

Librarian in the Mirror: Using Reflection for Professional and Personal Wellbeing

Justin Fuhr
Science Librarian



**University
of Manitoba**

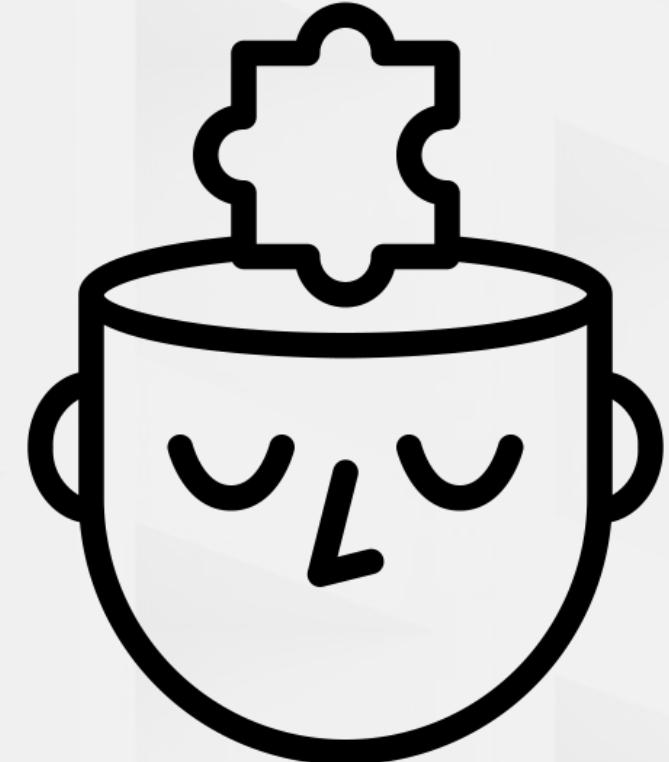
Presentation goal

My goal is to share my experience with reflection, so you feel comfortable reflecting, with the benefit of increased wellbeing.



Outline

1. Why Reflective Practice?
2. Reflection for Wellbeing
3. Models of Reflective Practice
4. Methods of Reflection



Justin 2019

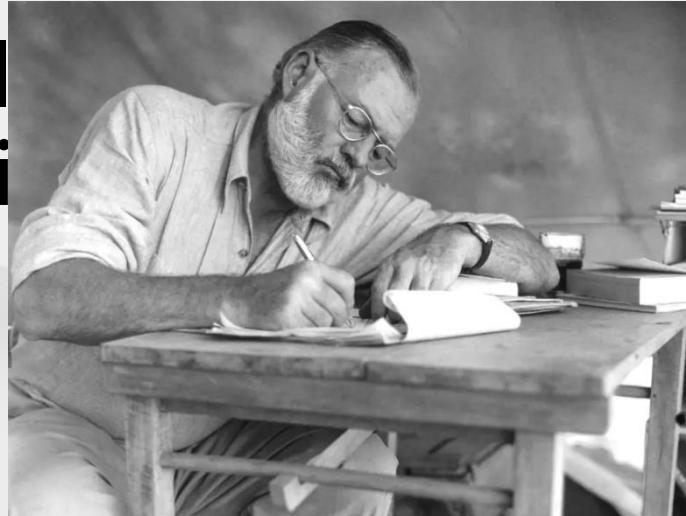


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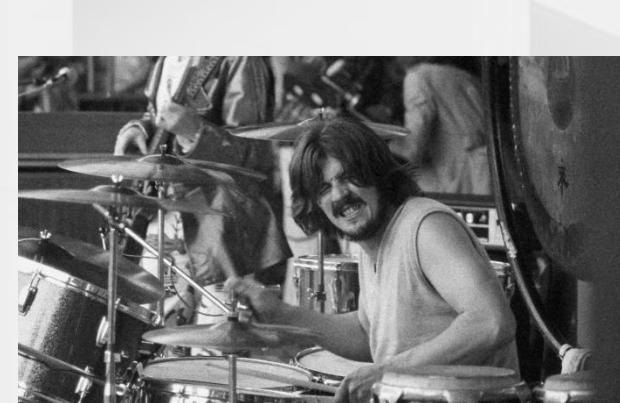


My Background

Do you ever feel like your passion leak into your work?



interests or hobbies leak into your work?



