

ACUMEN: Career Management Resources

TEXT for Further Reading

Area: Strengths (Reflective Practice)

In today's Volatile, Uncertain, Complex and Ambiguous (V.U.C.A) environment all those who want to succeed need to take responsibility for their actions. This is true not only for personal but also working life. In his book, "The 7 habits of highly effective people" Steven Covey identifies 7 traits that he associates most with successful people which are:

1. Be Proactive
2. Begin with the End in Mind
3. Put First Things First
4. Think Win-Win
5. Seek First to Understand, Then to Be Understood
6. Synergize
7. Sharpen the Saw

While the book is a great resource for self-development and personal improvement, ideas related to self-development have been ingrained in centuries old practice of reflection. And, Career Management Skills (CMS) could indeed be enhanced and sharpened via reflective practice. As Alan Chapman (Businessballs.com) suggests "Reflective Practice is a very adaptable process. It is a set of ideas that can be used alongside many other concepts for training, learning, personal development, and self-improvement." Reflection as a practice has been going on for centuries and the Chinese Philosopher Confucius famously said "By three methods we may learn wisdom: First, by **reflection**, which is noblest; second, by imitation, which is easiest; and third by experience, which is the bitterest."

There are a number of models for Reflection such as Gibbs (1988) Kolb (1984) Johns (1994) among many others. Essentially all models could be divided into three distinct stages of;

1. What happened in the past? Description and reflection.
2. Analysing and understanding the past in present context.
3. What next? What action needs to be taken for the future?

As a practitioner you may want to look at these five models further and apply them either to your own situations or use them to guide your clients or learners.

Rolfe et al (2001)

Perhaps one of the simplest models to use which considers three stages:

1. What? Reflection/ what happened?
2. So what? Analysing the context.
3. Now what? What action needs to be taken to move forward.

More insight on the Rolfe (2001) model can be found here - <http://www.nicole-brown.co.uk/reflective-model-according-to-rolfe/>

Kolb's (1984) Experiential Learning focuses on daily experiences and reflection is an inherent part of this model. More details on this 4 steps model can be found here - <http://skillsforlearning.leedsbeckett.ac.uk/preview/content/models/02.shtml>

Story-telling has been a powerful learning instrument since human evolution. McDrury and Alterio (2003) have mapped the concept of story-telling to Jenny Moon's (1999) 5 stage learning model. Here is a link from where you can explore more on this subject _ <http://skillsforlearning.leedsbeckett.ac.uk/preview/content/models/06.shtml>

Last but not least the REFLECT model by Linda Lawrence-Wilkes (2014) goes through 7 steps of remembering experience, focusing on who, what, when and finally trialing new ideas to make further progress in one's own learning and personal journey. Here is the link where you can find some more details on REFLECT and many other reflective models too.

<https://www.businessballs.com/self-awareness/reflective-practice-1824/>