# **LC Session 2: Nurturing Growth: Strengthening Workforce Culture & Reflective Practice in Home Visiting**

# Participant Reflection Worksheet

### Session 2 Review

In Learning Session 2, participants learn about reflective practice, including:

* Participants will understand how workforce culture and reflective practice are integral to supporting workforce well-being at the organizational level;
* Through the creation of an individual ecomap, participants will identify reflective leadership opportunities at various levels and their impact on workplace culture

### **Reflection**

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| Reflective leaders model emotional regulation and curiosity, which trickles down through supervision and ultimately affects family outcomes. How does my leadership style reflect what I hope to see in my work with my team and with families? What support do I offer my team to process emotionally difficult work? How does the emotional climate of the organization influence staff retention and morale? |
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| Where do you see reflective practice in the Joy in Work framework? How does it interact with the critical components (physical and psychological safety, meaning and purpose, choice and autonomy, recognition and rewards, participative management, camaraderie and teamwork, daily improvement, wellness and resiliency, real-time management)? |
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### **Integration**

Reflective practice is the ability to slow down, notice our own thoughts and feelings, and wonder about the thoughts and feelings of others. Consider where your level of competency is with reflective practice using the competency scale below.

As you engage in the exercises below, consider how you might use or bring these prompts back to your team and engage with agency leadership.

**Competency Scale[[1]](#footnote-1) for Reflective Practice**

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| --- | --- | --- | --- | --- | --- |
| **Information** | **Knowledge** | **Skill** | **Understanding** | **Wisdom** |  |
| Know *what* the reflective practice is and the individual competencies that fall within it | Know *how, when, where,* and *with whom* to use reflective practice | Can *apply* reflective practice in identified situations | Have experience using reflective practice; can adapt and explain *why* reflective practice is relevant to the situation | Can *teach* reflective practice to others and *support* them in application |  |

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| *What stage of the competency scale are you for reflective practice (i.e., Information, Knowledge, Skill, Understanding, or Wisdom)?* |
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| *How do I currently demonstrate this competency in my work and in my role?* |
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| *Where are the opportunities for me to grow my reflective practice?* |
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| *What resources are available to support my learning in these competencies?* |
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| *Personal Organogram: Draw out an ecomap of your organization (think genogram).* Identify yourself as well as individuals with the following labels: Decision Makers; Funders; Participants; Office Critics; Rule Followers. Use lines to relate relational functioning of agency staff.  |
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| Consider which of these possible roles you may play. What was it like for you to complete this ecomap? Where was it challenging? How can it be useful for you as a leader and member of a team? |
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### **Action**

**Reflective Leadership Skill Inventory and Commitment -** Read the six Reflective Leadership skills. Check the skills you feel are strengths or areas of growth.

| **Reflective Skill** | **Strength** | **Growth** | **Ideas for Growth?** |
| --- | --- | --- | --- |
| Empathy - Listening without judgment, validating others’ experiences | ⃝ | ⃝ |  |
| Humility - Knowing limitations, inviting collaboration | ⃝ | ⃝ |  |
| Ecological Reflectivity – Considering self, relationships, and context | ⃝ | ⃝ |  |
| Accessibility – Inclusive leadership and shared power | ⃝ | ⃝ |  |
| Transparency – Clear, open communication | ⃝ | ⃝ |  |
| Community – Building supportive, reflective peer and advisory relationships | ⃝ | ⃝ |  |

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| What is one way I will strengthen a reflective leadership skill in my daily work? |
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| In what ways does your organizational culture support reflective practice? What one change could encourage a more trusting and supportive work environment? |
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**Resources**

Handouts:

* Vivian, P., Cox, K., Hormann, S., & Murphy-Kangas, S. (2018). *Healing traumatized organizations: Reflections from practitioners*. OD Practitioner, 49(4), 45–52.
* Peak, A., Kronenberg, M., Morelen, D., Norona, C. R., Frankel, K., & Webster, A. (2022, October 21). *Supporting reflective leadership: Utilizing reflective consultation with organizational leaders to promote program sustainability during COVID-19*. WAIMH Perspectives. [s://perspectives.waimh.org/2022/10/21/supporting-\](https://perspectives.waimh.org/2022/10/21/supporting-reflective-leadership-utilizing-reflective-consultation-with-organizational-leaders-to-promote-program-sustainability-during-covid-19/)
* Vivian, P., & Hormann, S. (2002). *Trauma and healing in organizations*. OD Practitioner, 34(4), 37–45
1. Adapted from *HV CoIIN CQI Knowledge Assessment*, which was adapted from Associates in Process Improvement (API) and the Institute for Healthcare Improvement (IHI). [↑](#footnote-ref-1)