

REFLECTION AND DISCOVERY CIRCLE

Worksheet

The Reflection and Discovery Circle is a process to help generate more clarity in understanding the complex systems that surround our personal and organizational lives. We employ a collective form of Reflective Practice to become more conscious of our relationships and to employ a larger perspective on leadership and decision-making.

ROLES

1. The Presenter

Your main job is to convene a situation/case that requires greater clarity.

An ideal case is one in which you do not have the answer or cannot see a clear path forward. Come to each Circle with a learning goal and an idea for how you want to get support from your Peer Consultants.

2. The Peer Consultant(s)

Your main job is to ask powerful questions of the Presenter.

To help the Presenter come to greater clarity by asking open and honest questions. To help the Presenter discover other resources in expanding the possibilities by sharing resources.

There should be two or more consultants. One person should be the timekeeper. Ideally these people do not have or are not likely to have a strong emotional connection to the case being presented.

GUIDELINES

Confidentiality

What is said in the Circle, stays in the Circle. Remember the principles of 'double-confidentiality' where you do not bring it up in future to the Presenter, unless they say they want to discuss more.

Communicate Your Needs

If the Presenter's needs are not being met, say so.

Practice Co-Creating Space for Transformation

It may be helpful to quickly review before opening the Circle.

Visualize It

If possible, illustrate the process using markers and large white paper so that everyone can see. If you are unable to convene your Circle in person, designate one Peer Consultant to be the illustrator who can distribute a photograph of the graphic notes, after the call.

Follow the Structure

We recommend 60 to 90 minutes for the entire Circle and that you follow the three-part process.

PROCESS

PART 1: PRESENTATION BY PRESENTER (25 MINUTES)

1. The Goal (2 minutes)

First, Presenter explains your learning goal in no more than 2 minutes. Be concise in your description. Use "I statements" as much as possible in your explanation.

2. The Situation (8 minutes)

Presenter gives a summary of the situation.

- Who is connected to the situation?
- What are the challenges?
- What do you know?
- What do you not know and hope to discover?
- What is your desired outcome?
- What are some of your feelings about the situation?
- How are you wielding your power in this situation? How are others wielding theirs?
- What are some of your current questions?

3. Inquiry (5 minutes)

Peer Consultants ask clarifying questions to better understand the situation. This is not a time for brainstorming, advice, or problem-solving. Simply question and answer. Some questions to consider posing to the Presenter:

- Who else needs to be on this map? (if using a visual)
- What are people and institutions' aspirations?
- Have you set unnecessary limits on your desired outcome?

4. Quiet Reflection (2 minutes)

In silence, Presenter and Peer Consultants take 2 minutes to reflect on what feelings, images or words are evoked. During this time, take notes on what is coming up for you.

5. Consultant Discussion (8 minutes)

Peer Consultants discuss the situation as if the Presenter is not there. Presenter takes notes and listens actively. NO SPEAKING from the Presenter (as hard as that might be).

PART 2: COLLECTIVE REFLECTION & DISCOVERY (30 TO 60 MINUTES)

1. Group Discussion (8 minutes)

Presenter begins by sharing what came up from listening to the previous discussion in which they were not involved. Peer Consultants offer more questions and feedback.

2. Quiet Reflection (2 minutes)

Presenter and Peer Consultants take 2 minutes to reflect on what feelings, images or words are evoked.

Note: Inquiries should try to explore "other ways" of looking at the situation and uncovering hidden dynamics and opportunities.

3. Consultant Discussion (5 minutes)

Peer Consultants discuss the situation as if the Presenter is not there. Presenter takes notes and listens actively. NO SPEAKING from the Presenter (as hard as that might be).

Part 3: Process Reflection (5 minutes)

The Presenter goes first and Peer Consultants follow.

- What did the Presenter discover from the process?
- What did the Peer Consultants discover from the process?