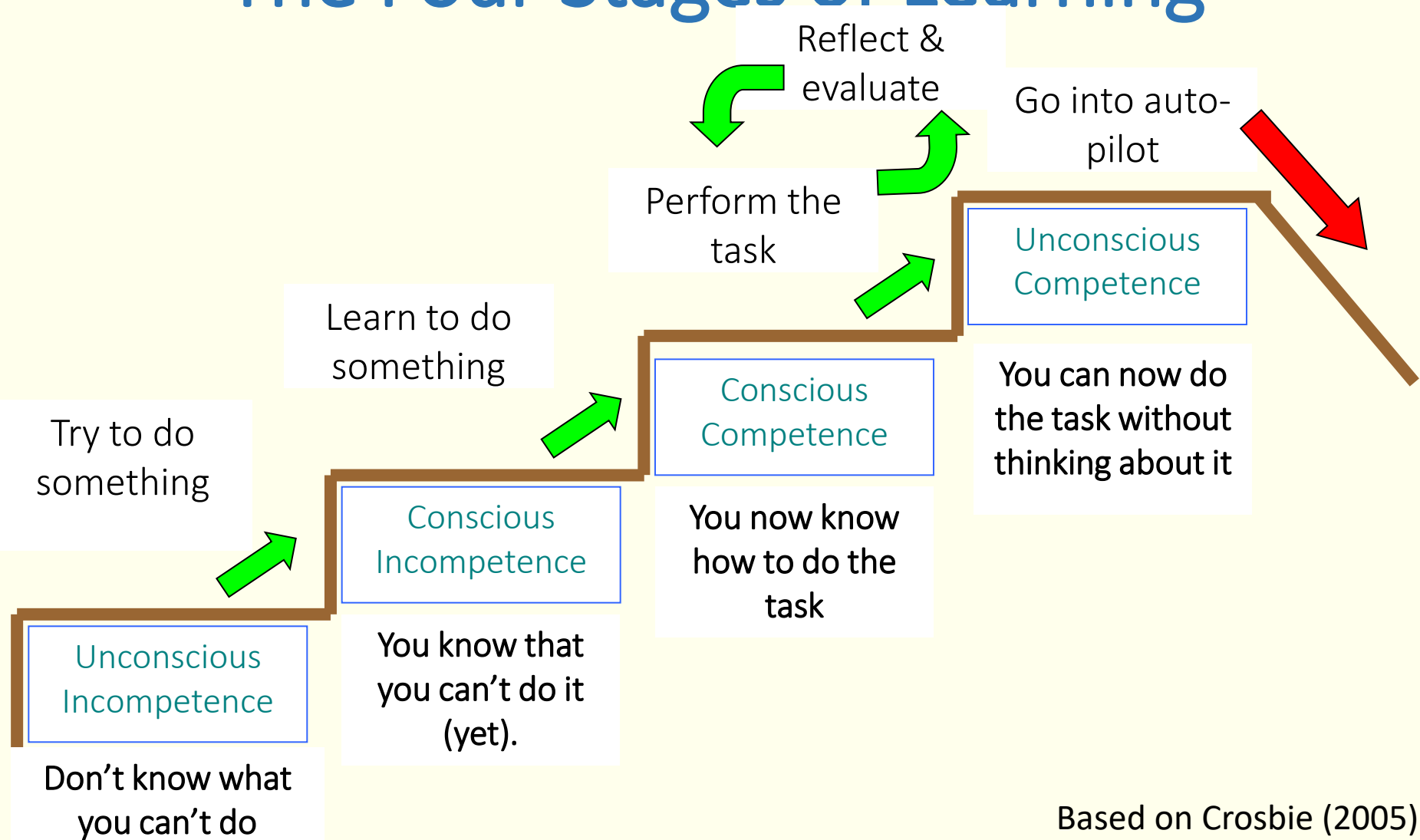
(National Data Guardian [NDG], 2025)

Pedwar Cam Dysgu



Seiliedig ar Crosbie (2005)

The Four Stages of Learning



Based on Crosbie (2005)

Pam dylem ni adfyfyrio?

Why Should We reflect?

- Mae damcaniaethau Donald Schön ar arfer adfyfyriol yn gwneud yr un pwynt
- Mae'n dadlau, os nad ydym yn gallu gwneud ein gwaith oherwydd diffyg gwybodaeth neu hyfforddiant (h.y. ar y cam isaf o ddysgu) yna nid ydym yn gallu adfyfyrio ar ein harfer
- Donald Schön's theories of reflective practice make the same point
- He argues that, if we are not able to do our job because of a lack of knowledge or training (i.e. on the bottom stage of learning) then we are unable to reflect on our practice

(Seiliedig ar Schön, 2016)

(Based on Schön, 2016)

Pam dylem ni adfyfyrio?

