“By three methods we may learn wisdom: First, by reflection, which is noblest; Second, by imitation, which is easiest; and third, by experience, which is the bitterest” - Confucius

**Reflection** gives the brain an opportunity to pause amidst the chaos, untangle and sort through observations and experiences, consider multiple possible interpretations, and create meaning.

Research by Giada Di Stefano, Francesca Gino, Gary Pisano, and Bradley Staats in call centres demonstrated that employees who spent 15 minutes at the end of the day reflecting about lessons learned performed 23% better after 10 days than those who did not reflect. <https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2414478>

**Try this most simple and effective daily reflection practice.**

*3 minutes*

Write whatever comes to mind when reflecting on the day.

*2 minutes*

Read what you wrote and write what insights you get from this.

*1 minute*

Read what insights you wrote and decide if you want to take action as a result. Write down what actions you want to take.

**This tends to work best if you keep a Journal for this and write your answers down as part of the process. Overtime you can read back over a week at a time and see what themes emerge.**

**It also tends to work best when you schedule your reflection time** and then commit to keep it. If you find yourself avoiding your diary entry to reflect - reflect on this!

**Ask for help**. For most people, a lack of motivation, time, experience, or skill can get in the way of reflection.  Consider working with a colleague, or coach to help you make the time, listen carefully, be a reflection and accountability partner.