

GIBBS MODEL

Reflective writing template example

Looking at the Workplace Capability Framework's Domain 2.4 for the Leader, we will use the Gibbs Model to think about how we tailor engagement to the needs of diverse groups. This domain invites the leader to think about the following:

- > Inclusive practice and organisational behaviour
- > The role of the organisation in enabling access to services
- > Proactiveness and curiosity in learning and sharing knowledge.

Description:
Feelings:
Evaluation:
Analysis:
Conclusion:
Action Plan:

Possible question prompts

DESCRIPTION	> What happened and when did it happen? > What actions and thoughts did we take at the time? > Who was involved? > What are some of the facts of the situation? > In what ways did we enable inclusive practice and organisation behaviour? > In what ways did we understand the role of the organisation in enabling access to services? > In what ways were we proactive and curious in our learning and sharing of knowledge?
FEELINGS	> What were we thinking? > What were we feeling? > What do we feel or think about our inclusive practices and organisational behaviour? > What do we feel or think about how our organisation enables access to services? > What do we feel or think about our proactiveness and curiosity for learning and sharing knowledge?
EVALUATION	> What was good and bad about the experience? > Why do we think the good or the bad may have been the case? > How well did we do with creating inclusive practice and organisational behaviour? > How well did we do with enabling access to services? > How well did we do with being proactive and curious about learning and sharing knowledge?
ANALYSIS	> What sense can we make of this situation? > What have we learned from the situation? > Can we put our experience in a wider context? > Have we had any similar experiences before and how does it compare? > Is there literature that can help us understand our experience?

GIBBS MODEL

Reflective writing template example

Possible question prompts continued

CONCLUSION

- > What else could we have done?
- > Were there any alternatives?

ACTION PLAN

- > If it arose again, what would we do?
- > What theoretical action or learning should take place in the future?
- > What can we take away from the experience that will help us learn and improve?