



**Family &
Community Services**
Ageing, Disability & Home Care

**Statewide Behaviour Intervention Service
Clinical Innovation and Governance**

Growing your reflective practice

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What we will be covering



Reflective Practice:

- What?
- Why?
- How?
- Who?
- When / where?

Activity



Consider your existing knowledge and experience of Reflective Practice and answer the following:

- 1) What are the *qualities* of a reflective practitioner?
- 2) When / why might you reflect on your work?

Take a moment to reflect and then write down your answers. I will be asking for brief feedback.

Reflective Practice: WHAT?

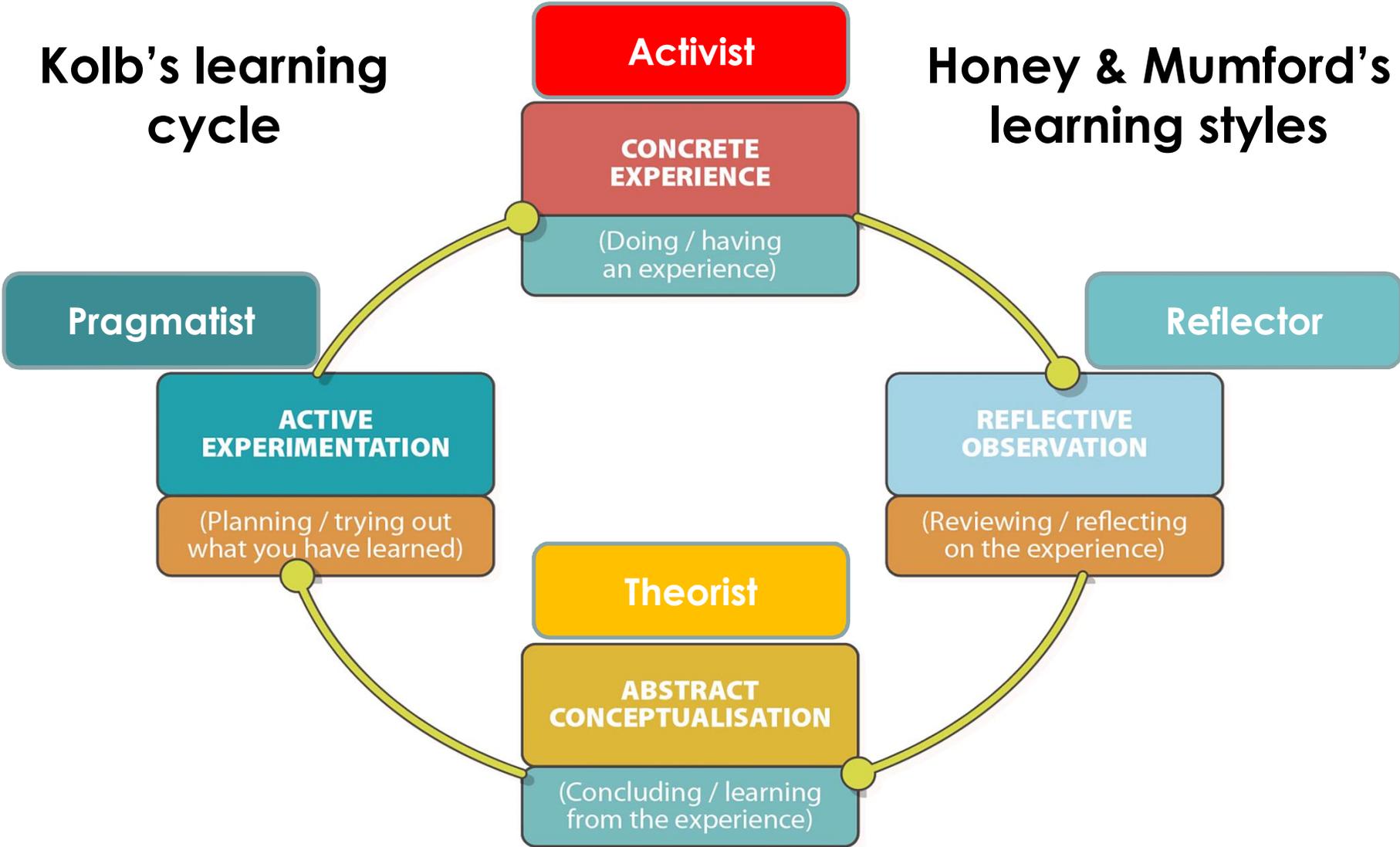


Socrates – “The unexamined life is not worth living”

