



What is 'reflective practice'  
and why is it important for partnership brokers?



# Reflection is a key component of Accreditation

In PBA, we believe that **reflection** is an essential element in the work of a partnership broker – and the busier we are, the more we need it!

During your Accreditation journey, the most important date in your diary every week should be the time you set aside to reflect, review, learn and plan.

Reflection invites us to consider...

What I/we  
have done?

What made me  
/ us do it?

What impact  
did these  
actions  
have?

What is  
needed  
now?

What should  
I / we do  
next?

What can I /  
we learn  
from the  
process?

# Why is becoming a more reflective practitioner important`?



As partnership brokers we often deal with uncertainty and / or work in complex systems and scenarios where:

- **There is unlikely to be a straightforward 'recipe'** for a partnering solution and we need to reflect, adapt, learn from our partnering practices
- **We need to operate in the 'spaces between'** which requires acute observation and continuous reflection in order to avoid slipping into inappropriate 'quick fix' solutions
- **Continuous learning from practice is essential** to us individually, to our colleagues and the the evolution of the paradigm since partnership brokering is still a relatively new profession
- **We need to be centred, courageous and more resilient** to the partnering challenges we face if we are to be truly useful to the partners and to ensuring partnership's progress

Becoming more  
'reflective'  
requires us to...



... **learn to listen to ourselves** (including an active consideration of our assumptions, our reactions and the place we operate from) and observe the impact of our actions on others.

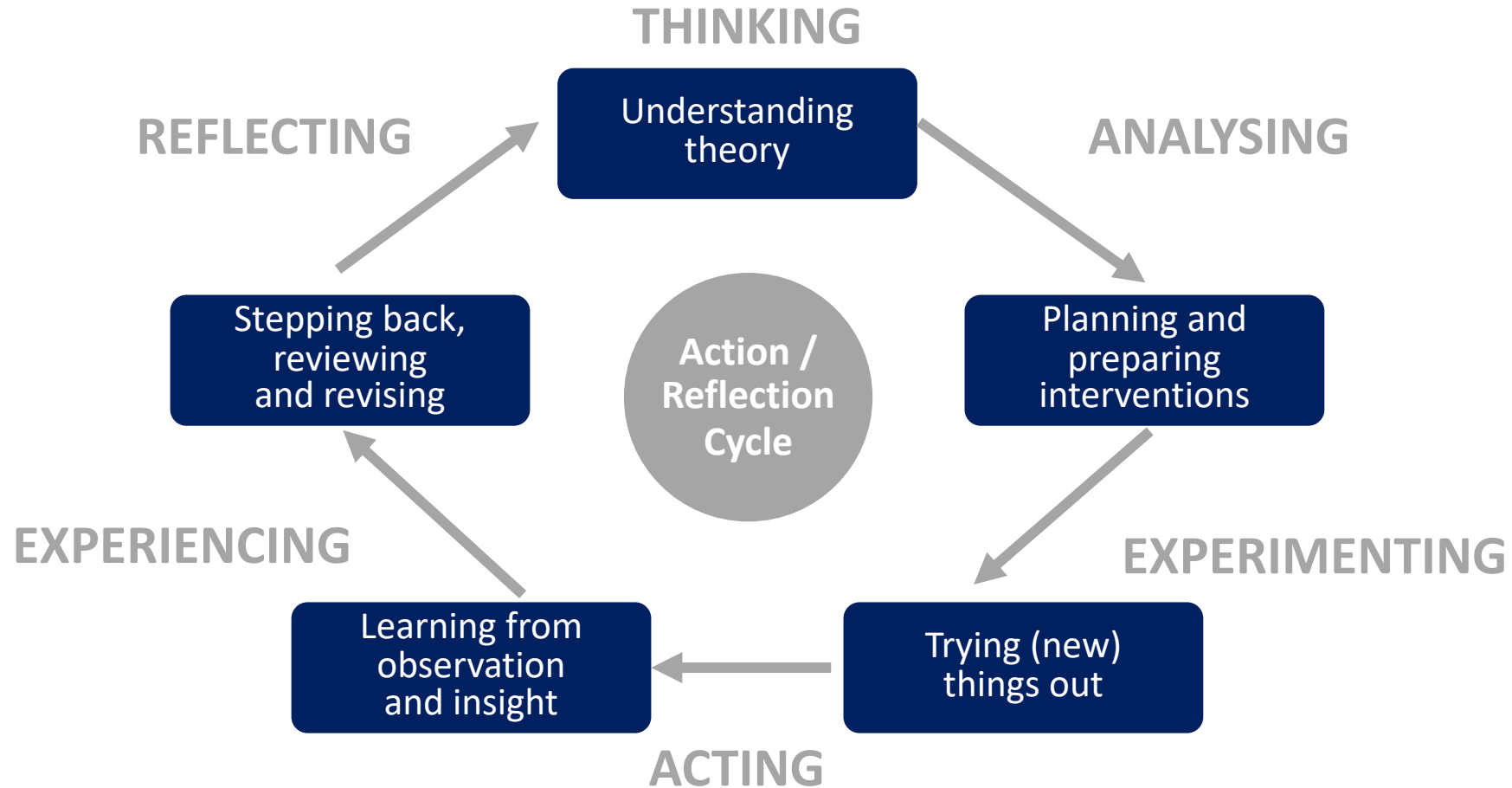
... **systematically question and challenge ourselves** in order to make deeper sense of what has happened / is happening and to imagine doing things differently.

... **take a more considered and / or intuitive approach** in how we navigate complex problems which do not have obvious answers.

... **look more holistically at issues** so we can make appropriate judgment calls on how best to support partners in their collaboration journey.

# How reflection fits within a holistic approach

[The starting point can be anywhere in the cycle]



*“Reflective practitioners allow themselves to experience surprise, puzzlement or confusion in a situation which they find uncertain or unique. They reflect on the phenomenon before them and carry out experiments which serve to generate both new understanding of the phenomenon and ideas about what may help bring about change in the situation”*

*“Competent practitioners know that complexity, instability and uncertainty are not resolved by simply applying specialist knowledge as one might to well-defined tasks. Such practitioners usually know far more than they can say. They exhibit a kind of ‘knowing-in-practice’, most of which is tacit. They take seriously, and build on, what they have understood through becoming more reflective.”*

Donald A. Schon





**PARTNERSHIP**  
BROKERS ASSOCIATION