

Learning Circles as Reflective Practice



- o Learning circles offer participants the opportunity to engage in reflective practice.
- o Reflective practice is a process for making sense of workplace experience through engaging in deliberate reflection on prior practice situations.
- o The learning circle is an ideal site for staff in continuing care to engage in reflective practice as it provides a set time and space away from the busy practice setting where individuals can slow down and take the time to listen and think together.
- o Reflective practice is particularly useful for responding to problems in practice which are not easily resolvable through the application of one clear solution.
- o Reflective practice within the learning circles allows participants to gain insight into multiple perspectives on practice which requires participants to deliberately maintain an open perspective to the viewpoints of others.
- o A facilitator plays a key role in the learning circles by guiding participants to reflect on, gain greater awareness of, and make more explicit the beliefs, knowledge, habits and assumptions behind their practice.
- o Reflection together on individual and shared practice allows staff to affirm their practice with each other, identify areas for improvement, brainstorm potential solutions, and plan towards future improved actions or changes.