

Tool 8: Reflective cycle

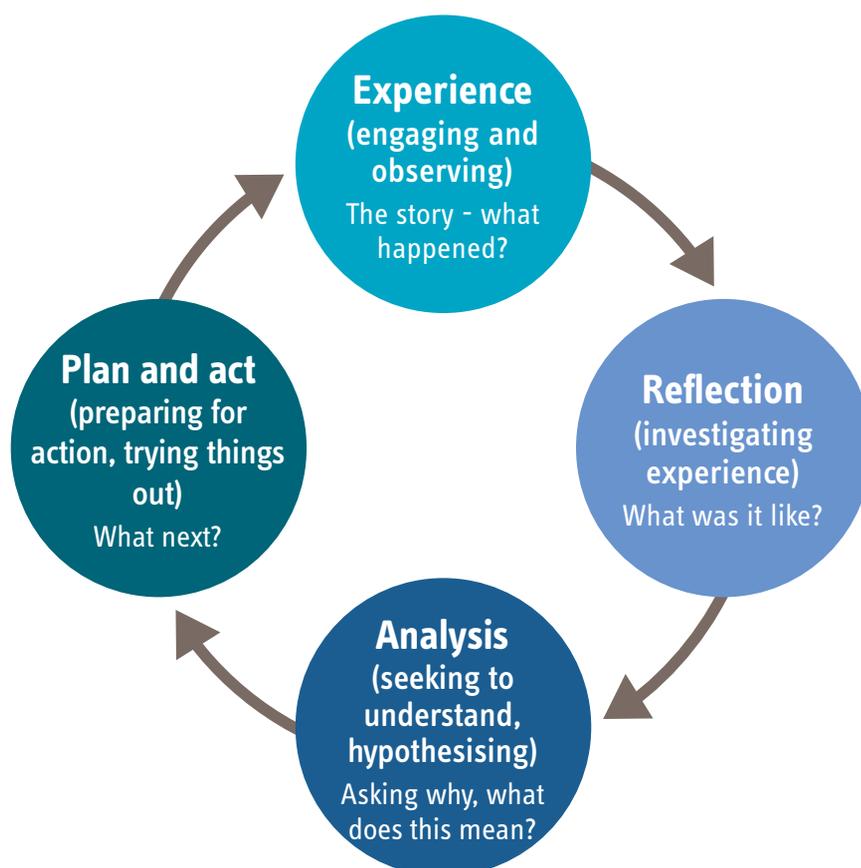
Supervision can support good decision making through enabling critical reflection. This includes:

- > **Critical thinking:** Identifying how we know what we know.
- > **Analysis:** Breaking something down into parts.
- > **Reflection:** Looking back at what has happened and looking forward to what will happen.
- > **Reflexivity:** Identifying your impact on a situation

When you are dealing with a difficult issue or case, critical reflection can help you to understand and to gain insight into what to do.

This tool provides example questions which can be asked in supervision to explore all four stages of Kolb's (1984) reflective cycle to solve a dilemma.

You can use this tool in individual or group supervision to talk through a situation and identify insights that feed into action planning. It is particularly helpful in complex cases. However, the reflective cycle can be used for any discussion or decision. This is also a useful tool for development as it helps you to identify learning from your experiences.



Describe the situation for 5 minutes

Take 5 minutes answering questions about experience:

For example -

- > Who was involved?
- > What happened?

Take 5 minutes answering questions about reflection:

For example -

- > How did you feel?
- > What do you think others felt?

Take 5 minutes answering questions about analysis:

For example -

- > What were the causes of the event?
- > What can we learn from research?

Take 5 minutes answering questions about planning and acting

For example -

- > What else do I need to know?
- > What should be my next step?

Clarify the actions that are needed.