

Session 44: Critical reflection

CHARLIE MITCHELL



Today we are exploring

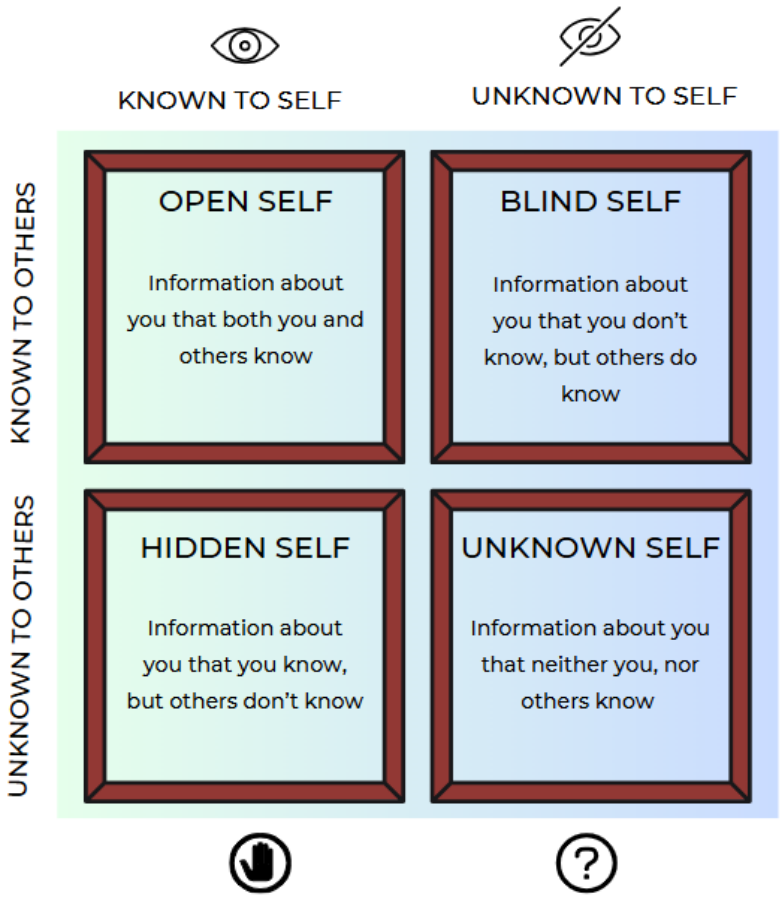
- How to critically review and reflect on the effectiveness of your own practice as a coach
- Decide what published materials you will use to review your coaching
- Use published materials to review and reflect on your own practice

Reflecting on critical reflection…

- ✓ Finish this sentence: Critical reflection is…
- ✓ What is your current approach to using theory to support your reflection on your coaching practice?
- ✓ How do you use your critical reflections to improve your practice?
- ✓ What helps you to critically reflect regularly?
- ✓ How does critically reflecting support your coaching practice?
- ✓ What gets in the way of your critical reflection?
- ✓ What would make your critical reflection even more powerful?
- ✓ What else do you notice?
- ✓ What do you want in place to maintain consistent critical reflection in your coaching practice?
- ✓ Explore the different resources relating to critical reflection in the course materials for ideas

Why do we need to critically reflect?

- We can explore our own thoughts, feelings and experiences, and our perception of the coachee's thoughts, feelings and experiences and still have our blind spots
- Coaching has a wide base of research, evidence of what works, and theories that support the development of the profession
- By using other sources, we can learn more about ourselves as a coach and as a person, as well as more about the coachee
- Improves the quality of our coaching!



Key features of critical reflection

Critical reflection:

- Allows us to **synthesise different perspectives** (whether from other people or literature) to **help explain, justify or challenge** what we have encountered in our own or other people's practice
- It may be that theory or literature gives us **an alternative perspective** that we should consider, it may provide evidence to support our views or practices or it may explicitly challenge them.
- Also allows us to **analyse what we have learned and how we have learned** to enable us to **take control** of our own development.
- Free course: Learning to become a reflective practitioner: 5 hours study through Open University: https://www.open.edu/openlearn/education-development/learning-teach-becoming-reflective-practitioner

How to critically reflect



Things you can reflect on

- ✓ Any aspect of your coaching practice, from marketing, to first contact with coachee, contracting, rapport, communication, reviews, any part of the sessions, final session, evaluation
- ✓ Your use of particular approaches or resources
- ✓ Your use of particular models
- ✓ How your practice changes over time
- ✓ Dual listening / self-management
- ✓ Preparation for sessions / commitments after sessions
- ✓ Successes and challenges coachees have had
- ✓ Gaps in your coaching practice – who are you not reaching and why?
- ✓ Niggles – what are you feeling unsure about?

How to decide what materials you will reflect on?

Relevance:

- ✓ What is the introduction or overview about?
- ✓ Does the information match my needs?

Provenance:

- ✓ Is it clear where the information has come from?
- ✓ Can I identify the authors or organisations responsible?
- ✓ How was it published?

Objectivity:

- ✓ Is the author's position or interest made clear?
- ✓ Does the author declare any connections that might compromise their independence?

Timeliness:

- ✓ Is it clear when the information was produced?
- ✓ Does the date of the information meet my requirements?

https://help.open.ac.uk/postgraduate-study-skills/finding-appropriate-academic-material

Resources to help you

- ✓ Resources list for this course
- ✓ Association for Coaching website
- ✓ Example reflection sheets (head, heart)
- ✓ Critical reflection example
- ✓ Our weekly group sessions
- ✓ Tutorial time with Charlie
- ✓ Supervision