

'WHAT' MODEL

Reflective writing template example

Looking at the Workplace Capability Framework's Domain 4.2 for all levels and roles, we will use the 'What' Model to think about how we support the team and organisation to thrive. This domain invites all levels and roles to think about the following:

- > The equal and mindful distribution of power in the workplace and practice
- > Honouring a culture of authenticity, diversity, and difference
- > Bringing our best contribution to service and a service system.

What?:
So what?:
Now what?:

Possible question prompts

WHAT?

Descriptive level of reflection – describe and define:

- > What happened what was our role?
- > What have we seen and what did we do?
- > What were the people involved trying to achieve?
- > What were the consequences for each of us?
- > What feelings did we have?
- > What feelings do we think others had? How do we know this?
- > What was positive or negative about this experience?
- > In what ways was power equally and mindfully distributed in the workplace and practice?
- > In what ways did we honour a culture of authenticity, diversity, and difference?
- > In what ways did we bring our best to contribute as part of a service or service system?

SO WHAT?

What is our passion and how do we feel, value, and believe about:

- > How did we react and why did we react this way?
- > What will we make of this?
- > What did we base our actions on?
- > What did we expect to happen?
- > What was influencing each of us?
- > What attitudes and assumptions did we bring to the situation?
- > Did we act in accordance with our values/beliefs/understanding? If not, what made us act in incongruent ways?
- > What knowledge did we apply in the situation – personal, experiential, theoretical, research?
- > What could we have done differently?
- > What broader issues arise? (contextual, ethical, social, political)
- > What have we learnt? What is our new understanding of the experience?
- > What did we learn about the ways we distribute power equally and mindfully in the workplace and practice?
- > What did we learn about the ways we honour a culture of authenticity, diversity, and difference?
- > What did we learn about the we bring our best to contribute as part of a service or service system?

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Possible question prompts continued

NOW WHAT?

Critical reflection – reflect on action and consider improvements or consequences.

- > Now what can we do, or need to do?
- > What broader issues need to be considered if our action is to be a success?
- > What might be the consequences of our action?
- > What are the implications for each of us?
- > What difference does it make if we choose to do nothing now?
- > What is the most important thing we learned about our reflection?
- > What kind of help do we need to see results?
- > What do we need to improve first?
- > What can we do to distribute power equally and mindfully in the workplace and practice?
- > What can we do to honour a culture of authenticity, diversity, and difference?
- > What can we do to bring our best to contribute as part of a service or service system?