

[Name] Self-Reflection

[date]

Link here to job description, recent peer supervision for checking personal goals, co-directorship responsibilities & structure
If useful, staff can make a learning & development plan to achieve learning goals over the course of a year.

Reflection on the past 6 months (or since the last review)

What work are you proud of?

What have you achieved or learned? (Refer back to last reflection if useful)

What are you pleased with in your relationships in the team?

What areas have you found challenges in?
(workload, skills, relationships)

Responding to feedback

What brings you joy at work?

Do you feel connected to [Tripod's values](#)? (Social & ecological justice, collaboration, care &

joy, transformative learning, collective liberation) In what ways have you contributed to these?

Role reflection

Peer supervisor pastes here table with areas of responsibility: subtitles of job description.
Other - name here anything else you do or contribute which isn't reflected in the job description

Looking forward: the next 6 months

What do you want to achieve or learn? & How will you do this? What support/training do you need?

What are your (work / learning) priorities?

How will you work on anything raised in the reflection or the feedback?

How can you incorporate more joy in your work?

In addition to the questions asked in every 6-month reflection, if this is the staff members Feedback & Futures process, the questions below are included with to assess how the new staff is getting on with coop working:

Intro: Not everyone has experienced working in a coop structure and we don't expect everyone to fit in immediately with the expectations we have set in coop working. So we would like to support you as much as possible to be able to adapt to our ways of working and culture. Your honest answers below will help us do that.

1. What do you like the most about working in Tripod's coop structure?
2. What challenges do you face in working in Tripod's coop structure? Please explain why.
3. What difficulties do you think you will face if you become a Co-Director of Tripod? Please explain why.
4. What support do you need to be able to effectively work in our coop structure as a Co-Director?

Responses to peer feedback

This section is optional, and is to be filled in after having read the written feedback from colleagues (and others, if applicable).

Any responses to the feedback? Any feedback about Tripod's systems/how we work in relation to the feedback?

How will you work on anything raised in the feedback?