Marcus Aurelius – “Nothing has such power to broaden the mind as the ability to investigate systematically and truly all that comes under thy observation in life”

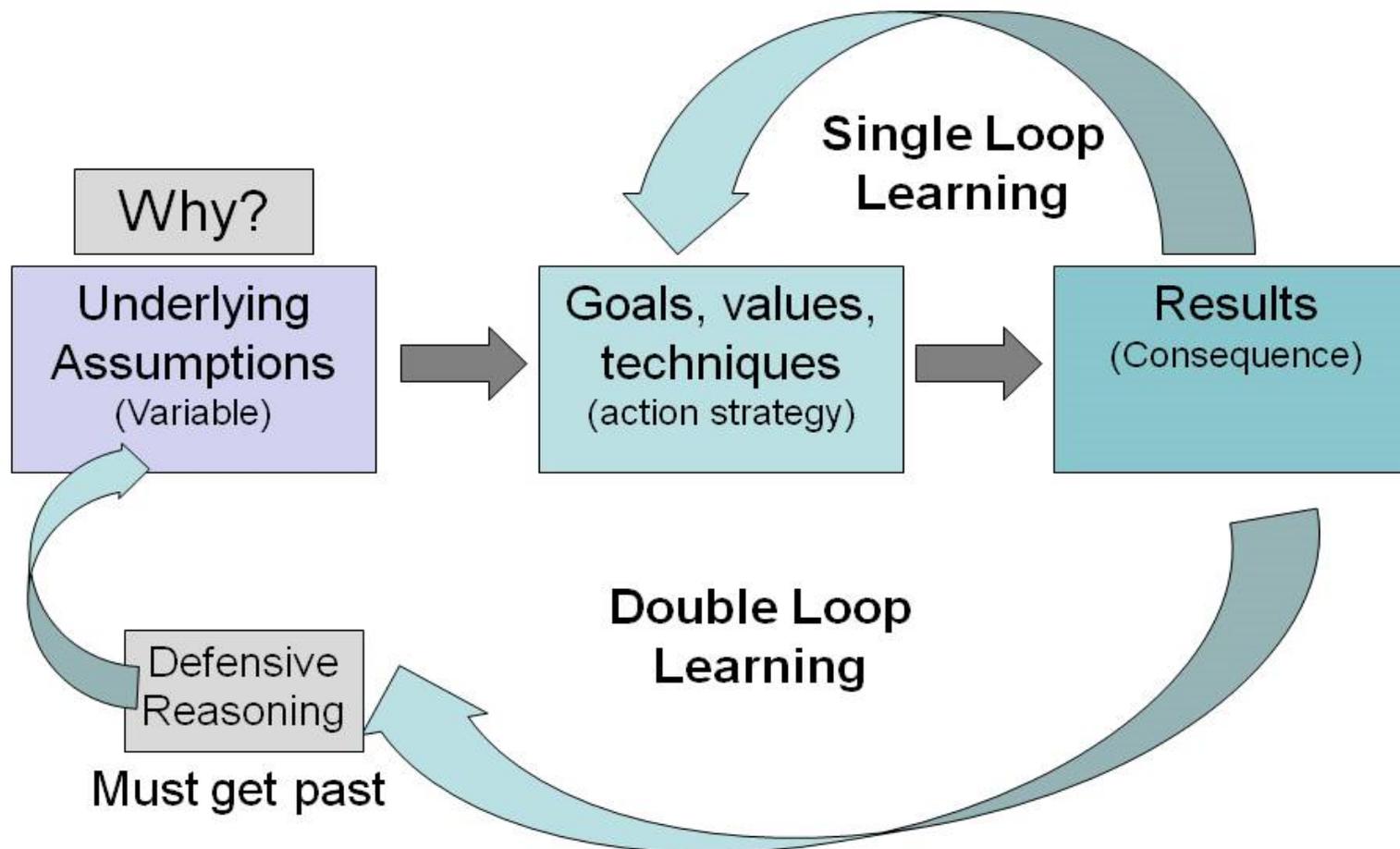
Dewey (1933) – “there can be no true growth by mere experience alone, but only by reflecting on experience”

Reflective Practice: WHAT?



