**Lothian Care Academy**

**Reflective Journal for Leadership Cohort**

Logo, company name

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*‘A reflection in a mirror is an exact replica of what is in front of it.*

*Reflection in professional practice, however, gives us back, not what is, but what might be, an improvement on the original.’*

*(Biggs, 1999)*

Your reflective journal:

* Lothian Care Academy has pulled together leadership education and support from across health and social care. As a staff member, alongside upskilling in your leadership skills you are expected to uphold the Health and Social Care standards and code of practice in their daily work.
* The process of reflection for people completing the leadership pathway will encourage self-management, peer support and a mechanism for recording ongoing professional development evidence for SSSC open badges and supervision sessions
* Will provide time and space for you to record your thoughts and insights about your learning and professional practice.
* Will support you to review and to consolidate experiences and to plan your future professional development needs.

What you should achieve from writing your reflective journal ….

***Awareness*** – recognising your current state of learning and practice through accommodation of thinking time, to focus on challenges and exposures within your mentoring role.

***Evaluation*** – Identifying your strengths, and any difficulties or changes that you need to understand for improvement of your practice, and your support of others.

***Improvement*** – Think about adjustments and alternatives, plan different approaches, and request the guidance and advice of others if required.

***Clarity -***  Have a clearer picture of your practice and identify personal development needs and improvements for ongoing professional development.

# **Pre-pathway reflection**

What am I already good at? What are my skills and experiences that make me a good leader?

What could I improve on?

What am I hoping to get out of this?

How might I share my learning with others?

# **Post-pathway reflection (please complete after each section)**

What did I enjoy about what I just learned?

What surprised me?

What can I immediately take back and share with the rest of my team?

What am I excited to work on? And how am I going to work on it?

What is my commitment to myself? Is there anything specific I’d like to achieve or work on?

# **Reflection template (Use this as a template for each section you work on)**

Each section in the pathway will have questions to prompt your learning. Use this space below to answer them or to make a plan of how you might put these skills into practice

Let’s think a little more about putting these skills into practice. Use this space to write down an example where you’ve demonstrated this leadership practice at work. What happened?

How did I respond?

Why did I respond that way? Consider professional and leadership values

What did I find challenging and why? Consider my strengths.

What was the impact on colleagues or people I support?

What have I learned about myself? What support do I need?

What good practice can I share with others?