Reflection Guide

The questions here can be used for individual reflection or to lead a debrief with a group. What follows are reflection questions, discussion activities, and additional learning resources through Human Resources. If you have any questions, please contact training@slu.edu.

Reflection Questions

Use the following reflection questions as independent reflection prompts or to facilitate a group conversation.

1. What aspects of John’s message resonated most deeply with me?
2. What assumptions about influence and power did John’s message challenge for me?
3. In what ways do I minimize my own influence on others?
4. Where do I feel most powerful to provide a positive impact on others?
5. What behaviors or thoughts can I stop doing today that minimizes my power?
6. What can I start doing today that helps me to have a more positive influence on others?
7. What do I need to ask for from others to help me have a more positive influence?

Ideas for a Group Discussion

Option 1: Meet together. Provide copies of the questions for all attendees. Give attendees 5 minutes to write out their thoughts to the questions. Ask them to share their thoughts with a partner for 5 minutes, then have a group discussion and ask participants to share their thoughts.

Option 2: Share the reflection questions ahead of the John O’Leary event. Ask all members of the group to take 5-10 minutes after the talk to write out their thoughts to the questions. Then, meet as a group. Ask participants to form groups of 2 or 3 and share their reflections on the event. Next, have a group discussion and ask participants to share their thoughts on the reflection questions.
Task-Focused Reflection Questions

In addition to reflecting on John O'Leary's message, the following questions provide a sample structure for thinking through work tasks and the impact they have on creating the greatest, positive impact for our students, patients, faculty, or staff. (See also: After Action Review Job Aid)

1. What are we doing well (programs, services, process, procedures, etc.) that have a positive impact on our students, patients, faculty, or staff colleagues?
2. What (programs, services, processes, procedures, etc.) have little impact on a positive environment or experience AND take up a lot of our time? Can we simply stop doing some of these without negatively impacting students, patients, faculty, or staff colleagues? Do we need to consult with others or can we simply give ourselves permission to discontinue these (programs, services, processes, procedures, etc.) immediately, today?
3. What can we stop doing as a team or department that could help us have a more positive impact on our students, patients, faculty, or staff colleagues?
4. What could we start doing instead that would have a more significant positive impact on our students, patients, faculty, or staff colleagues?

Additional Group Discussion Activities

Group Discussion: Brene Brown - Empathy

Running Time for the activity: 20-60 minutes—the video is 3 minutes long. This activity is easily scalable to fit your time constraints.

1. Prime the group. Say: “We are about to watch a brief video on empathy. As you watch the video, think about connections between empathy and conflict.”
3. After the video has ended give the attendees 2 minutes to write out their thoughts. Say: “Now take 2 minutes to write out your impressions and the connections you see between empathy and conflict.”
4. Monitor time. Once everyone looks about finished writing (2-3 minutes). Next use one of two options:

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<thead>
<tr>
<th>For small groups (less than 6)</th>
<th>For larger groups (6 or more)</th>
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<tbody>
<tr>
<td>Facilitate a group discussion using the questions below.</td>
<td>First, ask the group to talk to a partner first about their impressions and connections. Give them 3 minutes to talk. Then, after talking in pairs, facilitate a discussion using the questions below.</td>
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Discussion Questions: Use any or all of these to continue your discussion for as much time as you have allowed.

1. What was most meaningful to you about Brene Brown’s discussion of empathy?
2. How does empathy help us to build and maintain positive relationships?
3. What connections do you see between empathy and conflict?
4. What barriers can you think of that can prevent or block empathy?
5. In what situations do you find yourself to be more or less empathic toward others?
6. What strategies could you use to remind yourself to be empathic in a conflict situation?
Group Discussion: Sigal Barsade - All You Need is Love … At Work?

Running Time: 40-60 minutes—the video is 20 minutes long. Allow for at least 20 minutes of reflection and discussion time following the video.

1. Prime the group. Say: “We are about to watch a brief video on creating a culture of compassion at work. As you watch the video, think about connections between compassion and conflict.”
2. Play the video. https://www.youtube.com/watch?v=sKNTyGW3o7E
3. After the video has ended give the attendees 2 minutes to write out their thoughts. Say: “Now take 2 minutes to write out your impressions and the connections you see between compassionate love and conflict.”
4. Monitor time. Once everyone looks about finished writing (2-3 minutes). Next use one of two options:

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Discussion Questions: Use any or all of these to continue your discussion for as much time as you have allowed.

1. What was most meaningful to you about Sigal Barsade’s discussion of a culture of love at work?
2. How does compassionate love help us to build and maintain positive relationships?
3. What connections do you see between loving relationships and conflict?
4. What barriers can you think of that can prevent or block you from promoting compassionate love at work?
5. What actions can you think of that you can do to promote compassionate love at work?

Related Instructor Led Training

Human Resources offers ongoing opportunities for developing skills to foster positive working relationships. Each quarter, a series of three instructor-led training sessions are offered: Becoming a Champion of Positive Work Culture, Are You Listening, and Conflict Mediation. These sessions provide opportunities to deepen our understanding of how we contribute to workplace culture, identify strategies for effectively listening to others, and understand conflict approaches. One session will be offered each month. Classes are open to faculty and staff. Sessions are offered publicly to all employees or can be privately offered for a department. Contact training@slu.edu to request sessions for your team or department or with any questions about the public series.

Click on the links below to sign up for each session or login to MySLU and launch the SkillSoft app through the MyTools tab - Click on “Instructor Led Training” to view the course listings.

- Becoming a Champion of Positive Work Culture
- Are You Listening?
- Conflict Mediation: Personal - Building My Awareness