Reflective Practice: WHAT?

Schön on Reflection



Reflective Practice: WHAT?



“intellectual and affective activities in which individuals engage to explore their experiences in order to lead to a new understanding and appreciation” (Boud et al., 1985, p. 19)

“involves a number of skills (such as observation, self awareness, critical thinking, self evaluation and taking others’ perspectives) and has the outcome of integrating this understanding into future planning and goal setting” (Mann et al., 2009)

Reflective Practice: WHY?

- Make meaning of complex situations and enable learning from experience
- Identify assumptions, gaps, mistakes and how we might avoid them in the future

- Good practice involves the integration of:

1) best available external evidence from research,

2) best available evidence from clinical practice,

3) preferences of an informed client.

(Dollaghan, 2007)

- Without reflection we are just evidence *users*

Reflective Practice: WHY?



If reflective practice can offer these things why aren't we all doing it regularly?:

- It isn't easy
- It takes time
- It's hard to do alone
- It can make us feel uncomfortable
- It can be difficult to interpret and synthesize situations, evidence and our reactions
- **Having structure around the process can help!**

Reflective Practice: HOW?

A familiar approach:

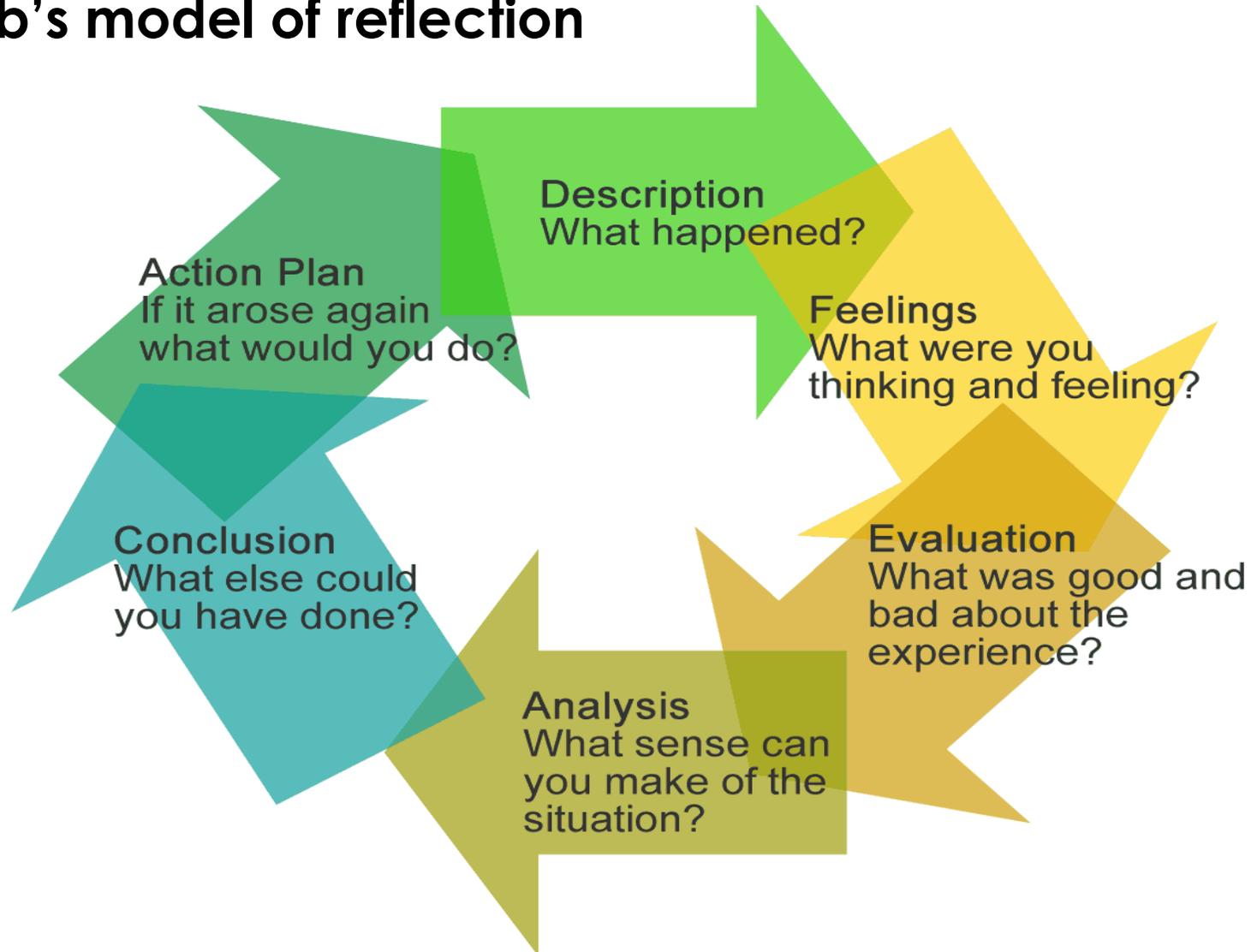
- The 4+1 planning tool
 - What does it offer?
 - What does it miss?
- Encourages us to jump into analysis before clarifying what happened and considering our reactions and feelings to it

