DEAL: A 3-Step Model for REFLECTION

Developed by Sarah Ash and Patti Clayton, North Carolina State University, and adapted by Cindy Williams of IUPUI. Basic instructions and prompts are presented in normal type, with modifications shown in bold face.

D ESCRIBE (in fair detail and as objectively as possible)

In your feedback, describe what your team member presented in the ePDP section.

E XAMINE

Choose to examine one part of the ePDP section based on something that you connect with or question. Consider the implications of that piece of an ePDP section and why you want to examine it more. How are you connecting with it?

In your feedback, dig deeper into some piece of what your team member presented in the ePDP section and why you are connecting with it. Why is it remarkable to you?

A RTICULATE

L EARNING

After the two steps above give feedback that promotes more reflection by the Team member.

Ask yourself and question your team member about:

What did he or she learn from their own writing of the ePDP section? (they might answer about how they connected to the section and gained a new perspective, about content, etc)

Ask the team member about what they wrote about and why:

What will he or she do with what they learned from writing this section in the future? (i.e. team member might respond by remembering how they made connections, think about how it might connect with strengths, values, content, new experiences they are having, or how they are changing.)

Why did he or she make the choice to write "what ever it is fill in" and what would happen if you changed or connected this section?

Thank your team member for sharing their ePDP with you! Always end with a positive reflection back at them for their effort.

This model was adapted and translated in fall 2012 by Cindy Williams to help adults give feedback to each other around their electronic Personal Development Plans. It is intended to teach both giving and receiving feedback skills, help students get to know one another, and develop meta-cognitive skills.