

Reflecting in the job search

11 DECEMBER 2015



How do we learn?

External Sources

- The learning you gain from the wisdom, insight and teachings of others.
- Ideas, knowledge and understanding generated from reading, attending talks, discussions.

Internal Sources

- Wisdom you gain for yourself from insights developed from your own experience.
- Comes from your thoughts and reflections on your successes and failures, achievements and frustrations.

The combination of these two sources of learning, external and internal, and their application ultimately determines the quality of what you do.

What is learning

Learning has three main components:

Knowledge - the ability to retrieve information previously acquired.

Skill - the application of knowledge through action.

Understanding - the establishment of meaning and the placing of meaning in context.

Learning creates action, which has results that lead to consequences

What is reflection

Reflection is a process of critical thinking about a phenomenon.

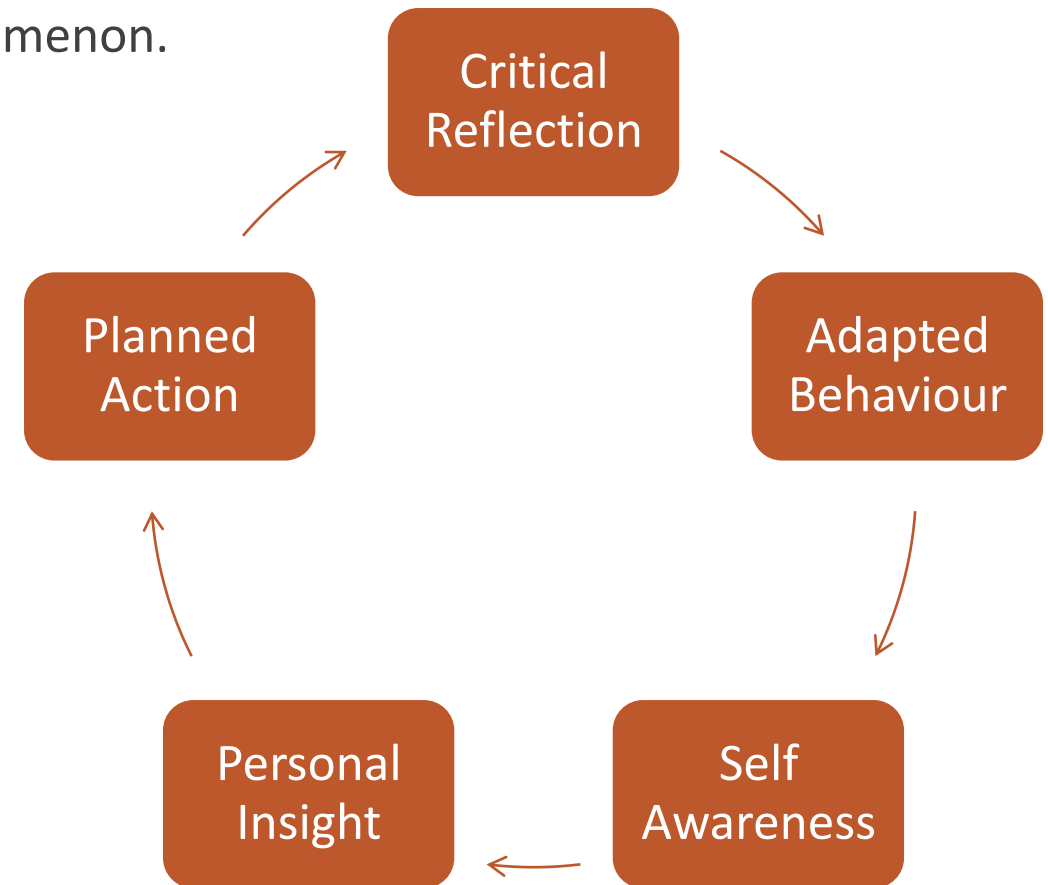
Reflection is a set of skills that can be learned.

Reflection increases self awareness

Self-awareness leads to personal insight.

Insight leads to planned adapted behaviour.

Adapted behaviour leads to improved effectiveness



How to Reflect

The key to reflection is to use deep, structured analysis.

The simplest reflective activity is to answer three basic questions:

- What have I learned from this?
- How can I apply what I have learned to my practice?
- How will my job search improve as a result?

The focus should be on your thoughts, feelings and actions, not necessarily on the event itself.

Working through questions methodically from start to finish will help you to be more thorough in your reflection.

The quality of reflection is in part determined by the quality and relevance of the questions you ask yourself.

You need to take action as a result of your reflections.

The Reflection Worksheet

What happened?

What did I do or say, think or feel?
What did others do or say?

So what?

What does that mean to me?
How does that fit with my previous experience?
How can I make sense of it?

Now what?

What will I continue to do?
What will I do differently?

Then what?

What impact will there be when I apply what I learned?

What will happen as a result?

How will my job search improve?