Quick poll!

Go to

<https://www.menti.com/89tk77bvmg>

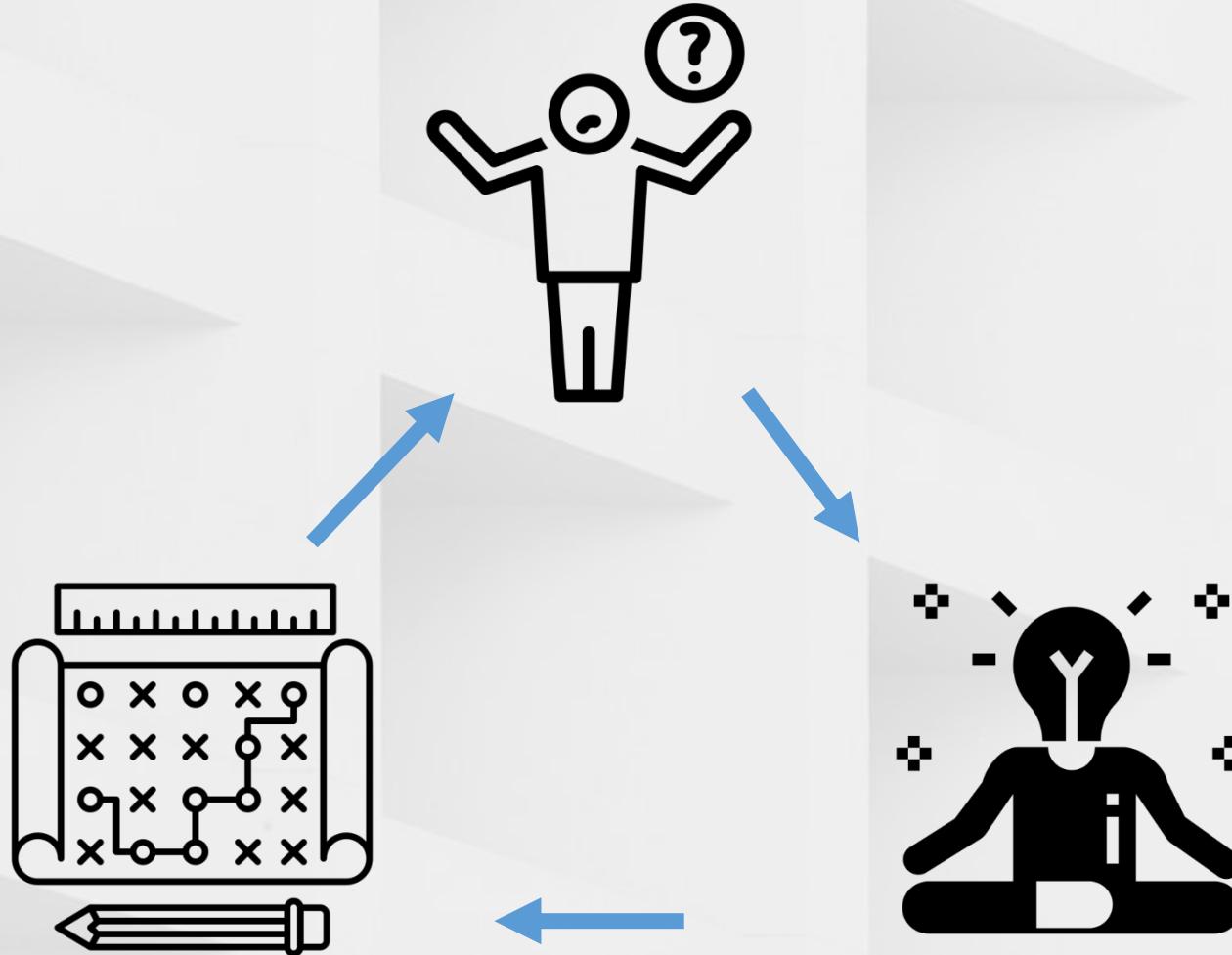
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