Why Should We reflect?

- Mae'n mynd yn ei flaen i ddweud, os ydym yn mynd yn hunanfodlon ac yn cymryd ein swydd yn ganiataol (h.y. cam uchaf dysgu) yna nid oes unrhyw gymhelliant i adfyfyrio
- He goes to say that if we become complacent and take our job for granted (i.e. the top stage of learning) then there is no incentive to reflect

(Seiliedig ar Schön, 2016)

(Based on Schön, 2016)

Pam dylem ni adfyfyrio?

Why Should We reflect?

- Mae theori Schön yn awgrymu bod adfyfyrio yn galluogi gweithwyr proffesiynol i aros yn effeithiol mewn amgylcheddau cymhleth trwy addasu eu gweithredoedd yn barhaus, a'u cadw mewn cydbwysedd cynhyrchol rhwng trefn anhyblyg ac ansicrwydd anhrefnus
- Schön's theory suggests that reflection enables professionals to stay effective in complex environments by continually adapting their actions, keeping them in a productive balance between rigid order and chaotic uncertainty

(Seiliedig ar Schön, 2016)

(Based on Schön, 2016)

Pam dylem ni adfyfyrio?

Why Should We reflect?

- Mae'n awgrymu 3 math o arfer adfyfyriol:
- Adfyfyrio **ar** Weithredu
- Adfyfyrio **er mwyn** Gweithredu
- Adfyfyrio **wrth** Weithredu
- He suggests 3 forms of reflective practice:
- Reflection **on** Action
- Reflection **for** Action
- Reflection **in** Action

(Seiliedig ar Schön, 2016)

(Based on Schön, 2016)

Naw Dimensiwn Arfer Adfyfyriol

Nine Dimensions of Reflective Practice

- Dadleua Zwozdiak-Myers (2023) fod arfer adfyfyriol yn cynnwys meddwl yn ymwybodol am ein harfer mewn naw dimensiwn gwahanol
- Awn ati nawr i edrych ar bob un yn ei dro
- Zwozdiak-Myers (2023) argues that reflective practice consists of consciously thinking about our practice in nine different dimensions
- We will now look at each in turn

Naw Dimensiwn Arfer Adfyfyriol

Nine Dimensions of Reflective Practice

- Dimensiwn 1:
 - **Astudio eich maes ar gyfer gwelliant personol.**
 - Adfyfyrio'n rheolaidd ar eich rôl a'ch arbenigedd eich hun
- Dimension 1:
 - **Study your field for personal improvement.**
 - Reflect regularly on your own role and expertise

(Zwozdiak-Myers, 2023)

Naw Dimensiwn Arfer Adfyfyriol

Nine Dimensions of Reflective Practice

- Dimensiwn 2:
- **Gwerthuso eich Gwaith gan ddefnyddio Ymchwil**
- Ymglyfarwyddo â'r datblygiadau ymchwil diweddaraf yn eich maes arfer
- Dimension 2:
- **Evaluate your work using Research**
- Keep up to date with research in your field of practice

(Zwozdiak-Myers, 2023)

Naw Dimensiwn Arfer Adfyfyriol

Nine Dimensions of Reflective Practice

- Dimensiwn 3:
 - **Cysylltu theori ag arfer – *praxis***
 - Dylai unrhyw newidiadau i arfer fod yn seiliedig ar dystiolaeth o arfer gorau sy'n deillio o ymchwil
- Dimension 3:
 - **Link theory with practice – praxis**
 - Any changes to practice should be based on evidence of best practice from research

(Zwozdiak-Myers, 2023)

Naw Dimensiwn Arfer Adfyfyriol

Nine Dimensions of Reflective Practice

- Dimensiwn 4:
 - **Cwestiynu eich damcaniaethau a'ch credoau personol**
 - Dylid defnyddio sgiliau meddwl yn feirniadol i wirio am duedd a chredoau neu agweddau di-fudd
- Dimension 4:
 - **Question your personal theories and beliefs**
 - Critical thinking skills should be used to check for bias and unhelpful beliefs or attitudes

(Zwozdiak-Myers, 2023)

Naw Dimensiwn Arfer Adfyfyriol

Nine Dimensions of Reflective Practice

- Dimensiwn 5:
 - **Ystyried safbwyntiau a phosibiliadau amgen**
 - Gall sgyrsiau dysgu gyda chydweithwyr, plant a theuluoedd roi persbectif newydd
- Dimension 5:
 - **Consider alternative perspectives and possibilities**
 - Learning conversations with colleagues, children and families can give a new perspective

