

## CoP Reflective Exercise

**CoPs are defined as groups of people with a passion for practice, who share their concerns, successes and challenges and who deepen their understanding and practical knowledge by engaging in a process of collective learning.**

To members of a CoP or other working group such as a committee, task force or team who are interested in enhancing group productivity through member interactivity, we recommend this Reflective Exercise. It will help your members to understand what is expected of group members and can be used as a focus for a discussion on the question, what are the behaviors that lead to community engagement and learning?

Please remember that the term “practice or work habits” in the Reflective Exercise refers to the issue or task that your group has come together “to talk about and so doing, collectively learn how to do it better”.

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### Question 1. Do you share **PRACTICE OR WORK** habits within your group?

Please CIRCLE one response for each of the following statements	Strongly agree	Agree	Not sure	Disagree	Strongly disagree	I cannot respond <sup>1</sup>
a) “We practice independently of each other”	5	4	3	2	1	
b) “We are knowledgeable of each other’s practice habits”	5	4	3	2	1	
c) “We are comfortable disagreeing with each other about practice habits”	5	4	3	2	1	
d) “When making decisions in practice, we think of what our peers would do”	5	4	3	2	1	

<sup>1</sup> Check this box if you do not understand the statement or do not have sufficient information or experience on the topic

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### Question 2. Do you share **INFORMATION** within your group?

Please CIRCLE one response for each of the following statements	Strongly agree	Agree	Not sure	Disagree	Strongly disagree	I cannot respond <sup>1</sup>
e) “Practice is too competitive to share information”	5	4	3	2	1	
f) “We only share information at formal education sessions (e.g., rounds)”	5	4	3	2	1	
g) “We swap stories and learn from each other in our own time (e.g., lunch)”	5	4	3	2	1	
h) “We depend on each other to keep us up to date”	5	4	3	2	1	

<sup>1</sup> Check this box if you do not understand the statement or do not have sufficient information or experience on the topic

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**Question 3. Do you feel that your contribution to the group is valued?**

Please CIRCLE one response for each of the following statements	Strongly agree	Agree	Not sure	Disagree	Strongly disagree	I cannot respond <sup>1</sup>
i) "I have never thought about this"	5	4	3	2	1	
j) "My contribution is mostly not valued"	5	4	3	2	1	
k) "Colleagues regularly tell me that I am an important member of the team"	5	4	3	2	1	
l) "My formal performance assessment (by my leader or manager) includes my contribution to this group"	5	4	3	2	1	

<sup>1</sup>Check this box if you do not understand the statement or do not have sufficient information or experience on the topic

**Question 4. Are trainees and practitioners from other disciplines valued members of your group?**

Please CIRCLE one response for each of the following statements	Strongly agree	Agree	Not sure	Disagree	Strongly disagree	I cannot respond <sup>1</sup>
m) "Trainees are considered valued members of our group"	5	4	3	2	1	
n) "Practitioners from other disciplines are considered valued members of our group"	5	4	3	2	1	
o) "I feel comfortable reflecting on work incidents with trainees and other practitioners in our group"	5	4	3	2	1	
p) "I am rewarded by peers and management for helping my group to function efficiently?"	5	4	3	2	1	

<sup>1</sup> Check this box if you do not understand the statement or do not have sufficient information or experience on the topic

**Thank you for participating in our reflective exercise**