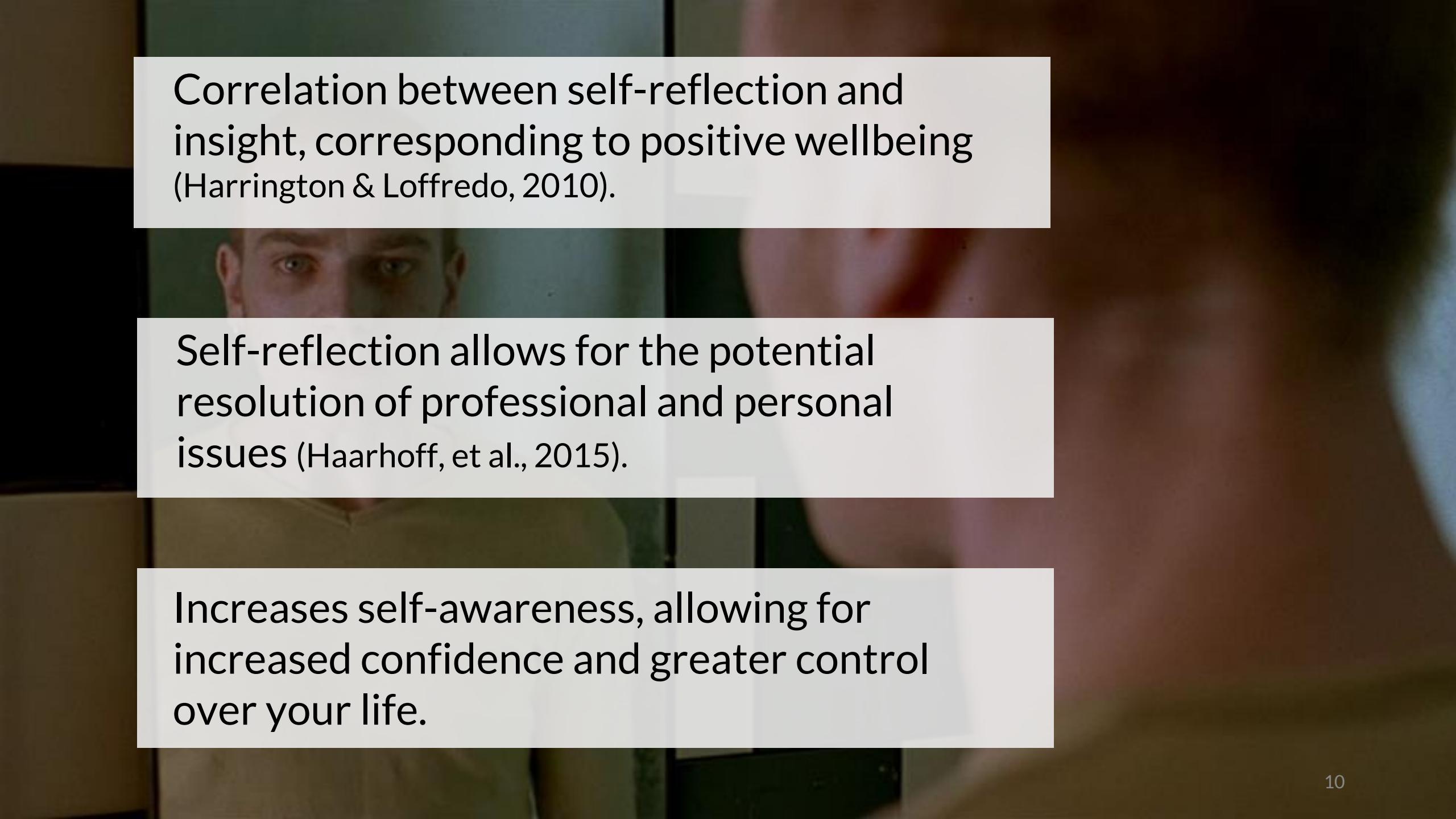
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Think about a time when you were troubled by something at work.