(Zwozdiak-Myers, 2023)

Naw Dimensiwn Arfer Adfyfyriol

Nine Dimensions of Reflective Practice

- Dimensiwn 6:
 - **Rhoi cynnig ar strategaethau a syniadau newydd**
 - Gelwir hyn yn ymchwil weithredol
- Dimension 6:
 - **Try out new strategies and ideas**
 - This is known as action research

(Zwozdiak-Myers, 2023)

Naw Dimensiwn Arfer Adfyfyriol

Nine Dimensions of Reflective Practice

- Dimensiwn 7:
- **Gwireddu holl botensial twf defnyddwyr gwasanaeth**
- Gwirio eich bod yn gweithio mewn ffordd gynhwysol a hyblyg sydd o fudd i bawb
- Dimension 7:
- **Maximise the growth potential of service users**
- Check that you are working in an inclusive and flexible way which benefits all

(Zwozdiak-Myers, 2023)

Naw Dimensiwn Arfer Adfyfyriol

Nine Dimensions of Reflective Practice

- Dimensiwn 8:
- **Gwella ansawdd arferion eich sefydliad**
- Gweithio fel tîm i hyrwyddo arferion newydd ac effeithiol

- Dimension 8:
- **Enhance the quality of your organisation's practice**
- Working as a team to promote new and effective practice

(Zwozdiak-Myers, 2023)

Naw Dimensiwn Arfer Adfyfyriol

Nine Dimensions of Reflective Practice

- Dimensiwn 9:
- **Parhau i wella eich arfer**
- Nid digwyddiad unigol yw adfyfyrio ond mae'n rhan o'ch Datblygiad Proffesiynol Parhaus
- Dimension 9:
- **Continue to improve your practice**
- Reflection is not a 'one off' event but forms part of your Continuing Professional Development

(Zwozdiak-Myers, 2023)

Defnyddio Ffynonellau Rhyngrwyd

Using Internet Sources

- Ar sleid flaenorol fe wnaethom ddefnyddio gwefan y National Data Guardian
- Ond sut ydyn ni'n gwybod bod y wefan hon yn addas i'w defnyddio?
- Awn ati nawr i gymryd ychydig amser i edrych ar ffynonellau tystiolaeth ar y rhyngrwyd.
- Gweithgaredd Astudio dan Arweiniad
- On a previous slide we used the National Data Guardian website
- But how do we know that this site is suitable to use?
- We will now take a moment to look at internet sources of evidence.
- Guided Study Activity

Darganfod a Defnyddio Gwybodaeth

Finding and Using Information

- Os nad ydych wedi gwneud hynny eisoes, dylech gwblhau cwrs ar-lein y Llyfrgell ar Sgiliau Gwybodaeth sef 'Darganfod a Defnyddio Gwybodaeth'
- If you have not already done so, you should complete the Library InfoSkills online course 'Finding and Using Information'