- 1 What have we tried?
- 2 What have we learned?
- 3 What are we pleased about?
- 4 What are we concerned about?
- 5 Given what we know now, what next?

Sanderson & associates 2007

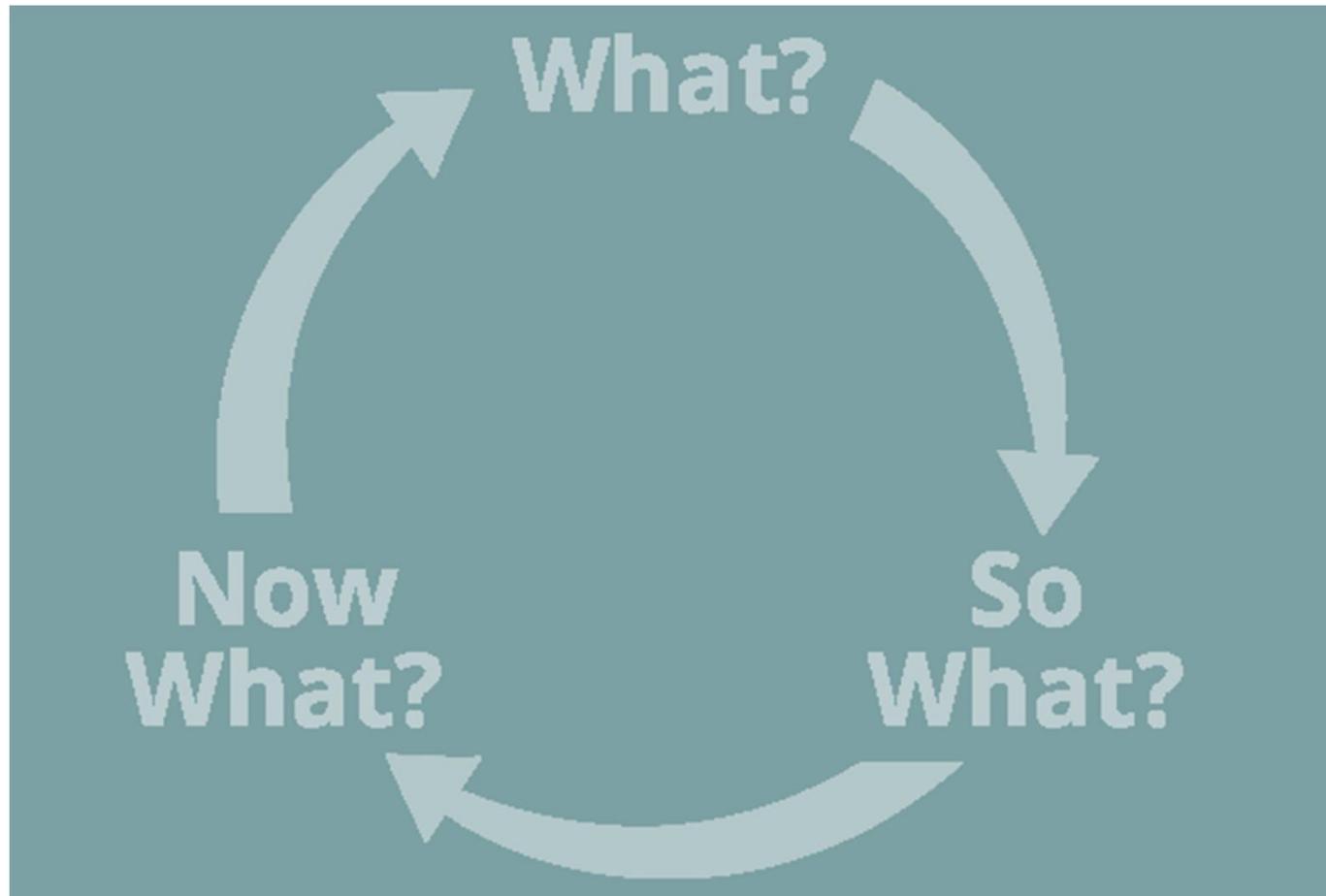
Reflective Practice: HOW?

