Assessment 1: Reflected Best Self
Thematic Analysis

Outline

- Reflected Best Self
- Perception and Schemas
- Thematic Analysis
- Reflective Evaluation
- Competency Strengths
- Virtue Strengths
- VIA Project
  - Inclusion Criteria
  - Measurement

Reflected Best Self - Assessment 1

(Roberts, Dutton, Spreitzer, Heaphy & Quinn 2005)

- Characteristics of an individual when at his or her best

- Self Schema: *(cognitive generalizations about the self derived from past experience, that guide the processing of self-related information contained in an individual's social experience)*

- *people compose their reflected best-self portrait through social experiences that draw on intrapsychic and interpersonal resources.*

- Jolts *(events that trigger the revisions of RBS)*

  - Challenges (formal and informal)

  - Appreciation (formal and informal)

- Resources

  - Positive affect (optimistic, happy)

  - Relational connections (support networks)

  - Personal agency (strong internal locus of control)

Typology and Examples of Jolts That Spark Revisions to the Reflected Best-Self Portrait

Form of core prompt

	Challenging	Appreciative
Formal	A structured or planned developmental opportunity (e.g., stretch assignment)	A structured or planned event to acknowledge and affirm one's contributions or strengths (e.g., retirement party)
Informal	An unstructured or spontaneous developmental experience (e.g., impromptu leadership)	An unstructured or unexpected experience that affirms and acknowledges one's contributions or strengths (e.g., spontaneous compliment)

Formality of mechanism

Task Steps

1. Send out requests for feedback
2. Analyse the results and develop a results table
3. Evaluate findings and write a Best Self Vision Statement
4. Evaluate reflection and adaptation methods and practices and develop a future learning path
5. Write up your report

Thematic Analysis

(Guest 2012; Dally & Gilksman 1997)

- Approach common to qualitative research

- Focus on identifying themes:
  - Patterns or clusters of meaning across a data set that represent or describe a phenomenon being studied
  - Determined by prevalence across the data set
  - Ideally occurring numerous times
  - But also judged in terms of space within each data item

Six Phases of Thematic Analysis
(Braun & Clarke 2008)

1. Get familiarised with data

   – Read interviews, notes etc

2. Generate initial codes (technically different from a theme)

   – Look for verbs, adjectives, or nouns you see repeated

3. Combine codes as themes

4. Reviewing themes: Checking if the themes work in relation to all the coded extracts

5. Define and name themes as strengths

6. Reflect and produce final report

RBS Individual Strengths Full Results table

Template 1: Full Results Table

Author - Relationship	Strengths Story	Themes/ Strengths
Friend	Worked side by side with Sam until flooded basement was cleaned	Perseverance Teamwork
Work colleague	Helped team remain focused during workplace crisis incident	Courage Leadership Wisdom Teamwork Social intelligence
Boss	Took initiative in adopting creative solution to address customer concern	Courage Creativity Social intelligence
Etc.		

Summary Results table

Template 2: Summary Results Table

Emergent Themes	Specific Statements	My Interpretation
1. Social Intelligence	• Helped team remain focused during workplace crisis incident • Took initiative in adopting creative solution to address customer concern	One interpretation per theme/ strength
2. Teamwork	• Worked side by side with Sam until flooded basement was cleaned • Helped team remain focused during workplace crisis incident	
3.		

Evaluate through reflective interpretation

- Who said what – are there sub patterns?
- How does this sit with my experience?
  - Am I surprised?
  - Does it confirm what I already knew?
  - Have I learned something new?
  - What does the literature have to say about my observations?
  - What are the implications of any new learning for practice?

Sample RBS Statement
(Quinn et al. 2011)

When I am at my best, I tend to be creative. I am enthusiastic about ideas and I craft bold visions. I am an innovative builder who perseveres in the pursuit of the new. I do not waste energy thinking about missed opportunities or past failures nor do I take on the negative energy of the insecure or worry about critics. I stay centered and focused on what is possible and important.

I use frameworks to help me make sense of complex issues. I can see disparate ideas and integrate them through "yes and" thinking. So I make points others do not readily see. In doing so, I frame experiences in compelling and engaging ways. I paint visions and provide new ways for people to see. I use metaphors and stories to do this. I find the stories in everyday experiences, and people find it easy to understand them. The new images that follow help people to take action.

In helping others, I try to empathize with them and understand their needs. I give them my attention and energy but I allow them to be in charge. In exercising influence, I try to enroll people, not force them, in new directions. I invite people to work with me. I use dialog to help people surface their ideas, and then I weave them together with others until we create knowledge in real time. I ignore symptoms and focus on the deep causes. I help people and groups surface the darkest realities and the most painful conflicts. From these emergent tensions comes the energy for transformation. I liberate people from their fears and help them embrace new paths. In all of this I try to model the message of integrity, growth and transformation.

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Thank you