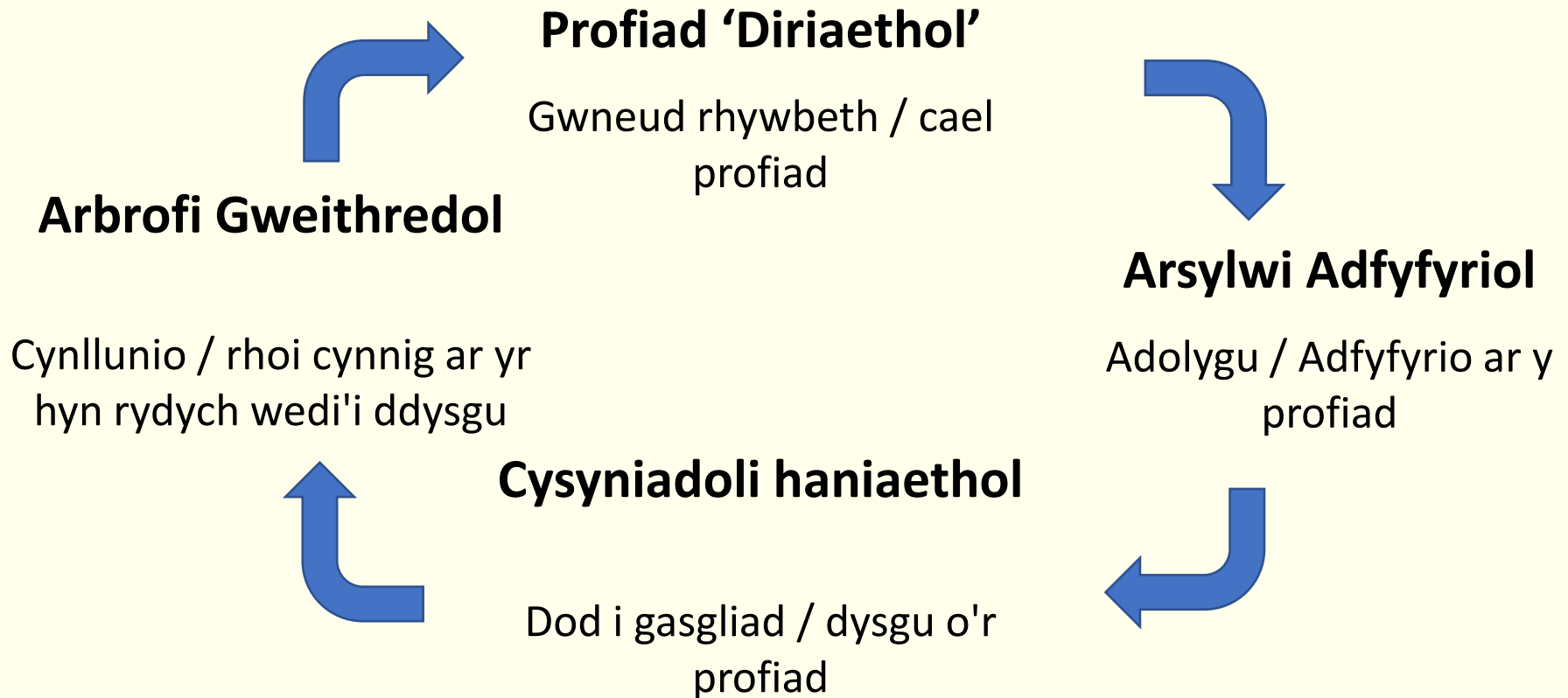


Modylau Adfyfyrio

Models of Reflection

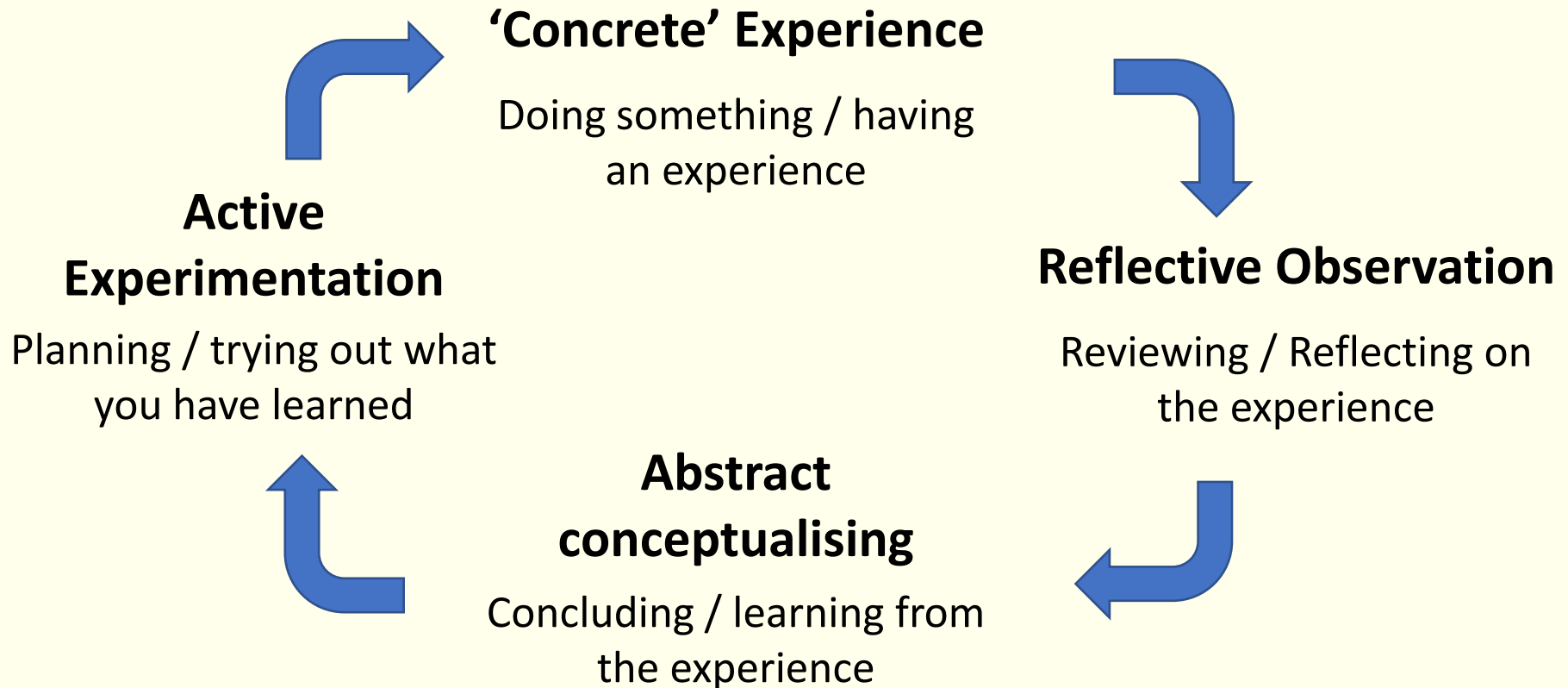
- Mae Model Adfyfyrio yn cyfeirio at set o gwestiynau neu weithdrefnau y gellir eu defnyddio i strwythuro'r broses adfyfyriol
- Awn ati nawr i edrych ar rai o'r rhai mwyaf cyffredin
- A Model of Reflection refers to a set of questions or procedures that can be used to structure the reflective process
- We will now take a look at some of the most common

