

Reflecting Team Guidelines

Individual Receiving Reflections

This is not about the “hot seat”

Be intellectually curious and open minded.

Ask yourself, “What can I learn that will be helpful to my client/develop my skills”

Embrace receiving a multiplicity of viewpoints

Embrace the “peer” idea – regardless of age, experience...

Avoid formulating responses in your head

Take what you like but consider the rest, with respect for the parties involved and various viewpoints expressed.

No responding or talking, just active listening

Be open to change

Individuals Providing the Reflections

The reflection should be supportive and non threatening.

Remember no one is “the expert”.

Embrace the “peer” idea – regardless of age, experience...

Using indirect statements

Use phrasing as “wondering” language

“I wonder...”

“Could it be...”

“What would happen if...”.

No “shoulds”

No “you” statements

Use “I” statements

Be brief

Try not to repeat suggestions/guidance that have already been offered

Work to offer new suggestions