

● Module Two: Critical Reflexivity in Practice

Session three

Reflexivity in Action



Learning outcomes: by the end of this session learners will be able to:

- Identify the multicultural competences that they have and those that they need to further develop,
- Engage in a reflexive exercise of their preference,
- Relate their own multicultural competences to their own practice.



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3.1 Multicultural Competences

✓ In small groups revisit the multicultural competences from the last session and think about what these look like in practice.

✓ Look also at the hand out about assessing such competence. How do you think this might work in practice?

✓ What evidence would you look for to be sure that someone in practice exercised this competence?

✓ How easy or hard is this? What are the challenges?

3.2 Personal Development Plan

- Using the reflective practice models you learned about earlier in this module think about the multicultural competences in relation to your own practice or future practice.
- Using the Personal Development Plan hand out take time to reflect upon each competence, how you think you and your practice might measure against it, and what opportunities you might need to develop further.
- This is your own plan. Take it with you!

3.3 Practical exercise in reflexivity

- Think back to the different approaches to systematically capturing your reflections (the list on the right side)
- Which do you think would work best for you?
- When you have decided move into a group with others of the same approach and discuss what attracts you to this method
- Reflective writing (a journal is a good habit to get into)
- Stream of consciousness writing (writing without stopping and without concern for content, punctuation, spelling etc. The less you think about it the better as this accesses your unconscious mind.)
- Audio recording
- Talking to someone (do this in pairs, taking it in turns to speak/listen)
- Drawing
- A mind map or spider diagram
- Other creative processes such as collage

3.4 Have a go!



Now is your opportunity to be as reflexive as you can.



You have 30 mins to use the method of your choice to think about 'my multicultural competences'



Remember Boud et al (1985) and the levels of reflectivity that inform our frame of reference



Remember Argyris (1982) Ladder of Inference and what shapes the assumptions we make about ourselves and others.



**Thank you for
the Attention.
Questions?**