Kolb – Cylch Dysgu drwy Brofiad



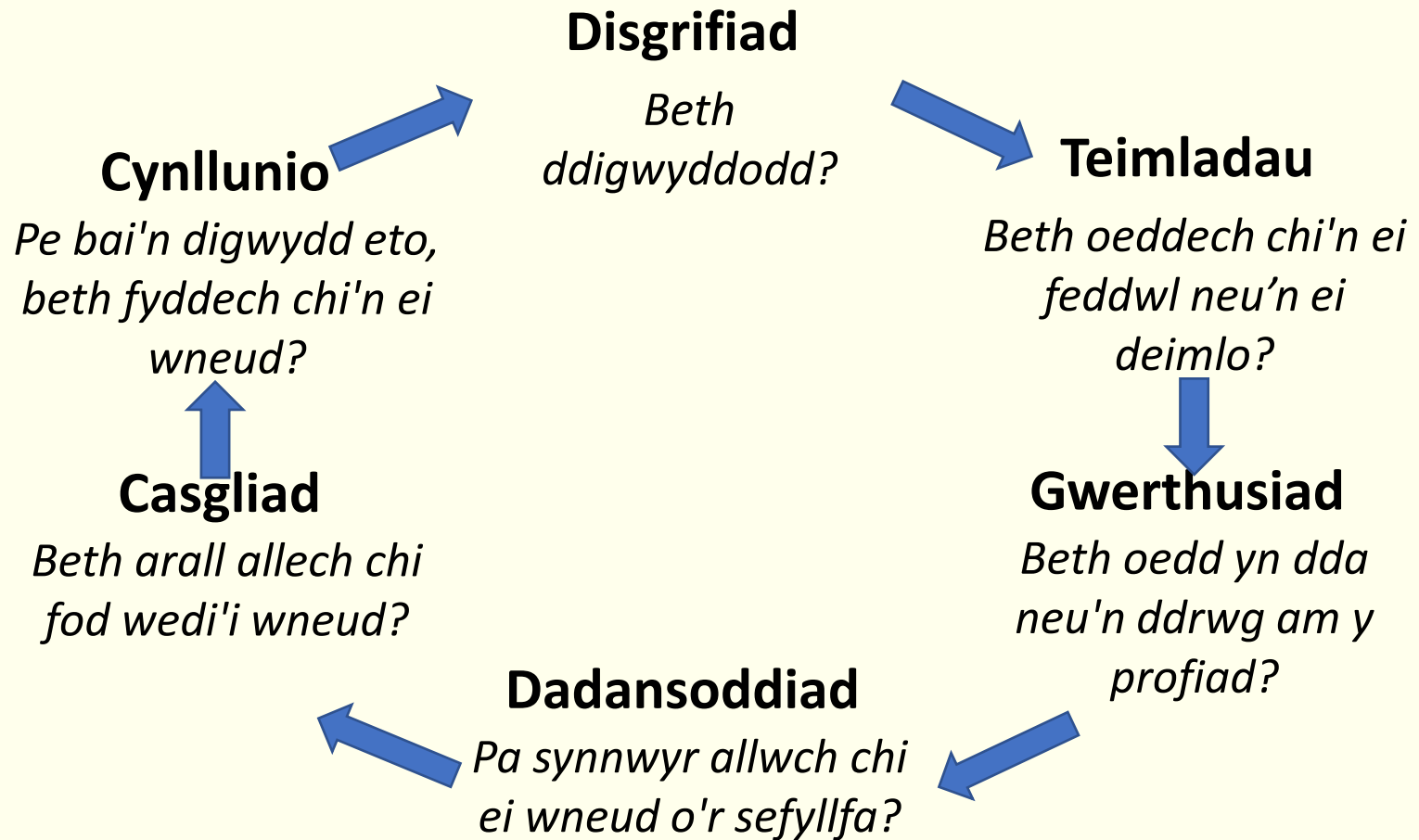
(Kolb, 2016)