Gibb's model of reflection



Reflective Practice: HOW?

Borton's model of reflection (adapted by Driscoll / Rolfe)



Activity



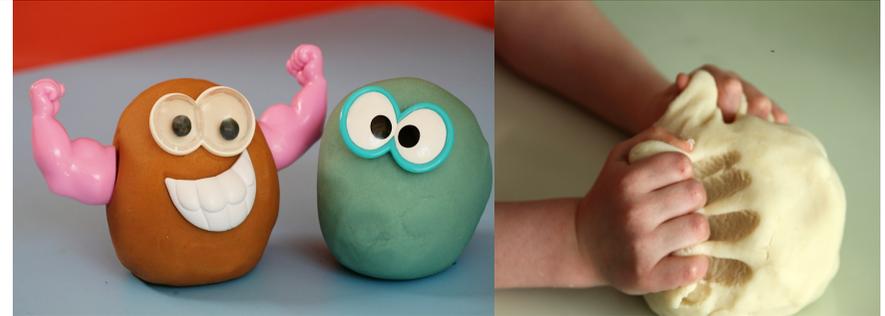
Consider a previous workplace interaction which evoked a reaction in you using a reflection activity

- Keep it safe!
- Reflect on the interaction using one of the techniques just covered – copies in handout
- You can complete the activity by yourself or with someone sitting next to you

Reflective Practice: HOW?

Non verbal techniques

- Playdough
- St Lukes cards
- Post interaction imagery
- Role play
- Mindfulness



Reflective Practice: WHO?



- Anyone who needs to continue learning!
- Clinical staff are expected to thinking broadly, holistically, systemically – how can this be possible without maintaining a reflective practice?
- Who *with*? - reflection can be done as:
 - A solo exercise
 - With peers
 - In a supervision group
 - Individual supervision

Reflective Practice: WHEN & WHERE?



