



Assessment

Reflective questions for the facilitator

Write a 1–2-page reflection on your role in the inclusive decision-making process. In your reflection, answer the three main questions:

1. What went well?
Reflect on the strengths of your facilitation approach. Consider moments where your efforts to include all voices led to productive dialogue or meaningful insights.
2. What did you find challenging?
Identify the challenges you encountered. These could range from balancing diverse perspectives to managing conflicts or navigating your own biases.
3. How would you approach it next time?
Based on your reflections, propose actionable strategies to enhance your facilitation skills, particularly in fostering inclusivity and democratic engagement.

When writing your reflection, you can use the following topics and corresponding questions for inspiration:

- **Balancing Voices:** how effectively do you think you managed to ensure all group members felt heard? Reflect on the techniques you used and their impact.
- **Minority Perspectives:** discuss any difficulties you faced in ensuring minority perspectives were given due consideration. How did you or could you address these challenges?
- **Impact on Decision-Making:** evaluate the influence of your facilitation style on the group's decision-making process. Were there aspects that particularly helped or hindered the process?
- **Enhancing Inclusivity:** reflecting on the activity, identify specific actions you could take to improve the inclusivity and productivity of future discussions.
- **Biases and Preconceptions:** were you aware of your own biases and preconceptions? Discuss how you managed them during the facilitation and how this awareness affected your approach.



- Encouraging Participation: share the techniques you found most effective for encouraging quieter group members to participate. Why do you think these were successful?
- Evaluation of the Final Decision: how do you feel about the group's final decision? Reflect on whether it represented an integration of diverse perspectives and why.
- Applying Deep Democracy: looking forward, how do you plan to apply the principles of deep democracy in future group situations? Consider both within and outside educational settings.