

Steps for Spiral Reflection (version 2.0)

This tool is based on work by Fred Korthagen.

The idea in Spiral Reflection is to reflect in depth on a past action which will be carried out again in the future and which one would like to do differently or more consciously next time round.

INPUT

Step 1 One participant (the reflector) introduces a recent experience from their professional practice. He or she talks about the experience, both the facts as well as the emotions which the situation evoked. The situation is described in one or two sentences and the trigger in one or two more sentences, and then a question is formulated in one sentence. The trigger can be a positive experience or a problem. The other participants ask the reflector a few open, non-directive questions to clarify the input, such as 'who, what, when, where and how' questions.

N.B. These are practical questions and not the in-depth questions in Step 2. The facilitator writes the answer in key words on a flip chart under 'context' (see figure 1).

Step 2 The reflector answers the following questions: What did you want? What did you feel? What did you think? What did you do? What did the others want? What did the others feel? What did the others think? What did the others do? Participants can ask follow-up questions for support.

For 'What did you feel?' the facilitator makes sure that the reflector names a feeling and not a thought. The facilitator can provide support by asking 'Where did you feel this?' and by drawing attention to the four basic feelings (joy, fear, anger and sadness). The facilitator writes the answer in key words on a flip chart as shown in figure 1.

VARIANT Spiral reflection with two people (facilitator and reflector). The facilitator poses the questions and fills in figure 1.

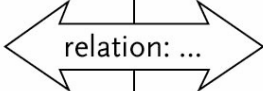
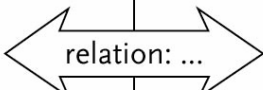
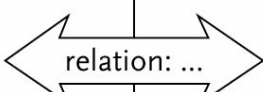
IMPLEMENTATION

Step 3 The reflector analyses aloud the relationship between the answers to the questions in Step 2 and summarises these in one or two keywords. The facilitator notes the keywords in the arrows in figure 1. After this the group has an opportunity to ask follow-up questions. The reflector then formulates in one sentence a positive discovery or insight.

CONCLUSION

Step 4 The reflector uses this positive discovery to formulate alternatives. He or she chooses one alternative and explains their reasons for this. The reflector makes a commitment to try out the alternative. A date is set for a feedback session. This is the end of the first session.

Step 5 In the next session the reflector gives feedback. The participants pose questions, like: what have you now done differently? This can be the start of a new cycle, moving upwards in a spiral.

context of the situation	
self	others/surroundings
what did you want?	what did the others want?
	
what did you feel?	what did the others feel?
	
what did you think?	what did the others think?
	
what did you do?	what did the others do?
