



RADICAL REFLECTION EXERCISE

Over the past couple of months with COVID-19 redefining our sense of time and space, many friends and colleagues have talked about not wanting to go back to what it was. If we really want to use this as a catalyst for positive change, we have to be clear not only in what we want but how we act.

We designed this radical reflection process as a way to be intentional in how we want to move forward. It is a simple and hopefully joyful process that can be used for both personal and professional development. All you have to do is take time to answer some questions.

PERSONAL

Give yourself 10 minutes to write your response to each question. Answer one question a day (or a couple a day). Put it on your calendar. Time yourself. When the timer goes off, stop writing. Be as specific as you can in your responses (e.g. rather than saying you value your family, you might say you value family dinners when everyone is together).

Step 1. Answer the questions

- Day 1. What do I value?
- Day 2. What did I once value that I no longer do?
- Day 3. How do I show others what I value through my actions?
- Day 4. What do I know to be true about myself?
- Day 5. What would others say is true about me?
- Day 6. How do I deal with ideas/situations that make me uncomfortable?
- Day 7. What have I learned by answering these questions?

Step 2. Make a plan

1. Identify three – five actions that you can do in the next month.
2. Identify three – five additional actions that you can do in the next six months.

PROFESSIONAL

Give yourself 15 minutes to write your response to each question. Time yourself. When the timer goes off, stop writing. Be as specific as you can in your responses.

Step 1. Answer the questions

1. What is working well right now?
2. What is not working well?
3. What am I going to do differently when this is over?
4. What decisions do I need to make now?
5. Do we have the resources and capacity to grow or to continue? Why or why not?
6. Who are our key partners? How can we work together even more?
7. What do our clients need from us? How is this different than before?
8. What have I learned by answering these questions?

Step 2. Make a plan

1. Identify three – five actions that you can do in the next month.
2. Identify three – five additional actions that you can do in the next six months.

The radical reflection process can be done individually or in small groups. If you want to use the small group format, here are some tips:

1. Three – five (or a few more) people on Zoom works beautifully.
2. Answer questions in order.
3. The first 10 minutes is spent writing. Someone will be responsible for the timer.
4. Everyone then shares what they wrote.
5. The goal is to support and affirm each other (not critique).
6. Some questions to guide your responses:
 - a. What struck you about what you heard?
 - b. What took your breath away?
 - c. What did you learn?
 - d. What did you love?
7. Once you have created your personal plans, continue to meet bi-weekly for support and accountability

Radical reflection is a simple act of hope designed to generate insight that leads to action.

Debra W. Hertz, Ph.D.

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dwhertz@thestrategygroupllc.org

www.thestrategygroupllc.org