



Assessment

Reflective questions for members

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:

- **Active Participation:** reflect on how actively you engaged in the discussion. What factors influenced your level of participation? Consider both internal and external elements that may have played a role.
- **Voice and Hearing:** were there moments when you felt your voice was not adequately heard? If so, elaborate on what could have been done differently, both by others and yourself, to better facilitate your participation.
- **Reactions to Diverse Opinions:** how did you respond to opinions that differed from your own during the activity? Reflect on your initial reactions and how you managed them throughout the discussion.
- **Learning from Others:** discuss what you learned from listening to the perspectives of other group members. How did these insights impact your viewpoint or understanding of the topic?



- **Facilitator's Influence:** from your perspective, in what ways did the facilitator's actions assist or impede the decision-making process? Provide specific examples of helpful or unhelpful actions.
- **Integrating Minority Views:** reflect on the steps you personally took to understand and incorporate minority views into the group's decision. Why do you think these efforts were important?
- **Applying Deep Democracy Principles:** looking ahead, how do you intend to apply the principles of deep democracy in future group situations outside of this educational activity? Consider both personal and professional settings.