Kolb – Experiential Learning Cycle



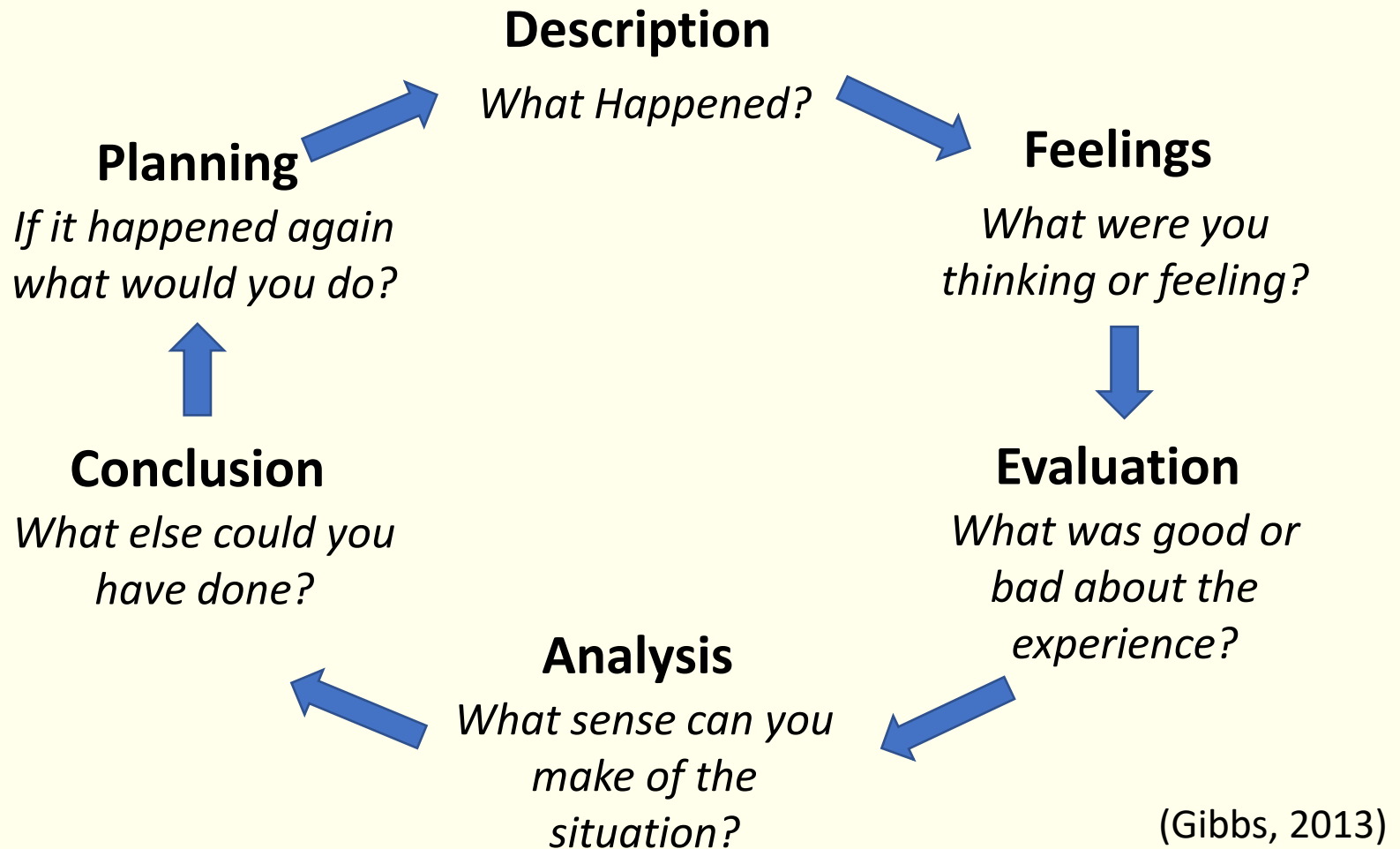
(Kolb, 2016)

Gibbs – Cylch Adfyfyriol



(Gibbs, 2013)

Gibbs – Reflective Cycle



O'Donnell *et al*

Adfyfyrio er mwyn Gweithredu

**Gwneud sylw am
Brofiad**

Cefais hi'n anodd i

.....