**How did it affect your wellbeing?
What did you do?**

Why Reflective Practice?



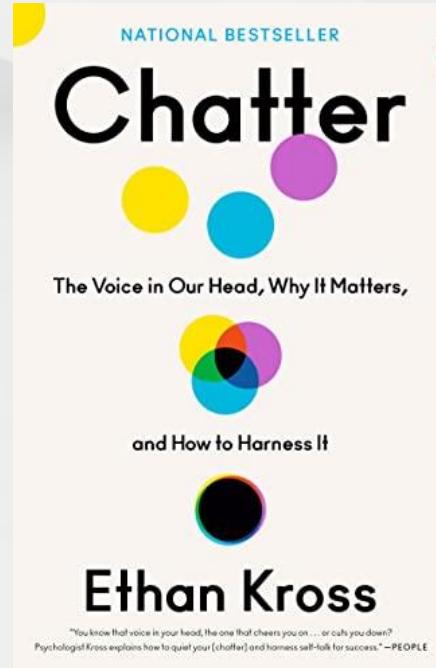


Correlation between self-reflection and insight, corresponding to positive wellbeing (Harrington & Loffredo, 2010).

Self-reflection allows for the potential resolution of professional and personal issues (Haarhoff, et al., 2015).

Increases self-awareness, allowing for increased confidence and greater control over your life.

Wellness and Wellbeing



Voicing Our Emotional Response to Others

“The passage of time is...essential to helping us manage our emotional lives, especially when it comes to processing upsetting experiences. When we identify someone to talk to off-line, we often have to wait until we see the person or until they’re available to chat.

While one waits for that person, something magical happens: **Time passes, which allows us to reflect on what we’re feeling and thinking about in ways that often temper our emotions.**

Indeed, research supports the common idea that ‘time heals’ or the advice to ‘just give it time.’”

-Ethan Kross, *Chatter* (2021)

How does reflection help your librarian practice?

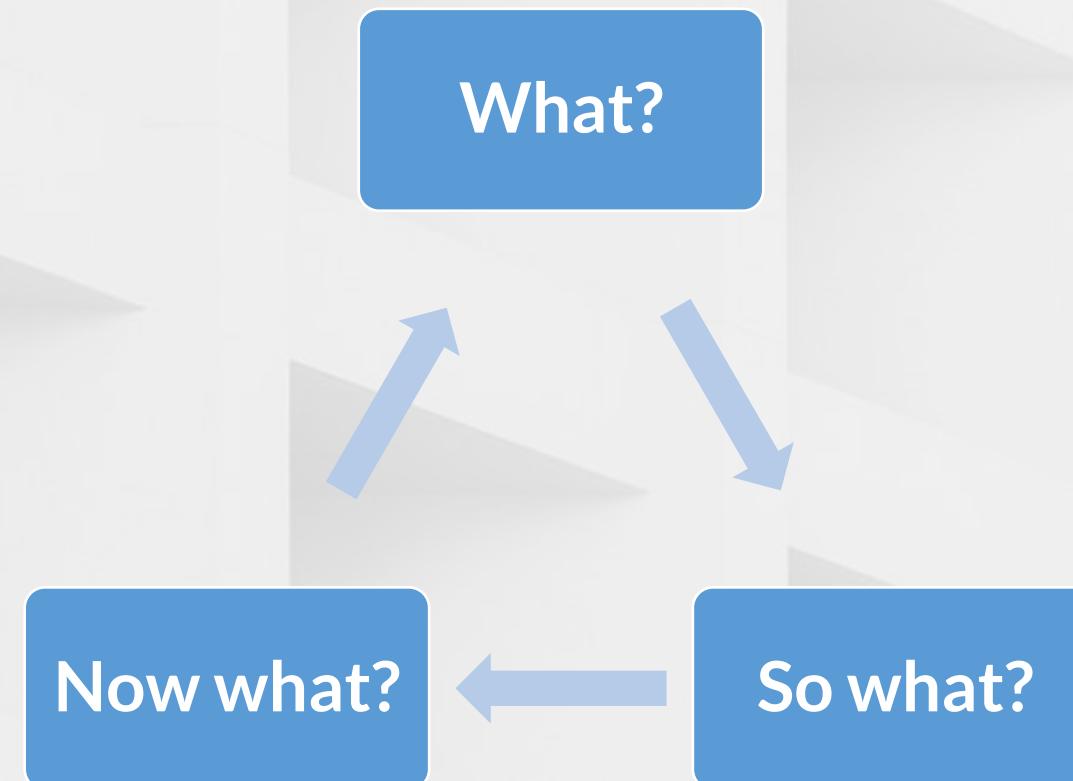
- Establish teaching, research, reference, and relational styles.
- Explore power and positionality as a librarian.
- **Create connection and build community with those you speak with.**

