



ORID REFLECTION

WHAT – *just happened? (Objective) – Based on what people see, hear, touch, smell, and taste; just the facts. What did you experience or do today? What happened?*

GUT – *how do you feel about what just happened? (Reflection) – Based on people's emotions, feelings, and memories. What was the high point of today? The low point? What did you like? What was difficult for you?*

SO WHAT – *difference does this make? (Interpretive) – Based on the meaning, significance, purpose, and importance of the topic to the people. Why is the information important? What is a key insight?*

NOW WHAT – *do we do? (Decisional) – Based on the future actions, next steps, or decisions to be made; what people will do with the information or how will they act different in the future. What will you do differently because of today? What are next steps?*