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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