

Reflective Practice for Library Employees: Identifying Changes to Initiate

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Objectives

At the end of the session, participants will be able to:

- engage in reflective writing and reflective conversation in order to better understand the process of reflective practice, and
- identify ways in which reflection practice can be applied to their current position in order to improve performance

What is Reflective Practice?

- Pondering an experience in order to better understand next time
- Intentionally using reflection to get better at what you do

**** Identifying Changes to Initiate ****

Why Reflective Practice?

- Identify processes and strategies that are effective (or not)
- Working more effectively with colleagues and patrons
- Better understand yourself
- Facilitates closing the loop: applying discoveries and understandings to your work

When to use Reflective Practice

- When you are surprised by an outcome (positive or negative)
- After an important event or interaction
- When you feel stuck or unsettled
- Whenever you feel the need

What Reflective Practice Looks Like

- Pondering internally, writing, sketching, talking
- Jotting notes, narrative writing (longhand or electronic)
- Sitting still, moving
- Reflecting alone or with one or more people
- Brief reflection or more intensive
- Freeform, structured, or somewhere in between

Focus of Your Reflection

- Standard work processes (teaching, collection management, reference, management, assessment, etc.)
- Other work processes (strategic planning, etc.)
- Interactions with others
- Events (planning and outcomes)
- Anything

Three-Stage Model; Four Questions

- What happened?
- What went well?
- What didn't go so well?
- What changes are needed?

Individual Activity

10 minutes of individual reflection –ponder, jot, or write;
reflect on any part of your work

- What happened?
- What went well?
- What didn't go so well?
- What changes are needed?

Small-Group Conversations

- 10 minutes of small group conversation about how the reflective process was for you, not about the subject of your reflection
 - What went well? What was challenging?
 - If you used the model, was that helpful for you?
 - If you were going to do this again, would you change what you did? If so, how?

Overcoming Barriers to Reflective Practice

- What barriers do you think you might encounter when trying to use intentional reflection at work?
- How might you overcome those?

Emotions and Reflective Practice

- Emotions can help or hinder reflective practice
 - Help us identify when to reflect and/or things on which to reflect (or reflect more)
 - Hinder us by hijacking our reflections and preventing us from seeing a situation objectively
- Reflective practice cannot fix a toxic work environment

Questions?

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