

B E C O M I N G A
Reflective
Practitioner

The Reflective Ethical Facilitator's Guide



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A Reflective Practitioner

- Has “the capacity to reflect on action so as to engage in a process of continuous learning.” (Schon, D. (1983). *The Reflective Practitioner, How Professionals Think in Action*. United States: Basic Books.)
- Pays critical attention to the practical values and theories which inform every day actions, by reflecting on past performance. This leads to developmental insight. (Adapted from Bolton, G. (2010). *Reflective Practice, Writing and Professional Development*. London: Sage

Why Focus on Ethics?

- As individuals, and as professionals, we must be continually mindful of how we exercise our power as Facilitators when helping groups achieve their desired outcomes.
- Awareness is the first step towards insight. Consideration and reflection are in the interests of each of us, our profession as a whole and in the interests of those we serve.
- We all must consider the ethics and fundamental values of our profession and be prepared when those values are challenged in practice.

The Importance of Ethics as Our Profession Expands

The use of facilitative processes has expanded. We see corporations, governments, communities and organizations using Facilitators to help their groups make the best use of the contributions of each of its members, build sustainable outcomes and achieve meaningful results. Similar trends are happening in the fields of coaching, dialogue and deliberation and public participation. As society expects more collaborative and cooperative interaction, our professions will be heavily relied upon to provide guidance on the ethical issues that will arise.

Ethical Principals are Universal

- The IAF Code of Ethics also for other practitioners and organizations - the ethical principles are universal.
 - IAP2 Code of Ethics uses different terminology but the principles are very similar.
 - ICF Code of Ethics focuses on the same topics as the IAF - client service, conflict of interest, confidentiality and professionalism

Your Personal Ethical Blue Print

- ❖ Prioritize the following list of values from most important to least important:
 - ❑ Client Service - we are in service to our clients, using our group facilitation competencies to add value to their work.
 - ❑ Conflict of Interest - We openly acknowledge any potential conflict of interest.
 - ❑ Group Autonomy - We respect the culture, rights and autonomy of the group.
 - ❑ Processes, Methods and Tools - We use processes, methods and tools responsibly.
 - ❑ Respect, Safety, Equity and Trust - We strive to engender an environment of respect and safety where all participants trust that they can speak freely and where individual boundaries are honoured. We use our skills, knowledge, tools and wisdom to elicit and honour the perspectives of all.
 - ❑ Stewardship of Process - We practice stewardship of process and impartiality toward content.
 - ❑ Confidentiality - We maintain confidentiality of information.
 - ❑ Professional Development - We are responsible for continuous improvement of our facilitation skills and knowledge.

Becoming a Reflective Ethical Practitioner

- By reflecting on our own ethical blueprint, we continuously improve, learn from our own experiences and reflect on the ideas and values of our profession.
- Our individual ethical blueprint will ultimately prevail when we are faced with a challenging situation or issue. The difference is whether we are aware of it at a conscious level or completely unaware of what motivates our actions.
- The value of a professional Code of Ethics is limited to the consideration and reflection we each give to the Code and how we each apply it in the circumstances of our professional practice.

Want to continue the conversation? Want to explore your ethics and values with colleagues in the field. Scan the QR Code below to go directly to my web site and join a global virtual discussion group. These conversations allow you to share experiences, ideas and reflections and in turn gain insights and expand your thinking. Join our global conversation today!



BECOMING A Reflective Practitioner

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