

STEP ONE

Self-Reflection

“Self-reflection is a very individual process and there is no ‘right’ or ‘wrong’ way to do it, as long as you learn from it.”

Self-reflection is a mandatory component of CCP because it is an important component of learning. Through self-reflection, you examine how your personal values and beliefs affect your approach to situations. It involves exploring, clarifying and understanding past experiences to become more self-aware.

During your self-reflection, think about events in your nursing practice over the past year that may have represented learning opportunities for you. Using any method you choose (e.g., analyzing the situation, journaling, or discussing with a colleague), reflect on this event. Your self-reflection can be enhanced by incorporating information from peer feedback, performance appraisals, and/or multisource feedback¹. To learn more about self-reflection, visit our [online learning module](#).

Self-Reflection Tool - The FRAME™ Method:

One way to complete a self-reflection is to use the FRAME™ Method. This method was developed specifically for nurses for this purpose. By using the step-by-step FRAME™ Method, you can reflect on an event or challenge you experienced in the past year.

The FRAME™ Method is broken down into five steps:

1. **Focus**
2. **Reflect**
3. **Assess**
4. **Make meaning**
5. **Explore**

¹ Peer feedback is an informal and unstructured evaluation of your nursing practice that you solicit from your peers. **Performance appraisal** is a formal and structured evaluation of your nursing practice by your supervisor/manager. **Multisource feedback** is a formal and structured evaluation of your nursing practice by your peers, recipients of care and other interdisciplinary team members. You can incorporate the feedback you receive from any of these methods into your self-assessment to assist you in identifying your learning needs and developing your learning plan.

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1. **Focus:**

Think about an event or a period of time in the past year that was challenging or one where you excelled in your professional life.

2. **Reflect:**

Think about the event or period of time using the questions below to guide your reflection:

- What specifically presented a challenge?
- What specifically did I excel at?
- What initiatives did I take that made me proud of my practice?
- What learning opportunities existed?
- What do I feel are qualities of a competent nurse working in today's health care system? How do I enhance these qualities within myself?

3. **Assess:**

Ask yourself the questions below to assist you in your assessment of the situation:

- What went well? What didn't?
- What were my strengths in this situation and how could I build on these?
- How did the people and/or situations that presented a challenge affect my ability to do my job?
- In the situation, was I able to work to my optimal scope of practice² and if not, why?

4. **Make meaning:**

Think about what happened as a result of your actions:

- What would I do differently or the same next time?
- What feedback/response did I get, if any?
- How might I grow and learn from this experience?

5. **Explore your options:**

In case you are faced with this situation again in the future, ask yourself:

- What would help me manage similar situations?
- What do I need to learn to enhance my abilities to better manage this situation next time?
- How can I help a colleague learn from my experience?

² Optimal scope of practice means that individual registered nurses are performing at the highest level of their competencies (knowledge, skills and judgment) and, thereby, making their greatest contribution to client outcomes. (CRNNS Ends document, 2011).