

ERA CYCLE

Reflective writing template example

Looking at the Workplace Capability Framework's Domain 3.3 for the Practitioner, we will use the ERA Cycle to think about how we promote accountability for people who use violence. This domain invites the practitioner to think about the following:

- > Working with a gendered lens
- > Supporting inclusive and safe interventions
- > Applying a community approach to working with Aboriginal and Torres Strait Islander people
- > Working collaboratively to respond to escalation
- > Applying best practice to complex situations
- > Avoiding collusion and maintaining accountability as part of interventions.

Experience:
Reflection:
Action:

Possible question prompts

EXPERIENCE

- What happened and who was involved?
- When and where did it happen?
- What did each person do?
- What was the context, result, and reactions of this situation?

REFLECTION

- How did we feel and think at the time?
- What impact did our emotions, beliefs, and values have?
- What do we think other people were feeling?
- What did we feel and think about the situation afterwards?
- What went well or didn't go well?
- What did we and other people do to contribute to the situation (both positively and negatively)?
- Were there things that were difficult/interesting/surprising/upsetting?
- Were things resolved afterwards? How so?
- What are some judgements about the situation and its possible consequences?
- Why did things go well or badly?
- How did past experiences compare to this situation?
- How does theory or evidence fit with this situation?
- Could we have responded in a different way?
- What might have helped or improved things?
- What else could we have done?
- What insights, thoughts, or conclusions about our role can we now take away?
- What have we learnt for the future?
- What skills might we need to develop so we can handle this type of situation better?
- What elements of the gendered lens were used?

Possible question prompts continued

REFLECTION

- What was done to support inclusivity and safety?
- What community approach was used if the experience involved Aboriginal or Torres Strait Islander people?
- In what ways did we work collaboratively in this situation?
- In what ways did we use best practice in this situation?
- In what ways did we avoid collusion and maintain accountability as part of interventions?

ACTION

- What would we do if a similar situation arose again?
- What are some indicators that would help us recognise a similar event?
- What are some changes we would make?
- How/where can we use our new knowledge and experience?
- How will we adapt our actions or improve our skills?
- How will we work with a gendered lens?
- How will we support inclusivity and safety interventions?
- How are we going to apply a community approach to our work with Aboriginal and Torres Strait Islander people?
- How will we work collaboratively to respond to escalation?
- How will we apply best practice to complex situations?
- How will we avoid collusion and maintain accountability as part of interventions?