



Center for Leadership & Educational Equity

Reflection on an Experience

Adapted from Critical Incidents Protocol originally created by Gene Thompson-Grove.

Purpose

To provide a formal process for a group to learn from experience through engaging multiple perspectives in looking at it.

Set Up for Success

The experience is viewed in the context of what was hoped for and what actually happened, surprises and what led to what happened.

The experience in question can have gone well, awry or be mixed.

This can work with one presenter telling the story of the experience or everyone involved getting a chance to tell their version. In the latter case, adjust time accordingly or break into small groups.

This process works for almost any experience such as group project, field trip, community service, activity, athletic event, class discussion. It can be adapted so that everyone in the group shares a version of the experience. You will need to adjust time to allow for that sharing. You can also break into smaller groups for the sharing and discussion.

Time

40 minutes

Roles

- The facilitator follows the protocol, keeps time, and can participate.
- The presenter shares



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Reflection on an Experience Participant Handout

Adapted from Critical Incidents Protocol originally created by Gene Thompson-Grove.

Purpose

To provide a formal process for a group to learn from experience through engaging multiple perspectives in looking at it.

Steps

1. Presenter(s): Either on the spot or ahead of time, write with as much detail as possible an account of what happened. This could be an outline, notes, narrative, whatever fits for you to stay succinct, clear and focused on the event when you present. 5 minutes
2. Presenter: read the written account of what happened and set it within context of his or her goals, expected outcomes and area of work. This may be done without the writing component as long as the presenter remains on the event. If in writing, it might be helpful to have copies for members. 5 minutes
3. Group: ask clarifying questions. Clarifying questions need little embellishment and simply clarify the listener's understanding of the event. "Yes," and "No" and other factual responses would be expected. 5 minutes
4. Group: discuss what you heard including questions about what the event might mean in context of the presenter's goals or work. Remember that what you say affects the presenter who experienced the event.
Presenter: stay silent, listen, take notes. 10 minutes
5. Presenter: share new thoughts and ideas about the event and any action steps that come to mind.
6. Group: discuss: new thoughts about your work as well as the presenter's work.
7. Debrief: Start with presenter then open to whole group. What was helpful, valuable, challenging?

Time

40 minutes

Materials

Roles

- The facilitator follows the protocol, keeps time, and can participate.
- A single or multiple presenters