

COVE CONFERENCE SYD



Reflective Journal



Reflective Practice

Hot Reflection – *How have I previously reflected? How helpful has it been?*

Cold Reflection – *How comfortable was I with self-reflection and sharing that with others?*

The Adolescent Mind

Hot reflection – *What aspects did I recognise in myself?*

Cold reflection – *How could these ideas effect the way I lead, manage or command?*

Critical Thinking

Hot reflection – *What parts of leadership require the most critical thinking?*

Cold Reflection – *Where have I demonstrated the most critical thinking in the past? And where do I need to improve?*

Questions for the first speakers...

Use this space to note questions for the first speakers to ask during the panel discussion.

Possible small group discussion prompts...

When was the last time you thought about thinking?

“It would be more efficient to just instruct people what to think, rather than how to think” Who would agree with this statement? Why?

Should the Army set out its expectations on thinking more clearly?

At what stage of their career should the Army focus on developing individuals thinking?

What resources have people used in the past to develop their own thinking?

How can the way leaders, managers and commanders think affect the Army?

In LWD 0-2 Leadership all leaders are expected to demonstrate principles such as “know yourself and seek self-improvement”, “know and care for your subordinates”, “develop the potential of your subordinates” and “make sound and timely decisions” – How would the ideas discussed so far today support you as a leader to achieve these?

What have been everyone’s toughest leadership, management or command experiences so far?

How were these affected by the way the people involved thought?

How did people reflect, change or adapt after those experiences?

Ethical Decision Making

Hot reflection – *What would I have done in this situation?
What if I had witnessed it?*

Cold reflection – *What are my personal ethical positions? Do
these all fit nicely into Army service?*

Combat Decision Making

Hot reflection – *How have I dealt with making high pressured decisions in the past?*

Cold reflection – *Do I think decisions made in combat should be given a wider margin of error; for accuracy, effectiveness and morality, than those made in barracks?*

The Day Overall...

What do I know now that I didn't before?

What did I disagree with?

What do I want to know more about that was discussed today?

Reflective Practice example: Performance Profile

| Characteristic, Trait or Skill | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|--------------------------------------|---|---|---|---|---|---|---|---|---|----|
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How to use the Performance Profile

1. List the characteristic, trait or skills that you want to reflect on in the first column.
2. Mark the score out of 10 with a star that you believe you should be at – To simplify you could assume this is 10/10, although this may not actually be appropriate.
3. Take some time to score your current ability in the characteristic, trait or skill out of 10 – This may be above the star standard you have set.
4. Identify those areas where most improvement is needed and consider goals for these. Remember to also acknowledge where you are at or above the standard.
5. This could be repeated over time, or by your chain of command, or peers, or if you're feeling brave; subordinates to give an idea how others perceive your current abilities.

Reflective Practice example: A-Z of me

A –

J –

S –

B –

K –

T –

C –

L –

U –

D –

M –

V –

E –

N –

W –

F –

O –

X –

G –

P –

Y –

H –

Q –

Z –

I –

R –

How to use the A – Z of me:

1. Either as a general reflection on your own character traits or skills; or as a specific reflection e.g. Leadership, Trade skills or a specific event.
2. Try to think of a word for each letter that describes you in that area e.g. For character traits: C = Creative, D = Dedicated, E = Empathetic.
3. No need to fill all letters if nothing comes to mind.
4. Could be used as 360 reporting with all team members completing this for the whole team, could be used as part of PAR mentoring or after a specific event as reflection on how it went.