

SELF-REFLECTION MODEL

WHAT? SO WHAT? NOW WHAT?

STEP 1: WHAT?

This step challenges you to recall your accomplishments, endeavors and/or learning as objectively as possible, without critique. These could be initiatives/efforts you were involved in – and should include efforts that weren't all that successful as well. Briefly describe the overall goals accomplished (or not) and/or new endeavors without detailing everything you did during the year.

To complete the first step of the structured reflection:

Briefly describe the goals accomplished (or not), new endeavors, milestones, numbers/statistics, changes implemented, etc.

Provide specific examples.

Think about who else was involved.

Review quarterly check-ins and Annual Activity Report for faculty (most of us have devised some method of keeping track).

Don't attach any judgment just relay.

Include efforts that may not have been as successful as you had hoped.

STEP 2: SO WHAT?

How do these accomplishments relate/connect to your position and the work of the Libraries?

To complete the second step of the structured reflection briefly describe the results by asking yourself the following questions:

- What was significant to me and why?
- What did I learn?
- What was the impact (on patrons, team members, colleagues outside the Libraries, the profession, and/or my team)?
- If others were involved, how did they feel about the results/endeavors?

In the case of efforts that weren't as successful as I had hoped, what happened? What was the impact?

STEP 3: NOW WHAT?

How have you changed or grown because of these efforts? What are you going to do next?

To complete the third step of the structured reflection, briefly describe how you will apply your learning by asking yourself the following questions:

- How have I changed or grown because of these efforts?
- How can I apply these endeavors/accomplishments more broadly?
- How can I apply my learning to other contexts?
- In the case of efforts that weren't as successful as I had hoped, what could I change to make them more impactful/successful? What will I do differently in the future?
- What are my goals for the coming period? Do and/or how do they tie in with my learning over the past year?

