**‘What, so what, now what’ framework for reflection**

This template is designed to help you structure your thoughts to get the most out of reflection. We have used the ‘what, so what, now what’ framework because it’s one of the most intuitive and popular methods for structuring reflection. But there is no one way to reflect, and you should use whatever method works best for you.

1. **What**

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| The first step is to identify the situation, event or experience to reflect on. Record some narrative detail about what happened and what your response was. At this stage, stay focused on facts and details rather than feelings or opinions. Examine your thought processes when you took a particular action or decision and how it may have impacted what happened.  Some questions to ask at this stage include:   * What happened? * What was my response? * What thought processes led to that particular response? |

1. **So what**

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| The next step is to analyse and interpret the situation, event or experience. Consider the significance of what happened and its impact and consequences.  Some questions to ask at this stage include:   * What was the impact of my response to the situation, event or experience? * How does my response matter professionally? * What emotions and values did I display at the time of the situation, event or experience? |

1. **Now what**

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| The final step is to identify the lessons you can learn from the situation, event or experience. Consider whether there are any actions you can take to improve your response to a similar situation in the future.  Some questions to ask at this stage include:   * Is there anything I would do differently next time? * Is there anyone I can speak to (eg a supervisor or colleague) about how best to respond to this type of situation in the future? * What learning and development activities can I do to improve my response to a similar situation in the future? |