

## RAP...Reflective Action Process

### 1. SHARING –

Individual invites a group of colleagues to listen deeply to an issue, challenge, problem or opportunity that the individual wants to explore. The individual, once everyone is assembled, shares the situation and its implications. The participants listen in silence.

### 2. CLARIFYING-

The participants ask questions that clarify objectively the content shared, but are extremely careful to not indicate any value judgment or assumptions, or personal insinuations. The individual answers the questions.

### 3. DISCUSSING-

The participants discuss their thoughts about the individual's situation and get curious about what the individual might explore further in order to take action. They don't judge the individual or give their opinion as to what they might do. Finally, the participants brainstorm some actions the individual might consider.

### 4. SUMMARIZING

The individual might share an insight from the process if appropriate. The individual thanks the group for participating.