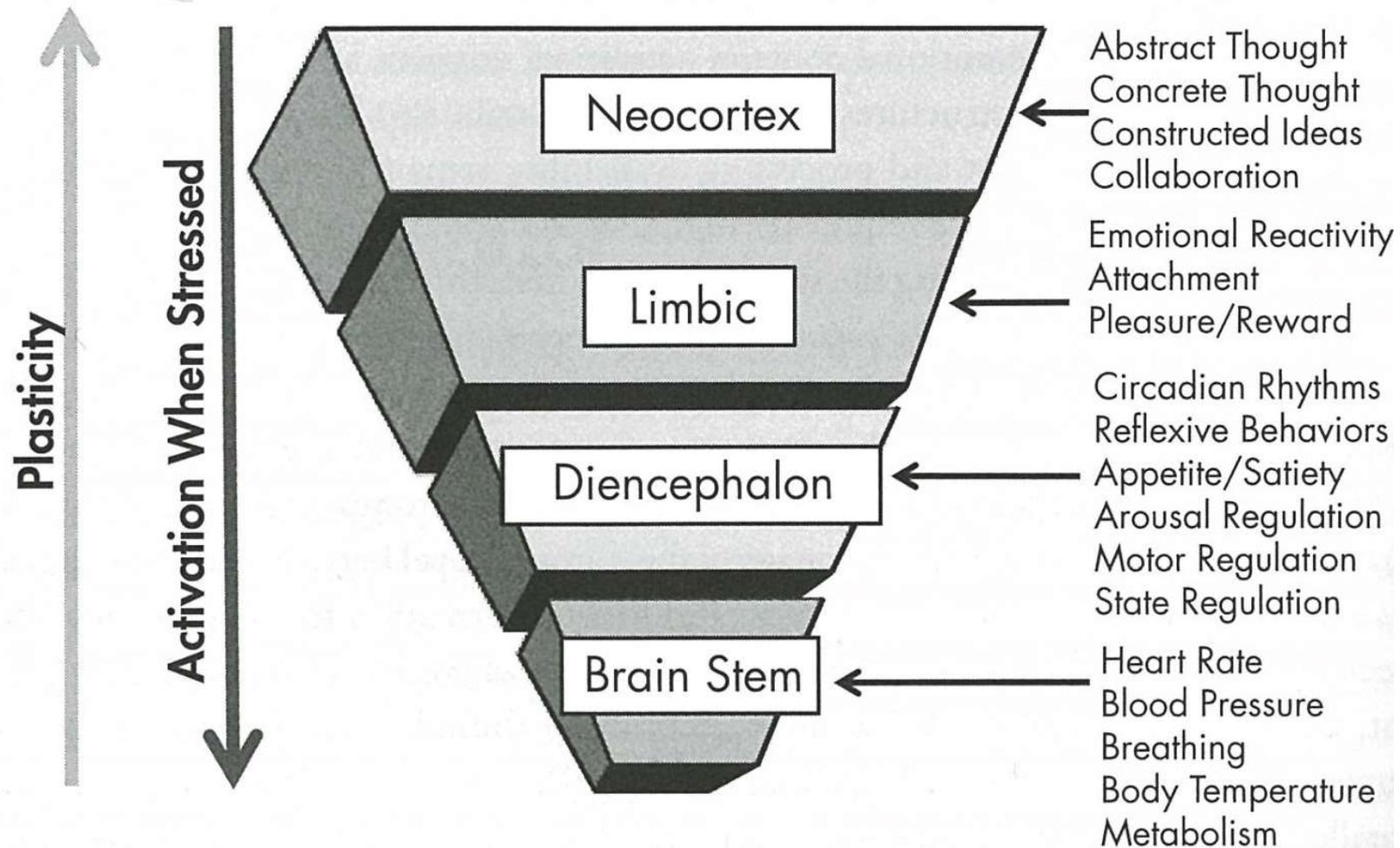
In response to what?

- Incidents
- Challenges / “stuckness”
- Curiosity / preconceptions challenged
- Proactively (reflection – FOR – action)

Creating a reflective “space”

- Environment
- Time
- Physical
- Psychological
- Relationships

Neurobiology and reflection



Activity

Self care reflection

	Physically	Emotionally	Mentally	Spiritually
What currently energises me?				
What saps my energy?				
What would help to energise me more?				
What holds me back from doing the things that energise me more?				
What values / principles do I want to live by?				

Growing your reflective practice



“Reflection is a complex process...

it is not a ‘toolbox’ of methods and ‘tricks of the trade’. This would be a very impoverished view. It is rather a blend of practice with principle...

