

What's something **new**
you've learned in the
past two days?

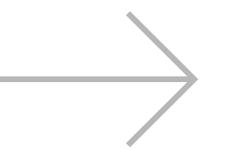
Write in the chat BUT don't press enter right away 

OFFBEAT

Lavinia Mehedintu, Co-Founder & Learning Architect at Offbeat

Looking into the mirror.
Reflection as a learning
method.

ctrl > cltr festival



Last year I became an entrepreneur and threw myself into "hustling".

I was working 16 - 18
hours a day. Having
meetings. Keeping **busy**.

Despite all my hard work,
I reached the end of 2022
feeling **lost** and **confused**.

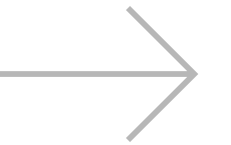
It took a lot for me to
admit I was deep into
burnout.

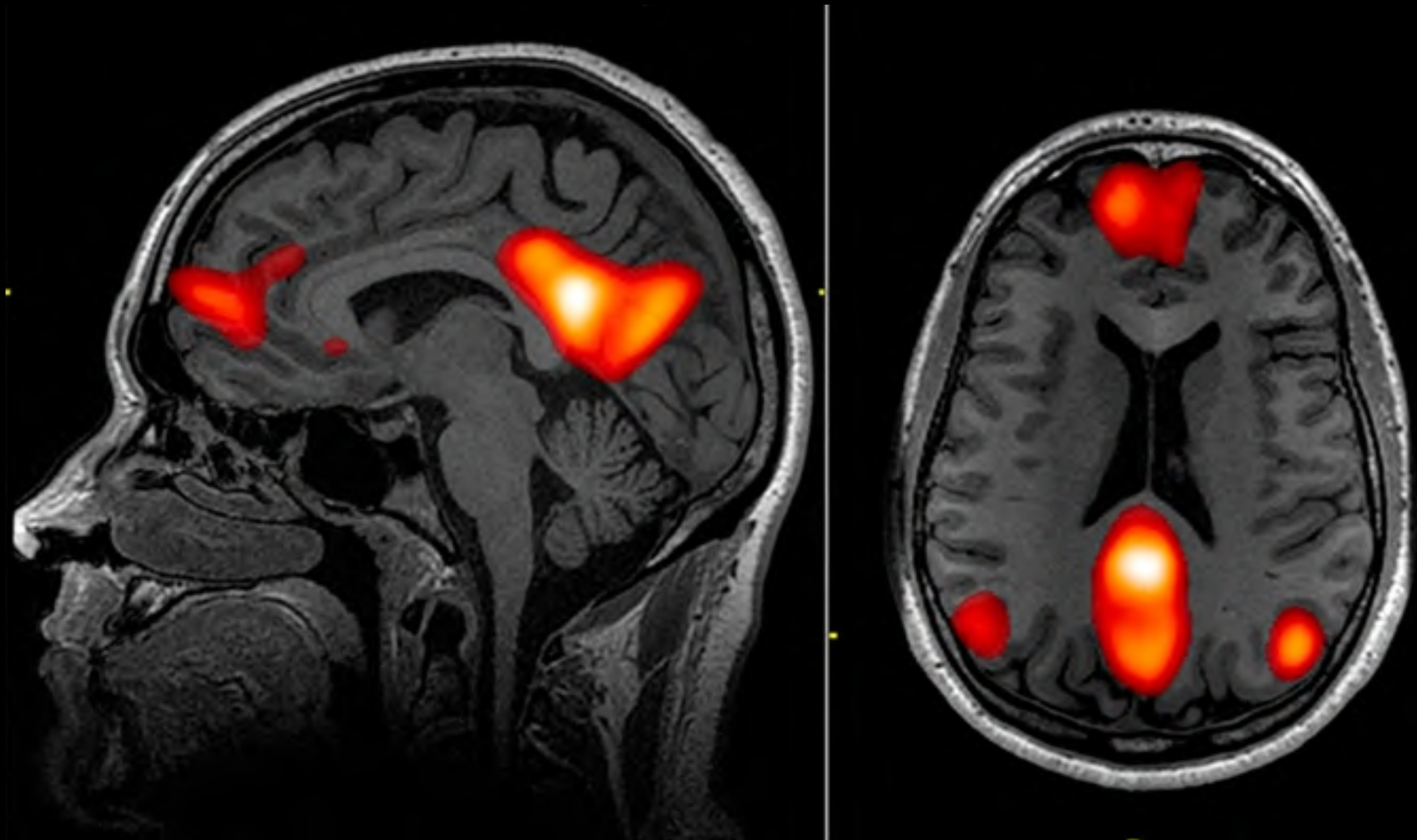
So I was forced to take a step back and do less, which gave me more time for reflection.

But I always heard that
"not keeping busy" means
"not being productive".

Reflection

What happens in our brain?





The Default Network Mode

The Default Network Mode

1

Our brain **does not stop** functioning when we're not focusing **on specific tasks.**

The Default Network Mode

1

Our brain **does not stop** functioning when we're not focusing **on specific tasks.**

Central Executive Network AND Salience Network

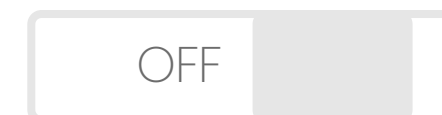
2

fMRI imaging shows that during "rest" time, another network of brain regions are activated – The Default Network Mode.

