

## Plan for Success Reflection (version 2.0)

*This tool is based on the VESIt model developed by Fred Korthagen, Ko Melief and Anke Tigchelaar as well as David Cooperrider's Appreciative Inquiry method.*

Success Reflection stimulates a consciousness-raising process through working in a structured manner from one's own positive experiences.

### INPUT

**Step 1** The facilitator nominates a theme which concerns the participants. In pairs the participants tell each other recent 'success' stories related to this theme; one person talks while the other listens actively and poses questions. These should be open, non-directive questions which help to clarify the 'success' story, such as 'who, what, where, when and how' questions.

**Step 2** The facilitator asks the participants what factors contributed to the success: what makes this experience a success? The participants go into the experience in further detail in pairs. The pairs write down factors which lead to success on a post-it (one factor per post-it).

### IMPLEMENTATION

**Step 3** Together with the participants, the facilitator groups together the factors which are related. This can be carried out, for example, by sticking the post-its in a *mind map* or by asking the participants about the similarities and differences between the factors. This structuring process produces an overview of new perspectives or points of recognition.

**Step 4** The participants choose a topic with the help of the facilitator. By zooming in on this topic a link can be made to a theory which suits the topic. To ensure that participants really go deeper into the experiences, it is advisable to address only one subject per session. If more than one interesting topic emerges, the facilitator can choose to deal with this in the next session(s).

The suitable theory is concrete and intended, above all, for formulating rules of thumb for ways of acting. Because it is an 'open' model, it is not known in advance exactly which theories will be important. The facilitator will thus need to be prepared for a variety of theoretical notions, linked to the starting theme and expectations in regard to the participants' experiences.

### CONCLUSION

**Step 5** Success Reflection is concluded by asking the participants to make a link to various possibilities for action. This provides participants with concrete guidelines on what can be done, and when. The facilitator asks the participants to discuss the following questions in their original pairs:

- What do you already do?
- What could you do differently?
- What are you going to experiment with?

The participants can report back in the next session.