Gwerthuso

*Beth fyddai'r peth
gorau i'w wneud os
bydd yn digwydd eto?*

Adfyfyrio

*Enghraifft o beth yw
hyn?*

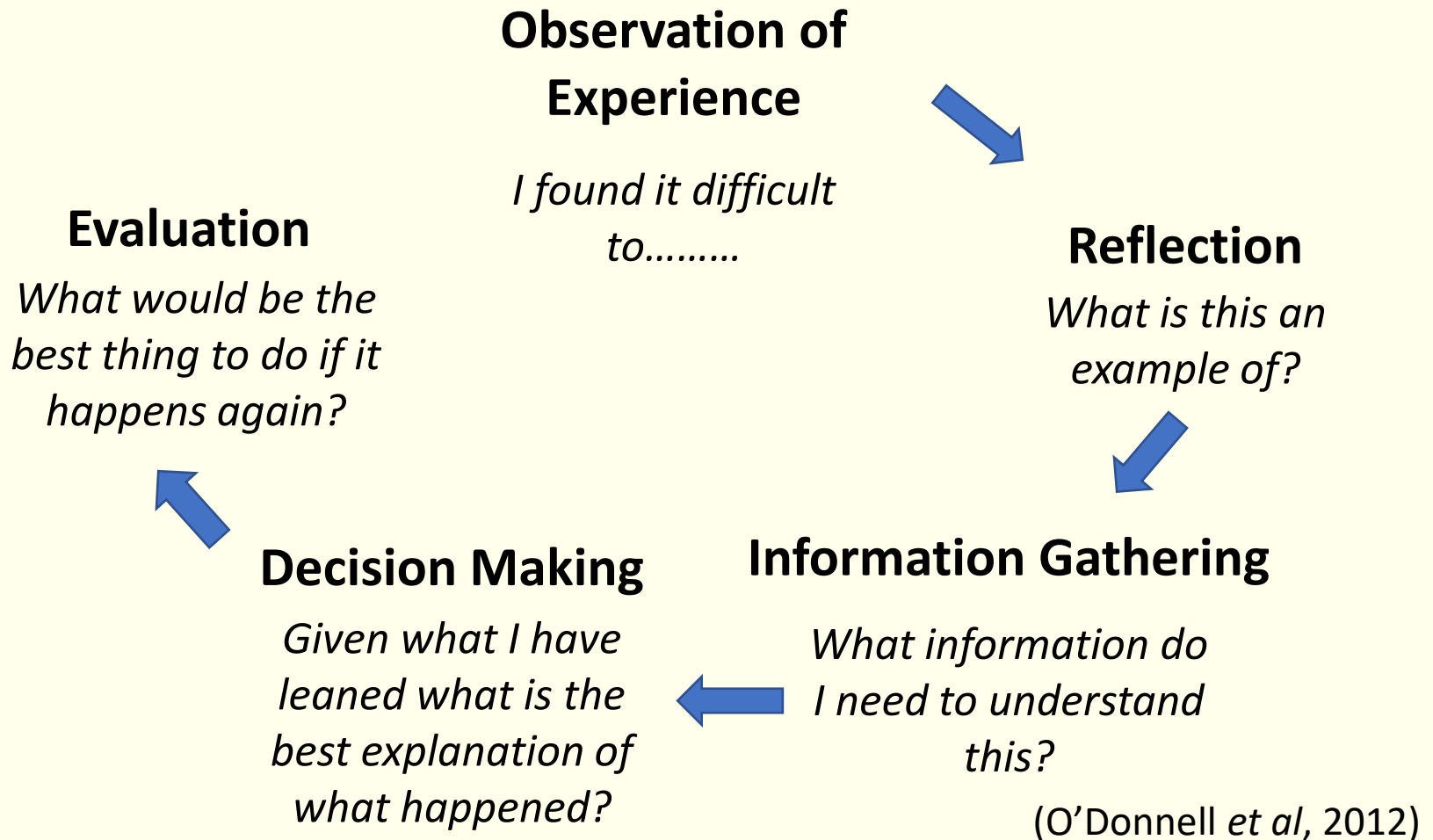
**Gwneud
Penderfyniadau**
*O ystyried yr hyn
rydw i wedi'i ddysgu,
beth yw'r esboniad
gorau am yr hyn a
ddigwyddodd?*

