Individual reflection map

This tool helps you reflect on your skills strengths and the value they bring to your work, as well as supporting you to identify areas to develop.

**Step 1: Identify your skill strengths**

**Strengths:** which skills do you feel most confident and comfortable with?

- **Inner hexagon = Attitudes**
  - See the wider system
  - Collaborative and creative problem-solving
  - Reflective
  - Curious
  - Imaginative

- **Outer hexagons = Skills**
  - Reflect
  - Bring people together
  - Adaptable
  - Empathetic
  - Fair
  - Outcomes focused

- **Learn by doing**
  - Test new methods, tools, and technologies appropriate for the task. Learn what works, why and how it might be embedded or adopted.

- **Prototype and iterate**
  - Create and test an idea, learn quickly what works, improve it and try again.

- **Seek alternatives**
  - Reflect, looking outside your own context, and consider many possible options, methods and tools.

- **Initiate change**
  - Do things differently, and create new spaces and opportunities that empower others to do so too.

- **Co-create**
  - Identify who is connected to an issue – through experience or expertise – and build solutions with them from start to finish.

- **Creatively facilitate**
  - Support others to share their ideas, tailoring facilitation styles to suit their needs. Be open to ideas that aren’t your own.

**Step 2: Identify your skill weaknesses**

**Weaknesses:** which skills do you feel less comfortable performing, or least enjoy?

- **Inner hexagon = Attitudes**
  - Articulate the benefit
  - Tolerate uncertainty

- **Outer hexagons = Skills**
  - Build momentum
  - Build relationships
  - Cultivate relationships
  - Tenacious
  - Fair
  - Outcomes focused

- **Learn by doing**
  - Test new methods, tools, and technologies appropriate for the task. Learn what works, why and how it might be embedded or adopted.

- **Prototype and iterate**
  - Create and test an idea, learn quickly what works, improve it and try again.

- **Seek alternatives**
  - Reflect, looking outside your own context, and consider many possible options, methods and tools.

- **Initiate change**
  - Do things differently, and create new spaces and opportunities that empower others to do so too.

**What do these look like in your day to day work?**

**How do they benefit your daily work?**

**Have you hidden strengths? Ones you have but don’t make use of in your current role. Why is that?**

**Why do you feel this way about these skills?**

**In what way do you feel this weaker skill negatively affects your work?**

**Which do you feel most keen to develop, and why?**

**What is one action you could take to develop this skill?**

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