Models of Reflective Practice

- **Gibbs' Reflective Cycle (1988)**
 - Description; Feeling; Evaluation; Analysis; Conclusion; Action Plan
- **Brookfield's Four Lenses (1995)**
 - Autobiography; Students; Colleagues; Literature
- **Driscoll's What Model (2007)**
 - What? So what? Now what?

The What Model

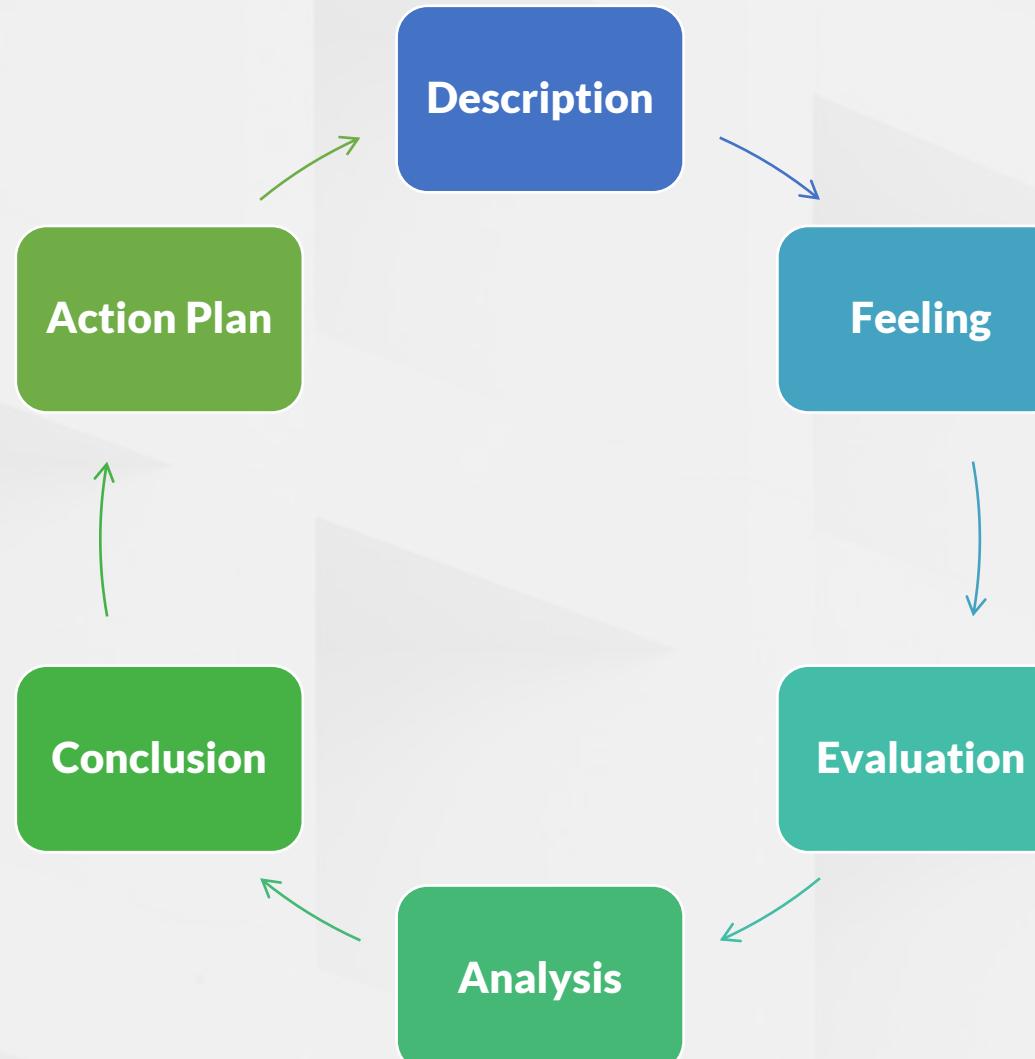
MODEL OF REFLECTIVE PRACTICE



From Driscoll, J. (ed.) (2007). *Practicing clinical supervision: A reflective approach for healthcare professionals*. Elsevier.

Gibbs' Reflective Cycle

MODEL OF REFLECTIVE PRACTICE



Example Questions & Prompts

Gibbs' Reflective Cycle

If it happened again, what would you do or need?

Description

What happened?

Action Plan

Feeling

What were your thoughts and feelings?

What else could you have done? What will be your focus to improve?

Conclusion

Evaluation

What sense can be made of the situation?

Analysis

What was good and bad about the experience? How do the *facts* and your thoughts impact each other?

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Job searching example using Gibbs

1. Description

I've been working on a two-year term position at my library and I want to find a continuing position. I'm having trouble getting interviews and when I do, I'm not selected for the position.

2. Feeling

I feel tangled up that I can't get a position. I am also impatient in that I want to get to the next stage of my career.

3. Evaluation

What am I putting on my cover letter and my CV? How can I better position myself to get an interview? Is there anyone who can give me advice?



Job searching example using Gibbs

4. Analysis

Continuing positions don't just come up all the time; there's a limited number of librarians at my institution. My colleagues have told me sometimes you just have to wait; that's the way it goes.

5. Conclusion