Casglu gwybodaeth

*Pa wybodaeth sydd ei
hangen arnaf i ddeall
hyn?*

(O'Donnell *et al*, 2012)

O'Donnell *et al* Reflection for Action



Rhwystrau rhag Arfer Adfyfyriol

Barriers to Reflective Practice

*Beth allai atal
ymarferydd rhag
adfyfyrio'n effeithiol?*

*Gweithgaredd Trafod
mewn Grŵp*

*What might stop a
practitioner from
effectively reflecting?*

Group Discussion Activity

Ysgrifennu Adfyfyriol

Reflective Writing

- Wrth ysgrifennu darn adfyfyriol dylech gydbwyso eich profiadau eich hun (e.e. teimlwn.....; meddyliwn.....) â theori i'ch helpu i ddeall
- When writing a reflective piece you should balance your own experiences (e.g. *I felt.....; I thought.....*) with theory to help you to understand

Ysgrifennu Adfyfyriol

Reflective Writing

- Byddwch yn ddetholus:
- Nodwch elfennau heriol neu lwyddiannus y cyfarfyddiad.
- Adfyfyriwch yn ddwfn ar ychydig o agweddau a phwyntiau dysgu arwyddocaol.
- Be selective:
- Identify challenging or successful parts of the encounter.
- Reflect deeply on a few significant aspects and learning points.

Ysgrifennu Adfyfyriol

Reflective Writing

- Trafodwch eich adfyfyrdodau gydag eraill i ddyfnhau eich mewnwleddiad, gwella eich gallu i fynegi eich syniadau a helpu i archwilio ystod o safbwyntiau
- Discuss your reflections with others to deepen your insight, improve your ability to express your ideas and help to explore a range of perspectives

Ysgrifennu Adfyfyriol

Reflective Writing

- Casglu tystiolaeth: Mae tair ffynhonnell tystiolaeth y mae angen eu defnyddio mewn aseiniadau ysgrifennu adfyfyriol:
 - 1) Eich adfyfyrdodau sy'n dystiolaeth hanfodol o'ch profiadau.
 - 2) Tystiolaeth academiaidd o astudiaethau achos a damcaniaethau cyhoeddiedig i ddangos sut mae eich syniadau a'ch arferion wedi datblygu yng nghydestun y llenyddiaeth academiaidd berthnasol.
 - 3) Polisiâu ac adroddiadau.
- Collect evidence There are three sources of evidence which need to be used in reflective writing assignments:
 - 1) Your reflections form essential evidence of your experiences.
 - 2) Academic evidence from published case studies and theories to show how your ideas and practices have developed in the context of the relevant academic literature.
 - 3) Policies and reports.

Ysgrifennu Adfyfyriol

Reflective Writing

- Defnyddiwch y cylch dysgu adfyfyriol i strwythuro'ch ysgrifennu: cynllunio; gweithredu; arsylwi; adfyfyrio; cael mewnwelediadau, cynllunio eto, ac ati. Bydd hyn yn gwneud yn siŵr eich bod yn cwmpasu'r broses gyfan ac yn esbonio nid yn unig beth ddigwyddodd, ond pam y digwyddodd a pha welliannau y gellir eu gwneud yn seiliedig ar eich dealltwriaeth newydd.
- Use the reflective learning cycle to structure your writing: plan; act; observe; reflect; gain insights, plan again etc. This will make sure you cover the whole process and explain not just what happened, but why it happened and what improvements can be made based on your new understanding.

Ysgrifennu Adfyfyriol

Reflective Writing

- Ar gyfer y sesiwn nesaf, ysgrifennwch adroddiad adfyfyriol byr o'ch profiadau hyd yma ar y cwrs
- Dewiswch un syniad neu deimlad sydd gennych a defnyddiwch fodel Gibbs i fyfyrio ar hyn
- Dewch o hyd i ddamcaniaethau ac ymchwil sy'n eich helpu i archwilio a deall y profiad hwnnw
- Postiwch hwn ar y Fforwm yn yr edefyn 'Ymarfer Ysgrifennu Adfyfyriol'
- For the next session write a short reflective account of your experiences so far on the course
- Chose a single thought or feeling that you have and use Gibb's model to reflect on this
- Find theories and research that help you to explore and understand that experience
- Post this on the Forum in the thread 'Reflective Writing Exercise'

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