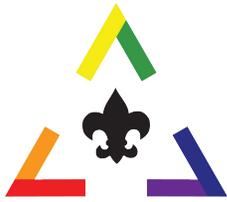


# INCORPORATING REFLECTION WITH TRAINING ACTIVITIES



## Lodge Leadership Development

The reflection process is not haphazard. It is organized into a series of steps to help guide the process. We call these steps “The Model for Reflection.” There are four steps as listed below:

### **A Model for Reflection**

- Discuss what happened
- Make a judgment
- Generalize the experience
- Set goals

#### *Discuss what happened*

Begin by directing open-ended questions toward specific incidents. For example:

- Who took the lead?
- What actions made that person a leader?
- How did decisions get made?
- What was the purpose of this game/exercise?

#### *Make a judgment*

Next, ask the group to decide whether what happened was good or bad. Try to focus on good things first.

Direct attention to specific skills. For example:

- What was good about the way decisions were made?
- What did you like best about the activity?

#### *Generalize the experience*

Again, direct open-ended questions toward specific incidents. Try to get the group to see the connection between the activity and other Scouting experiences. Examples:

- How could we use the ideas learned today in our lodge?
- How can we use what we learned about decision making in our lodge?

#### *Set goals*

To bring the reflection process to a close, try to get group members to set goals based on what they have learned. Begin with the positive. Examples:

- What skills did you use today that you would like to keep using?
- What things do you need to change to work together better?

#### *Ground Rules for a Reflection*

- Sit where everyone can see each other
- No interruptions
- Can't make fun of anyone's answer
- No put-downs
- No such thing as a stupid answer
- Free to keep silent if you wish

#### *Facilitating a Reflection*

- Facilitate comes from facile, meaning “easy”. Our role as facilitator is to make the discussion or reflection go more smoothly.
- Avoid the temptation to talk about your own experiences.
- Reserve judgment on what participants say.
- Encourage them. Help the discussion get going, then let them talk.
- Be positive and have fun.

## **Using Thought-Provoking Questions**

### *Open-Ended Questions*

These avoid Yes or No answers. They help participants think about their own ideas rather than relying on what the leader thinks. Accountability & Responsibility for their actions. Examples:

- What was the purpose of the game?
- What did you learn about yourself?

### *Feeling Questions*

Require participants to reflect on how they feel about what they did. Examples:

- How did it feel when you started to pull together?
- How did you feel not being able to participate as the leader?

### *Judgment Questions*

These will ask participants to make decisions about things. Examples:

- What was the best part?
- Was it a good idea?

### *Guiding Questions*

Steer participants toward the purpose of the activity and keep the discussion focused. Examples:

- What got you going in the right direction?

### *Closing Questions*

These help participants draw conclusions and end the discussion. Examples:

- What did you learn?
- What would you do differently?