


Pathway to Actions

REFLECTION TOOL




By now you have completed the Pathway to Actions survey and received your curated resources based on your organizational persona. This tool was designed to support individuals to reflect on your learning to date, and how to turn them into actionable next steps.


Take 10-15 minutes to reflect on these questions. You can answer them here, or feel free to journal, draw, or go for a walk to think through how things may have shifted for you and your team recently in your work.



Personal Learning:

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- What was it like to complete the survey?
 - Were any questions easier for you to answer? Which ones felt less clear?
 - Did the organizational persona feel aligned for your team? Why/Why not?
 - What is one learning that stands out to you from one of the resources you engage with?
 - What is one intention or action you can initiate that feels do-able?
 - What resource do you want to engage with next?

If you had any team or peer conversations about the experience of the survey or your organizational persona results:

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- How did you feel during the conversations?
 - Where were there shared beliefs, understandings, and values about your experiences?
 - Where did experiences differ? What surprised you?
 - What could next steps be for your team?