I will continue to gain experience as a term librarian, make connections, and do good work; it's only a matter of time. My work continues to be rewarding, so focus on what I can control.

6. Action

Moving forward, I am going to temper my expectations of being handed a permanent position and remember to have patience.

n.b.: I did do this while job searching throughout 2020 and 2021, and this year I accepted a continuing position at the U of M as a science librarian.



Methods of Reflection

Journaling

Reflective writing

Individual

Taking time to think on
your experience

Formal performance review

Journal clubs

Team meetings

Group

Community of practice or
co-operative inquiry
(Heron, 1996)

Speaking with
colleagues or friends

Peer observation

Reflective Writing

Reflective writing is not just descriptive, it's analytical.

Form

Short- or long-form; free-form or structured.

Type

Journaling; blog/social media; template; reports.

Reflective Writing

“My daily writing practice opens a space for me to check in with myself, refine my ideas, and hold...myself accountable to my core values.”

Christopher P. Long,
“From Productivity to Meaningful Work”

Reflective Writing Exercise

Reflective Writing Practice

Use exercise available at <https://bit.ly/CAPALreflectivewriting>

Think about your reflection in terms of our models.

- **2 sentences:** What happened?
- **3 sentences:** What did you learn?
- **4 sentences:** What would you change moving forward?





Integrate reflection into your daily life.

Don't think of it as a set exercise, but
more of a philosophy.

Thanks for attending!



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Thanks!

Justin Fuhr

Science Librarian

University of Manitoba

justin.fuhr@umanitoba.ca

 [@justinfuhr](https://twitter.com/justinfuhr)



Slides available at

<https://bit.ly/CAPALreflection>



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