

# FACILITATING IMPACTFUL REFLECTION

## A practical guide to facilitating the DEAL model of reflection

Reflection is an important element of peer mentorship - as a mentor, you should encourage your mentees to reflect on their learning.

Use the following prompts to create a comprehensive reflection piece between you and your mentee.

### DESCRIBE

Objective, detailed descriptions of an experience, including:

- Describing when and where the experience took place
- Who was and was not present
- What you and others did
- What you saw, heard, and so on...

### EXAMINE

- What assumptions or expectations did I bring to the situation?
- How did they affect what I did or didn't think, feel, decide or do? To what extent did they prove true?
- How did this experience make me feel? (positively and/or negatively)
- How did I handle my emotional reactions?
- How did I interpret the thoughts, feelings, decisions and/or behaviors of others?
- In what ways did I succeed or do well in this situation?
- What personal characteristics helped me to be successful (skills, abilities, perspectives, attitudes, tendencies, knowledge?)
- In what ways did I experience difficulties? (e.g., interacting with others, accomplishing tasks)
- How did this situation challenge or reinforce my values, beliefs, convictions?

## ARTICULATE LEARNING

What did I learn?

- Identify and explain a personal characteristic that you are beginning to understand better. Express the learning in general terms so that it can be applied more broadly to other areas in your life (personal and professionally).

How did I learn it?

- Clearly connect the learning to your specific applied learning activities so that someone who was not involved would understand, including the discussion of the positive and negative impacts of the personal characteristics.

Why does it matter?

- Consider how the learning has value over the short and long term, both in terms of your applied learning activities and in terms of your life more generally

What will I do in light of it?

- Identify and explain a personal characteristic that you are beginning to understand better. Express the learning in general terms so that it can be applied more broadly to other areas in your life (personal and professionally).

What did I learn?

- Set specific goals relative to this learning over the short and long term.
- Consider the benefits and challenges associated with fulfilling these goals, especially in light of the sources of or reasons for the characteristics.