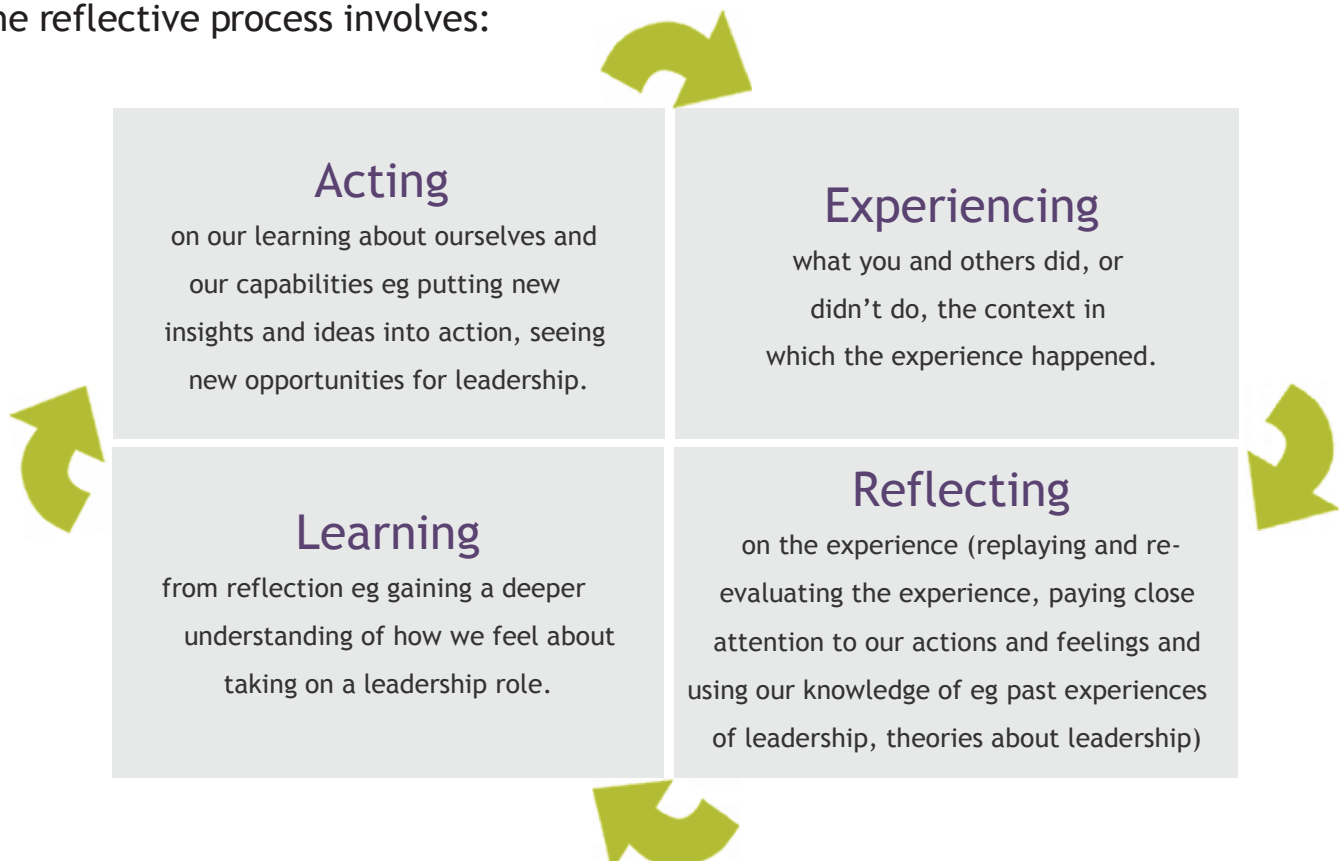


Reflection involves thinking about our experiences. Day to day experiences of leadership, in our personal and our working lives, offer opportunities for reflection and therefore learning. Development of each of the Leadership Capabilities involves an ability to explore, question, and evaluate one's own performance and development. That reflection might be about:

- Self- leadership eg What supports, or holds you back, from leading?
- Motivating and inspiring eg What have you done that has encouraged others to be the best they can be? How have you achieved this?
- Collaborating and influencing eg What is the impact of your leadership on others - and how can you develop your abilities to take others with you?
- Creativity and innovation eg What has helped you (or perhaps stopped you) 'thinking out of the box' - and supporting others to do the same?
- Empowering eg What part do you play in promoting an empowering culture? What could you do differently - or better - to empower others?
- Vision eg What experiences have you had that have informed your vision for the future - and what does this tell you about how you can put your ambitions into practice?

The purpose of reflection on leadership is to gain a better understanding of ourselves (our values, knowledge and skills), so we can learn from our experiences, and adapt and respond to new leadership challenges.

The reflective process involves:



Finding out more about reflection

Have a look at [Reflective Practice](#), a learning object that introduces you to the principles and processes involved in being a reflective practitioner.

Different models and tools for reflection suit different people, so you may also want to explore some different ways of understanding reflection, for example [Kolb](#) or [Honey and Mumford Learning styles](#).

Writing about reflection

A lot of reflection happens in our heads, but it can also be very helpful to record reflection on experience. This can strengthen the learning process, and also provide evidence to others of learning and development. Reflective writing involves recording your experience (which may be an event or a period of time) and your responses, feelings and learning about what happened, as well as what the outcome of the learning was.

Jenny Moon's [Resources for Reflective Writing](#) provides lots of examples and exercises to develop your skills. Reflective writing may be something you want to do occasionally, or you may be interested in keeping a [Learning Journal](#) on a more regular basis.

How can you use your reflective writing to evidence your learning?

Reflection is a key aspect of identifying and evaluating your personal capabilities in the [Continuous Learning Framework](#) for the Social Services.

Reflection on experience underpins many learning activities and qualifications, including [SQA vocational qualifications](#) in care, and in [Leadership and Management](#). The [Framework for Social Work Education in Scotland](#) requires students to use reflection on experience and reflective writing as tools for learning.

If you are in employment in the social services, reflection and reflective writing will support your achievement of [National Occupational Standards](#) and meeting [Continuous Professional Learning \(CPL\)](#) requirements.

Keep a Learning Log

As you explore Step into Leadership, use the [Learning Log](#) to reflect on your learning and keep a record of what you have learned and how you are putting this into practice.