We alert the reader to the dangers of proceduralizing reflection and reducing it to checklists and recipes...

the practice of cyclical reflection can quickly become akin to “painting by numbers”

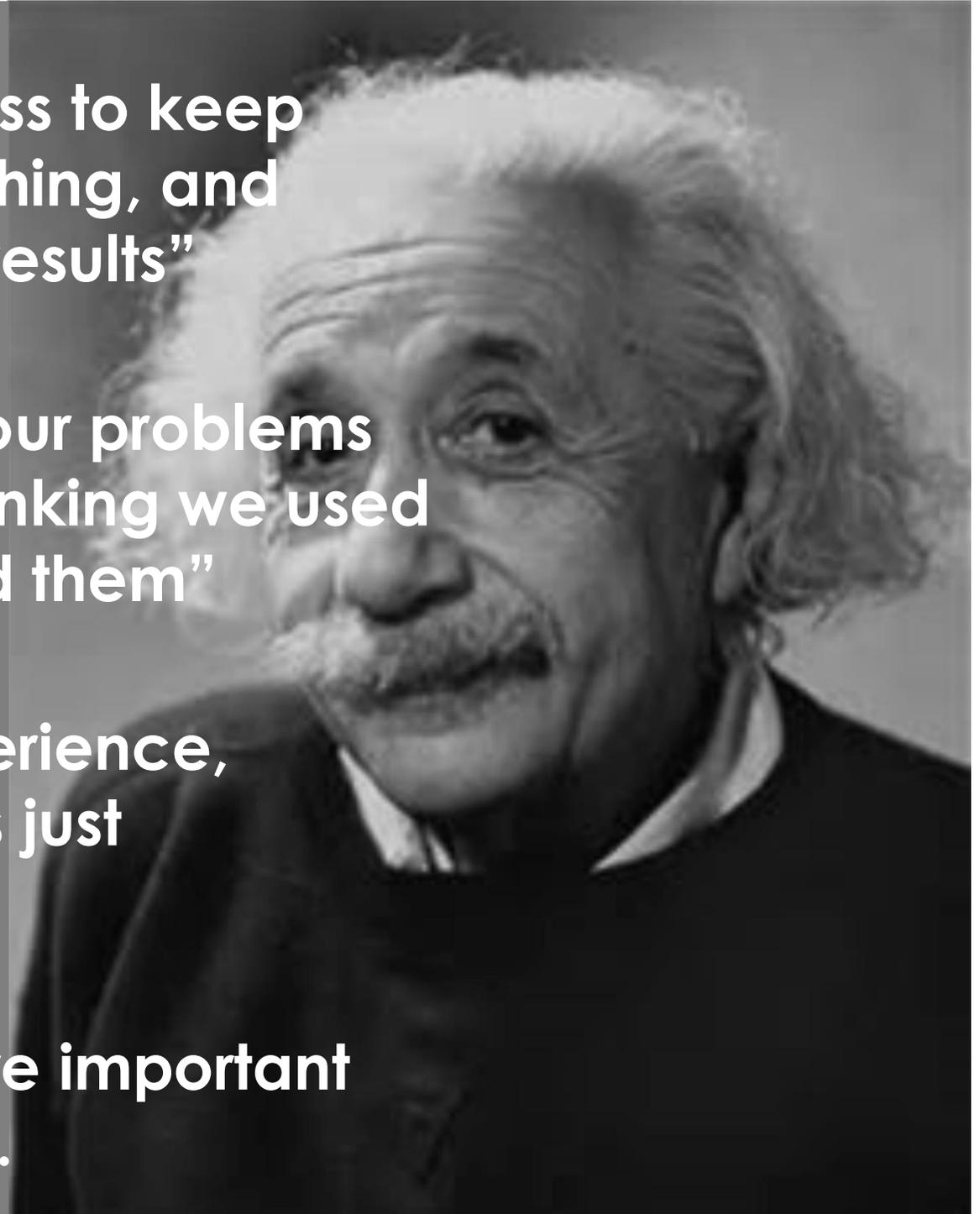
(Ghaye and Lillyman, 2010)

**“It is simply madness to keep
doing the same thing, and
expect different results”**

**“We cannot solve our problems
with the same thinking we used
when we created them”**

**‘Knowledge is experience,
everything else is just
information’.**

**‘Imagination is more important
than knowledge’.**



References



Please find a full list of references at the back of your Activity Booklet.