

REFLECTIVE PRACTICE ACTIVITY CARDS INSTRUCTION BOOKLET

These activity cards can be used during individual or group supervision, as well as other group meetings, to help encourage participation and discussion. The activity cards provide a basic structure that may be helpful if you are new to asking reflective questions or if others are new to engaging in reflective practice.

Remember, this is not an exhaustive list of reflective activities. You can create your own or make changes to meet the needs of your group.

The cards are divided into three categories:

1. Curious Questions- these help staff at all levels share about the emotional impacts of the work and reflect on how they handled difficult situations.
2. Emotional Rewards- these encourage staff to share successes in their work and reflect positively on their own abilities as helping professional.
3. Reflective Supervision- these are best to use with others who supervise staff to encourage discussion on their own practice as reflective supervisors.

How to use:

1. Choose a Reflective Practice Activity Card from the deck. The one you choose can depend on the type of meeting and the needs of the participants.
2. Next, share the prompt and ask the question. If you are in a group supervision or meeting, you can have each person respond, ask for a volunteer, or choose someone to share.
3. During the discussion, use the tips at the bottom of the card to practice your own reflective skills. If you are in a group, you can encourage others to do this as well.
4. After someone is done sharing, use the process questions to have the individual and/or group reflect on how it felt to engage in the activity.



Curious Question Activity

Prompt: Describe a parent/child/family that it can sometimes be a strain to find compassion for.

Question: What does that experience feel like? How do you handle it?

Process Check: How do you feel after answering this question?



Tips

- Reflect back what you heard them say and ask if that sounds right.
- Use modeling to normalize the experience.



Curious Question Activity

Prompt: Think about the types of cases that are most difficult for you.

Question: What makes these cases especially hard? What is the skill/knowledge you wish you had to make them easier to deal with?

Process Check: What is your mood like after this activity?



Tips

- Practice modeling by sharing your own feelings when dealing with difficult situations.
- Ask an emotion-focused question:
 - "What feelings does this bring up?"



Curious Question Activity

Prompt: Think about the last time you faced a difficult situation at work.

Question: How were you at letting it go? How did it affect your energy or life outside of work? What skills did you use to address this?

Process Check: What did it feel like to talk about this experience?



Tips

- Ask a emotional reward prompt:
 - "What do you feel like you did well?"
- Talk with them about other supports and resources they rely on when they face difficult emotions.



Curious Question Activity

Prompt: Describe a time when you were faced with a difficult situation and you addressed it successfully.

Question: What did you like about how you handled the situation?

Process Check: How did answering this question affect your energy?



Tips

- Use active listening and reflection to address any conflicting emotions by asking:
 - "Can you help me understand? On one hand ___ and on the other ___."



Emotional Reward Prompt

Prompt: Think about an experience at work that made you feel energized.

Question: What was it about that experience that felt energizing? Describe what that feeling was like for you.

Process Check: How did it feel to talk about that experience?



Tips

- Use a reflective statement to clarify what they said:
 - "What I heard you say is..."
- Use an emotional reward prompt and ask them how they contributed to the success.



Emotional Reward Prompt

Prompt: Describe what brought you to work in this system and role.

Question: Where do you find joy in your work? What is something that makes you feel proud or successful in your role?

Process Check: Did answering this question change your mood?



Tips

- Summarize back what they said to show you are using active listening and reflection.
- Ask an emotion-focused question:
 - "What feelings are brought up when you talk about this?"



Emotional Reward Prompt

Prompt: Think about a success you have had this month at work.

Question: Can you tell us about this success? In which ways can you give yourself credit?

Process Check: Is your energy higher or lower than before?



Tips

- Clarify what you heard by reflecting back to them what they said and asking if that sounds right.
- Use modeling by saying:
 - "I know I feel so energized when a case is a successful. How does it make you feel?"



Emotional Reward Prompt

Prompt: Describe a case or experience that was challenging.

Question: Even though that experience was challenging, what is one thing you feel you did really well?

Process Check: What did it feel like answering this question?



Tips

- Use an emotion-focused question:
 - "What was that case like for you?"
- Practice supervisor modeling by providing examples from your own experience to validate their emotions.



Reflective Supervision Activity

Prompt: Describe a success you had supporting a staff member using reflective practice skills.

Question: What are you most proud of about this experience?

Process Check: What is your mood like after this activity?



Tips

- Ask an emotion-focused question:
 - "What feelings does this experience bring up for you?"
- If you do not understand something they say, use active listening and reflection to summarize what you heard and ask them to clarify.



Reflective Supervision Activity

Prompt: Describe a challenge you had supporting a staff member using reflective practice skills.

Question: What did that experience feel like? How did you handle it?

Process Check: What is your mood like after this activity?



Tips

- Ask an emotion-focused question about what they liked about how they handled the situation.
- Practice modeling by sharing how you felt in a similar situation.



Reflective Supervision Activity

Prompt: Describe a time a staff member came to you upset or frustrated.

Question: How did it feel to support them through that? What skills did you use (or would you use now) to address it?

Process Check: What is your mood like after this activity?



Tips

- Practice active listening and reflection by summarizing what they said and asking if that sounds right.
- Use modeling to normalize the experience.



Reflective Supervision Activity

Prompt: Think about a situation that presses any hot buttons for you as a supervisor.

Question: What emotional state does that put you in? What reflective skills can you use to address this?

Process Check: How did it feel to participate in this activity?



Tips

- Reflect what you heard them say and ask them to clarify it for you.
- Use an emotional reward prompt to help them see their success:
 - "What were you proud of about how you handled this?"