

Tool 56: Reflection

Aim of the tool

Open up new possibilities for positive change and enhance participant commitment to make it happen.

When to use it?

The Commitment stage, when decisions should be made and actions need to be agreed upon.

How to use Reflection

Explicitly integrating reflection into the learning process of MSPs increases the likelihood that purposeful change will occur. When reflection is made part of the learning process in MSPs, learning will become clearer and better articulated, and it will contribute to purposeful change in a complex context.

Purposeful use of reflection tools does two things: first it helps individual participants to arrive at a deeper understanding of the insights they are developing. But secondly, and equally important in MSPs, is that reflection tools help for these developing insights to be shared and validated by other members of the group or meeting.

In order to see new possibilities for positive change, different stakeholders need to learn together from their respective experiences. Stakeholders' commitment is also enhanced if they can reflect on the group's work and link it to their day to day work. This is especially important when decisions should be made and actions need to be agreed upon. Reflection exercises, both individually and in groups, can be used to emphasize the insights.

In the experience of CDI it is important that MSP facilitators deliberately include reflective learning sessions and tools in the process design and implementation. To support this, CDI has published a manual for facilitators and trainers with guidelines on 25 reflection tools, which can be downloaded for free [here](#).

The manual covers the following tools:

1. Grading reflection
2. Reflection ball
3. Kolb learning cycle
4. Hang out the laundry
5. Interviews in pairs
6. Collage/rich picture
7. Reflection cards & networking
8. Mood and lessons learned meter
9. Debating statements
10. Write a haiku
11. Reflection with images/postcards
12. Find an object/symbol outside
13. Margolis wheel

14. Gallery of posters
15. Debating rounds
16. Reflection poem or song
17. High five – desire for the future
18. Snoopy
19. Quiz
20. Talking stick
21. Reflection committee
22. Speed dating
23. If you had to explain to your boss
24. Free writing
25. Collaboratively answering questions

The different tools take about 15–45 minutes each.

Learn more

Gordijn, F. & Helder, J. (CDI) (2013). Reflective learning for purposeful change: making learning more explicit in multi-stakeholder processes. *Knowledge Management for Development Journal* 9(3): 32-46.

<https://www.km4djournal.org/index.php/km4dj/article/view/160>

Gordijn, F., Ernstman, N., Helder, J. & Brouwer, H. (WCDI) (2018). *Reflection Methods: Practical Guide for Trainers and Facilitators*.

<https://research.wur.nl/en/publications/reflection-methods-practical-guide-for-trainers-and-facilitators->

See a 3-minute CDI video on how to use Reflection Cards: <https://youtu.be/EXsnlYl5B94>