

# Changing Futures Programme Sussex: Reflective Tool

Updated: Version 1 - January 2023



## How to use this tool:

This tool can be used by individuals for self-assessment and reflection but is best done in small groups of three or four with a neutral person facilitating the discussion. We recommend giving an hour and a half to complete this activity.

### Step One

The group decides on one of the 8 areas to focus on from the framework.

e.g., 'Building Trusting Relationships', then chooses no more than three individual competencies to discuss from within that area.

### Step Two

Participants are given time to read the competencies, and individually **reflect and rate their confidence by numbers 1 - 10** (1 = No confidence at all, 10 = Very high confidence) and write down briefly why they chose this rating (5-10 minutes).

### Step Three

The facilitator then invites the **participants to share their answers and asks the group to give constructive feedback to each other**. Focus on identifying each other's strengths, solutions and opportunities for further training and development (1 hour).

### Step Four

Towards the end of the session, **participants should re-score their confidence level if their self-perception has changed through discussion**. Write at least one action for development and set a review date. (10 minutes, or as they arise in discussion).

# REFLECTIVE TOOL

Competency	Confidence: 1 - 10	Why this score?	Actions for Development	Review date
Area: Competency:				
Area: Competency:				
Area: Competency:				

NAME:..... ROLE:..... ORGANISATION:..... DATE:.....