Reflectivity – Activity 2

ReFLECTivity – What it is:

ReFLECTivity is the combination of disciplined reflective habit and evaluative skill. One has to have *both* the ***will*** *and* the ***skill***!

"One can be very experienced and have little experience - Useful experience does not just happen - it has to be captured! One has to learn how to learn from one's experience" [P. Lenney 2015]

Some provocations that attempt to kick-start your reflective practice are set out below.

The provocations are self-explanatory. they are easy to do, but not so easy to do well.

Do not rush. Do not do it all at once - do it and then return to it later, ponder and dwell upon it.

There are two reflective provocations below:

- **First complete the first exercise rating your collaborative/dialogic conduct against each of the 18 criteria in this self-360**
- **Then reflect carefully on the exercise you have just completed**
- **Finally complete the 'Keep/Start/Do/Stop' table**

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	360 - Name of Collaborator:							
	Character of Collaborative and Dialogic Conduct	**Bad**	**Poor**	**Not OK**	**OK**	**Good**	**Very good**	**Excellent**
	Categories of Conduct	**1**	**2**	**3**	**4**	**5**	**6**	**7**
1	**I demonstrate real focus on the making of choices/decisions –** always keeping the decision-making goal of a dialogue in focus/at the centre of attention	○	○	○	○	○	○	○
2	**I communicate constructively –** speak up and express my thoughts/ideas clearly, directly, and honestly. Have respect for others, will make my point strongly but in a positive and appropriate manner; do not debate for the sake of debating	○	○	○	○	○	○	○
3	**I listen actively –** listen in a focused and disciplined way. Strive hard to absorb, understand and consider the ideas and points of view of others. Listen, do not simply 'reload' **–** focus on what is being said by others, not on what they wish to say next!	○	○	○	○	○	○	○
4	**I am an active participant –** come to meetings prepared; engage/am not passive/do not sit on the side-lines; take the initiative/help make things happen/volunteer for assignments; exhibit a can-do attitude	○	○	○	○	○	○	○
5	**I share openly and willingly –** willing to share information, knowledge, and experience; take initiative to keep collaborators informed; keep people in the loop	○	○	○	○	○	○	○
6	**I drive a group's dialogue to crystallising action plans and responsibilities** – keep my own, and my team's, focus on the required outcomes	○	○	○	○	○	○	○
7	**I exhibit flexibility –** adapt to changes; happy with change; roll with the punches; can compromise; am not rigid in my viewpoint; am not welded to a plan	○	○	○	○	○	○	○
8	**I show commitment to the team –** care about the team's performance; always show up; always make a strong effort **–** even when task disliked/disagreed with	○	○	○	○	○	○	○
9	**I treat others in a respectful and supportive manner –** consistently show courtesy and consideration; have sense of humour; can 'take a joke'; disagree without disrespecting	○	○	○	○	○	○	○
10	**I move team dialogue forward by asking good/smart questions –** use open and closed questions appropriately; strive not to ask leading questions	○	○	○	○	○	○	○
11	**I ensure other team members are drawn into the dialogue –** actively seek to draw others into the dialogue; observe the dialogue and spot issues of participation	○	○	○	○	○	○	○
12	**I strive to understand the perspectives of my collaborators**	○	○	○	○	○	○	○
13	**I proactively reveal my assumptions when in dialogue**	○	○	○	○	○	○	○
14	**I am comfortable with having my arguments and assumptions challenged/questioned –** receive criticism well; am not defensive	○	○	○	○	○	○	○
15	**I challenge and interrogate the arguments/assumptions of others appropriately and sensitively**	○	○	○	○	○	○	○
16	**I handle conflict well and constructively**	○	○	○	○	○	○	○
17	**I am emotionally disciplined –** demonstrate equanimity, e.g. do not become angry	○	○	○	○	○	○	○
18	**I pro-actively capture personal responsibility for emerging tasks/objectives**	○	○	○	○	○	○	○

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Please write *no more than three **short** comments* in each box.

I SHOULD …

KEEP DOING THESE THINGS	**START DOING THESE THINGS**
DO THESE THINGS BETTER	**STOP DOING THESE THINGS**

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