2

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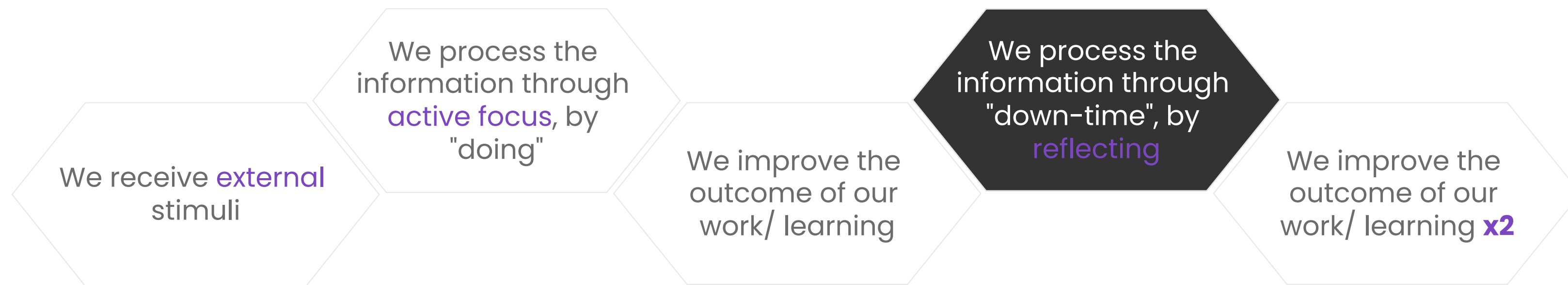
seems to be working like a toggle button



4

When the DMN is activated, it facilitates *creativity*, *memory consolidation*, and *introspective thinking*, which help deepen understanding and foster personal growth.

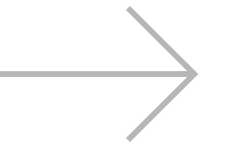
5



Summary

Reflection

How can we adopt it in L&D?



Types of reflection

Descriptive reflection
Dialogic reflection
Critical reflection

Individual reflection
Interpersonal reflection
Org/ systemic reflection



Reflection-on-action
Reflection-in-action

Solitary reflection
Group reflection

Reflection Time: **Part 2**

How could you apply one of the above-mentioned types of reflection into your L&D programs or even into your wider organization?

Types of reflection

Depth of reflection

- **Descriptive reflection** – what happened
- **Dialogic reflection** – why did it happen
- **Critical reflection** – how it happened (questioning assumptions, beliefs, power dynamics, of ethical considerations)

Time frame of reflection

- **Reflection-on-action** – after the event
- **Reflection-in-action** – during the event

Focus of reflection

- **Individual reflection** – your own thoughts and emotions
- **Interpersonal reflection** – reflecting on interactions with others
- **Org/ systemic reflection** – on broader organizational or systemic aspects

Medium of reflection

- **Solitary reflection** – on your own
- **Group reflection** – in groups and teams

Real – world examples

01

"Design Crits" sessions at Canva

These sessions involve teams presenting their work to colleagues, discussing design choices, and receiving constructive feedback.

Reflection-on-action
Group reflection

02

Blameless Retrospectives at GitLab

GitLab promotes reflection by implementing a "blameless retrospective" process after major projects or incidents. Employees are encouraged to analyze the events, identify areas for improvement, and propose solutions without pointing fingers.

Reflection-on-action
Descriptive, dialogic, and critical reflection
Org/ systemic reflection
Group reflection

03

Free access to Headspace from Headspace

Headspace encourages reflection by offering its employees free access to its app and providing dedicated spaces for meditation and relaxation.

Individual reflection
Solitary reflection

Real – world examples

04

Continuous sense-making at Offbeat

At Offbeat we try to integrate sense-making parts into every session we have, no matter how practical or passive the learning experience is.

Reflection-on-action
Descriptive, dialogic, and critical reflection
Individual reflection
Solitary reflection

05

Reflection in Airbnb's Data University

Airbnb's "Data University" program includes a reflective component, where participants document their learnings and insights gained during the program.

Individual reflection
Solitary reflection

06

Spotify's diverse Learning Circles

Spotify organizes "Learning Circles" for employees, which are small, cross-functional groups that meet regularly to share experiences, discuss challenges, and learn from one another.

Individual reflection
Group reflection

Reflection Time: Part 3

What's something new you've learned about reflection today?

Write in the chat BUT don't press enter right away 

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“We acquire **knowledge faster
than we acquire **wisdom**”**

— Isaac Asimov

OFFBEAT

“We acquire **knowledge faster
than we acquire **wisdom**”**

— ~~Isaac~~ Asimov

— William Bell, "Fringe" TV Show Character

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Key takeaways

01

Our brain never sleeps

The DNM is active in state of rest and reflection and it facilitates creativity, introspective thinking, and memory consolidation.

02

Types of reflection

There are different types of reflection depending on depth, time, focus or medium. They can be used by themselves or in combinations.

Q&A

Time to throw questions at me 🌟

OFFBEAT

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SCAN ME

