

REFLECTION: TURNING REFLECTION INTO ACTION

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REFLECTION

- What is it?
- What is the point?
- Why doesn't anyone do it?
- Who here has every kept a diary or a journal? Thought about an incident that happened what they did well or what they should do differently? Talked through an issue with a friend or family member?
- Casting back or reviewing

TYPES OF REFLECTION

- Personal Reflection
 - Journaling
 - Thinking
 - One minute free writing
- Group Reflection
 - Pair and Share
- Structure
 - What, So What, Now what?
 - Tracking Goals
 - Digging Deeper with 'Why?'
 - Start Small

LET'S PRACTICE

- Split up in groups (by notecard)
- Everyone share one takeaway from each session they attended and how they plan to incorporate that into their lives
- Pay attention to where you want to apply it?
 - Academically? Socially? Within a certain group/situation or more broadly?
 - Why do you think you this was your one takeaway?

ENVIRONMENT AND CULTURE

- What's it all about?
- Try to explain the environment or culture to whatever situation/context you chose to apply your takeaways to
- Hard to explain environment
 - Ex. Asking a fish to describe water
- How will the environment and culture help you to apply your takeaway and how will it challenge you in applying the takeaway?

DEFINITION OF WORKPLACE CULTURE

- A shared belief system of values and processes within an organization. It's been described simply as "the way we do things around here."
- "The underlying values, beliefs and principles that serve as a foundation for an organization's management system as well as the practices and behaviors that both exemplify and reinforce those basic principles." (Denison)

BREAKING IT DOWN

- Three components: Artifacts, Values, and Underlying Assumptions

TOP 10 WORKPLACE CULTURE ISSUES

- 10. Getting too caught up in business
- 9. Absent leader
- 8. Individual vs. Team Focus
- 7. Ambiguous values and expectations
- 6. Choosing favorites
- 5. Relying on old management techniques
- 4. Not addressing anxiety
- 3. Promising but not delivering
- 2. Focusing on business and not on the employee
- 1. Poor supervisors

APPLYING THIS TO FUTURE ENDEAVORS

- Why do you enjoy what you do?
- What environments are challenging for you?
- How can you use reflection to help inform choices?