

Promoting reflective dialogue to enhance professional well-being

JALT CUE SIG 2021 September 11, 2021 @ 16:20-17:50

JALT Mentoring & Orientation Committee

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Compare a usual conversation as a 'teacher' to conducting reflective dialogue .



Figure 1: A usual conversation as a 'teacher'.

Figure 2: Conducting a reflective dialogue .

Notice in figure 1 the teacher is giving advice and the student is asking most of the questions. In figure 2, the teacher is asking the student to reflect.

“...reflection through dialogue can offer more opportunities for transformatory learning in which the process of self-reflection cannot easily reach.”

(Kato & Mynard, 2016, p. 6)

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1. Repeating

Repeating key phrases that the learner has said using more or less the same words.

Repeat the emotions!

Mentee/Client: I am having a hard time at work.
[in a sad voice]
Mentor/Coach: Tell me about this hard time you are having.
[repeats in the same sad voice]

- Shows that mentor/coach is listening.
- Dialogue turns into “two-way”.

By repeating the utterances, there will become more awareness of what they said.

2. Summarizing

Bringing together the main points.

It's all about timing!

- Shows that you are listening.
- Establishes mutual understanding.

★When to use this strategy:

- When the mentee/client keeps talking.
- When you want to promote deeper reflection by asking a question.



Do not summarize based on your own expectation!

3. Empathizing

Understanding a person's internal state and imagining how he/she is thinking and feeling.

Don't miss the point!

Mentee/ Client: I'm waiting for the results from my job application. I need this new job to forward my career and this could be my last chance.
Mentor/Coach: I can tell how much you want to get this new job. If it is your last chance, you must be feeling uneasy. I understand how worried you are.

Establishes mutual understanding.

A trust relationship evolves and the mentee/client is more likely to open up and benefit from the sessions.

4. Asking reflective questions

- Well-timed and purposeful questions which stimulate reflective processes.
- Questions which are related to mentee/client's values.

Welcome the silence

What does improving your career mean to you?

What is holding you back?

You may not get immediate response from the mentee/client. Welcome the “silence”.

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2 mins	Introduction	Give a light introduction. You don't need to explain your professional position. Remember, you are equal in this dialogue
3 mins	Outcome	<p>Let the speaker decide the topic.</p> <p><i>What is on your mind?</i> <i>What is your ideal outcome from today's session?</i> <i>What is your goal?</i></p> <p>Let the speaker enjoy the state of "being listened to". Clarify the topic by asking some questions</p> <p>Help the speaker widen his/her perspectives.</p> <p><i>What does your happiness look like?</i> <i>What if you could go back to that moment again?</i> <i>What does it mean to you?</i></p>
3 mins	Situation	<p>Allow the speaker to share as much background to their situation as needed.</p> <ul style="list-style-type: none">● <i>What is your current situation?</i>● <i>What is currently happening?</i>● <i>What is going on in your life?</i> <p>Wrap up the session by focusing on a positive aspect of the speaker.</p>

MOC's upcoming events!

JALT International (90 minutes workshop)

The participants will receive a pre-workshop introduction on how to conduct reflective dialogue and will be paired up with a partner in the workshop to practice.

Focuses on enhancing the participants' professional well-being through the approach of *reflective dialogue*.

Day: Sunday, November 14th

Time: 12:45 PM - 2:15 PM (90 minutes)

Thank You for Coming Today!

Please take a moment to fill in our feedback form. This will be used to help us improve future workshops.

<https://forms.gle/GT1QX3jGvyRho8UD8>